



October 2020

Celebrating Disability Employment Awareness

Disability awareness

National Disability Employment Awareness Month

Increasing Access & Opportunity

Each year October is used to “celebrate America’s workers with disabilities and remind employers of the importance of inclusive hiring practices”

This year marks the 75th year that the nation has observed National Disability Employment Awareness Month (NDEAM). This year also coincides with the 30th anniversary of the signing of the Americans with Disabilities Act (ADA). Celebrations of both will take place this year!

Visit [this announcement](#) for more info.

Disability in the Classroom

Making teaching more accessible

“With relatively small changes, faculty can improve the experience for these students, and probably for other students who don’t need accommodations.” - Dr. Sara Schley

Students who identify as having a disability will often be registered with the office of disability services (ODS), which will inform specific accommodations. However, there are things instructors can do proactively to provide and promote an inclusive classroom. One option is the Universal Design for Learning (UDL). This approach provides multiple options for communicating what you want students to learn, how they express their knowledge, and methods for engaging students. Another approach from Tobin and Behling (2018) suggests a “plus one” approach. This method suggests that faculty have one specific thing to add or change should accessibility be important. This could be changes to the classroom, assignees, or tech/tool addition. Overall, it is important to make classrooms as accessible as possible *before* a request and to be flexible. Learn more [here](#).

“People with disabilities are experienced problem solvers with a proven ability to adapt.”
 Jennifer Sheehy, Office of Disability Employment Policy

Disability MYTHS



Few people have a disability.
 About 25% of Americans have some kind of disability. Disability is diverse and can include things like physical, intellectual, sensory, neurological, learning, or immunological disability and mental illness. Remember, many disabilities aren’t visible!

Disability is a one-dimensional group.
 Just like any community, people with disabilities reflect diversity in social, economic, cultural, family, racial/ethnic, and educational arenas. Additionally, disability in itself is quite variant. People with disabilities are individuals that are people first.

Disability is a tragedy.
 Disability is often viewed as a personal tragedy or a serious burden. As a result, people with disabilities are often viewed as tragic and figures that society should pity. Disability does not mean poor quality of life. Often it is negative attitudes or lack of accessibility that are the issue.

Learn about more myths [here](#).