

# DISABILITY and EMPLOYMENT

in Minnesota



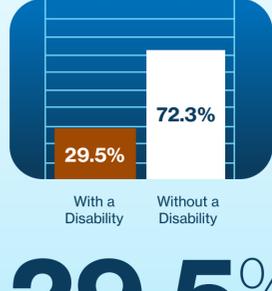
2015 marks the 25th anniversary of the Americans with Disabilities Act (ADA). Here are a few key milestones that impact Minnesotans and accessible information technology.

## THE PEOPLE

**612,204**  
Number of Minnesotans living with a disability<sup>(1)</sup>



Number of today's 20-year-olds who will become disabled before they retire.<sup>(2)</sup>



Percentage of Minnesotans with disabilities employed in 2013, compared to 72.3 percent of Minnesotans without disabilities.<sup>(3)</sup>

**32%**  
Percentage of non-institutionalized Minnesotans over 65 who identify as having a disability.<sup>(4)</sup>

**14-14**  
Executive Order which sets the goal of increasing the percentage of state employees with disabilities to at least 7% of all state employees by August 2018.<sup>(5)</sup>

## THE LAW

Notable legislation that defined rights and improved access for people with disabilities

- 1973** **Rehabilitation Act of 1973** (September 26, 1973)  
Prohibits discrimination on the basis of disability in programs receiving Federal funding.
- 1990** **Americans with Disabilities Act** (July 26, 1990)  
Civil rights law that prohibits discrimination based on disability. It uses the 1973 Rehabilitation Act language regarding employment discrimination.
- 1990** **Television Decoder Circuitry Act** (October, 1990)  
Requires TVs to have built-in captioning displays.
- 1998** **Nonvisual Access Standards** (1998)  
Sets accessible technology standards required of state agencies and MnSCU.
- 1998** **Section 508** (1986, updated 1998)  
Amendment to 1973 Rehabilitation Act that requires Federal agencies to make their electronic and information technology accessible to people with disabilities.
- 2009** **MN State Accessibility Legislation** (April, 2009)  
Requires state agency websites and technologies to be accessible.
- 2010** **21st Century Communications and Video Accessibility Act (CVAA)** (October, 2010)  
Increases access of persons with disabilities to modern communications, including web video, mobile devices, and internet phones.

## 25th Anniversary

1990

Americans with Disabilities Act

2015

## EMPLOYMENT MYTH

**MYTH:** Hiring people with disabilities places costly and inconvenient burdens on employers.

**FACT:** Most workers with disabilities don't need accommodations. When they do, a simple, low-cost solution usually brings a business within compliance of the ADA.<sup>(6)</sup>

**20%**  
Percentage of accommodations that cost nothing

**\$500 or less**  
Employer investment for accommodations in **50% of cases**

**70%**  
Staff retention increase when factoring people with disabilities into the employee base, saving millions yearly in recruitment and training costs.

## TECHNOLOGY TIMELINE

A few technology developments that have made information more accessible to employees with disabilities

- 1978** Texas Instruments: "Speak and Spell" speech synthesizer chip
- 1984** Apple Macintosh (with mouse)
- 1985** JAWS Screen Reader
- 1986** Microsoft Windows 1.0 (with mouse)
- 1995** Dragon Systems: consumer speech recognition software

- 2001** PDF documents can have reading order and structure
- 2002** Tobii ET-17: plug and play eye tracker
- 2005** VoiceOver for Mac OS X 10.4
- 2006** YouTube supports captions
- 2011** Android supports switch control

## ACCESSIBILITY TIPS

Everyone can make electronic documents, websites, and applications more accessible to colleagues with disabilities.

- Add Structure**  
Use headings and other styles to build structure into your content, such as webpages and documents.
- Add Images**  
Well-designed images and symbols increase understanding for diverse viewers and reinforce your message.
- Use Alternative Text**  
Provides concise description of images; good for when you don't want to download pictures on your phone.
- Enable Keyboard Shortcuts**  
What if you couldn't use a mouse? Shortcuts also help increase efficiency. Ensure your applications support them.
- Use the Accessibility Checker**  
Some applications have a feature that will identify possible accessibility issues in your documents.



The Office of **Accessibility**  
A Program of MN.IT Services

Find accessibility resources at [mn.gov/mnit/accessibility](http://mn.gov/mnit/accessibility)

### SOURCES:

1. Minnesota State Demographer Center, ref. Integrated Public Use Microdata Series, U.S. Census Bureau, 2013 American Community Survey, <http://www.census.gov/programs-surveys/acs/data/pums.html>  
 2. <http://workplacepossibilities.com/wp-content/uploads/CDA-Infographic.pdf>  
 3. [http://factfinder.census.gov/bkmlk/table/10/en/ACS/13\\_1YR/S1810/0400000US27](http://factfinder.census.gov/bkmlk/table/10/en/ACS/13_1YR/S1810/0400000US27)  
 4. [http://factfinder.census.gov/bkmlk/table/10/en/ACS/13\\_1YR/S1810/0400000US27](http://factfinder.census.gov/bkmlk/table/10/en/ACS/13_1YR/S1810/0400000US27)  
 5. <http://mn.gov/governor/images/EO-14-14-tagged.pdf> (PDF)  
 6. <http://www.dol.gov/odep/topics/Accommodations.htm> and <http://www.msocod25ada.com/msocod-myth-busters/>