

DISABILITY   
SOLUTIONS  
@ABILITY BEYOND

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Changing Minds & Changing Lives through true Disability & Inclusion

# Introductions



Julie Sowash  
Senior Consultant



Julie Sowash  
Crazy Podcast Host



Jazz Pharmaceuticals®



POLARIS®



AVATAR TECHNOLOGIES  
"Outsourcing without the agent!"



# About Us

- ❑ Mutual belief Corporate America has the capacity to benefit from and positively impact the disability community through talent based engagement.
- ❑ It's the right thing AND it's smart business.
- ❑ Disability Solutions, a national non-profit, has a team of Consultants focusing on strategy development, partnership development, recruitment, training, compliance, human resources, etc. that result in business driven outcomes.
- ❑ Our Motto is to Change Minds and Change Lives for companies and talented people with disabilities around the globe.

>2,000 Hires!



**STATE**

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of

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**DISABILITY**

2019



**1 in 4  
Americans  
have a disability  
or  
61 million**

**There is no such thing as a single-issue struggle because we do not live single-issue lives.**

**Audre Lorde**





**White: 1 in 5 have a disability**

**Black: 1 in 4 have a disability**

**Hispanic: 1 in 6 have a disability**

**Native American: 3 in 10 have a disability**





**1 in 4  
US women  
have a disability**



**1 in 3 LGBTQ  
Americans  
have a disability**



**1 in 4  
veterans  
have a service related  
disability  
or  
4.7 million**

<https://www.bls.gov/news.release/pdf/vet.pdf>



>25%

College students have received treatment for mental health issues in the last year.



Cognitive



Mobility

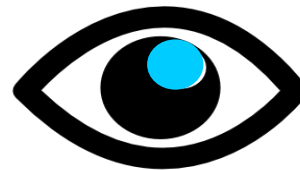


PTS

# Diverse Disability



Deaf



Blind



Developmental



1 in 5 *working age adults*  
experience  
mental health  
disabilities, including PTSD

