

Disability and Accessibility

TERMS AND DEFINITIONS

INDEPENDANT LIVING MOVEMENT

ADVOCACY AND SERVICES FOR PEOPLE WITH DISABILITIES TO LIVE INDEPENDENT & AUTONOMOUS LIVES ENTITLED TO THE SAME RIGHTS, CHOICES & CONTROL AS THOSE WHO ARE NONDISABLED.

ACCOMMODATION

CHANGES TO AN
ENVIRONMENT, FORMAT, OR
TOOL TO ENABLE SOMEONE
WITH A DISABILITY TO GAIN
ACCESS AND COMPLETE
TASKS IN THE WORKPLACE.

ACCESSIBILITY

DESIGN OF PRODUCTS,
DEVICES, TOOLS, SERVICES,
VEHICLES, ENVIRONMENTS,
ETC TO BE USABLE BY THOSE
WITH DISABILITIES SO
THERE IS NO ACCESS
BARREIR; INCLUDES
ACCESSIBLE/UNIVERSAL
DESIGN; SOMETIMES HAS
REQUIRED LAWS TO
MANDATE (E.G., 1964 URBAN
MASS TRANSPORTATION ACT
& 1965 VOTING RIGHTS ACT)
BUT PRIOR TO THE 1990 ADA
RELATED LAWS WERE LESS
IMPACTFUL.

ABLEISM

INTENDED OR UNINTENDED PREJUDICE THAT PRIVILEGES THOSE WITHOUT DISABILITIES & VIEWS THOSE WITH DISABILITIES AS 'LESS THAN' OR NOT 'NORMAL' OR THAT NEED TO BE 'FIXED'.

DISABILITY

A PERSON WITH A PHYSICAL OR MENTAL IMPAIRMENT LIMITING ONE OR MORE MAJOR LIFE ACTIVITIES IN A SUBSTANTIAL WAY.

VALUES

OPEN-MINDEDNESS

CIVIL RIGHTS

"NOTHING WITH US, WITHOUT US"

VISIBILITY

ACCEPTANCE

TIMELINE

1817

'AMERICAN SCHOOL FOR THE DEAF' FOUNDED IN HARTFORD, CT 1977

PROTESTS ERUPTED AROUND THE COUNTRY, INCLUDING A MONTH-LONG SIT-IN, TO GET THE GOV'T TO ENFORCE SECTION 504 OF THE REHABILITATION ACT OF 1973 (AKA 504); THIS LAW RECOGNIZED DISABILITY AS A CIVIL RIGHTS CATEGORY

1914 -1945 NUMEROUS LAWS ENACTED BY THE GOVERNMENT TO INTEGRATE DISABLED VETERANS INTO DAILY LIFE AFTER TWO MAJOR WORLD WARS

2024



1968

THE FIRST INTERNATIONAL SPECIAL OLYMPIC GAMES HELD IN CHICAGO, IL

DIGITAL ACCESSIBILITY
REQUIREMENTS FOR WEB
CONTENT & MOBILE APP
ACCESSIBILITY UPDATE ADDED
TO THE 1990 AMERICANS WITH
DISABILITIES ACT (AKA ADA)

PEOPLE

HARRIET TUBMAN



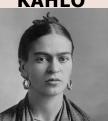
JUDY



EMILY LADAU



FRIDA KAHLO



CHARLES



STATISTICS

40%

OF PUBLIC SCHOOLS HAD A SPECIAL EDUCATION TEACHING VACANCY DURING THE 20-21 SCHOOL YEAR REPORTED AS DIFFICULT OR IMPOSSIBLE TO FILL.

IN STATES WHERE THE UNEMPLOYMENT RATE WAS REDUCED QUICKLY:

51.8%

OF THE NEW JOBS WERE FOR PEOPLE W/ DISABILITIES WERE REMOTE, COMPARED TO

30.5%

OF THE NEW JOBS WERE FOR PEOPLE W/OUT DISABILITIES.

1.6 X'S REVENUE
2.6 X'S NET INCOME

2 X'S ECONOMIC PROFIT

RESULTS FOR COMPANIES THAT LEAD ON KEY DISABILITY INCLUSION CRITERIA

1 IN 4

U.S. ADULTS (61 M) HAS A DISABILITY THAT IMPACTS MAJOR ACTIVITIES IN THEIR LIVES.

65%

OF INDIVIDUALS LIVING IN POVERTY FOR AT LEAST 3 YEARS HAD A DISABILITY.



TAKE ACTION

USE LANGUAGE APPROPRIATE TO THE INDIVIDUAL'S PREFERENCE. NOT SURE? ASK.

SHARE THIS INFOGRAPHIC



DON'T ENGAGE IN TRIANGULAR CONVERSATIONS. THIS IS WHEN A PERSON WHO IS CO-PRESENT WITH A DISABLED PERSON AND SOMEONE ELSE, SPEAKS TO THE DISABLED PERSON THROUGH THE NONDISABLED PERSON AS IF THEY ARE NOT PRESENT.

ADMIT YOUR MISTAKES. IN A CONVERSATION ADJUST YOUR LANGUAGE AND BEHAVIOR AS NEEDED TO TREAT ALL PEOPLE THE SAME. AFTER ALL, LAWS DON'T CHANGE ATTITUDES, PEOPLE DO.

FIND THE OPPORTUNITY
TO TELL SOMEONE "WE
ARE ALL TEMPORARILY
ABLED." WE CAN BECOME
DISABLED AT ANY TIME.

