



ReachOut e-Diversity News

An Electronic Publication of the Ohio Developmental Disabilities Council

It is the policy of the Ohio Developmental Disabilities Council to use person-first language in items written by staff. Items reprinted or quoted exactly as they originally appear may not reflect this policy.

February 2017 Edition | Volume 11, Issue 1

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Read, Pass on to Friends, Family Members, Colleagues & Constituents

Facebook Video Reminder of Violence Faced by Disabled Americans



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2017 Disability Employment Tracker

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Google Calls Attention to Disability Rights

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Facebook Video Reminder of Violence Faced by Disabled Americans

By David M. Perry

(CNN) It's a horrific incident. On Tuesday afternoon, Chicago police found a young man wearing shorts, wandering the streets, clearly in distress. They matched him to a missing persons call from a nearby suburb. Over the next day, gruesome details emerged of what had happened to the 18-year-old, mentally disabled male. According to police, the young man was kidnapped and tortured, his abuse streamed live over Facebook.

The racist comments are inflammatory. People -- via both formal and social media -- have expressed outrage. But while the nature of the remarks on the video have unsurprisingly sparked much discussion about race, Trump and the live streaming of crimes, something important risks being overlooked: the chilling, everyday, truth that to be disabled in America is to be at greater risk of violence.



David M. Perry is an associate professor of history at Dominican University in Illinois. He writes regularly at his blog: "How Did We Get Into This Mess?" Follow him on Twitter. The opinions expressed in this commentary are his.

According to CNN, local law enforcement officials have charged the four suspects with a "hate crime, felony aggravated kidnapping, aggravated unlawful restraint and aggravated battery with a deadly weapon." But much of the speculation over whether this was a hate crime has focused on the issue of race.

People with disabilities are, of course, protected under both federal and Illinois hate crime legislation. To qualify under current federal law, according to Samuel Bagenstos, a law professor at the University of Michigan and former Department of Justice official, the crime must involve interstate commerce in some way. He told me that broadcasting over Facebook Live might make such a prosecution possible.

The Illinois statute, for its part, defines a hate crime as a criminal act against someone "by reason of the actual or perceived race,

color, creed, religion, ancestry, gender, sexual orientation, physical or mental disability, or national origin of another individual or group of individuals, regardless of the existence of any other motivating factor or factors." If the victim was singled out for his disability, that should be reason enough in Illinois.

In fact, people with disabilities are often victims of violent crime. The latest Bureau of Justice Statistics report shows that people with disabilities were 2.5 times more likely to experience violent victimization than people without disabilities. Moreover, disability is an intensifying factor when it comes to understanding how at-risk groups experience violence.

Lydia Brown, a disabled writer, organizer and educator, has looked at the use of hate crime legislation in cases involving disabilities. Thirty-six states have



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hate crimes laws listing disability to some degree, but that doesn't mean they are actually using the laws actively in disability-related crimes. And while Brown is concerned about mass incarceration, violence against disabled people should still be handled equitably.

"When someone kills disabled people, it's usually not given the same degree of seriousness of zeal in prosecution as when the victim is not disabled," Brown said. "That doesn't mean the solution is to lock up more people, but it does mean society does not treat ableist violence as seriously."

I spoke to Rebecca Cokley, executive director of the National Council on Disability, about the problem. "Violence against people with disabilities is a national problem, regardless of Zip Code," she said, adding that we can only address such violence by engaging the many ways that stigma and discrimination against disabled people (ableism) intersect with other forms of hate like racism, sexism, or homophobia.

"The voices of disabled people must be centered in justice reform. Complex problems require comprehensive solutions," she said.

Unfortunately, the general public -- and even many disabled people -- aren't focused on this issue. Amber Smock, director of advocacy at Access Living, a Chicago based disability rights and services organization, told me: "The public tends to be unaware that people with disabilities have rights as a protected class against hate crimes. We deserve that recognition as a protected class. We believe that many people with disabilities themselves need to know that they, too, can fight back against hate crimes."

But fighting back takes allies in the legal system. They can be hard to find. Indeed, over the past year, I've been following a case in Idaho where a black, disabled teen was allegedly lured into the locker room by three white teammates from the football team. Court reports say he was grabbed and anally raped with a coat hanger.

The local prosecutor, however, declined to press hate crime or sex crime charges, instead accepting a guilty plea to a lesser felony of "injury to a child," which will carry no jail time.

"It's not our belief that this was a racially motivated crime. This was more of a vulnerable-victim motivated crime," the prosecutor said. "I think it probably would have happened to anybody that was in the same kind of circumstances and mental state as the victim here."

