



**THE NEW YORK WOMEN'S FOUNDATION**

---

**PATHWAYS FOR INCLUSION,  
EQUITY AND JUSTICE FOR  
WOMEN OF COLOR AND GENDER  
EXPANSIVE PEOPLE OF COLOR  
WITH DISABILITIES**

**COLUMBIA UNIVERSITY  
CAPSTONE CONSULTANCY PROJECT  
SPRING 2022**

## Table of Contents

---

- I. Acknowledgments
- II. Background on Team
- III. Executive Summary
- IV. Key Terms, Definitions, and Acronyms
- V. Literature Review
- VI. Landscape Analysis
  - A. Historical Context
  - B. Methodology
  - C. Regions of Focus
  - D. Disability, Gender, Race, and Their Effects on Financial Stability
  - E. Comparison with other countries
- VII. Stakeholder Interviews
  - A. Qualitative Findings
  - B. Interview Takeaways
- VIII. Recommendations
- IX. Appendix

## Acknowledgments

---

This report was compiled as a part of Columbia University's School of International and Public Affairs (SIPA) Spring 2022 Capstone Project. The project team members are Lindsey Streeter, Alizeh Arif, Daniela Viteri, and Naomi Zabasajja, all of whom are graduate students at Columbia SIPA.

Professor Stacey Cumberbatch served as our Project Advisor. We would like to take a moment to acknowledge her for her guidance, expertise, and support throughout this project. We would not have been able to do this without her help!

Additionally, we would like to express our gratitude to Camile Abrams Emeagwali for serving as project liaison, as well as the New York Women's Foundation team for the opportunity to be a part of such an important effort.

Lastly, we would like to thank the five organizations that made themselves available for an interview. We appreciated the opportunity to discuss their work, challenges, and organizational ambitions with them. Each organization provided us with valuable information and helped us assess which other stakeholders we needed to consult, as well as additional research and data we needed to gather.

## Background on the Team

---

**Lindsey Streeter** is a second-year MPA candidate at Columbia SIPA. She will be graduating in May 2022. Lindsey is concentrating in urban social policy and nonprofit management. She has almost 10 years of experience working in the nonprofit sector and has primarily worked with organizations focused on environmental advocacy and climate change, as well as women's empowerment. Prior to SIPA she served as the Managing Director for Major Gifts at the Sierra Club. Upon graduation from SIPA she hopes to return back to the non-profit and, or philanthropic sector and work as the Chief Development Director of an organization working to advance policy.

**Alizeh Arif** is a first-year MPA candidate concentrating in International Finance and Economic Policy. As an ex-central banker from Pakistan, she worked extensively on avenues for financial equity for marginalized communities, including women and people with disabilities. In this regard, she spoke at the World Bank on the achievement of the Sustainable Development Goals through equity for economic outcomes in the Global South. At Columbia, she is focusing on economic development through a data-centric lens that encourages data-driven and data-responsive policy frameworks. Upon graduation, she seeks to further such an interest in the public financial sector.

**Daniela Viteri** is a second-year MPA candidate at Columbia SIPA. She will be graduating in December 2022. Daniela is concentrating in gender and public policy. Prior to SIPA, she served as the National Director of the Office on Violence Against Women at the Peruvian Government.

Upon graduation from SIPA, she hopes to work in the philanthropic sector of an organization working to advance gender and human rights.

*Naomi Zabasajja* is a second-year MPA candidate focusing on urban and social policy. Her specializations include policy research and analysis in socio-political issue areas such as gender, race, housing, immigration, and culture. Prior to SIPA, she interned in the U.S. House of Representatives in the Office of Congresswoman Bonnie Watson-Coleman (NJ-12) and worked in community outreach and mentorship focused on Black youth. In the Fall of 2021, she interned with the International Development Law Organization as an Advocacy Intern focusing on international affairs within the United Nations related to legal frameworks and human rights. Upon graduation, she will begin her career at the Worker's Justice Project in Williamsburg, Brooklyn as a donor relations associate.

## **Executive Summary**

---

The New York Women’s Foundation (NYWF) awards funding to organizations focused on lifting up and advancing opportunities for all women, girls, gender-expansive individuals, and gender non-conforming individuals. The foundation operates in the five boroughs and fosters a mission of creating an equitable and just future for all women and girls. Collectively, they invest in women-led, transformative, and bold community-oriented solutions that promote economic security and mobility for marginalized women.

NYWF plans to add disability inclusion to their grantmaking portfolio and recently signed a [disability pledge](#) locking in their commitment to financially support this work. The foundation is in the research phase of investing in this space, and seeks to gain a deeper understanding of how it can advance inclusion, equity, and justice for economically vulnerable women of color with disabilities as well as their caregivers. They have asked our team to conduct an analysis of the needs, challenges, and opportunities for disabled persons and their caregivers who reside in New York City, Westchester County, and Long Island.

This report will provide an overview of our findings. We begin with a summary of the literature review we conducted. We then dive into our landscape analysis – first by providing some historical context of disability discrimination and inclusion followed by our methodology and research. Our team felt it critical to highlight the limitations we faced when collecting data on the intersection of people with disabilities, race, and gender. We wanted to explore the barriers women of color with disabilities face when achieving economic mobility, but we discovered that the granular level of data we were seeking does not exist. Our analysis is based on the information we were able to find. This section is followed by a comparative analysis of the legislation other countries passed to protect and advance people with disabilities – information

we felt would be valuable to include as New York could model their own policies off of this work. We share our findings from the stakeholders we both interviewed as well as researched, all of which include persons with disabilities, caregivers, nonprofit and philanthropic organizations, government agencies, and other relevant parties. Lastly, we will conclude our report with a list of policy recommendations and questions we discovered while conducting this analysis.

## Key Terms, Definitions, and Acronyms

---

**Disability/Disabled:** an individual who has a physical or cognitive impairment that substantially limits their major life activities. Types of disabilities include but are not limited to: mobile/physical, cognitive, auditory, visual, and cerebral.

**Employment:** the condition of having paid work

**Unemployment:** a person who is not employed but is available to work and actively seeking full time or part-time work

**Economic/Financial Security:** a person who is completely debt-free and has the ability to pay all monthly living expenses with additional money left over to be allocated towards savings

**Income Levels:** the amount of money earned by people over a given period of time (typically a month)

**Language Barrier:** difficulty for two or more people to communicate with each other because they speak different languages

**Low Income:** a person and/or family living below twice the federal poverty threshold

**Civilian Noninstitutionalized Population:** people 16 years of age or older residing in the 50 states and the District of Columbia who are not inmates of institutions (penal, mental facilities, homes for the aged) and who are not on active duty in the Armed Forces

**Earning Power:** the ability of a person to earn money or of a company to make a profit

**Ableism:** discrimination in favor of able-bodied people.

**Feminism:** the belief in full social, economic, and political equality for all people who identify as women

**Gender Expansive:** An umbrella term often used to describe people who expand notions of gender expression and identity beyond binary gender norms such as “man” or “woman”, “boy” or “girl”.

**Gender Nonconforming:** is a term that refers to people who do not conform with the binary gender norms that are expected of them

**Queer:** A term used by some LGBTQ+ people to describe identities themselves and/or their community that fall out of traditional expectations of gender and/or sexuality.

**Sex:** the different biological and physiological characteristics of males and females, such as reproductive organs, chromosomes, and hormones

**Gender:** the socially constructed characteristics of women and men – such as norms, roles, and relationships of and between groups of women and men

**Disability Justice:** a framework that examines disability and ableism as it relates to other forms of oppression and identity with the intent of creating a more equitable society for the differently-abled.

**Poverty:** a social condition that is characterized by the lack of resources necessary for basic survival or necessary to meet a certain minimum level of living standards expected for the place where one lives.

## Literature Review

---

We conducted a literature review with two primary goals in mind. Firstly, to synthesize the pre-existing relationship between race, gender and disability. Secondly, to highlight gaps that exist within disability research. For example, while an extensive knowledge base exists on disability inclusion, it does not take into consideration the impact of multiple identities, like gender and race, on disability inclusion. Building upon the aforementioned, we also understood that the policy lens towards disability inclusion is limited in its scope and redundant in practice. Such understanding allowed us to approach the literature review from a perspective of assessing the work accomplished so far and delineating gaps that we could work on filling partially through our own research. Our literature review focused on the intersections of disability, gender, race, and socioeconomics in modern societies in order to examine the economic conditions of disabled women and gender expansive individuals of color. The following section is a summary of our findings when we conducted this review.

Through our research we learned about the historical development of classifying individuals from a “binary” lens. The said categorization has led to the establishment of “us” vs “them” identities, in a general context<sup>1</sup>. Such an exclusion has led to the conception of a hierarchy that is white, male and bourgeois to subjugate the opposite, say working class women of color (Mohanty, 1991)<sup>2</sup>. Aggravating such an exclusionary dynamic is policy’s shortcoming in

---

<sup>1</sup> Goodley, Dan, et al. “Dis/Entangling Critical Disability Studies.” *Culture – Theory – Disability: Encounters between Disability Studies and Cultural Studies*, edited by Anne Waldschmidt et al., Transcript Verlag, 2017, pp. 81–110, <http://www.jstor.org/stable/j.ctv1xxs3r.10>.

