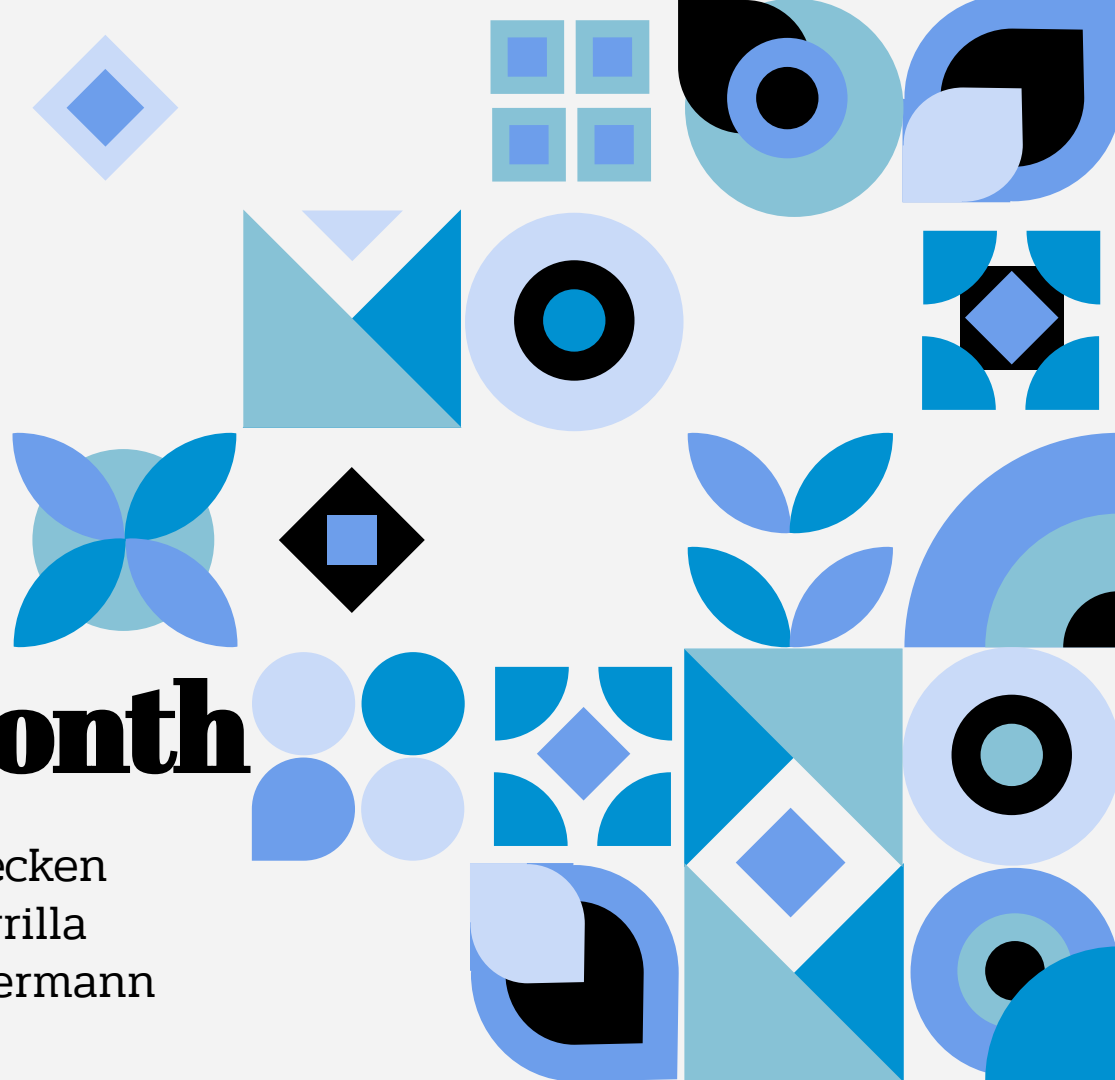


IDEA Minute - 10/11/22

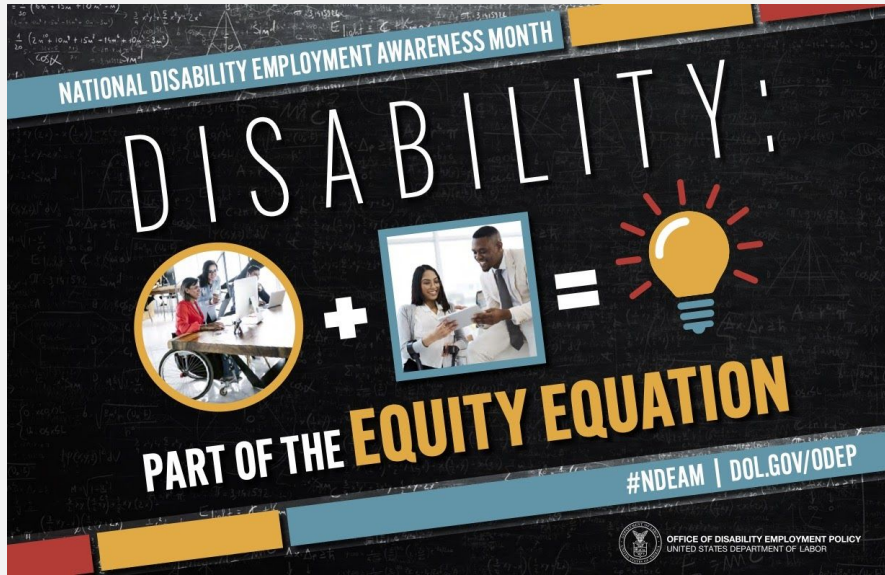
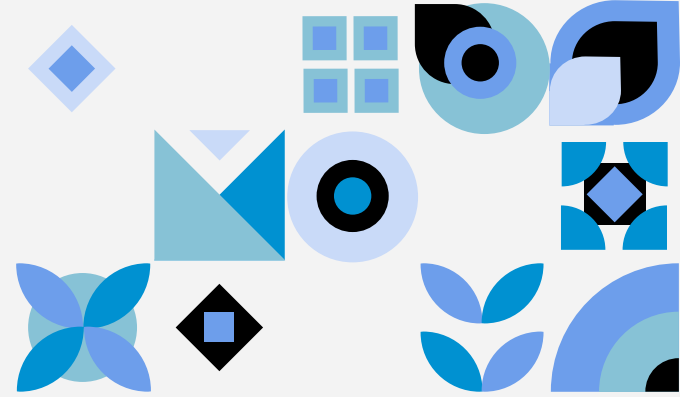
October is Disability Awareness Month