In other words, because the victim was attacked due to his disability, the crime isn't being treated as seriously.

Kidnappings and torture matched with inflammatory racist statements that are broadcast on Facebook Live are rare. But the reality is that violence against people with disabilities is all too common. We need a legal system and a society that recognizes the vulnerability -- and shared humanity -- of all disabled people.

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2017 Disability Employment Tracker

The Disability Employment Tracker™ helps organizations develop an edge in the race for talent. Using the National Organization on Disability's proprietary approach, this free and confidential online assessment is a valuable tool to measure your company's performance in recruiting, onboarding and retaining individuals with disabilities and veterans.

What is the Disability Employment Tracker™?

The Disability Employment Tracker™ is a free, confidential and online assessment that measures disability and employment policies and practices and includes an optional section on veteran employment practice. The Tracker helps leading companies across a range of industries expand the diversity of their workforce and comply with regulations from the U.S. Department of Labor. Receive a complimentary

Disability Employment Tracker™ Scorecard benchmarking where your company ranks in relation to other participants in each of the six key aspects examined:

- Climate and Culture
- Talent Sourcing
- People Practices
- Workplace & Technology
- Strategy & Metrics
- Veterans Employment (optional)

Even more, companies receive information on leading practices and high-level trends and

demographic data drawn from all participating companies.

Benefits of the Tracker

- Use the benchmarking Scorecard to identify areas of strength and opportunities for improvement
- Re-enroll annually to measure improvement across key areas.

SCORECARD EXCERPT

Inclusion Aspect	Definition	Leading Practices	Performance & Group Benchmarks
Disability Employment Climate & Culture	Organizational policies and procedures that foster a culture that is inclusive of people with disabilities, focus on the employee, not the disability, and encourage self-identification.	<ul style="list-style-type: none"> • Develop well-articulated and widely shared policies that specifically reference disability as a diversity segment • Appoint a senior leader(s) who drives and is accountable for disability inclusion initiatives, including recruitment and retention • Start or enhance disability employee resource groups (EGRs), with executive sponsors, charters and annual budgets • Conduct internal communication campaigns highlighting the company's commitment to a culture of inclusion 	 <p>Your performance: 70 2016 Benchmark: 67</p>
Disability Employment Talent Sourcing	Hiring goals, local talent pools and recruitment practices designed to eliminate unintended bias.	<ul style="list-style-type: none"> • Train recruiters and hiring managers in disability awareness, the Americans with Disabilities Act, Section 503 and other need-to-know topics • Forge formal partnerships with external organizations, including employment agencies and educational institutions, to attract candidates with disabilities • Ensure recruitment outreach materials feature employees with disabilities 	 <p>Your performance: 31 2016 Benchmark: 64</p>

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2017 Disability Employment Tracker

- For federal contractors, demonstrate that you are taking tangible steps toward meeting Labor Department employment targets.
- Qualify for the NOD Leading Disability Employer Seal™, which is awarded annually based on performance on the Tracker.
- New in 2017! Completion of the Tracker is required to be eligible for the DiversityInc Top 50 Companies for Diversity.
- Take a deep-dive into your results with the Disability Inclusion Accelerator™, which offers extensive benchmarking, a customized plan to progress, and a playbook to gain internal buy-in.

Is there a cost to enroll in the Disability Employment Tracker™?

No, there is no cost to sign up for the Disability Employment Tracker™ assessment or to receive your Scorecard report.

Who can enroll in the Disability Employment Tracker™?

For-profit and not-for-profit organizations can enroll in the Disability Employment Tracker™, regardless of size or industry. The Tracker is not appropriate for completion by individuals.

How long does it take for companies to complete the Disability Employment Tracker™?

In response to our focus group of employers, we designed the Disability Employment Tracker™ to be concise and easy-to-use. The estimated time to complete the company assessment is a couple hours. This differs significantly from other corporate disability assessment tools that require many hours to complete.

How was the Disability Employment Tracker™ developed?

The Disability Employment Tracker™ is a partnership of the National Organization on Disability (NOD), the National Business and Disability Council (NBDC) at The Viscardi Center and Sirota, a leading provider of

organizational assessments. The Tracker is the first tool of its kind to assess disability and veteran inclusion employment policies. The partnering organizations conducted interviews and focus groups with dozens of employers, including many Fortune 500 companies, to develop a tool that is responsive to their demands. As a result of those conversations, the Tracker was designed to be concise and easy to use.

Where can I learn more about the Disability Employment Tracker™?

Visit www.NOD.org/tracker for the most recent news and information.

