

Spreading the News: Resources for Disability Employment Awareness Month (DEAM) and Disability History Month

**FCSUA Informational Webinar
Sept. 3, 2024**

**Florida Center for Students with Unique Abilities
Drexler B. James
Marketing & Communication Specialist II**



Learning Outcomes

You will learn:

- 1) The importance of using people-first language**
- 2) How to engage in activities to increase awareness of Disability Employment Awareness Month (DEAM) and Disability History Month.**



Discussion Time!





What is People-First Language?

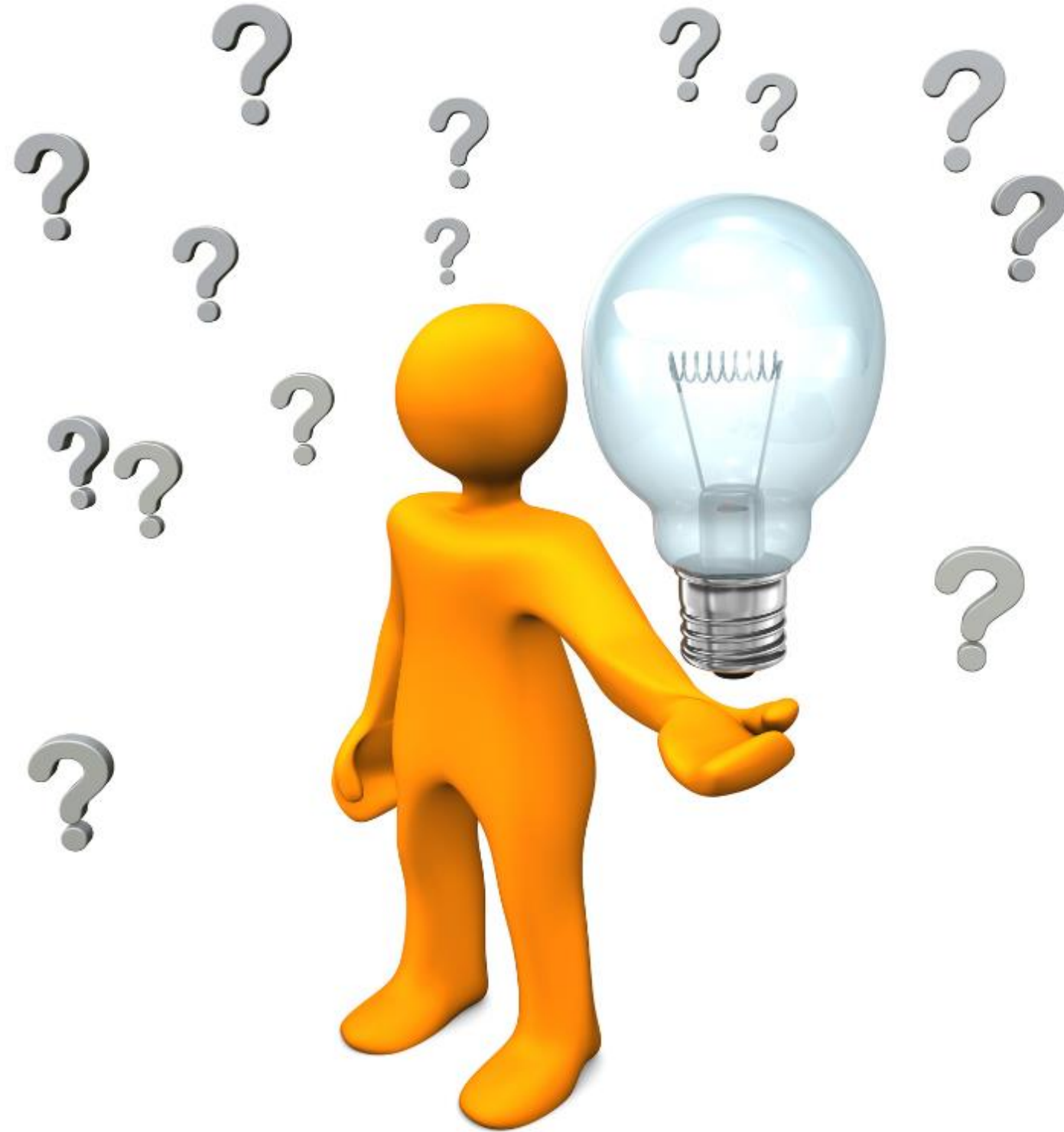
- People-first language is used to communicate appropriately and respectfully with and about individuals with disabilities.
- People-first language emphasizes the person not, not the disability.
- Examples of people-first language: “a person who...” “a person with...” “a person who has...”

