

Annual Report 2015-2016



Your Policy, Training and Technical Resource

25th Anniversary of the ADA Legacy Activities



People gathered in the Minnesota History Center (left) and the Ramsey County Conference Center (right)

25th ADA Anniversary Family Day Celebration

MSCOD (Minnesota State Council on Disability), in partnership with a coalition of 44 disability organizations, state agencies, local governments, and interested private parties marked this historic occasion by hosting a Family Day Celebration at the Minnesota History Center in St. Paul on July 26, 2015. Over 1,000 people joined us for this fun, free event, which featured: live entertainment from artists with disabilities, guest speakers, interactive arts activities, and screenings of disability related videos. We were honored to be joined by esteemed guest speakers such as Governor Mark Dayton, U.S. District Judge Donovan Frank, and Former U.S. Senator David Durenberger.

Numerous media outlets published articles, conducted interviews, and aired television and radio spots promoting the Family Day and the 25th Anniversary of the ADA, including: Star Tribune, MPR News, MinnPost, Access Press, Fox 9 News, KARE 11, WCCO, and *tpt* Almanac.

The ADA at 25: Minnesota Moving Forward, an Employment Dialogue

Over 400 people joined us on October 28, 2015 at the Ramsey County Conference Center for this historic event. It included Career, Resource, and Art Fairs for people with disabilities developed in partnership with the Minnesota Business Leadership Network and the Minnesota Spinal Cord Injury Association. The featured event was a live broadcast by *tpt* hosted by Mary Lahammer that united people with disabilities and employers with our keynote speaker, former U.S. Senator Tom Harkin, to discuss the employment crisis for people with disabilities. The day also featured informative breakout sessions and an employment dialogue. Remote dialogues took place in Duluth and Mankato, and people tuned in to the live broadcast from throughout the state.

Twin Cities Public Television (*tpt*) Partnership

The ADA at 25: Disability Rights in Minnesota: This documentary is a people's story of a grass roots movement that led to one of the major pieces of civil rights legislation in US history. This program shows viewers what is possible so they can overcome their own stereotypes, that jobs and accessibility are not only governed by laws but by public perception.

Celebrate 25 Years of the ADA: Created by *tpt* journalist David Gillette, this engaging whiteboard video essay commemorates the 25th Anniversary of the passage of the ADA into law and explores an overview of the ADA's impact on the everyday lives of people with disabilities and the obstacles they face in the workplace.

Audio described versions of these videos can be found at <http://www.msco25ada.com/tpt/>

Employment Survey

What is today's employment landscape, 25 years after the passage of the ADA? To answer this, MSCOD surveyed 611 employers and people with disabilities across Minnesota in 2015. The results highlight the need for improving employment among people with disabilities. Existing research shows that while the employment rate for people without disabilities has remained relatively stable in the past 25 years (ranging between 75% and 80%), the employment rate for people with a disability has declined from 29% in 1990 to 13% in 2014.

Unfortunately there were not enough respondents for the data to be considered valid, but the survey led to these findings: 1) While the ADA is perceived as having improved aspects of the employment landscape, people with disabilities still face barriers to employment. 2) People with non-visible disabilities experience greater barriers to employment opportunities and workplace accommodation than those with more visible disabilities. 3) Many people with disabilities lack awareness of the ADA.

Some of the survey questions were open ended. Here are two comments from respondents:

"The stigma ... surrounding disability needs to be removed before everyone, able bodied and disabled will be truly comfortable in the workplace." – Person with a disability seeking employment

"Having an inclusive work culture that welcomes and supports employees with disabilities is not only good for individuals who identify as such, but improves the overall workplace for ALL employees." - Employer

MSCOD on the Web

- www.msco25ada.com launched in May 2015, with over 22,000 visits through October.
- MSCOD launched the ADA 25th Anniversary Celebration Project Facebook page, which gained 818 likes.
- MSCOD launched the MSCOD 25th ADA Twitter account, which gained 160 followers.



The Minnesota Historical and Cultural Grants Program has been made possible by the Arts and Cultural Heritage Fund through the vote of Minnesotans on November 4, 2008. Administered by the Minnesota Historical Society.

Visit <http://www.msco25ada.com/project-partners/> for a full list of partners.