Mark Bandstra
Heather Crawford
Tom Gallant

Reiner Kruecken
Hannah Parrilla
Ernst Sichtermann



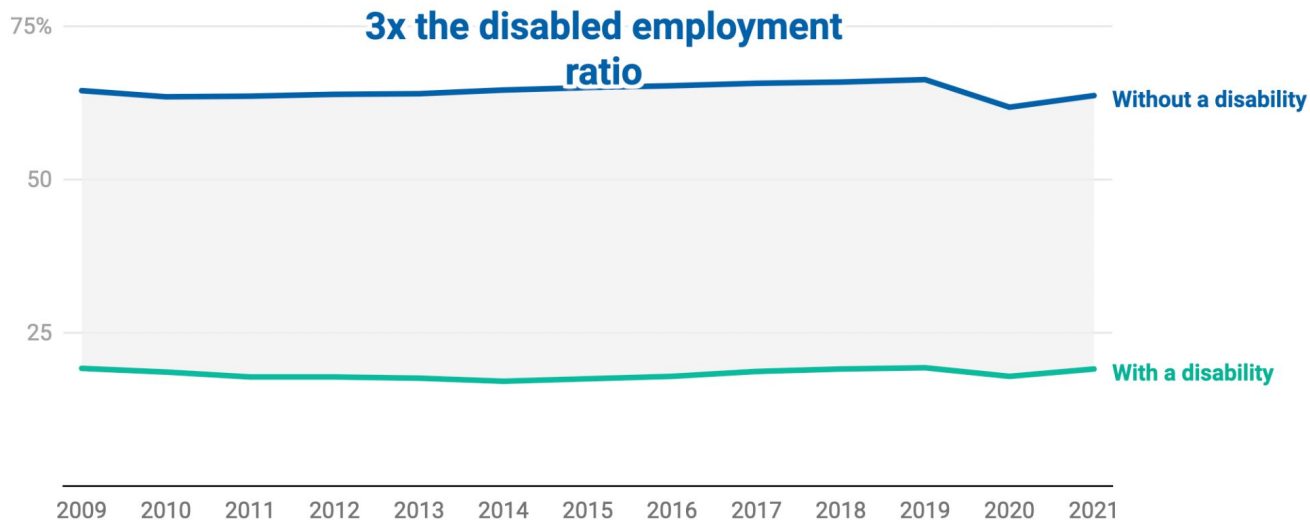
Disability Awareness Builds Equity



"In recognition of the important role people with disabilities play in a diverse and inclusive American workforce, the theme for National Disability Employment Awareness Month (NDEAM) 2022 will be "Disability: Part of the Equity Equation." Observed annually in October, NDEAM celebrates the contributions of America's workers with disabilities past and present and showcases supportive, inclusive employment policies and practices." - *Office of Disability Employment Policy, U.S. Department of Labor*

Nondisabled workers are three times more likely than disabled workers to be employed

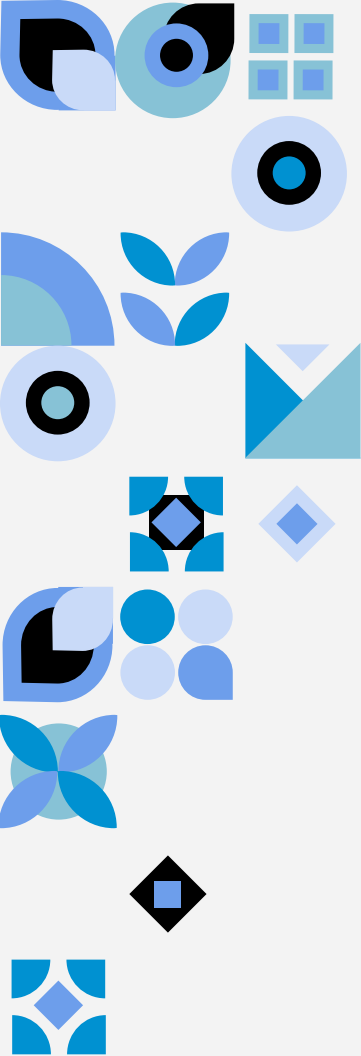
Employment-to-population ratio of people ages 16 years and older by disability status, 2009–2021



Hover over or click to see values.

Note: Data are not seasonally adjusted.

Chart: Center for American Progress • Source: U.S. Bureau of Labor Statistics, "Labor Force Statistics from the Current Population Survey: Employment-population ratio - With a disability, 16 years and over," available at <https://data.bls.gov/timeseries/LNU02374597> (last accessed February 2022); U.S. Bureau of Labor Statistics, "Labor Force Statistics from the Current Population Survey: Employment-population ratio - With no a disability, 16 years and over," available at <https://data.bls.gov/timeseries/LNU02374593> (last accessed February 2022).



The All Access ERG has a **full** **calendar** of events this month

- ▶ Events started October 3 with a NDEAM Kickoff Event.
- ▶ Events continue through October 26.
- ▶ <https://allaccess.lbl.gov/national-disability-employment-awareness-month>



Upcoming Events

October 12 @ 3:00 pm

Coffee Break for Learning and Discussion

59-4-4102 & on Zoom:
<https://lbnl.zoom.us/j/99507290954?pwd=UTFQNTlpWTdUcjhIVIZBVUxweTJudzO9>

October 19 @ 11:00 am

Emergency Planning for Individuals with Disabilities

<https://lbnl.zoom.us/j/99053698012?pwd=MzBURl14WEVPakRva1pLMuY9LNOVWUT09>

October 20 @ 12:00 pm

Creating a Culture of Advocacy, Inclusion, and Allyship with Emily Ladau

Join us for another conversation with Emily Ladau, disability rights activist, communications consultant, and author.