Why is People- First Language Important?

- **Empowerment:** It proves that a person's ability or disability does not define who they are or what they can do.
- **Acknowledgement:** Recognize people as people, not as a definitive trait
- **Changes the Narrative:** This helps shift the conversation on inclusion for all people



Discussion Time





What are some examples of people-first language
that you use?



General Tips to Follow

**Emphasize abilities,
not limitations.**

**Avoid language that
suggests the lack of
something.**

**Emphasize the need
for accessibility, not
the disability.**

**Refrain from using
negative
connotations**



More General Tips to Follow

Avoid language that implies negative stereotypes.

Avoid portraying people with disabilities as inspirational due to their disability.



Discussion Time





Are there any other general tips you would suggest?



Disability Employment Awareness Month



**Access to
Good Jobs for All**

National Disability Employment Awareness Month





DEAM Quick Facts



- 2,875,501 Floridians (13.5% of the population) have a disability.
- 1,265,090 Floridians with disabilities are aged 18-64, the prime working-age group.
- Median income for Floridians with a disability is \$28,711, compared to \$37,783 for those without.
- [The Able Trust Disability Employment Awareness Month](#)



Florida Center for Students
with Unique Abilities

Disability History Month





Disability History Facts – A Brief Overview

- 1990: The Americans with Disabilities Act (ADA) was signed into law on July 26, 1990, in the U.S.
- 2002: Federal No Child Left Behind Act (NCLB) signed into law
- 2016: Florida passed the Florida Postsecondary Comprehensive Transition Program Act, establishing the Florida Center for Students with Unique Abilities
- 20__ : The _____ program was established at _____.
 - *Fill in the blank with your program name!*



Your Place in History

- You are a part of the story, a part of history!
- What changes have you seen when it comes to disability inclusion in society?
 - Student inclusion in the classroom/on-campus
 - Representation in media
 - Dialogue and language



Ideas and Activities

Create a Display at Your Institution

Share information at your institution about your program or about some interesting facts on a display board.

Share Fun Facts on Social Media

Join (or start) a conversation on your social media channels. Use the hashtag #NDEAM and #DEAM. Talk about employment and disability history and why it matters.

Host a Webinar or Panel Discussion

Further educate students, parents and the community through a webinar on disability history or disability education awareness.

Highlight Your Students and Business Partners

Take advantage of these two observations this month and share your student success stories and business partners.



Discussion Time





What are some other activities or ideas to celebrate Disability Employment Awareness Month and Disability History Month?