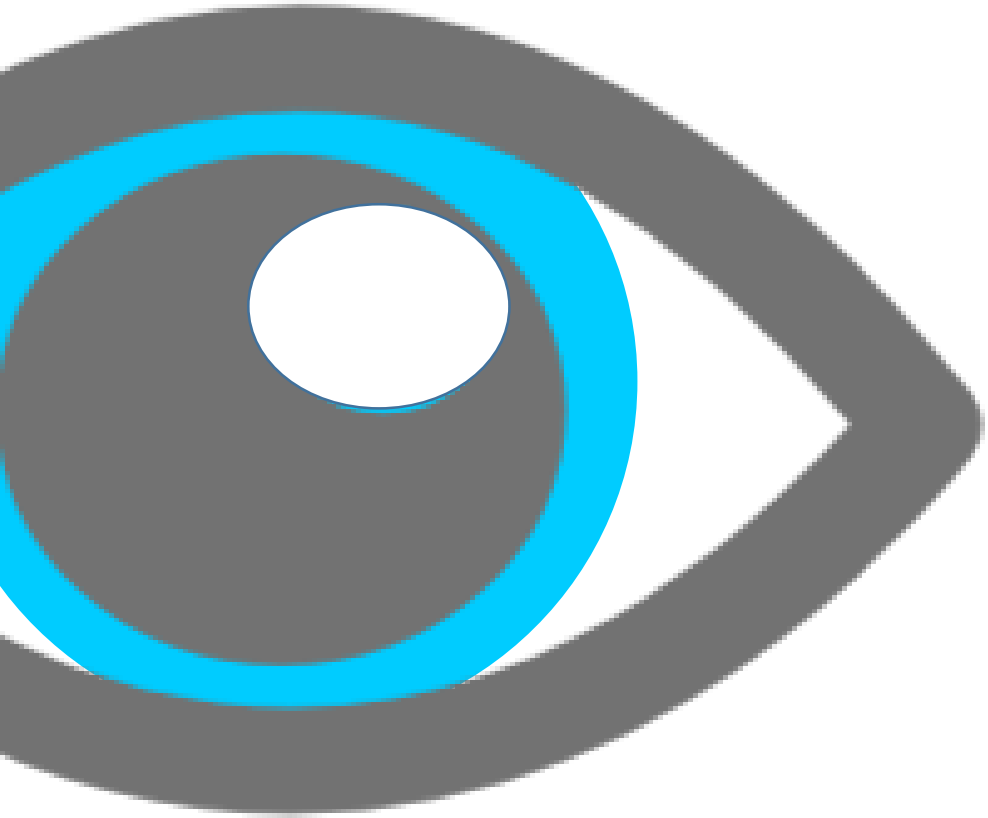


1 in 7 have  
mobility disabilities

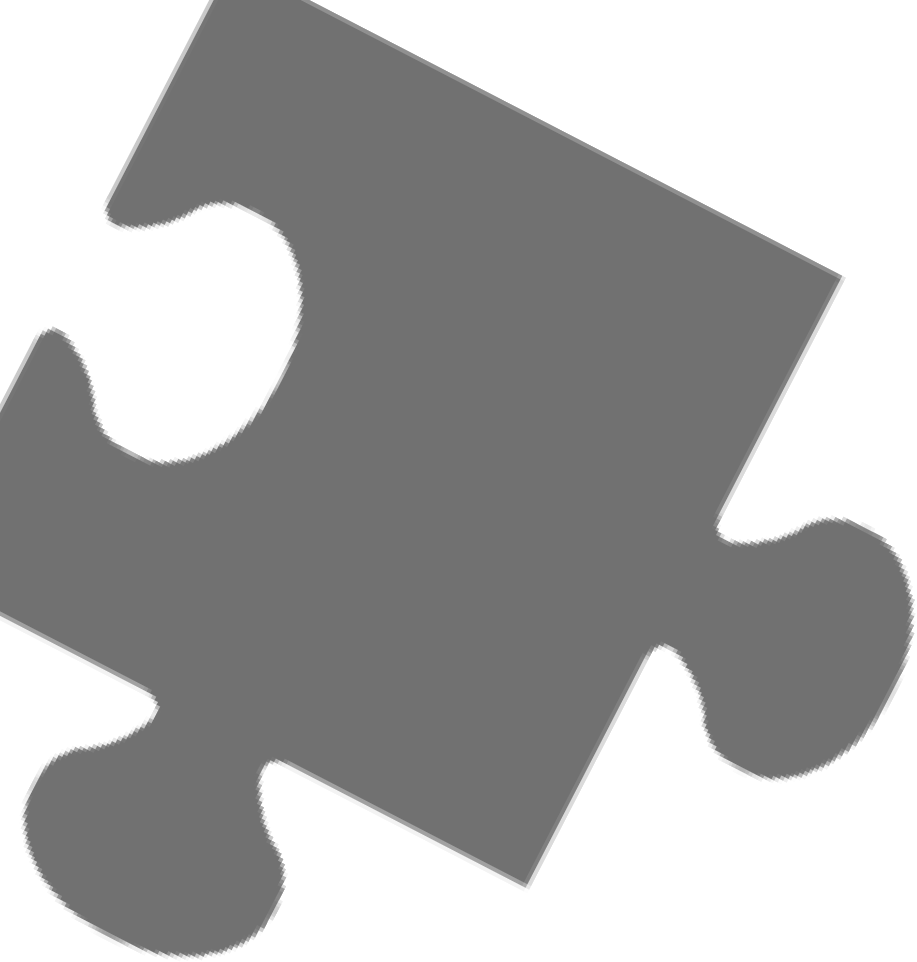


**~2 in 10 are  
deaf or hard of  
hearing.**





**3 in 10  
are blind or  
low vision.**



# 1.5 million Autism Spectrum

80% are under the age of 20



Owning our voice, our  
power, and our place in  
our communities.



**Joanna**

@castlesburning

Follow



Replying to @phoenixonwheels @JulieSowash and 2 others

Differently-abled always makes me think I should be able to fly or something...



GIF

2:37 PM - 20 Mar 2019



**Gary Kearney**

@GaryJk64

Following



Replying to @candyed\_queen

I am tired of it all and if someone anyone starts to argue with me over grammar I get annoyed. I am disabled and fine with that. Took a while as I am only 10 years as a PWD. I call myself what I want. We have so many other issues to fight screw the wording of it.

2:03 PM - 20 Mar 2019

Replying to @AnnieJankovic @JulieSowash @candyed\_queen

"Disabled ppl want us to say differently abled"...

NO WE FREAKING DON'T, KAREN

11:24 AM - 20 Mar 2019







selmablair  • [Follow](#)

selmablair I had a dream. This morning. I had gone back to bed after meditating. I wasn't feeling well. And then, the dream. I was with so many people I loved. I wouldn't get out of bed. I was sad and weak. My hair was snagging on my rings and being pulled out in masses as I was trying to ask the gang where they were headed . I didn't feel. The pulling of the hair. ..but I knew I looked scary to them. So I rallied. I followed. But was left behind. And lost. And knew, in this haze of a dream that I didn't fit in with the living. I would find a way to die. This isn't necessarily a post about disease and the trauma of that. I do not feel sorry for myself in life. At all. I believe in unraveling the necklace to make it useful again. And sometimes the knots are tight and difficult to undo. So we must be gentle with our traumas. Our selves. I cry. I release.