<sup>2</sup> Stone-Mediatore, Shari. “Chandra Mohanty and the Revaluing of ‘Experience.’” *Hypatia*, vol. 13, no. 2, 1998, pp. 116–33, <http://www.jstor.org/stable/3810641>.

assigning the categories of race, gender, class and disability as mutually exclusive; by identifying an individual singularly, their multi-pronged identities are undermined. Such a paradigm provides preference to race, gender or disability relative to viewing their intersectionality and therefore, marginalizes those who are disadvantaged on multiple fronts. Women and gender expansive people of color with disabilities constitute the largest category of people with such intersectionality and therefore, face the greatest burden of exclusion.

“Essentialism” refers to viewing people and phenomena in their underlying “essence,”-- for instance, their race or gender.<sup>3</sup> Viewing individuals through a singular lens leads to a failure in acknowledging the interconnectivity of identities in individuals. Therefore, in the case of disability, shared and common experiences are assumed in people of varying genders and races. While the primacy given to disability may be lauded, it lacks an understanding of the interactions of other determinants that shape the socio-economic conditions for individuals with disabilities (Sullivan, Thorius 2010)<sup>4</sup>. Disability studies have retrospectively been beset with such a shortcoming that limits the scope of understanding as it pertains to disability. For the implementation and application of an intersectionality landscape for disability, we assessed literature to highlight key terms in disability studies and understand how they shape disability inclusion.

---

<sup>3</sup> Garland-Thomson, Rosemarie. “Integrating Disability, Transforming Feminist Theory.” *NWSA Journal*, vol. 14, no. 3, 2002, pp. 1–32, <http://www.jstor.org/stable/4316922>.

<sup>4</sup> Sullivan, Amanda L., and Kathleen A. King Thorius. “Considering Intersections of Difference among Students Identified as Disabled and Expanding Conceptualizations of Multicultural Education.” *Race, Gender & Class*, vol. 17, no. 1/2, 2010, pp. 93–109, <http://www.jstor.org/stable/41674728>.

## **A. Intersectionality:**

Intersectionality is the practice of acknowledging people's overlapping identities to fully understand their unique experiences in the public and private spheres<sup>5</sup>. Through an assessment of interacting factors that affect human lives, intersectionality allows us to understand how systemic exclusion disenfranchises people with disabilities (Ben-Moshe, Liat, Magana 2014)<sup>6</sup>. By understanding how racism, sexism, and classism interact simultaneously to create unique societal experiences for individuals who experience two or more forms of discrimination at a time, systemic inequality can be more appropriately addressed. In the given matter, the discussion furthered is that acknowledging singular identities only in social settings, existing power dynamics are reinstated. However, if disability is viewed not in isolation, but in a spectrum with other identities, oppressive dynamics can be highlighted and consequently, corrected.

## **B. Disability:**

Disability in any given setting is assumed to be fluid and contextual rather than purely biological. This does not mean biology is not an important factor in defining disability, but rather that it is not the sole factor. Therefore, disability is defined relative to historical and cultural definitions and should be viewed as being fluid rather than through a plain categorization of being able-bodied or not<sup>7</sup>. The aforesaid is particularly relevant when assessing disability in communities of color where the classification of disability varies extensively as per cultures and situations. For instance, a persistent problem facing immigrant Hispanic children is their unfair

---

<sup>5</sup> James, Jennifer C., and Cynthia Wu. "Editors' Introduction: Race, Ethnicity, Disability, and Literature: Intersections and Interventions." *MELUS*, vol. 31, no. 3, 2006, pp. 3–13, <http://www.jstor.org/stable/30029649>.

<sup>6</sup> Garland-Thomson, Rosemarie. "Integrating Disability, Transforming Feminist Theory." *NWSA Journal*, vol. 14, no. 3, 2002, pp. 1–32, <http://www.jstor.org/stable/4316922>.

<sup>7</sup> Miller, Paul Steven. "Developing Diversity and Equal Opportunity: Why the Disability Perspective Matters." *PMLA*, vol. 120, no. 2, 2005, pp. 634–37, <http://www.jstor.org/stable/25486199>.

diagnosis of having learning disabilities when really it is an English language adjustment that they face as non-native speakers. Literature constantly highlights the existence of such prejudices, particularly in communities of color.

Due to these nuances, a person's abilities are always in relation to the context in which they exist. A person has a learning disability if they are put in a scholarly setting; using a wheelchair becomes a disability and a disadvantage when the environment the individual is put in is inaccessible; someone who wears glasses may be assumed to be disabled without them when attempting to read written language or see far away, but this is not constant and can very well change depending on the context that they are viewing and being viewed within. Certain conditions and preconditions can perhaps also be described as medical "problems" (that is, disabilities) as an outcome of a particular understanding of what is "normal" by those with the power to exert these definitions on others. In Asian communities, for instance, there is a hesitation to assess and acknowledge learning disabilities so they are never treated as such and remain ignored. Therefore, disability may always be treated as a fluid concept that varies contextually and depends on who asserts it.

### **C. The Inclusive Path:**

The establishment of an inclusive policy narrative involves the commencement of dialogue that is both participatory and emancipatory in practice (Tyler, 2017)<sup>8</sup>. Leading from an understanding of intersectionality, the path builds upon an acknowledgment of social differences for an elimination of "us" and "them" categories. This can aid in the social and economic inclusion of disabled people. An inclusive path further builds upon the principle of "reflexivity" that stresses

---

<sup>8</sup> Tyler, Dennis. "Jim Crow's Disabilities: Racial Injury, Immobility, and the 'Terrible Handicap' in the Literature of James Weldon Johnson." *African American Review*, vol. 50, no. 2, 2017, pp. 185–201, <http://www.jstor.org/stable/26444068>.

the nuances of lived experiences. This idea requires acknowledgement of the experiences of the subject (e.g., the person with a disability) to construct a complex, multi-layered and nuanced understanding of disability in various socio-economic groups. These lived experience methods have become increasingly known as an imperative approach in disability studies research. A leading objective in disability studies has been how to capture and fully embrace the opinions of persons with disabilities and to platform their traditionally marginalized perspectives. The inclusive path addresses this by referencing lived experiences to formulate inclusive policy (Kitchin, 2001)<sup>9</sup>.

#### **D. Anti-Essentialism:**

The essentialist perspective looks at singular identities among people with disabilities – so a person may be identified as solely disabled or solely female, while an anti-essentialist perspective does the opposite: it assesses individuals with disabilities in the larger demographic setting that they are a part of i.e. race, gender and class. The anti-essentialist perspective that disability studies endorse is important for what it teaches about disability, and the social construction of human differences in a more general context (Danforth & Gabel, 2007). It builds upon layered identities to understand systemic exclusion; for instance how women of color with disabilities may have varied experiences relative to a white man with a disability. Literature also presents a historical context to the aforesaid: the impairment label has served as the signifier for exclusion, with it being used to mark off the “impaired” from the “normal” as per convenience. Consequently, social categories and dichotomies such as impaired and non-impaired, and normal

---

<sup>9</sup> Kitchin, Rob. “Investigating Disability and Inclusive Landscapes.” *Teaching Geography*, vol. 26, no. 2, 2001, pp. 81–85, <http://www.jstor.org/stable/23756029>.

and abnormal have been falsely perceived as fixed, disallowing for the presence and understanding of any sort of intersectionality (Goethals, 2015)<sup>10</sup>.

Within the anti-essentialist viewpoint, “disability theory centers on the interrogation of cultural categories, discourses, language, and practices in which ‘disability’, ‘impairment’ and ‘normalcy’ are based on social performance, and on the power that these categories have in constructing subjectivities and identities of self and other.” Following the intersectional perspective, it is important not to essentialize any group or assume that all members of a single social group share similar experiences, perspectives, and needs (Ginsburg, Rapp 2013)<sup>11</sup>. Simply put, while an essentialist point of view generalizes that the experience of being a member of a group (e.g., all disabled people face the same obstacles), an anti-essentialist perspective seeks to highlight the fluidity and variation in such experiences (Reddy, 2011)<sup>12</sup>. For instance, women with disabilities may have distinctive experiences related to income, ethnicity, age, and geography<sup>13</sup>. Therefore, such a social group may have very different lived experiences that an anti-essentialist experience tries to capture.

---

<sup>10</sup> Tina Goethals, et al. “Weaving Intersectionality into Disability Studies Research: Inclusion, Reflexivity and Anti-Essentialism.” *DiGeSt. Journal of Diversity and Gender Studies*, vol. 2, no. 1–2, 2015, pp. 75–94, <https://doi.org/10.11116/jdivegendstud.2.1-2.0075>.

<sup>11</sup> Ginsburg, Faye, and Rayna Rapp. “Disability Worlds.” *Annual Review of Anthropology*, vol. 42, 2013, pp. 53–68, <http://www.jstor.org/stable/43049290>.

<sup>12</sup> Oberoi, Ashmeet Kaur, et al. “Employment Outcomes among African American and White Women with Disabilities: Examining the Inequalities.” *Women, Gender, and Families of Color*, vol. 3, no. 2, 2015, pp. 144–64, <https://doi.org/10.5406/womgenfamcol.3.2.0144>.

<sup>13</sup> Oberoi, Ashmeet Kaur, et al. “Employment Outcomes among African American and White Women with Disabilities: Examining the Inequalities.” *Women, Gender, and Families of Color*, vol. 3, no. 2, 2015, pp. 144–64, <https://doi.org/10.5406/womgenfamcol.3.2.0144>.