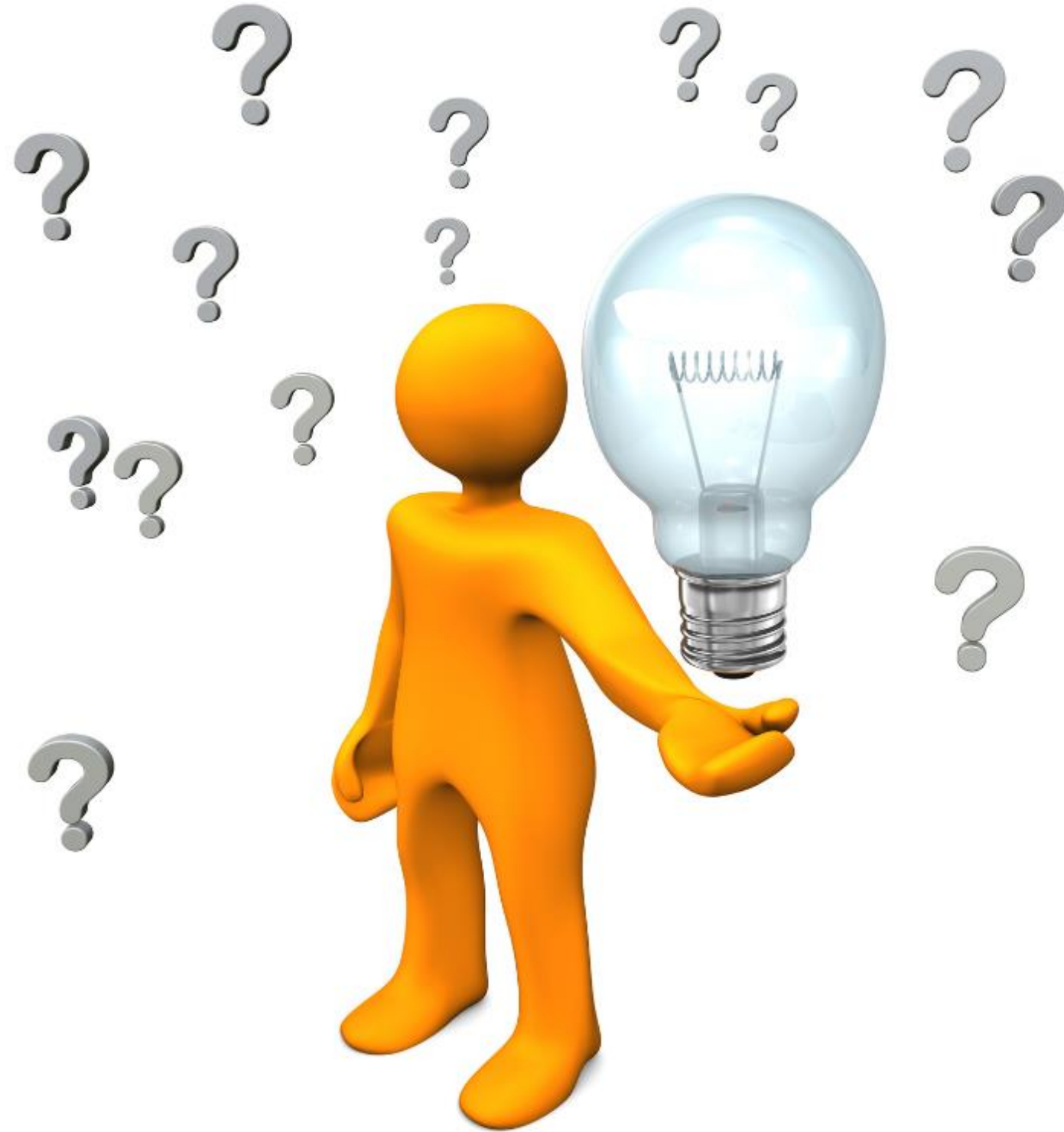


Resources

- Center for Disease Control: [Communicating With and About People with Disabilities | CDC](#)
- Employer Assistance and Resource Network on Disability Inclusion: [AskEARN | Person-First and Identity-First Language](#)
- 2022 Able Trust Annual Census Update Report: [The-Able-Trust-2022-Census-Update-May2024.pdf \(abletrust.org\)](#)
- A Legislative History of Florida's Exceptional Student Education Program: [0064488-hist_letter.pdf \(fldoe.org\)](#)
- Disability History: An Important Part of America's Heritage: [disability history 508 compliant links.pdf \(dol.gov\)](#)
- Six Ways to Celebrate NDEAM at Work: [6 Ways to Celebrate National Disability Employment Awareness Month at Work \[2023 Update\] | SPARK Blog | ADP](#)
- U.S. Department of Labor NDEAM: [National Disability Employment Awareness Month \(NDEAM\) | U.S. Department of Labor \(dol.gov\)](#)



