

Disabilities in Vermont



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Disabilities in Vermont

1. Who are Vermonters with disabilities?
2. Breaking down some Vermont statistics
3. What is disability?
4. Types of disability
5. Models of disability
6. Recap and orienting

Who are Vermonters with Disabilities?

More than 1 in 4

This means we can assume you work:

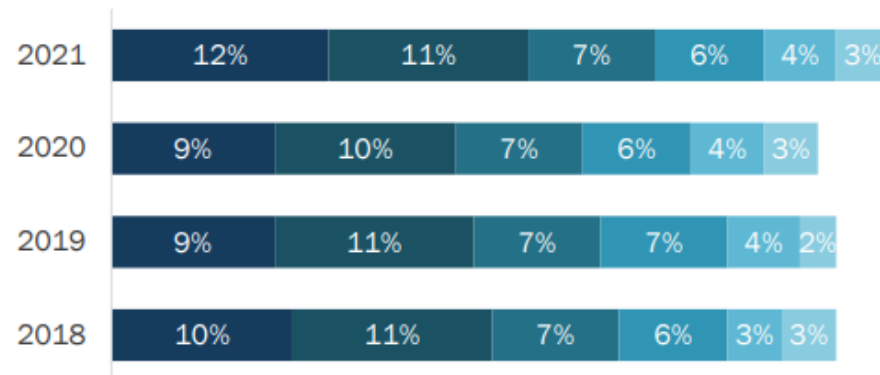
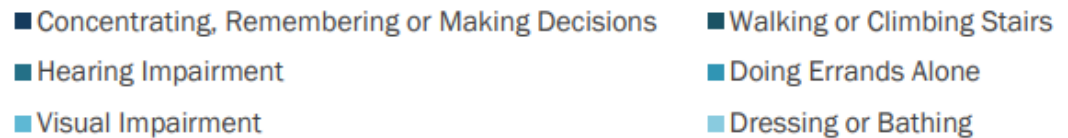
- *for/in service of* disabled people, and
- *with* disabled people as coworkers.

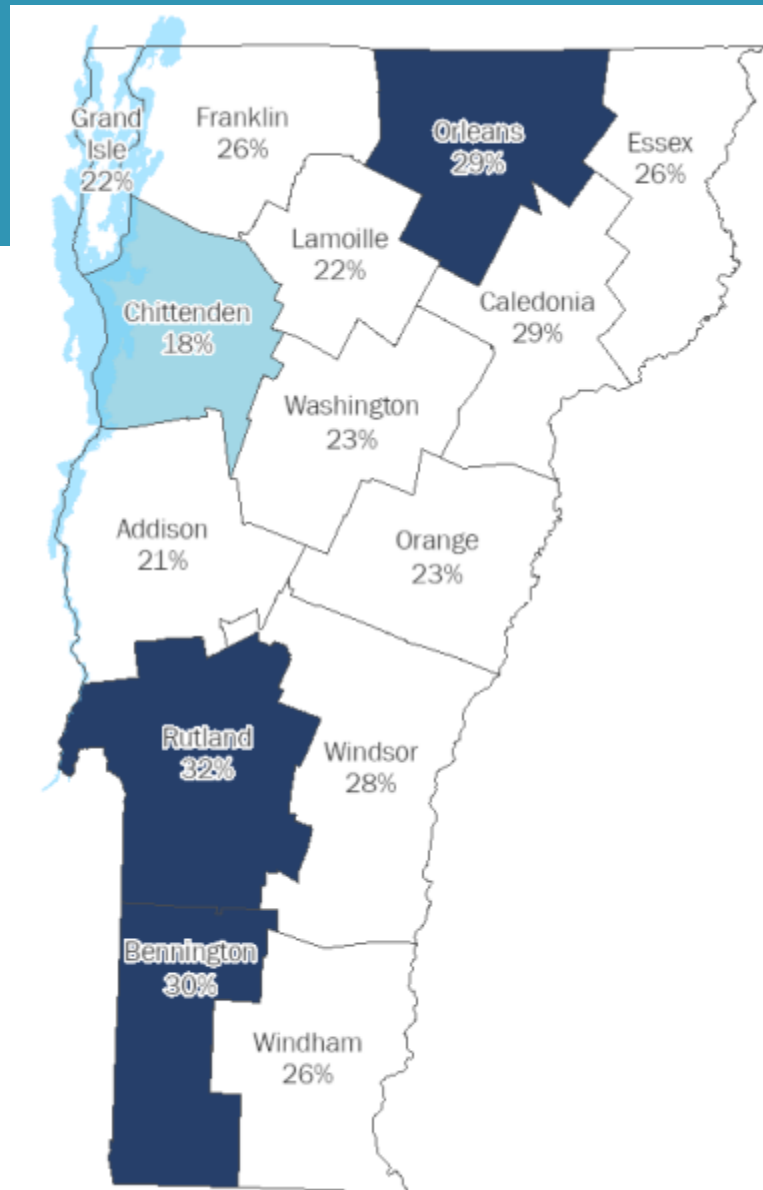
You might even have a disability yourself!

Breaking it down

In Vermont, disability is significantly more likely with:

- Lower education
- Lower income
- Older adults and people ages 18-24
- LGBT populations
- Existing disability
- BIPOC?





What is Disability, anyway?

