

National Disability Employment Awareness Month (NDEAM)



JOHNS HOPKINS
MEDICINE

History and Meaning

Commemorating workers with disabilities goes back to 1945 when Congress declared the first week of October as “National Employ the Physically Handicapped Week.” By 1988, the commemoration spanned the entire month of October with its name changed to “National Disability Employment Awareness Month.” Ever since, employers around the country celebrate National Disability Employment Awareness Month to recognize the many contributions of employees within the spectrum of physical and mental abilities, and accentuate the value of a diverse workforce that is inclusive of the skills and talents of all employees.

The Power of Disability Terminology

Words and concepts describing people with disabilities have their own histories and implications. People with disabilities may describe themselves as having a disability or as being a person with a disability. Others may refer to themselves as disabled. Disability can be an important part of a person’s identity or they may have a condition that would qualify as a disability, but not identify with disability at all. Paying attention to how people define themselves is important in regard to disability as it is with identities in general. Recognizing that people both embrace and celebrate disability as an important aspect of diversity is important as well.

Terms that are euphemistic or refer to a disability indirectly should be avoided as should terms that may perpetuate stereotypes or stigma. Many originate from ablest perceptions of disability as a deviation from the norm and frame disability inaccurately or in a limited way. Some specific and common terms to avoid include handicapped, special needs, differently-abled and wheelchair bound. Instead, use the term accessible in reference to parking since that describes the parking more clearly and does not label or define those who may need to use it. Wheelchair users are using their chairs as a means of mobility and can get off them. Effective and accurate terminology enables us to shift perspectives and address both attitudinal and physical barriers. Seeing disability as integral to the richness of our community and owning our individual responsibility to make Hopkins inclusive is critical too.

National Disability Employment Awareness Month aims to educate about disability employment issues and celebrate the many and varied contributions of America’s workers with disabilities.

The Americans with Disabilities Act

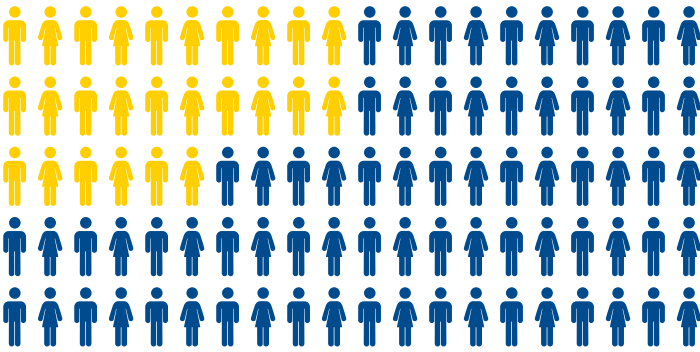
The Americans with Disabilities Act (ADA) passed in 1990, makes it unlawful to discriminate in employment against a qualified individual with a disability. It is important to note that the law also protects individuals who had a disability in the past, and those who do not have a documented disability but are regarded as having one. For example, a hiring manager may not refuse to hire an applicant because it seems that the applicant has a learning disability, even if the applicant does not have a documented medical condition.

Johns Hopkins Office of Organizational Equity (OE)

Organizational Equity (OE) supports and advances the core values of diversity and inclusion and the organization’s commitment to provide equal employment opportunity for all employees and applicants. OE, as part of the Johns Hopkins Health System is available to provide consultation and guidance on matters concerning the ADA and reasonable accommodations in the workplace. OE works closely with HR professionals, managers and supervisors to help them become familiar with laws and policies governing equal employment opportunity and their responsibilities in responding to requests for accommodations. As an organization, OE believes that it is what people can do that matters and by exploring accommodations in the workplace, employees with disabilities can continue to contribute to the success of the health system.