Additional Questions, Thoughts, Ideas





Social Media



www.fcsua.org



Facebook: @FloridaCSUA



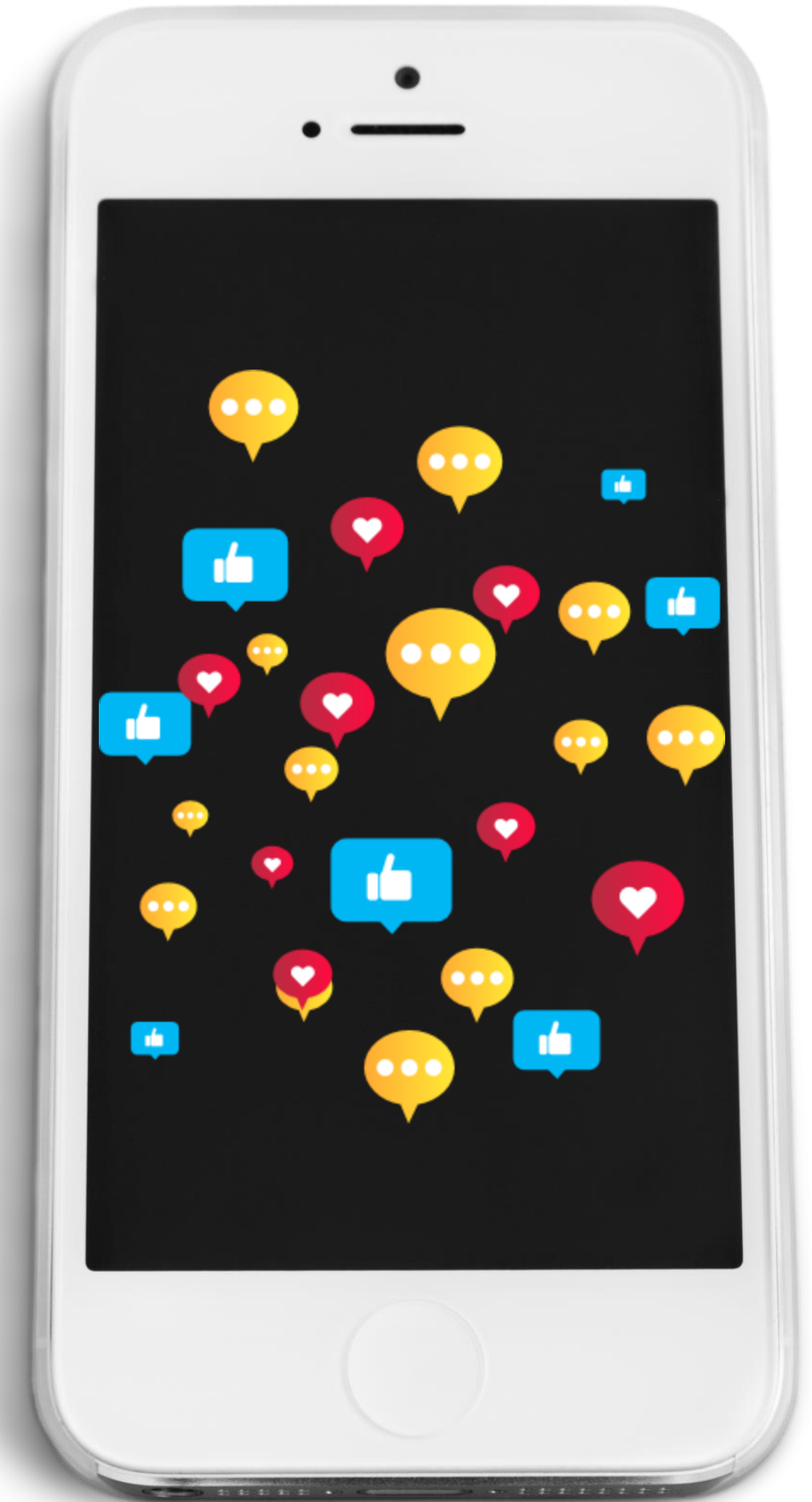
Instagram: @floridacsua



X: @FloridaCSUA



YouTube: @floridacsua





**Florida Center for Students
with Unique Abilities**

Contact Information

Florida Center for Students with Unique Abilities

fcsua@ucf.edu

(407) 823-5225

University of Central Florida - Teaching Academy

4000 Central Florida Blvd.

P.O. Box 161250

Orlando, FL 32816-1250

Drexler B. James, MNM/MPA

Marketing & Communication

Specialist II

drexler.james@ucf.edu