## Landscape Analysis

---

### A. Historical Context

The barriers preventing disability justice in New York City and state towards progress include structural inaccessibility, unfair treatment in workplaces and schools, and inadequate access to appropriate healthcare. Throughout the 19th and 20th centuries, disabled people of all ages were involuntarily committed to institutions out of perceived impotence or danger they posed to society and faced medical and inhumane treatment. This era, known as the “eugenics movement,” saw legislation that promoted the involuntary sterilization and systemic exclusion of intellectually and physically disabled people. These included jails, asylums, and educational facilities which excluded disabled people from participating in mainstream society with no resources to provide them with adequate physical or mental healthcare. A notorious example of such institutions included the Willowbrook School (1947-1972) in Staten Island. A 1972 documentary titled “Willowbrook: The Last Great Disgrace” by Geraldo Rivera exposed the dismal conditions of the facility, where physical abuse, disease, and false treatment were rampant.<sup>14</sup>

Along with the rise and fall of institutions, specialized educational programs for the deaf and blind simultaneously operated in select areas of the country, namely in Washington, D.C. at Gallaudet University. The emergence of the polio epidemic created further awareness of disabilities, as many of the afflicted were left with lifelong ambulatory or cognitive injuries. Most notably, four-term President Franklin Delano Roosevelt (1933-1945) served the remainder

---

<sup>14</sup> Temple University. “Disability Rights Timeline”. *Institute on Disabilities at Temple University*, 2022, <https://disabilities.temple.edu/resources/disability-rights-timeline>.

of his presidency in a wheelchair after a polio diagnosis left him paralyzed. In the decades that followed, federal legislation such as *Brown v. Board of Education* (1954) were cited by disability rights activists to advocate for equal treatment in the public education system for disabled citizens, as nearly one million disabled children were not receiving a public education at the time. Additionally, Section 504 of the Rehabilitation Act (1973) and the Americans with Disabilities Act (1990) further demonstrated the need for publicly accessible infrastructure and services for disabled people.<sup>15</sup>

Simultaneously, the women's and Civil Rights movements created further visibility for the plights of Black and gendered individuals. However, the lack of recognition of the intersections of all of these identities has led to the erasure of those who live within them. The aforementioned eugenics movement was also racialized and gendered, as Black Americans faced violent circumstances within healthcare systems and Black women and men were being involuntarily sterilized, misdiagnosed, or being denied treatment due to racism and white supremacy in the medical field.<sup>16</sup> The legacy of patriarchy and racism continues to create harsh environments for women and people of color, whether it be through job discrimination, voting rights, housing discrimination, systemic violence, police brutality, or reproductive injustice. As these movements for visibility pushed forward, disabled individuals living within the intersections were often erased, leading to the necessity of further plurality in the scope of what true justice for all should look like.

---

<sup>15</sup> Carmel, Julia. "Nothing About Us Without Us: 16 Moments in the Fight for Disability Rights". *The New York Times*, 29 Jul. 2019, [www.nytimes.com/2020/07/22/us/ada-disabilities-act-history.html](http://www.nytimes.com/2020/07/22/us/ada-disabilities-act-history.html)

<sup>16</sup> Buckles, Megan and Ives-Ruble, Mia. "Improving Health Outcomes for Black Women and Girls With Disabilities." *The Center for American Progress*, 15 Feb. 2022, [mericanprogress.org/article/improving-health-outcomes-for-black-women-and-girls-with-disabilities/](https://americanprogress.org/article/improving-health-outcomes-for-black-women-and-girls-with-disabilities/)

Disability rights activist Judy Heumann, whose work for inclusion and access landed her a role in the Obama Administration as Special Advisor for International Disability Rights, has long decried the inaccessibility of public transportation and buildings as a leading cause of disabled people's exclusion. To this day, many cities have made necessary changes to their systems to accommodate the differently-abled, but it is often not widespread enough and leaves multiple gaps that leave them with fewer options for places to live, work, and travel.<sup>17</sup> This phenomenon, coupled with the intersectional identities of gender and race, have created significant obstacles to disabled people's participation in the workforce and their economic independence.

Aside from entering buildings and transportation, legislation passed throughout the 1990's (e.g., Work Opportunity Tax Credit, Telecommunications Act) have further promoted a mainstreaming of technological and physical accommodations within workplaces and public spaces to ensure equal opportunities for disabled populations. However, disabled people have continuously faced higher rates of unemployment. According to the New York State Comptroller, 41% of working age disabled people were in the labor force compared to 79% of able bodied people. The reasons for this disparity are varied, and the premise of this report is to analyze how this historical context contributes to current barriers to economic sustainability among disabled women of color.

## **B. Methodology**

This section details how the research was conducted as well as the research methods used. We conducted this research with a variety of qualitative and quantitative methods, including a

---

<sup>17</sup> Von Eckardt, Wolf. "Rights of Way." *The Washington Post*, 16 Feb., 1980, [www.washingtonpost.com/archive/lifestyle/1980/02/16/rights-of-way/e65ffd35-5734-4012-8c81-b879e48a8cdf/](http://www.washingtonpost.com/archive/lifestyle/1980/02/16/rights-of-way/e65ffd35-5734-4012-8c81-b879e48a8cdf/)

literature review, landscape analysis, public data set analysis, and interviews. The goal was to generate a comprehensive overview of the current situation of economically vulnerable women of color and gender expansive people of color with disabilities.

### **B.1. Literature review**

The literature review for this project was carried out to provide information relating to the topic of identity, and in particular on the intersections of disability, gender, race, and socioeconomics in modern societies in order to examine the economic conditions of disabled women and gender expansive individuals. A systematic search of published work was done to find out what is already known about the intended research topic.

### **B.2. Landscape analysis**

We used this method to understand the environmental and social conditions of women of color with disabilities and identify the barriers they face when accessing education, work, health, among other services. This gave us a picture of the state of data and information about this population. Our landscape analysis was focused on Westchester County, Nassau and Suffolk County (Long Island), and New York City. Also, due to the principal focus of this project - inclusion and economic sustainability for disabled women/gender expansive people of color and their caregivers - our primary age group for our analysis was adults aged 18-64.

### **B.3. Interviews**

Five structured interviews were conducted with individuals with a strong expertise in empowering people with disabilities to gain firsthand knowledge of the barriers faced by women

of color and gender expansive people of color with disabilities. Interviews were conducted with various organizations working particularly on disability inclusion in New York City, Long Island, and Westchester. Questions were prepared beforehand, so all relevant topics were covered. However, as the interviews progressed relevant questions were inserted naturally into the flow of the interview.

### C. Regions of focus

Per the request of NYWF, our team conducted a landscape analysis of Westchester County, Nassau and Suffolk County (Long Island), and New York City (5 boroughs: the Bronx, Brooklyn, Manhattan, Queens, and Staten Island). The following findings are from 2019 American Community Survey data sets.

Adults aged 18-64 w/ disabilities	New York City	Westchester	Suffolk County	Nassau County
Total Population	8,269,194	955,586	1,476,601	1,347,732
Disabled Population (%)	409,729 (7.7%)	40,261 (6.9%)	63,471 (7.0)	48,229 (5.9%)
Black/AA	139,689	12,082	6,798	5,572
Hispanic or Latinx	156,515	13,008	10,681	7,919
Asian	34,533	1,500	1,070	2,373
Female	194,443	20,567	31,652	24,166
Employed	137,512	16,037	22,241	19,915
Unemployed	18,443	2,308	2,753	776
Not in labor force	253,784	22,101	38,650	27,110

Source: American Community Survey

Due to this project’s focus on inclusion and economic sustainability for disabled women/gender expansive people of color and their caregivers, the primary age group for our analysis were adults aged 18-64. In most major data analyses on the labor force, this age cohort is the “employable population”.

## Regional Profiles

### ***New York City***

New York City comprises five boroughs: the Bronx, Brooklyn, Manhattan, Queens, and Staten Island. As the United States' most densely populated urban center, it boasts a population of 8,269,194 people. Therefore, of the regions we focused on, it also has the highest population of disabled people at 409,729, or approximately 7.7.% of the population.

According to a 2011 report by the Center for Independence of the Disabled New York (CIDNY), the highest incidences of disability are found in the Bronx. The Bronx is also the poorest of the five boroughs with the lowest income rates and one of the poorest urban regions in the whole United States. In this borough, 6.3% of adults aged 18-34 and 17.5% of adults aged 35-64 had a disability. Contrastingly, Manhattan has the highest average income level of the five boroughs and a disabled population of 3.6% among adults aged 18-34 and 9.3% of adults aged 35-64.

Within New York City, the highest rates of disability based on race and ethnicity are among the Hispanic and Latinx population, with 156,515 identifying as disabled. Among Black or African-American people, 139,689 are disabled, followed by Asians at 34,533.

While we were unable to disaggregate statistics on sex, race, and disability – which is a significant gap we identified in our analysis – our research found that 194,443 females identify as disabled in New York City.

Based on employment, approximately 137,512 disabled people are employed in New York City, 18,443 are unemployed, and 253,784 are not in the labor force. This is compared to the overall employed population of 3,737,900, thus showing a stark difference in employability based on ability.

Manhattan has the highest annual income of the five boroughs and the lowest rates of unemployment at 5.1%. The Bronx's unemployment is 9.3%, followed by Brooklyn at 6.8%, Queens at 6.3%, and Staten Island at 6.1%. The largest labor force sector at present is in Educational and Health Care Services, which encompasses professional caregivers such as nurses and home-health aids. The average individual income of a New Yorker hovers around \$50,000 throughout the boroughs, with the lowest income rates existing in the Bronx at approximately \$37,000.