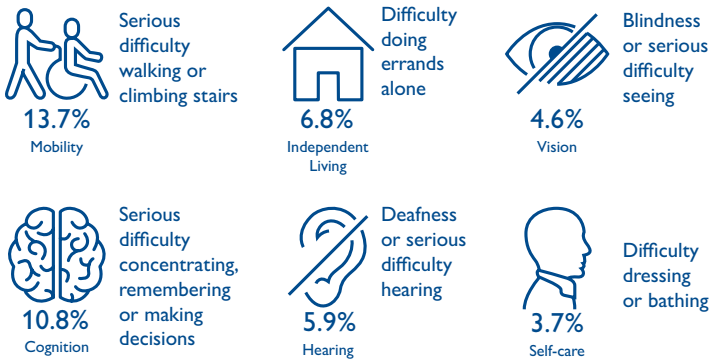
Disability Impacts All of Us

61 million adults in the United States live with a disability. In 2019, 61 million adults in the United States live with a disability, representing 26% or 1 in 4 adults.



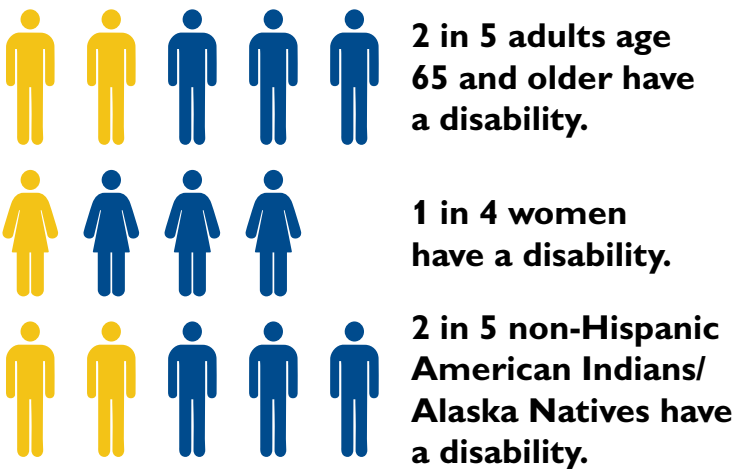
■ People who report living with a disability ■ People not reporting living with a disability

Percentage of adults with functional disability types:



Disability and Communities

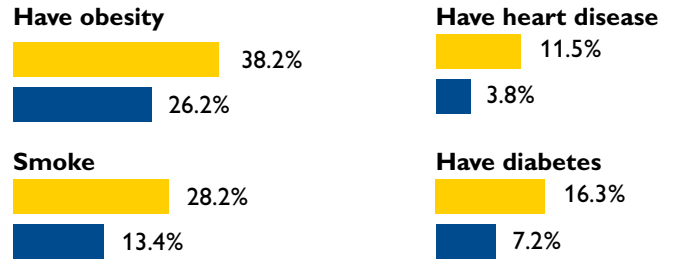
Disability is especially common in these groups:



* source: [cdc.gov/ncbddd/disabilityandhealth/infographic-disability-impacts-all.html](https://www.cdc.gov/ncbddd/disabilityandhealth/infographic-disability-impacts-all.html)

Disability and Health

Adults living with disabilities are more likely to:



Disability and Health Care Access

Health Care Access Barriers for Working-age Adults Include:

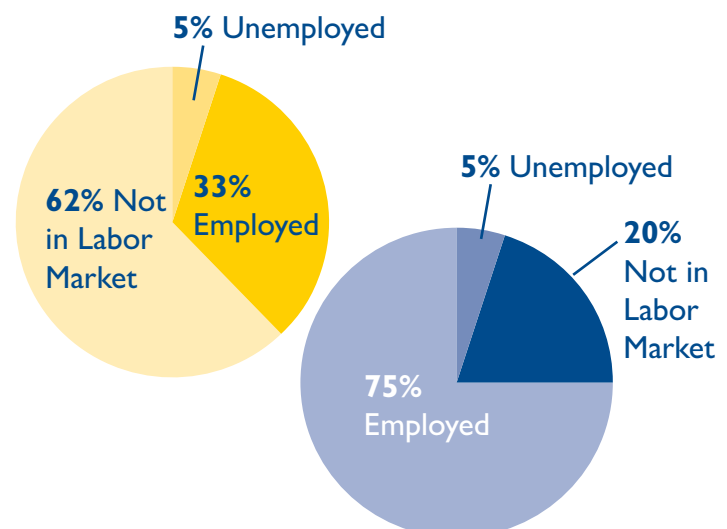
- 1 in 3** adults with disabilities (18 – 44 years) do not have a usual health care provider.
- 1 in 3** adults with disabilities (18 – 44 years) had an unmet health care need because of cost in the past year.
- 1 in 4** adults with disabilities (45 – 64 years) did not have a routine checkup in the past year.

