



Disabilities and Employment

Felicia J. Ford

Freddie Ford Family Foundation, President

Felicia@freddiefordfamilyfoundation.org

www.freddiefordfamilyfoundation.org



Disabilities

Americans with Disabilities Act

- ▶ Employers are to provide reasonable accommodations
- ▶ Prohibits disability in all aspects of employment

Type of Disabilities

- ▶ Physical disabilities – effect physical capacity and mobility
- ▶ Mental Health disabilities – Addiction and mental illness
- ▶ Intellectual/cognitive disabilities – impact social skills, communication and cognitive abilities

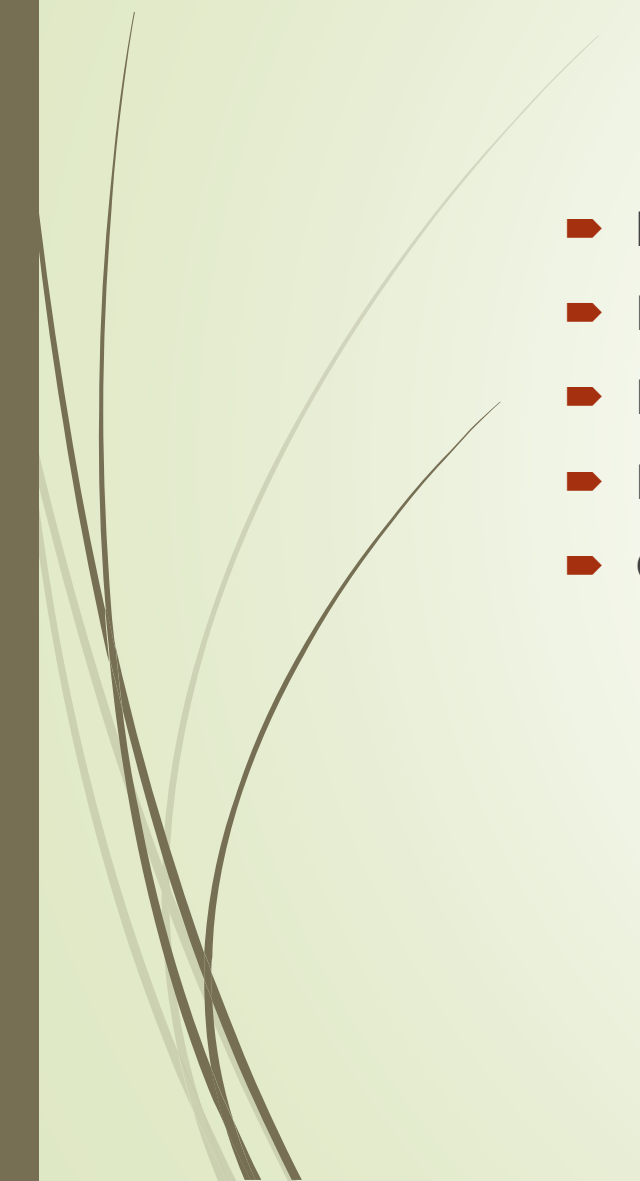


St Louis 2030 Jobs Plan

- ▶ Community commitment to create high quality jobs
 - ▶ Grant all residents access to those jobs
 - ▶ Reduce racial disparities in income and wealth
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Disparities effecting black community

- Invisible intellectual disabilities are undiagnosed
 - Negative impact on education
 - Potential criminal activity leads to incarceration
 - Disability and criminal background reduce employment opportunities
 - Covid layoffs and childcare concerns keep people off work
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Syracuse Study on Disabilities and the Effects of COVID-19

- Many with disabilities will not return to job market
- Forced to apply for disability related government assistance
 - Supplemental Security Income (SSI)
 - Social Security Disability Insurance (SSDI)
 - Medicaid and Medicare
- Trapped in lifetime of poverty and economic disadvantage