### ***Westchester County***

Westchester County is a major part of the New York City metropolitan area. Located in the Hudson Valley, it has a population of 955,586 people living in 45 villages, towns, and cities. It is one of the richest counties in the country with a median household income of about \$100,000 and property values of approximately \$560,000.

40,261 of Westchester's population identifies as disabled which accounts for 6.9% of the total population. 12,082 disabled people are Black, followed by 13,008 Hispanic or Latinx people, and 1,500 Asian people. 20,567 people within the disabled population are female. Among the entire disabled population, 16,037 are employed, 2,308 are unemployed, and 22,101 are not in the labor

force at all. The largest sector of the labor force is Educational and Health Services at 22.7%. The unemployment rate is 3.9% compared to New York State's average of 4.9%.

### ***Long Island (Suffolk County & Nassau County)***

Long Island, which comprises Suffolk and Nassau County, is the most populated island in the United States that expands from the New York Harbor to the Atlantic Ocean. It is known for its beautiful beaches, most famously the Hamptons, which attracts some of the most affluent New York City residents each summer.

Suffolk County has a total population of 1,476,601. 7% of the population identifies as disabled, which equates to 63,471 people. 10,681 disabled are Hispanic or Latinx, 6,798 disabled people are Black, and 1,070 are Asian. In Suffolk, 22,241 disabled people are employed, 2,753 are unemployed, and 38,650 are not in the labor force.

Nassau County has a total population of 1,347,732 and a disabled population of 482,229 people, or 5.9%. 7,919 of these people are Hispanic or Latinx, 5,572 are Black, and 2,373 are Asian. Among the disabled population, 24,166 are female. In the labor force, 19,915 disabled people are employed, 776 are unemployed, and 27,110 are not in the labor force.

## **D. Disability, Gender, Race, and their Effects on Financial Stability**

### **I. Gender and Disability**

The intersections of gender with disability are profound but understudied. The following sections were limited in the scope of gender due to this fact, but our report still aims to qualify its findings

in the scope of women and gender-expansive people of color with disabilities. Women constitute 20% of the disabled population globally.<sup>18</sup> Through systematic discrimination, Black and Latinx people have had less educational attainment, financial stability, and employment security, thus making it harder to prevent the onset of the disability and manage it. The few studies on these groups aimed to educate service providers on the multiple compounding systems of racism, ableism, and sexism, and how to improve the quality and quantity of care/assistance provided to them in the midst of these systems. Biases in race, gender, and class create distinct disparities in disability-service delivery and Black and Brown disabled women are less likely to have as beneficial outcomes from these services as white disabled males. The lived experience and unique needs of women of color with disabilities are seldom considered from a service provider perspective, which is particularly concerning considering the higher rates of other healthcare issues among these populations (e.g, diabetes, heart disease, cancer, etc.). Additionally, due to biases among employers that could be rooted in ableism, sexism, classism, or racism, the employment opportunities for these groups are further limited, and understanding the root of discrimination becomes more complex.<sup>19</sup>

Gender, sexuality, and disability interlock with one another in a society that promotes compulsory heterosexuality or standards of ability while stigmatizing differences. Since heterosexuality is the “norm”, queerness is historically seen as “abnormal”. Additionally, heterosexuality hinges on the notion of gender and sexuality being fixed and binary, and anyone

---

<sup>18</sup> World Health Organization and The World Bank. “World Report on Disability.” *World Health Organization*, 2011, [/www.who.int/teams/noncommunicable-diseases/sensory-functions-disability-and-rehabilitation/world-report-on-disability](http://www.who.int/teams/noncommunicable-diseases/sensory-functions-disability-and-rehabilitation/world-report-on-disability)

<sup>19</sup> Miles, Angel Love. “Strong Black Women”: African American Women with Disabilities, Intersecting Identities, and Inequality.” *Gender & Society*, Vol 33 No. 1, February, 2019 41–63, [journals.sagepub.com/doi/full/10.1177/0891243218814820](http://journals.sagepub.com/doi/full/10.1177/0891243218814820)

who falls out of the dichotomous categories of “man” or “woman” is abnormal and consequently marginalized. Sexual and gender nonconformists are systematically subjected to state violence and economic penalties. The same is true for disability theory: by viewing able bodiedness as the “standard”, disabled people are viewed as “abnormal” and as the less “dominant” identity. Since these identities are not seen as the norm, society routinely structures itself in a way that is unkind and not accommodating to these people.<sup>20</sup> With this in mind, the following information aims to analyze the landscape of disabled people’s circumstances, with the understanding that other compounding discriminatory systems further complicate disability justice for specific people.

## II. Overview of Government and Programmatic Dilemmas

According to the US Department of Labor, employment rates among disabled adults have decreased from 19% in 2020 to 17.9% in 2021. In 2021, 29% of disabled people in the workforce worked primarily in part-time roles and faced higher rates of underemployment across educational attainment groups. Among disabled adults, the jobless rate for Black people was 15.1% and 13.3% for Hispanic people compared to 9.3% for White people and 8.5 percent for Asian people.<sup>21</sup>

In New York City, the trends for joblessness among disabled people have drastically increased, in spite of potentials for normalizing flexible work environments brought on by COVID-19 shelter in place mandates. But the mainstreaming of remote work is only possible for specific sectors, and the assumption cannot be made that all disabled workers had jobs in office buildings or on

---

<sup>20</sup> Kimball, Ezekiel et al. “Gender, Sexuality, & (Dis)Ability: Queer Perspectives on the Experiences of Students with Disabilities.” *Disability Studies Quarterly*, Vol. 38 No. 2 (2018): Spring 2018, [dsq-sds.org/article/view/5937/4907](https://dsq-sds.org/article/view/5937/4907).

<sup>21</sup> Bureau of Labor Statistics. “Persons with a Disability: Labor Force Characteristics–2021.” *U.S. Department of Labor*, 24 Feb. 2022, [www.bls.gov/news.release/pdf/disabl.pdf](https://www.bls.gov/news.release/pdf/disabl.pdf)

computers. From 2019 to 2021, unemployment among disabled people went from 7.4% to 17.9%. In the Bronx, the unemployment rate for disabled people is as high as 18.4%. This has coincided with drastic cuts to funding initiatives that cater to working adults with disabilities. The annual budget for the Mayor's Office for People with Disabilities (MOPD) in 2022 is a mere \$820,000, and this office, along with many other programs focused on incorporating disabled adults into the workforce, are underfunded and lacking in administrative capacity. This coincides with an increase in the number of people who identify as having a mental disability who interact with MOPD, which went up from 11% in 2019 to 28% in 2022. This creates a dilemma where more people with intellectual disabilities are being represented in the system with very little changes to government funding to accommodate them.<sup>22</sup>

In New York State, one of the largest providers of disability employment services is Adult Career and Continuing Education Services–Vocational Rehabilitation, or ACCES-VR. They report that their job placement rates have fallen to a low of 27%. Along with a budget of approximately \$120,000,000 this year, which is \$30,000,000 less than in 2010, ACCES-VR suffers from bureaucratic bottlenecks and administrative capacity challenges. Furthermore, New York City currently has no hiring targets for disabled adults within the 55-a program which allows for disabled people to be hired for government jobs without taking the civil service exam. This reality leads to less disabled representation in the public sector and perpetuates a continued limitation of disabled people's employment prospects, particularly in a sector binded to federal and state legislation on disability inclusion.

---

<sup>22</sup> Honan, Katie. Unemployment Soars for New Yorkers With Disabilities as Challenges Outweigh New Opportunities." *The City*, 24 Mar., 2022, [www.thecity.nyc/economy/2022/3/24/22994469/unemployment-soars-for-new-yorkers-with-disabilities-as-challenges-outweigh-new-opportunities](http://www.thecity.nyc/economy/2022/3/24/22994469/unemployment-soars-for-new-yorkers-with-disabilities-as-challenges-outweigh-new-opportunities)

These fiscal setbacks and increases in the number of disabled adults leads to a conundrum that involves many parts of the social security and workforce systems. Many disabled adults, especially those of color, live in cycles of poverty reinforced by a reliance on public assistance. Social Security Disability Insurance is utilized by approximately 525,907 disabled New Yorkers, about 4.3% of all people aged 18-64. Another 308,448 New Yorkers Receive Supplemental Security Income (SSI). From the gender perspective, because women statistically live longer than men, their likelihood of living to old age and living with a disability is higher, and therefore will lead to more women disproportionately requiring this public assistance and living within this cycle.<sup>23</sup>

This economic assistance is crucial for many disabled people's livelihoods and healthcare, and the stipulations of its provision present a major disincentive to economic mobility. Even modest increases in income through employment can lead to eligible individuals losing these benefits, which intimidates many disabled people from getting higher wage jobs or entering the workforce. Recipients of SSI eget about \$10,000 annually, but risk losing them entirely if their income is over \$1,100 a month for nine months. For blind adults, this figure is \$2,190 and for sighted adults, it's \$1,310.

Bias among employers and a lack of awareness of how accommodations for disabled adults can be advocated for also create barriers for disabled people's upward mobility. The pandemic underscored the essentiality of small and medium-sized business to the New York economy.