Public Health is For All of Us

Join the CDC and its partners as we work together to improve the health of people living with disabilities.

- **Promoting Healthy Living**
- **Monitoring Public Health Data**
- **Researching and Reducing Health Disparities**
- **Building Inclusive Health Programs**
- **Improving Access to Health Care***

Poverty Rate Among Working-Age Adults with Disabilities by Education Level and Race



Sources

1. [Centers for Disease and Control and Prevention](#)
2. [National Disability Institute](#)
3. U.S. Bureau of Census, 2020
4. [The US Department of Labor, Office of Disability Employment Policy](#)

Johns Hopkins Resources

Accessibility at Johns Hopkins University
accessibility.jhu.edu/

Johns Hopkins Office of Workforce Diversity
hopkinsmedicine.org/human_resources/workforce_diversity/

JHM Disability Services
hopkinsmedicine.org/diversity/resources/disability-services.html

Johns Hopkins Organizational Equity: Reasonable Accommodation Disability Request
hopkinsmedicine.org/human_resources/workforce_diversity/equal_opportunity/disability_request.html

Johns Hopkins University Disability Health Research Center
disabilityhealth.jhu.edu/

Johns Hopkins University Disability Services
jhu.edu/life/disability-services/

JHM Office of Diversity, Inclusion & Health Equity Disability Accommodations Education Webinars
hopkinsmedicine.org/diversity/events/videos.html#edu-disability

JHU Disability DEI Education Resources
hopkinsmedicine.org/diversity/documents/JHUDisabilityDEIEducation.pdf

General Resources

Aid for Maryland Seniors with Disability – 211
211md.org/211provider-md-additional-services

Employment First Employment for All
apse.org/resources/resources-for-individuals-and-job-seekers/

Florida Agency for Persons with Disabilities
apd.myflorida.com/

Guide to Virtual Meeting Accessibility (Jessica Campanile)
hopkinsmedicine.org/diversity/documents/Virtual_Meetings_Accessibility_Guide.pdf

Housing Resources for Individuals with Disabilities – Baltimore County

baltimorecountymd.gov/boards-commissions/disabilities-commission/housing-resources

HHS Resource for People with Disabilities
hhs.gov/programs/social-services/programs-for-people-withdisabilities/index.html

Job Accommodation Network
askjan.org/index.cfm

Maryland Department of Disabilities
mdod.maryland.gov/Pages/Home.aspx

United Spinal Association. Disability Etiquette: Tips of Interacting with People with Disabilities
unitedspinal.org/pdf/DisabilityEtiquette.pdf

U.S. Department of Labor: 31 Days of NDEAM
dol.gov/agencies/odep/initiatives/ndeam/ideas

Disability History: An Important Part of America's Heritage
dol.gov/sites/dolgov/files/odep/documents/disability%20history_508%20compliant_links.pdf

Public service announcements (PSAs) about encouraging people to hire those with disabilities

- “Working Works”
whatcanyoudocampaign.org/psa-campaigns/working-works-psa/
- “I Can”
whatcanyoudocampaign.org/psa-campaigns/i-can-psa/
- “Who I Am”
whatcanyoudocampaign.org/psa-campaigns/who-i-am-psa/

Washington, DC Department of Disability Services
dds.dc.gov/