<https://lbnl.zoom.us/j/98661501331?pwd=TOVoZkJJMmRCMjNTN1plMk5RNGdiUT09>



Upcoming Events

October 21 @ 12:00pm

Workshop: The Surprise Benefits of Accessibility and Inclusion

Co-sponsored by the Global ERG

<https://lbnl.zoom.us/j/97615421261>

October 25 @ 9:00 am

Accessibility Awareness and Allyship: Supporting and Hiring Neurodiverse Employees

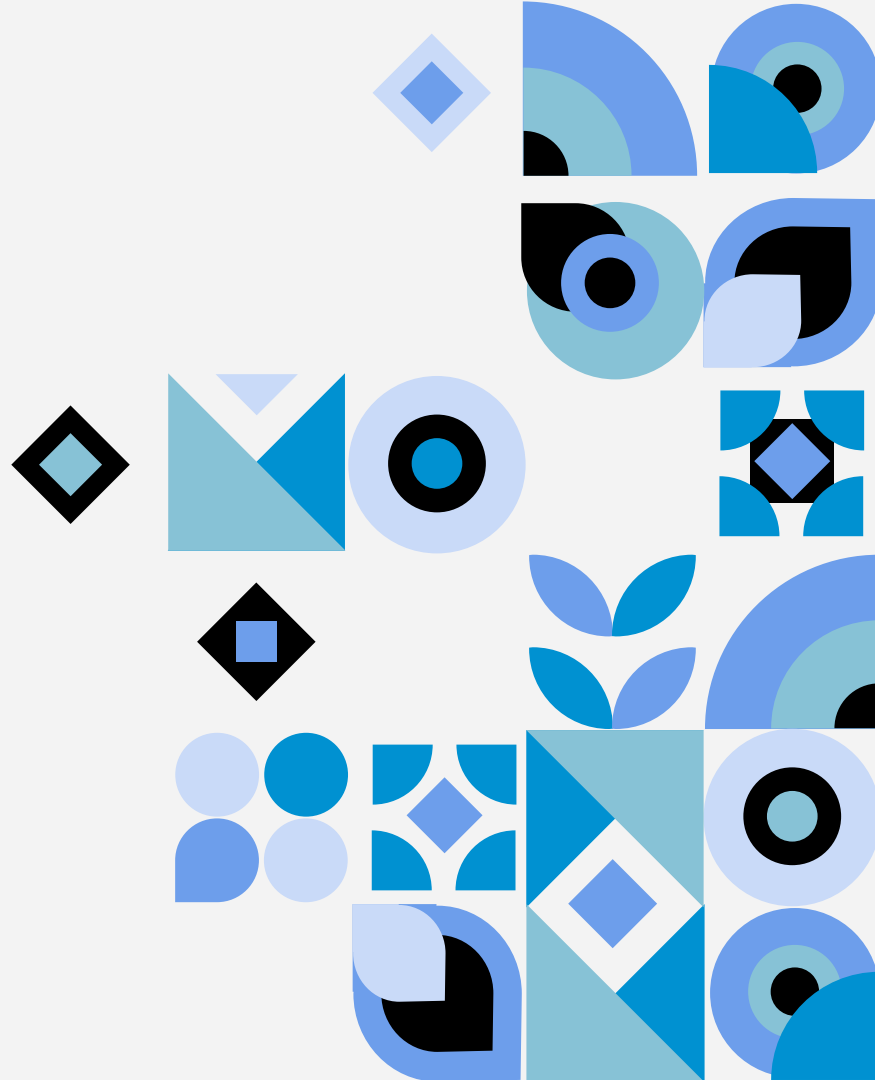
<https://lbnl.zoom.us/j/93149398848?pwd=dnh0bndLWXY2Ui9ha3gwY3kvMFNZZz09>