---

<sup>23</sup> Office of Retirement and Disability Policy, Office of Research, Evaluation, and Statistics. "Annual Statistical Report on the Social Security Disability Insurance Program." *Social Security Administration*, 2020 October, [www.ssa.gov/policy/docs/statcomps/di\\_asr/2019/di\\_asr19.pdf](http://www.ssa.gov/policy/docs/statcomps/di_asr/2019/di_asr19.pdf)

While huge conglomerates absolutely make up a significant portion of the employer landscape, the majority of businesses are the smaller or medium businesses. Many businesses have little to no experience with hiring disabled employees and their apprehensions typically include absenteeism or liabilities related to accommodations. Many of them are unaware of the tax benefits they could accrue from providing support to employees, such as the Disabled Access Credit which reimburses or even pays businesses for provided accommodations.

An example of a smaller scale business with an inclusive focus is Contento, an East Harlem business founded by two people who use wheelchairs, which trains employees in serving disabled patrons and has actively hired other disabled employees through workforce programs catered to this population. Overall, disabled people are more likely to be employed by the small or medium scaled businesses due to their prevalence and more insular operations, especially as it relates to wages that will not compromise their eligibility for benefits. Thus, a challenge for many workforce participation programs' outcomes has been the lack of access to higher wage jobs, as many of them connect people to entry-level or lower wage work. Yet, despite the relative inclusivity of these businesses, these sectors have been significantly devastated by COVID-19, and their recovery is connected to disabled people's access to the workforce.

Structural barriers continue to perpetuate disabled people's exclusion from the workforce. Inaccessible public transportation limits disabled people's employment options and freedom of movement. While all New York City buses have accessibility support for wheelchair users, they are not always the most convenient or widespread in their services. The New York City Subway

has only 138 accessible stations with ramps and elevators out of 493, and Access-A-Ride has reported a performance decrease of 67%.<sup>24</sup>

Overall, as New York and the nation regain their workforce during the COVID-19 era, overlooking the capabilities of the disabled population will only create further barriers to progress. Disabled New Yorkers across educational attainment levels can provide needed support to business across sectors, but workforce training at the state and local levels is hindered by bureaucratic hangups and trends in budget cuts. A recent New York State Comptroller audit found a lack of speed and specificity within ACCES-VR's Supported Employment Program. But state education officials say the timing of the report, whose analysis included the very beginning of COVID-19 when unemployment skyrocketed for all populations, creates a less accurate picture of the program's impact potential. Nonetheless, disabled people's apprehension to finding in-person work, whether out of fear of discrimination, loss of benefits, or little to no accommodations from employers that will allow them to remain in the workforce for the long-term.<sup>25</sup>

### III. Financial Wellness and Disability: A Racialized Dilemma

The landscape of disabled people's financial wellness is characterized by an exclusion from mainstreaming in traditional work and monetary systems. Disability alone brings on extra costs associated with independent living support, transportation, and medical care. Additionally,

---

<sup>24</sup> Lent, Melissa. "Access Opportunity: Expanding Economic Opportunity for New Yorkers with Disabilities in the Post-Pandemic City." 2022 March, [nycfuture.org/pdf/CUF\\_AccessOpportunity\\_2.pdf](https://nycfuture.org/pdf/CUF_AccessOpportunity_2.pdf)

<sup>25</sup> Cutler, Nancy. "Pandemic unemployment slammed people with disabilities; can this program help fix it?" *The City*, 8 Apr. 2022, [www.lohud.com/story/news/2022/04/08/disabled-unemployment-new-york-state-program-job-training-assistance/7236514001/](https://www.lohud.com/story/news/2022/04/08/disabled-unemployment-new-york-state-program-job-training-assistance/7236514001/)

disability is directly associated with less access to education and stable employment as well as modern banking practices.

Numerous studies show that poverty begets poverty and disability begets poverty. A person's physical capabilities and access to quality education and jobs is typically correlated with their socioeconomic stability, and disabled people's historic exclusion from mainstream systems of upward mobility create a cycle of struggle, particularly when looking at race. Anti-poverty programs typically have a requirement to prove a person is capable of working while disability benefits programs like SSI and SSDI require a person to prove they are unable to work. Disabled people are often forced between choosing not to work and qualifying for benefits or working and applying for an Earned Income Tax Credit (EITC) or food stamps.<sup>26</sup>

Furthermore, while disabled people are less likely to go uncovered by health insurance because they are likely to use Medicare or Medicaid. However, their ability to keep up with medical bills and out-of-pocket expenses such as co-pays, deductibles, and uncovered services presents a financial barrier. In 2015, 33% of Black Americans, Hispanic and Latinx, and Whites with disabilities struggled to pay their medical bills. Additionally, approximately 16% of people with disabilities across all groups were unable to access necessary medical care.<sup>27</sup>

---

<sup>26</sup> Pokempner, Jennifer and Roberts, Dorothy E. Poverty, Welfare Reform, and the Meaning of Disability." *University of Pennsylvania Carey Law School*, 2001, [scholarship.law.upenn.edu/cgi/viewcontent.cgi?article=2361&context=faculty\\_scholarship](http://scholarship.law.upenn.edu/cgi/viewcontent.cgi?article=2361&context=faculty_scholarship)

<sup>27</sup>National Disability Institute. "Race, Ethnicity, Disability: The Financial Impact of Systemic Inequality and Intersectionality." *National Disability Institute*, 2020 August, [www.nationaldisabilityinstitute.org/wp-content/uploads/2020/08/race-ethnicity-and-disability-financial-impact.pdf](http://www.nationaldisabilityinstitute.org/wp-content/uploads/2020/08/race-ethnicity-and-disability-financial-impact.pdf)

COVID-19 ravaged the employment landscape of disabled Americans, particularly for disabled people of color. By May of 2020, most disabled people across racial groups suffered job losses, with the highest rate being among Black Americans at 44%.<sup>28</sup>

26% of all disabled Americans live below the poverty line compared to 11% of people without disabilities. 36% of African-American people, 28% of Hispanic/Latinx people, and 34% of indigenous people with disabilities live in poverty (without disabilities: 17%, 15% and 34% respectively).<sup>29</sup> The most striking difference in poverty rates exists between whites with and without disabilities, which is 23% and 9% respectively.

Finally, disabled people's exclusion from mainstream monetary services is striking. In 2017, 18% of disabled households were unbanked or underbanked, meaning they either had no bank account or insufficient banking services. These groups are less likely to use mobile and online banking services and instead use ATMs or bank tellers, which are less accessible and convenient. This reality is compatible with the Urban Futures report which showed that only 61% of New Yorkers with disabilities own a computer.<sup>30</sup> Moreover, only 43% of disabled households had access to credit compared to 73% among the non-disabled population. Of the 11% of disabled households that applied for lines of credit, 33% are denied. It is likely for these reasons that disabled people are more likely to use alternative financial services that are unsustainable or predatory. 12% of disabled households used pawn shops, payday loans, and other high interests

---

<sup>28</sup> Ibid.

<sup>29</sup> Ibid.

<sup>30</sup> Lent, Melissa. "Access Opportunity: Expanding Economic Opportunity for New Yorkers with Disabilities in the Post-Pandemic City." 2022 March, [nycfuture.org/pdf/CUF\\_AccessOpportunity\\_2.pdf](https://nycfuture.org/pdf/CUF_AccessOpportunity_2.pdf)

and unstable financial practices to make ends meet compared to 7% of non-disabled households.<sup>31</sup>

The divergent nature of anti-poverty programs and disability benefits create a cycle that keeps disabled people limited in their financial and employment outcomes. The heavy reliance of disabled people on public assistance is an unsustainable model and fiscal policy needs to address the benefits cliff that recipients fear in order to facilitate their financial stability. The impacts of COVID-19 saw disabled people more likely to fall ill and lose their livelihoods, thus continuing the trap of poverty brought on by health related issues and financial unwellness on a racial basis.

#### IV. Informal and Formal Care: An Economy of Love and Labor

An often overlooked aspect of disability and financial wellness is the care economy. The care economy is defined as the “sector of the economy that is responsible for the provision of care and services that contribute to the nurturing and reproduction of current and future populations”.<sup>32</sup> This economy includes the formal (traditionally employed) and informal labor force of individuals who provide assistance and care to babies, elderly, sick, and disabled in their homes or in hospitals. The focus on this sector of the economy has increased due to the heightened burden placed on them by COVID-19 and its effects on disabled and elderly individuals. These workers have been at a heightened risk of contracting the virus, losing their

---

<sup>31</sup> MS, Goodman, Nanette E. and JD, Morris, Michael. “Banking Status and Financial Behaviors of Adults with Disabilities: Findings from the 2017 FDIC National Survey of Unbanked and Underbanked Households and Focus Group Research.” *National Disability Institute*, 2017, [www.nationaldisabilityinstitute.org/wp-content/uploads/2019/11/ndi-banking-report-2019.pdf](http://www.nationaldisabilityinstitute.org/wp-content/uploads/2019/11/ndi-banking-report-2019.pdf)

<sup>32</sup> Canada, Child Care, Economic Modeling, Elder Care, Expert Dialogues, & Forums, Feminist Economics, OECD. “What is the Care Economy and Why Should We Care?” *Care Work and the Economy*, 2 Apr. 2021, [research.american.edu/careworkeconomy/blog/2021/04/02/what-is-the-care-economy-and-why-we-should-know-more-about-it-particularly-now/](https://research.american.edu/careworkeconomy/blog/2021/04/02/what-is-the-care-economy-and-why-we-should-know-more-about-it-particularly-now/)

livelihoods, and being underpaid for their thankless yet overlooked contributions to society. The informal caregiving sector is often working off the books and of migrant origins, and therefore their financial and legal protections are limited.