<https://lernercenter.syr.edu/2020/06/15/ib-30/>

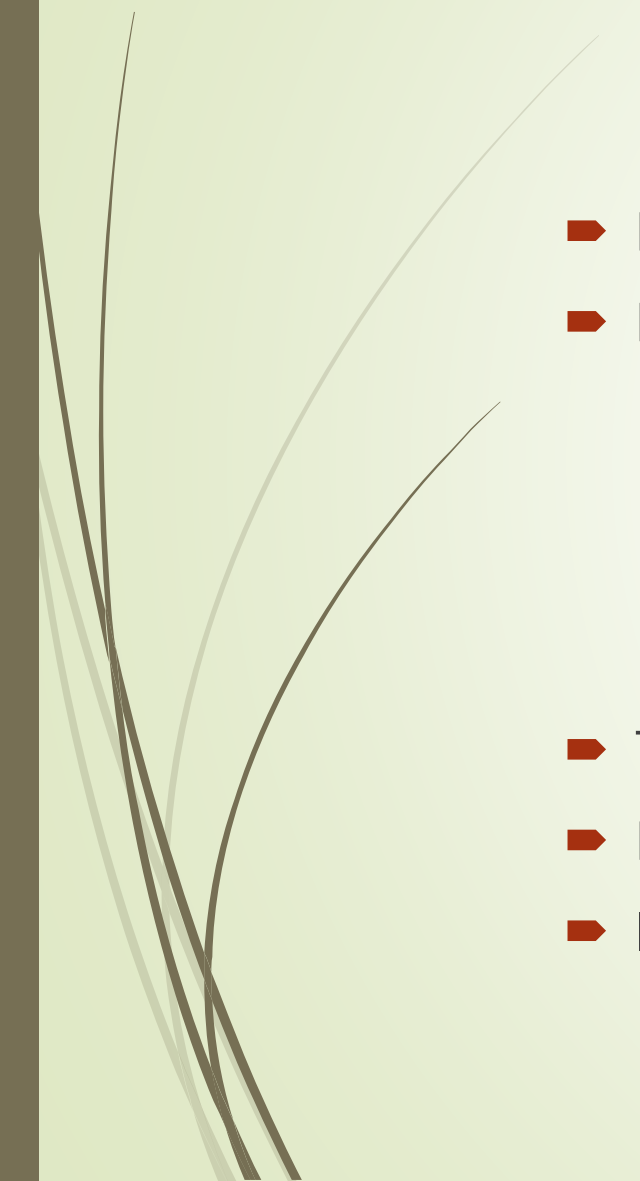


Barriers to Employment

- Employee fear of disclosing the disability
 - Inability to request reasonable accommodations
 - Myth that people with disabilities are incapable of performing job duties
 - Myth that accommodations are expensive
 - Employer's business is not handicap accessible
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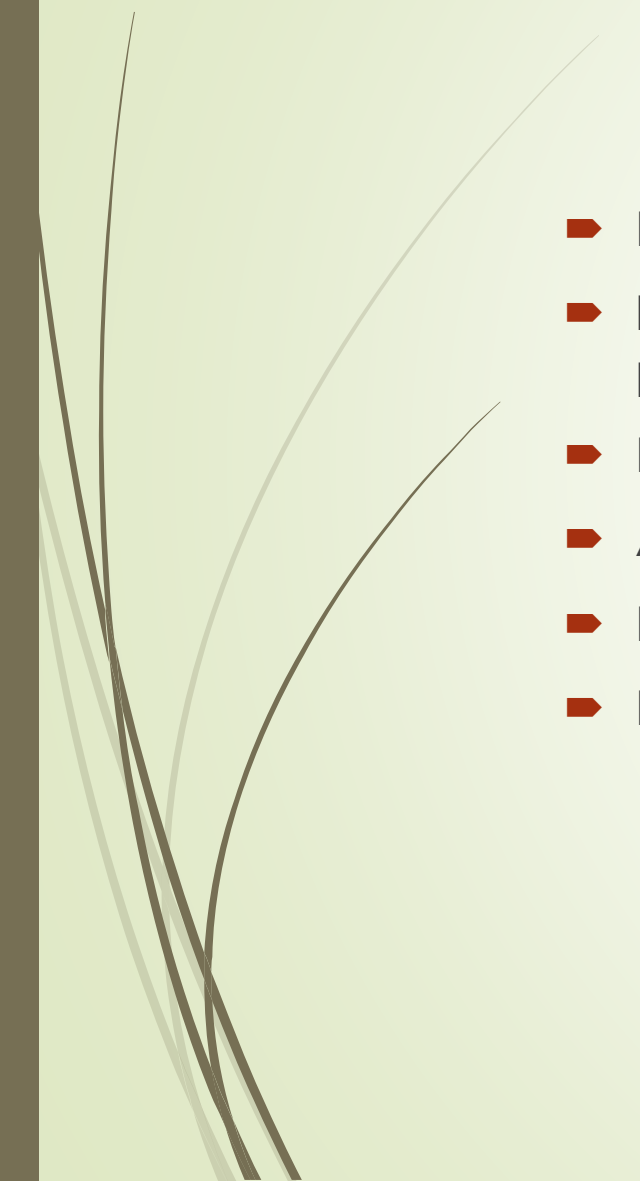


How Communities can be Supportive

- ▶ Education is critical to employment opportunities
 - ▶ Employment readiness programs:
 - ▶ Interviewing skills
 - ▶ Resume writing
 - ▶ Education on work place norms and expectations
 - ▶ Support for those who need assistance with self advocacy at work
 - ▶ Technical skills employment training programs
 - ▶ Entrepreneurial assistance
 - ▶ Incentives for employers committed to hiring those with disabilities
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Actions Employers can Take

- Designate an individual for accommodation requests
 - Include language on their website and in job postings that they welcome people of all abilities
 - Ensure wheelchair accessible bathrooms
 - Allow potential employees to tour the office or workspace
 - Explain clearly all job duties
 - Flexibility to work remotely
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Final Thoughts



- ▶ There needs to be more support available to get individuals with disabilities in the workforce
- ▶ All individuals with disabilities deserve the chance to support themselves through gainful employment