October 26 @ 12:00 pm

Going Deaf: A Personal Story with Karyn Houston

<https://lbnl.zoom.us/j/98661501331?pwd=TOVoZkJJMmRCMjNTN1plMk5RNGdIUT09>

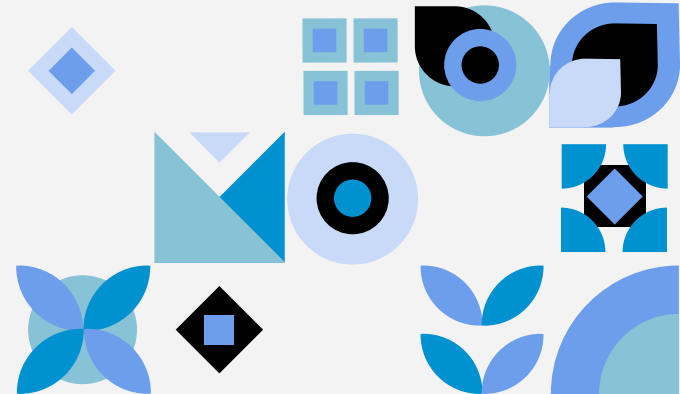
Other Resources **when Thinking** **About Disability** **Awareness?**

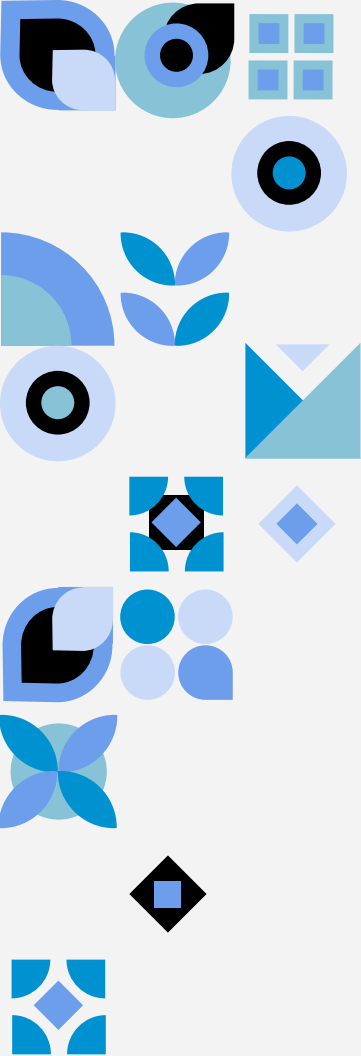


Thinking about Disability Awareness

- ▶ Choosing Words for Thinking and Talking about Disability:
 - At least two schools of thought: person-first and identify-first
 - Best choice: call people what they prefer to be called
 - <https://www.apa.org/pi/disability/resources/choosing-words>

- ▶ The Americans with Disabilities Act (ADA),
 - <https://adata.org/learn-about-ada>





Integrated Disability & Absence Management (IDAM) Services at LBNL

- ▶ IDAM can assist Berkeley Lab staff on all aspects of disability accommodations
- ▶ <https://ehs.lbl.gov/service/health-services/integrated-disability-absence-management-services/>
- ▶ Contact them at: disabilitymanagement@lbl.gov

IDEA Resources

- URM Job Posting funding
- Luminary Cards
- IDEA SPOT Award Program
- LeanIn cards "50 ways to fight bias"