According to a 2017 report by the NYC Department for the Aging, the majority of the caregivers for adults with disabilities were women aged 50+ (86%). 40% of them were white, 23% were African-American, and 22% were Hispanic/Latinx. The majority were employed full time, but 50% of them were not earning enough to make ends meet, and 40% spent at least 40 hours per week working to provide care. Among caregivers who are looking after their own family members, which is very likely among migrant groups and people of color, there is a heightened burden of providing care due to the time they must take off work which puts the household at a greater financial risk. Aside from the monetary toll of caregiving, workers in this sector reported difficulties in maintaining their personal and emotional wellbeing. This is even more telling due to the fact that many of these caregivers themselves are older women.<sup>33</sup>

#### V. Societal Violence Against People of Color With Disabilities

The intersections of race and ability have only recently begun to receive their due in social science and policy research, though racism and ableism have often gone hand-in-hand in creating a violent and unforgiving landscape for disabled people of color. During the 1850s, when enslavement of African people was legal, those who attempted to escape bondage by White traffickers were diagnosed with a made up syndrome called “drapetomania”. This “syndrome” was described as the phenomena of rude and unruly behavior among people who should

---

<sup>33</sup> New York City Department for the Aging. “A Survey of Informal Caregivers in New York City.” *NYC Department for the Aging*, 2017, [www1.nyc.gov/assets/dfta/downloads/pdf/reports/UnpaidCaregivers2017.pdf](http://www1.nyc.gov/assets/dfta/downloads/pdf/reports/UnpaidCaregivers2017.pdf)

otherwise be obedient and servile, despite the violent circumstances they were forcefully placed under.<sup>34</sup>

Furthermore, Black disabled people experience disproportionate rates of violence by the state and its institutions, whether in the form of police brutality or the classification of deaths as a result of underlying causes rather than something wholly preventable. According to a study by the American Journal of Public Health, when coroners and medical examiners do not clearly state that police involvement led to a person's untimely death, they will typically cite "homicide by underlying causes".<sup>35</sup>

A lack of awareness of disability and the behaviors of people who have them is a large contributor to state-sanctioned violence against these groups, especially when they are Black. In many cases, the media and law enforcement use a person's mental or physical disabilities as a justification for the violence wielded against them, which permeates a harmful narrative that disabled people are undeserving of humane and fair treatment. One third to a half of all people killed by American law enforcement officers are disabled, and this figure includes well-known victims of undue use of force such as Freddie Gray, Sandra Bland, and Eric Garner.<sup>36</sup>

---

<sup>34</sup> Wingez-Yanez, Nick. "Black disabled Americans continue to face higher rates of police violence." *The Hill*, 17 Aug. 2020,

[thehill.com/opinion/civil-rights/512370-black-disabled-americans-continue-to-face-higher-rates-of-police/](https://thehill.com/opinion/civil-rights/512370-black-disabled-americans-continue-to-face-higher-rates-of-police/)  
<sup>35</sup> Catherine Barber, Deborah Azrael, Amy Cohen, Matthew Miller, Deonza Thymes, David Enze Wang, and David Hemenway, 2016: Homicides by Police: Comparing Counts From the National Violent Death Reporting System, Vital Statistics, and Supplementary Homicide Reports  
*American Journal of Public Health* 106, 922\_927, [doi.org/10.2105/AJPH.2016.303074](https://doi.org/10.2105/AJPH.2016.303074)

<sup>36</sup> Perry, David M. PhD and Carter Long, Lawrence. "The Ruderman White Paper on Media Coverage of Law Enforcement Use of Force and Disability." *The Ruderman Foundation*, 2016 March, [rudermanfoundation.org/wp-content/uploads/2017/08/MediaStudy-PoliceDisability\\_final-final.pdf](https://rudermanfoundation.org/wp-content/uploads/2017/08/MediaStudy-PoliceDisability_final-final.pdf)

Additionally, as rates of anti-Asian hate crimes increased during the COVID-19 pandemic, the need for a deeper focus on multiple experiences of racialized groups in the United States and their abilities has been highlighted.<sup>37</sup> When a society's responses to people's differences is violence and exclusion, whether on the basis of race, gender, ability, or two or more identities simultaneously, there must be a reckoning of how the demonization of people who fall out of white supremacist and patriarchal paradigms arrests us into a state of brutality and harm.

#### **E. Comparison to other countries**

This section aims to provide examples of good practices internationally of policy-level and private-sector initiatives to increase the employment of people with disabilities. While government responses generally focus on strengthening laws and regulation, training, and support, private sector interventions aim to provide reasonable accommodation in the hiring process and terms and conditions of employment for people with disabilities. We recognize that NYWF is focused on disability inclusion in New York state, and therefore, the objective of this section was to look at how other countries and regions use the legislation they have passed as a model for what could be implemented here. Also, there is no evidence about the effectiveness of these measures on the empowerment of people with disabilities.

---

<sup>37</sup>Rajkumar, Shruti. "Disabled Asian Americans Deal with Racism and Ableism." *AsAmNews*, 20 Apr. 2021, [asamnews.com/2021/04/20/many-disabled-asian-americans-feel-alienated-in-both-the-asam-and-disabled-communities/](https://asamnews.com/2021/04/20/many-disabled-asian-americans-feel-alienated-in-both-the-asam-and-disabled-communities/)

## E.1. Employment quotas

Many countries have introduced specific legislation to empower people with disabilities.<sup>38</sup> These policies include national strategies and action plans that prohibit discrimination at the workplace and promote workplace accessibility, job placement services, and training.<sup>39</sup>

Around 100 countries currently provide employment quotas for people with disabilities in their national legislation.<sup>40</sup> Quotas vary from country to country in terms of the level of the percentage obligation, the size of companies covered, the sector targeted (private or public), and the compliance system.<sup>41</sup>

While quotas have been questioned for reinforcing negative stereotypes against persons with disabilities in the past, the International Labour Organization has found that this policy is a form of affirmative action and compatible with international human rights standards. Quotas must include, however, provisions to encourage the employment of people with disabilities in higher-level positions in the workplace.<sup>42</sup>

---

<sup>38</sup> United Nations. Department of Economic and Social Affairs Disability. Laws and Acts by Country/Area. In: <https://www.un.org/development/desa/disabilities/disability-laws-and-acts-by-country-area.html>

<sup>39</sup> United Nations. Department of Economic and Social Affairs Disability. Disability Strategies and Action Plans by Country/Area. In: <https://www.un.org/development/desa/disabilities/strategies.html>

<sup>40</sup> International Labour Organization (2019). Promoting Employment Opportunities for People with Disabilities: Quota Schemes. Volume 1. In: [https://www.ilo.org/wcmsp5/groups/public/---ed\\_emp/---ifp\\_skills/documents/publication/wcms\\_735531.pdf](https://www.ilo.org/wcmsp5/groups/public/---ed_emp/---ifp_skills/documents/publication/wcms_735531.pdf)

<sup>41</sup> *Ibidem.*

<sup>42</sup> *Ibidem.*

Regarding the fulfillment of quotas, legislation has introduced different ways to facilitate the implementation for employers. For instance, employers in Germany<sup>43</sup>, Tunisia, and Serbia<sup>44</sup> can outsource or buy products and services from people with disabilities. Other countries such as France and Netherlands<sup>45</sup> have removed the requirement for workers to appear on official disability registries to make the process less bureaucratic and remove the stigma against people with disabilities.

Few countries, such as South Korea and Albania, have given employers special incentives to hire women with disabilities. The South Korean government provides more financial assistance to business owners who hire women with disabilities, and the Albanian government pays a proportion of compulsory insurance on behalf of the employer if they hire more women with disabilities than men with disabilities.<sup>46</sup>

## E.2. Reasonable accommodations

Many countries have implemented reasonable accommodations to the workplace to enable the employment of people with disabilities.<sup>47</sup>

---

<sup>43</sup> Thornton, P. and Lunt, N. (1995) Employment for disabled people: Social obligation or individual responsibility?, Social Policy Reports No 2. In: <https://www.york.ac.uk/inst/spru/research/pdf/obligation.pdf>

<sup>44</sup> International Labour Organization (2019). Promoting Employment Opportunities for People with Disabilities: Quota Schemes. Volume 1. In: [https://www.ilo.org/wcmsp5/groups/public/---ed\\_emp/---ifp\\_skills/documents/publication/wcms\\_735531.pdf](https://www.ilo.org/wcmsp5/groups/public/---ed_emp/---ifp_skills/documents/publication/wcms_735531.pdf)

<sup>45</sup> Thornton, P. and Lunt, N. (1995) Employment for disabled people: Social obligation or individual responsibility?, Social Policy Reports No 2. In: <https://www.york.ac.uk/inst/spru/research/pdf/obligation.pdf>

<sup>46</sup> International Labour Organization (2019). Promoting Employment Opportunities for People with Disabilities: Quota Schemes. Volume 1. In: [https://www.ilo.org/wcmsp5/groups/public/---ed\\_emp/---ifp\\_skills/documents/publication/wcms\\_735531.pdf](https://www.ilo.org/wcmsp5/groups/public/---ed_emp/---ifp_skills/documents/publication/wcms_735531.pdf)

<sup>47</sup> European Bank for Reconstruction and Development. (2021). Economic inclusion for people with disabilities and older workers: Good practices. Final Report. In: European Bank for Reconstruction and Development. (2021). Economic inclusion for people with disabilities and older workers: Good practices. Final Report. In:

For instance, France provides employers with 80% of the costs of making workplace adjustments. Employers in Germany and Japan receive “barrier-free” workplace adjustment subsidies<sup>48</sup>, and employers in Denmark<sup>49</sup> employers can receive support to purchase small-scale workplace adjustment and assistance aids. Subsidies and grants for workplace adjustments are also available in Romania, Ukraine, Poland, and the United Kingdom.<sup>50</sup>

As noted, legislation that makes reasonable accommodations for people with disabilities is not enough. For implementation, additional government support to the private sector may be required. Incentives, grants, and technical assistance are critical to effectively placing job seekers with disabilities in jobs that are appropriate to their skills and abilities.