Email questions to tracker@nod.org.



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12 Quotes by Martin Luther King Jr. That Relate to Disability Awareness

By Heather McCarthy

The Rev. Dr. Martin Luther King Jr. was one of the greatest civil rights leaders. What made him such an exceptional leader was his ability to make the civil rights movement a universal acceptance of values. He didn't speak solely about African-American rights, but for all human rights. He had a vision of justice and equal rights that included all human beings.

Here are 12 quotes from Dr. King that are relevant to tolerance, love, human rights and disability awareness.

1. "Injustice anywhere is a threat to justice everywhere."
2. "If you can't fly then run, if you can't run then walk, if you can't walk then crawl, but whatever you do you have to keep moving forward."
3. "People fail to get along because they fear each other; they fear each other because they don't know each other; they don't know each other because they have not communicated with each other."

4. "It is not possible to be in favor of justice for some people and not be in favor of justice for all people."

5. "Darkness cannot drive out darkness; only light can do that. Hate cannot drive out hate; only love can do that."

6. "Faith is taking the first step even when you don't see the whole staircase."

7. "We've learned to fly the air as birds. We've learned to swim the seas as fish, yet we haven't learned to walk the Earth as brothers and sisters."

8. "If I cannot do great things, I can do small things in a great way."

9. "The ultimate measure of a man is not where he stands in moments of comfort and convenience, but where he stands at times of challenge and controversy."

10. "Our lives begin to end the day we become silent about things that matter."



11. "Without love, there is no reason to know anyone, for love will in the end connect us to our neighbors, our children and our hearts."

12. "It really boils down to this: that all life is interrelated. We are all caught in an inescapable network of mutuality, tied into a single garment of destiny. Whatever affects one destiny, affects all indirectly."

Heather McCarthy has been a seventh-grade language arts teacher for the past 13 years. She is also the cofounder of Someone Special Uniquely Personalized Books, a company inspired by her daughter that creates personalized picture books for children with special needs

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Google Calls Attention to Disability Rights

Michelle Diament



A doodle on Google's homepage is paying homage to a pioneer of the disability rights movement and encouraging visitors to learn about advocacy efforts.

The search giant included a sketch of Ed Roberts on google.com Monday, which would have been the activist's 78th birthday. Roberts, who died in 1995, fought for greater inclusion of those with disabilities.

Paralyzed from the neck down after contracting polio at the age of 14, Roberts "was confined to a special wheelchair with a respirator during the day and slept in an 800-pound iron lung at night," Google said.

In 1962, he became the first student with severe disabilities to attend the University of California,

Berkeley where he worked to make the campus accessible.

Roberts later went on to lead the Berkeley Center for Independent Living, helping spur the development of other similar centers across the country. He also became the director of the California Department of Vocational Rehabilitation, the same agency which had declined to help him attend college because they did not believe he would ever work.

Google regularly honors holidays, anniversaries and people with so-called Google Doodles, variations of the company's logo on its homepage.

The doodle honoring Roberts is set to display for visitors in the United States on Monday until 11:59 p.m. ET, Google said.



The company included a message beneath the sketch urging users to "explore the work of disability rights advocates in America" with a link to more information about Roberts, the Americans with Disabilities Act and the disability rights movement.

"Researching Ed Roberts' life for the doodle was indescribably motivational," said Olivia Huynh, who created the Google Doodle. "It was incredible to learn about how he overcame the challenges of going to school and then going on to become a leader for the community, making higher education more accessible to countless others. I chose to focus mostly on those aspects for today's doodle, which I hope conveys the full breadth of his efforts."

Reprint from
Disability Scoop
(1/23/17)



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Become a member of the Newsletter Advisory Group!

- Do you have ideas about topics, articles, and news that should be included in the 2017 newsletters?
- Do you know of authors who could write an article for a 2017 newsletter?
- Do you know of a blog that has news that would be of interest?

If you answered YES, then we would love to have you become a part of the Newsletter Advisory Group. Email kenneth.latham@dodd.ohio.gov and share your contact information.

Did You Know?

ABLE Accounts are tax-advantaged investment accounts that help qualified individuals with disabilities, and their families, save for disability related expenses. Anyone can contribute to an individual's ABLE account; however, all contributions combined are not to exceed \$14,000 in any given tax year

Did You Know?

Working age adults with disabilities are twice as likely to live in poverty than those without disabilities, while the poverty rate among people with disabilities (ages 18-56) is 28 percent compared to 13 percent among people without disabilities. Poverty rates are compounded when taking into consideration additional characteristics such as gender, communities of color and level of education.

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