(2) MAJOR LIFE ACTIVITIES

(A) In general

For purposes of paragraph (1), major life activities include, but are not limited to, caring for oneself, performing manual tasks, seeing, hearing, eating, sleeping, walking, standing, lifting, bending, speaking, breathing, learning, reading, concentrating, thinking, communicating, and working.

(B) Major bodily functions

For purposes of paragraph (1), a major life activity also includes the operation of a major bodily function, including but not limited to, functions of the immune system, normal cell growth, digestive, bowel, bladder, neurological, brain, respiratory, circulatory, endocrine, and reproductive functions.

Models: Ways to View Disability





When I can't Access your Website.
You Disable Me



When I can't Access your Building.
You Disable Me



When your Recruitment Process
isn't Accessible.
You Disable Me



When your Company Culture isn't
Accessible.
You Disable Me

Permanent Temporary Situational

Touch



One arm



Arm injury



New parent

See



Blind



Cataract



Distracted driver

Hear



Deaf



Ear infection



Bartender

Speak



Non-verbal

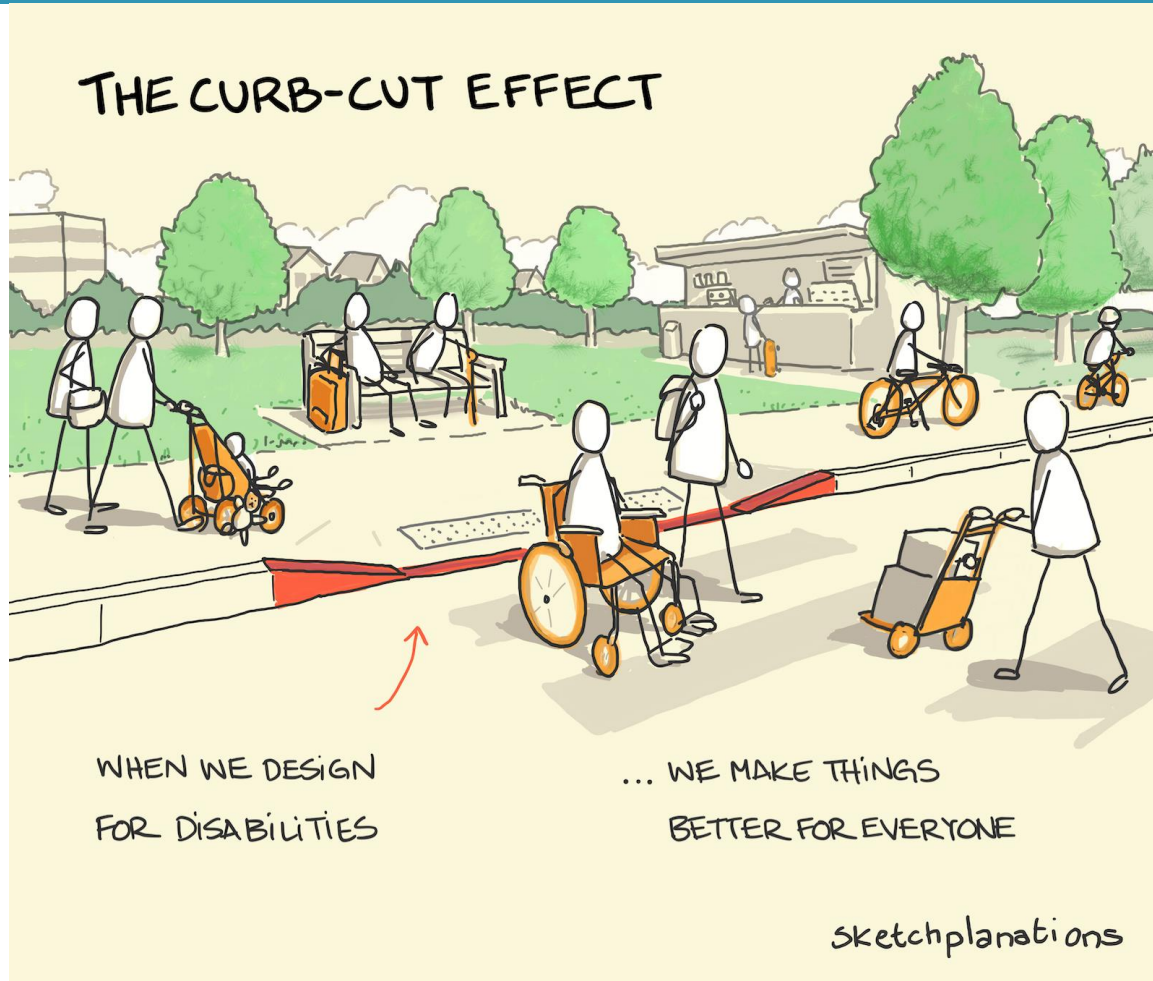


Laryngitis



Heavy accent

Curb Cut Effect



Accessibility is...

- Multimodal
- Personalizable/flexible
- Proactive
- Internal and External
- An obligation/responsibility
- An honor



The disability community is...

- Huge
- Diverse
- Increasing
- Inclusive
- Yours

Journey > Destination

Accessibility can seem huge and overwhelming

It's about:

- Always learning
- Exercising your “what if” muscles
- Being humble- there will always be things you don't know
- Prioritizing and valuing continuous feedback from community

There is no 100% accessibility

- Fully accessible = different for everyone
- Ability to personalize a website experience

ADA is helpful structure, *and...*

ADA is a good **start**.