45,775 likes

DECEMBER 1, 2018





# \$490 billion Disposal income

Greater than the Black and Latinx market segments combined.





Gillette®







Full Inclusion  
**MUST** include  
the workforce.



# 31m

Americans with disabilities  
are working age  
(18-64)



~30%

**PROFESSIONALS**

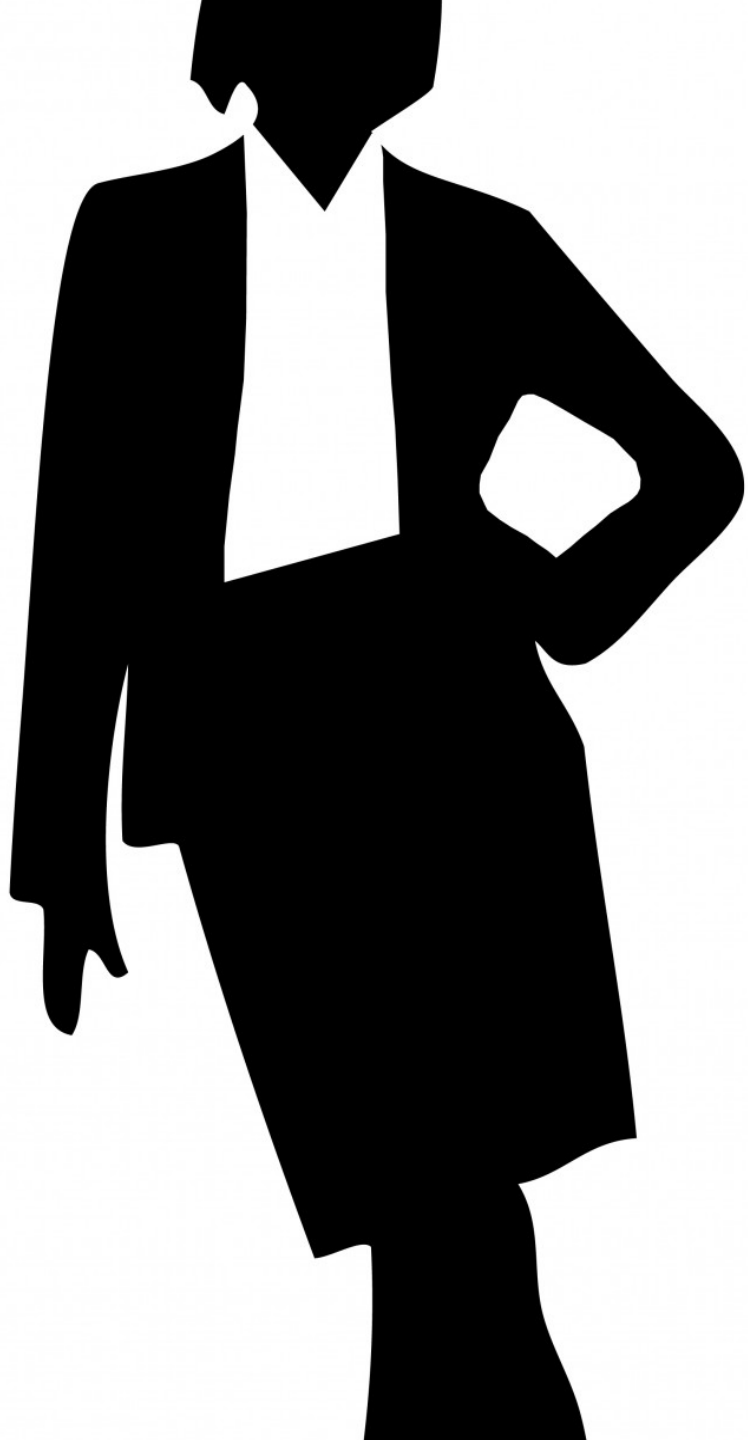




# 9%

## UNEMPLOYMENT

The group with the next highest rate is Black Americans, at 6.8%.



**\$.37**

**WE EARN LESS**



ALL,  
but  
Disability





# And...

# Opportunity

**DISABILITY IS NOT  
A BARRIER.**



**DISCRIMINATION IS.**

- 1. Jobseeker attraction**
- 2. Minimize exposure**
- 3. Revenue generation**

# 3

## Revenue Generation

# 2

## Minimize Exposure

1

# Jobseeker Attraction

**“Be more fucking human.”**

-Tom Herbst, CMO The North Face Company

# Thank You

## JULIE SOWASH

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