



Empowering All: Inclusion of Talent With Disabilities

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- Part of U.S. Department of Labor
- Non-regulatory
- Promotes policies and coordinates with employers and all levels of government to increase workplace success for people with disabilities
 - Mission: To develop and influence policies that increase the number and quality of employment opportunities for people with disabilities




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National Disability Employment Awareness Month (NDEAM)


- Nationwide observance each October
 - 2018 theme: **“America’s Workforce: Empowering All”**
- Employers of all sizes and in all industries encouraged to take part
- Ideas and inspiration at dol.gov/ndeam




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History of NDEAM



- 1945: Congress declares the first week in October each year “National Employ the Physically Handicapped Week”
- 1962: The word “physically” is dropped to acknowledge individuals with all types of disabilities
- 1988: Congress expands the week to a month and changes name to NDEAM
- 2001: ODEP assumes coordinating responsibility for NDEAM at national level, including selection of annual theme



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Defining Qualified Person with a Disability

- “Disability” – Physical or mental impairment that substantially limits one or more major life activities
- “Qualified” – Satisfies the job-related requirements of the position and can perform its essential functions, with or without a reasonable accommodation

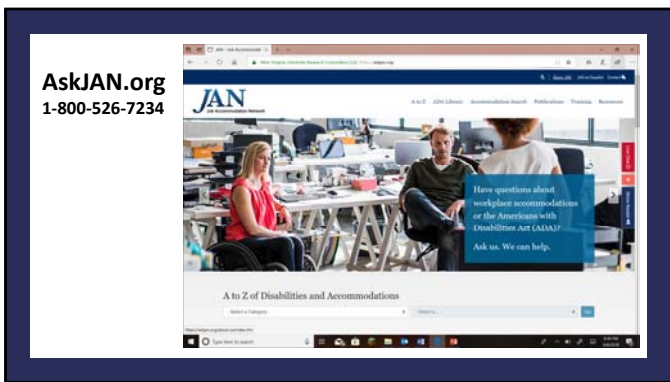
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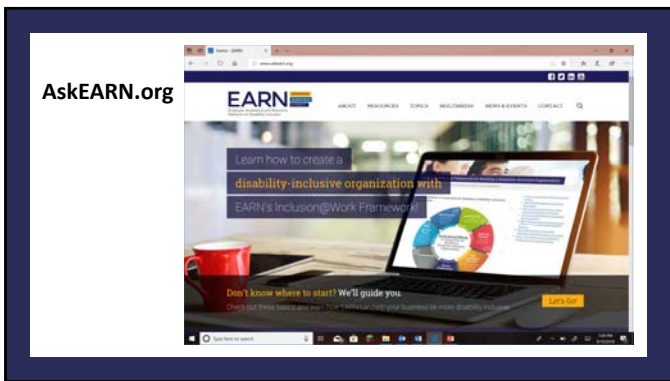
Disability: A Dimension of Diversity & Inclusion

- Represents talent with a variety of skills and abilities, just like any other population
- Crosses all other diversity dimensions
- Population is large and growing
 - 30,351,000 working age individuals
 - 82 percent of disabilities are acquired

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NDEAM – Ideas for Participation

- Review policies
- Establish an ERG
- Create a display
- Train supervisors
- Educate employees
- Publish articles
- Issue a press release
- Incorporate into social media activities
- Participate in Disability Mentoring Day




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Other Resources

- Disability:IN
– DisabilityIn.org
- National Organization on Disability
– NOD.org
- National Business & Disability Council at the Viscardi Center
– viscardicenter/nbdc
- ADA National Network/Regional ADA Centers
– www.ADAta.org
- Employer.gov & Worker.gov





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