1 in 4 adults in the United States live with a disability (CDC, 2020)

Disability According to Type

- 13.7% Mobility
- 10.8% Cognitive
- 6.8% Independent Living
- 5.9% Hearing
- 4.6% Vision
- 3.7% Self-Care

According to the U.S. Bureau of Labor Statistics, just 17.9% of individuals with a disability were employed last year.

LEADERSHIP

- Include accessibility as part of the departmental strategic plan of diversity and inclusion
- Support of departmental and administrative leaders is key to successful implementation of inclusion programming
- FSU offers training on topics related to disabilities to educate supervisors and hiring managers about the Americans with Disabilities Act

RECRUITMENT

- Ensure that the ability perspective is present and valued in your hiring committee
- Write inclusive job announcements and post them on accessible, web-based job boards
- Local organizations such as the The ABLE Network can connect you with qualified candidates for open positions
- The Equity, Diversity & Inclusion Office is available to consult with teams to ensure that hiring processes are equitable

COMMUNICATION

- People First language respects individuals and recognizes that ability status does not define the person
- Inclusion of various ability types in marketing and advertising materials ensures representation of all employees
- Review this disability etiquette guide from FSU HR for more tips on communication and interviewing

TECHNOLOGY

- Accessibility of shifting technology should be available to everyone.
- This guide from FSU’s Canvas Support Center can help faculty members design accessible canvas sites
- The FSU Libraries Assistive Technology Lab contains adaptive equipment and software for students, staff, and faculty with disabilities

PRODUCTIVITY

- Providing employees with the needed tools to perform duties to the best of their ability empowers them and facilitates confidence, creativity, and innovation
- Employees and supervisors should utilize the formal ADA reasonable accommodation process to address any disability-related accommodation needs
- Examples of reasonable accommodations include adjustments in equipment, improved accessibility in work areas, or changing the presentation of training material

HTTPS://DIVERSITY.FSU.EDU