### E.3. Employment agencies and vocational training

Some public interventions have focused on public employment services for people with disabilities. Strong evidence supports that employment approaches are more effective than large-scale, uniform programs.<sup>51</sup>

Supported employment services involve personalized support for jobseekers with disabilities. These services can be offered before applying for a job or even after in order to keep it.

---

<https://www.ebrd.com/documents/corporate-strategy/good-practices-economic-inclusion-for-people-with-disabilities-and-older-workers.pdf?blobnocache=true>

<sup>48</sup> *Ibidem*.

<sup>49</sup> The Danish Agency for Labour Market and Recruitment. (2021). Measures for placing disabled persons in employment. In: <https://star.dk/en/active-labour-market-policy-measures/measures-for-placing-disabled-persons-in-employment/>

<sup>50</sup> European Bank for Reconstruction and Development. (2021). Economic inclusion for people with disabilities and older workers: Good practices. Final Report. In: <https://www.ebrd.com/documents/corporate-strategy/good-practices-economic-inclusion-for-people-with-disabilities-and-older-workers.pdf?blobnocache=true>

<sup>51</sup> *Ibidem*.

Jobcentre Plus<sup>52</sup> from the United Kingdom provides a program that provides disabled people with vocational training and personal support networks to keep their jobs once they are hired.

Finland, Germany, Poland, and Ireland offer specialized counselors who guide disabled job seekers through the application process and connect them with potential employers.<sup>53</sup> Some of these services include a personal coach that helps the disabled jobseekers to clarify what type of work they are suitable for and the skills they can match with the vacancies.

Supported employment typically focuses on recruiting for entry-level positions but can also include mentoring disabled employees within the company for promotion. The Royal Bank of Scotland<sup>54</sup>, for instance, offers a dedicated personal development program that empowers workers with disabilities to advance in their careers. This program typically includes a senior professional who mentors the disabled worker.

#### E.4. Extension of Social Protection Systems

Starting a new job can mean the loss of social security benefits, and consequently, job seekers with disabilities are discouraged. To avoid this problem, some countries have given disabled workers the possibility of keeping a percentage of their social protection benefits so that they are not affected by their employment status.

---

<sup>52</sup> United Kingdom Government. (2021). Intensive Personalised Employment Support. In: <https://www.gov.uk/intensive-personalised-employment-support>

<sup>53</sup> European Bank for Reconstruction and Development. (2021). Economic inclusion for people with disabilities and older workers: Good practices. Final Report. In: <https://www.ebrd.com/documents/corporate-strategy/good-practices-economic-inclusion-for-people-with-disabilities-and-older-workers.pdf?blobnocache=true>

<sup>54</sup> Business Disability Forum. (2019). Why should you attend our Career Development Course? Part 2. In: <https://businessdisabilityforum.org.uk/news-opinion/why-should-you-attend-our-career-development-course-part-2/>

For instance, Ireland's Back to Work Enterprise Allowance provides the option of keeping a percentage of disability benefits for up to two years.<sup>55</sup> Similarly, the United Kingdom covers daily living, mobility costs, and personal care costs of people with disabilities who get a job. This response aims to promote equal access to employment by providing appropriate and effective social coverage for people with disabilities.

---

<sup>55</sup> Irish Department of Social Protection. (2019). Back to Work Enterprise Allowance. In: <https://www.gov.ie/en/service/f215a4-back-to-work-enterprise-allowance/>

## Stakeholders Interviews

---

### A. Qualitative Findings

To solidify our landscape research, we conducted five interviews with organizations focused on disability inclusion in New York City, Long Island and Westchester. They each provided valuable feedback and helped us delineate the landscape as it exists for disability inclusion for women and gender-expansive people of color in all geographic areas of interest.

While quantitative data enabled us to paint a numeric illustration of disability rights in our three localities, the interviews humanized the experiences of disabled populaces. Particularly in light of the pandemic, they pushed us to assess deeper how organizations have collaborated, or failed to do so, in light of COVID-19. Additionally, it shed light on a much larger issue that we delved into; disabled populaces have rallied for over three decades for telework availability only to be told that it is unviable till the pandemic occurred. Overall, our findings shed light upon systemic injustices that earmark public and private systems from achieving disability inclusion and enabled us to cognize policy prescriptions that can assuage the economic and social inequity disabled individuals are inflicted with.

In February of 2022, we reached out to the following organizations:

#### I. New York City:

##### A. Lexington School for the Deaf

- B. Ford Foundation
- C. Mayor's Office for People with Disabilities
- D. Include NYC
- E. New York Alliance for Inclusion and Innovation
- F. Center for Independence of the Disabled
- G. Brooklyn Law School
- H. RespectAbility
- I. Harlem Independent Living Center
- J. Disability Inclusion Fund
- K. Disability and Philanthropy Forum
- L. Visiting Nurse Service
- M. Make the Road by Walking
- N. Center for American Progress

II. Westchester:

- A. Office for People with Disabilities
- B. The Arc Westchester New York
- C. The School for Adaptive and Integrative Learning

III. Long Island:

- A. Long Island Center for Independent Living
- B. Suffolk Independent Living Organization
- C. AHRC Nassau

D. Long Island Advocacy Center

E. National Disability Institute

Of the organizations listed above, we secured interviews with the five groups listed below:

- 1) Ford Foundation
- 2) National Disability Institute
- 3) RespectAbility
- 4) Suffolk Independent Living Organization
- 5) Disability Inclusion Fund

**B. Interview Takeaways:**

This section includes key takeaways from our interviews with experts in the field of disability inclusion. Our interviewees offered their insights on the social and policy landscape of disability justice.

**Ford Foundation – Rebecca Cokley, First Disability Rights Program Officer**

Like many of the organizations we spoke with, The Ford Foundation shares a commitment to confronting ableism and fostering dialogue around disability inclusion. The organization recently launched its first U.S. Disability Rights Program. Rebecca Cokley, a disability rights activist, is the Program Officer overseeing this portfolio.

Rebecca underscored three facets of disability inclusion: financial equity, medical equity (as it relates to employment), and transportation equity. For financial equity, Rebecca emphasized the outdated financial inclusion system created by President Franklin D. Roosevelt that is incompatible with the modern needs of disabled people. In this context, she stressed three elements that needed assessment: firstly, an increase of the subminimum wage; an extension of asset limits beyond \$2,000; and thirdly, the establishment of active lobbying mechanisms for the rights of disabled people in the form of trade associations.

With relation to medical equity, Rebecca criticized the concept of medical provisions being directly linked to employability. Here, she stressed the need to remove the connection between health insurance and a person's employment status. Predicating insurance on employment increases the threat of disabled people losing their health coverage and being unable to engage in medical upkeep. This is further aggravated by the fact that intra-state disparities exist in healthcare provisions (and the caps of healthcare funds) which leads to disabled people relying disproportionately on employment benefits for healthcare which must be equalized across the board.

In the case of transportation equity, Rebecca stressed how the transit system in New York is unfairly skewed towards ableism through its lack of disability accommodation that deters mobility for disabled populaces. The transit system determines where people can go and where they can work, and in the absence of disability accommodation, disabled individuals are restricted in terms of employment outcomes. The additional emphasis on a "return to work" post-pandemic further restricts mobility for disabled individuals.

Rebecca concluded her analysis with a multifaceted policy recommendation which she believes would address the aforementioned issues. Firstly, financial inclusion through credit guarantee schemes and low interest rate loans to spur entrepreneurship amongst disabled people. Secondly, legislation to remove asset limits and marriage penalties. Thirdly and most importantly, disability legislation for the provision of competent healthcare, irrespective of an individual's job status.

**National Disability Institute– Michael Roush, Director of the Center for Disability Inclusive Community Development**

NDI is a think tank that focuses extensively on advocacy, research and policy development for disability equity. It is a collaborative organization that interacts with institutions nationally, from financial institutions to government agencies, to empower disabled populaces in a bid to establish a sound financial future for them and their families. Michael Roush heads the Center for Disability Inclusive Community Development. He focuses extensively on financial capability strategies, financial education and financial counseling to empower disabled individuals and inculcate self-sufficiency in their lives.

Michael stressed looking at disability issues from two particular lenses: firstly, treating it as a civil rights issue in order for it to be included in civil rights legislation; and secondly, assessing the racial wealth gap particularly for individuals with intersecting identities. In the latter instance he emphasized the data that his organization had been looking into to illustrate wealth disparity: the average net worth of a white person with a disability is \$27,000, the average net worth of a black person with a disability is \$1,000, while the net worth of even an able-bodied black

individual is \$13,000. Such a division necessitates an assessment of systematic disparities that have historically disenfranchised individuals with intersecting identities.