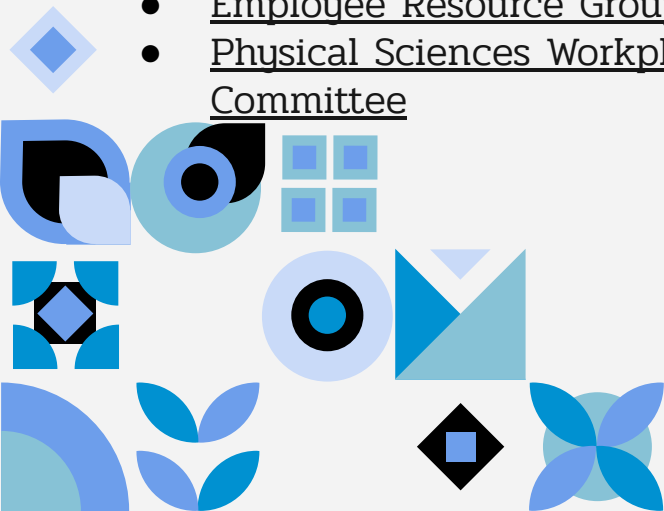
- Idea.lbl.gov
- Employee Resource Groups
- Physical Sciences Workplace Life Committee

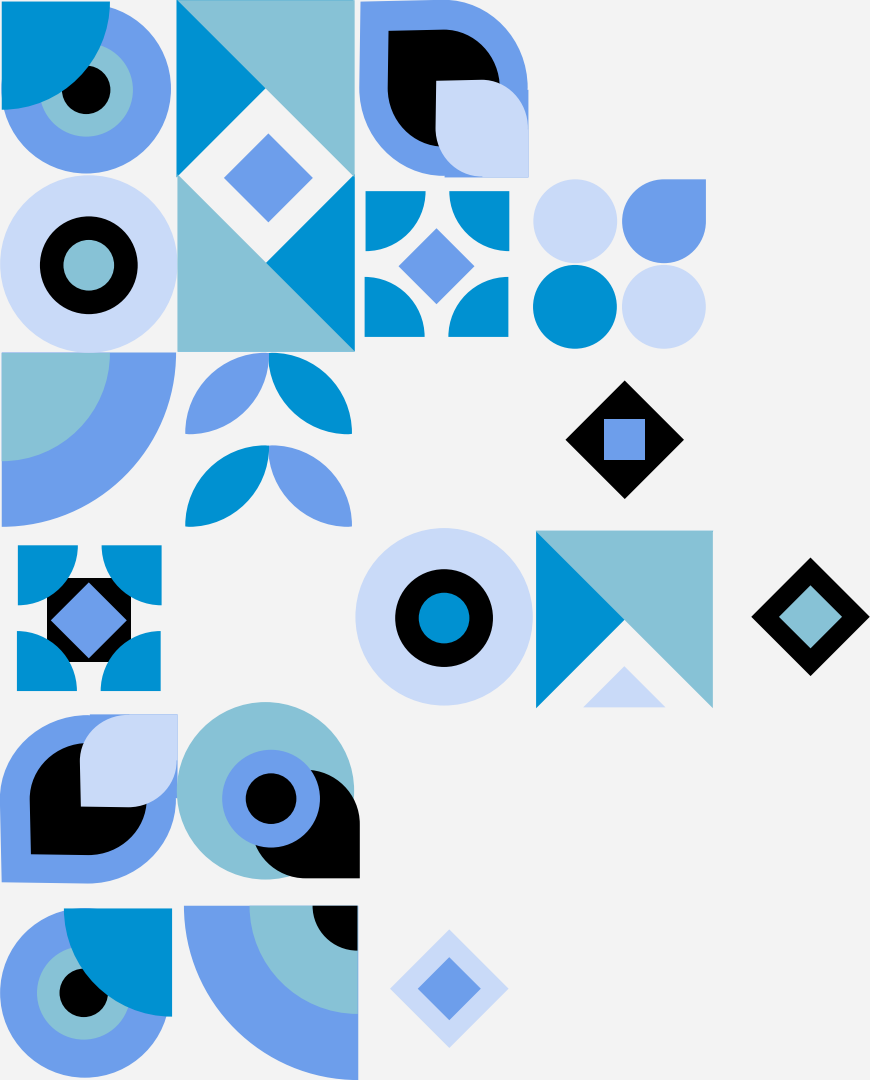
Consider joining the Council!

- ▶ All-volunteer effort
- ▶ Looking for people from all roles and areas of NSD

Share your ideas for topics or other feedback:

NSD-IDEA-Council@lbl.gov





Thank

YOU!