Michael stressed the need to change the dialogue in conversations around disability and address the societal stigmas that discourage disabled people from seeking out banking resources for their financial wellness in order to achieve economic equity. Additionally, any and all programs directed at universal basic income must be inclusive of accommodations for individuals with disabilities that require needs-based benefits.

### **RespectAbility – Philip Pauli, Policy and Practices Director**

With its slogan of “Fighting Stigmas, Advancing Opportunity,” RespectAbility works on changing the debate on disability by championing systemic change that transforms how society views people with disabilities. RespectAbility focuses extensively on inclusive representation in entertainment and news media, equitable and representative decision-making in leadership roles, policy prescriptions based on civic engagement and religious inclusion for people with disabilities in faith-based communities. Philip Pauli works at RespectAbility in educating federal and state leaders on the best practices that can expand equitable opportunity avenues for people with disabilities. He is also the co-chair at the Employment and Training Task Force for the Consortium for Citizens with Disabilities (CCD) where he works with more than 1110 national disability organizations to further disability employment.

When assessing the landscape for disability inclusion, Philip stressed extensively on informational asymmetries that exist for people with disabilities. Not only are practices for

disability inclusion necessary, but a knowledge thereof is also mandated. He stressed the need to inform people of disability services and their eligibility for those to increase mass awareness and utilization. Additionally, he brought in a different perspective for the intersectionality of race and disability for disabled students of color. In this regard, there is an overrepresentation of students of color in disability services as they are perceived as being more unruly due to their disability and are castigated for it instead of being aptly supported. Among Asian American students, disabilities are not as readily diagnosed due to stigmas around learning or cognitive challenges that lead to scholastic difficulty. And lastly, more white students, particularly those from affluent backgrounds, receive appropriate diagnoses and are therefore better poised to take advantage of benefits being directed towards them.

To address the situation as it exists now, Philip harped upon cohort-based learning for training people with disabilities. For instance, training people to use zoom virtually as a part of cohort-based learning has the ability to increase their employability. Additionally, a greater emphasis needs to be placed on the flexibility of hybrid work systems. The pandemic provided a lifesaving switch for people with disabilities by allowing everyone to work remotely; however, as work returns to normalcy, it is imperative to retain hybrid flexibility in order to ensure employment flexibility for disabled populaces.

**Suffolk Independent Living Organization – Joseph Delgado, Chief Executive Director**

The Suffolk Independent Living Organization (SILO) has sought to enable people with disabilities residing within Suffolk County, New York to gain effective control of their lives and establish what direction they seek to move their lives towards, SILO has achieved this through

responsible community participation that instills training, community development and direct service responsiveness to the needs of people with disabilities. Such an initiative is being headed by Joseph Delgado.

Joseph commenced with delineating the idea of an independent living organization. It exists as an umbrella organization for several other organizations; SILO in particular is an initiative that was started in the 1960's with the civil rights movement and then the disability rights movement. The ideology at SILO emphasizes self-determination for individuals with disabilities in terms of having full autonomy over where they live and what life they decide to pick for themselves. Particularly in the case of people of color with disabilities, Joseph stressed self-determination in tandem with dealing with a disabled person as a whole by developing cognition of their intersectionality like race and gender. Community stigmas elevate these differences based on race and gender which SILO seeks to rectify.

Assessing the identification of people with disabilities, Joseph stressed that two particular cohorts of individuals with disabilities get significant leverage: children with disabilities and individuals suffering from blindness. Such a notion stems from a restrictive delineation of what constitutes a disability; Joseph harped upon invisible disabilities like cognitive and behavioral disabilities that while barely obvious impact the lives of people most adversely, particularly when complemented with the lack of disability accommodation. Additionally, in terms of "invisible disabilities," not only does a misdiagnosis of the disability exist but in plentiful instances, the disability is never diagnosed because of a lack of medical attention that aggravates the degradation of living standards for these people.

When discussing policy interventions, Joseph stressed upon how most people of color lean on families for support in cases of disability which is why it is imperative to consider the caregiving economy whilst deciding any policy actions. On the contrary, white families generally seek out external aid provisions more extensively and thus make up a disproportionate amount of those benefiting from state programs. Not only is it then imperative to establish an inclusion mechanism for the caregiving economy, it is crucial to also weave in people of color with disabilities into the social security net.

**Disability Inclusion Fund at Borealis Philanthropy – Nikki Brown-Booker, Program Officer**

Borealis Philanthropy is an umbrella organization that bridges the divide between funders and organizers to propel social inclusion movements for social equity. One such fund that has been initiated at Borealis Philanthropy is the Disability Inclusion Fund (DIF). Here, Nikki Brown-Booker is a program officer who as a biracial woman with disability has been particularly interested in the intersection between disability justice and racial justice. Nikki has been extensively involved in the grantmaking process at DIF.

Whilst assessing the aspects of disability as they exist now, Nikki reinstated the physical, mental and psychiatric elements of disability while emphasizing that disability constitutes any inability to conduct a task in a traditional manner as an able-bodied individual would; such a delineation builds upon the breadth of disability and the need to include all levels in the disability spectrum in conversations for inclusion. Talking about the greatest barriers facing particularly women and

people of color with disabilities in society, Nikki discussed our existence in a heavily “ableist” society that deters any form of disability adaptations, particularly in terms of employment and financial wellbeing.

Nikki’s greatest contribution was towards delineating how people with disabilities are viewed in different communities of color. In Asia, for instance, disability is viewed more as a “responsibility” and a form of “dependence” thus stripping individuals with disabilities off any rights to self-determination. Therefore, any policy prescription must be premised on the right to self-determination for people with disabilities and thus draw upon that.

## Recommendations

---

Our team has compiled a list of recommendations and questions to conclude our report. This is a collection of gaps, trends, and opportunities we identified as we were conducting our landscape analysis. We believe it critical to address these needs in order to effectively advocate for disability justice.

1. **More opportunities for people with disabilities – and particularly those of color — to gain more confidence, tools, and empowerment on the subject of financial literacy.** These include policies related to the facilitation of expenses related to supporting wheelchairs and other quality equipment. around credit backed guarantees in situations where the borrower is a person with a disability.
2. **More education around the challenges persons with disabilities face working in office buildings.** The pandemic created an opportunity for remote work to become the norm. Time and time again, we saw indications that remote work is feasible. Thus, can there be reasonable accommodations granted to people with disabilities who aspire to work remotely? Can these accommodations at least be considered? The public sector and nonprofit contractors should ensure that providing these supports is feasible for employers, who may be skeptical of the cost or effort required to become more accessible.
3. **What policies and legislation can be passed to specifically provide support to people with disabilities who previously worked in retail, hospitality, or other “pink” and/or “blue” collar jobs?** Our economy has drastically changed since 2020. The pandemic created an economic shock – in some ways we might bounce back, while other changes

are going to become permanent. The future of employment is going to change for all, particularly for those working in the public facing service sectors, such as retail or hospitality. Workforce integration programs in New York State such as ACCESS-VR need the fiscal support to address these imminent workforce changes, with the understanding that the sectors most representative of disabled people are facing highly unique economic changes in the COVID era.

4. **We have identified a fundamental need for further specification in demographic data.** In quite a few instances, our team was not able to get as granular as we would have liked to as we conducted our research. For example, we could not configure a way to assess the intersection of people who have disabilities by race and gender. We wanted to look up how many black women in New York City have disabilities and we were not able to drill down to that level of detail. The U.S. Census Bureau and other public data collecting entities must reassess how they measure and survey populations in an age where the acknowledgement of intersectionality has created new standards of policymaking and implementation. This data will allow for more holistic and well-rounded policy, as well as heightened awareness of the unique experiences of the American people.
5. **There needs to be significant improvements made to make the transportation system in New York City to make it more accessible for people with disabilities.** The current transportation infrastructure in New York City is not inclusive of the population within this category. The performance of Access-A-Ride should be more regularly evaluated, and funding to increase its efficiency and effectiveness should be implemented.
6. **The expansion of Social Security services and the qualifications for eligibility are**

**highly essential, as this virus has affected people of all social strata.** Additionally, anti-poverty programs and disability benefits programs must be harmonized to eliminate the threat of the “benefits cliff”, which forces disabled people to choose between gainful employment and needed public assistance. The long-term effects of COVID-19 are expected to lead to an increase of the disabled population which will lead to more people requiring Medicaid, Medicare, and accessibility accommodations.

## Appendix

The spreadsheet below is a list of all the stakeholders we researched and contacted for interview purposes. We were not able to speak with them, but we did embed the information we could find about them in our report. See below for more information.

Serial Number	Agency Name	Category	Background on organization	PoC
1	Lexington School for the Deaf	Non Profit/School	We are a multi-faceted organization serving the needs of the deaf and hard of hearing community of metropolitan New York. Our agencies include Lexington School for the Deaf, Lexington Hearing and Speech Center, Lexington Vocational Services Center, Lexington Center for Mental Health Services and The Lexington School for the Deaf Foundation.	Adele Agin
2	Mayor's Office for People with Disabilities	Gov't Agency	MOPD acts as a liaison between the state and the disabled populace for the constitution of inclusive advocacy and policymaking.	N/A
3	IncludeNYC	Non Profit	Fosters positive futures and enhances the quality of life for young people with any disability from birth to age 26 and their families in New York City. They promote access to educational, employment, and independent living opportunities for young people, and advocate with families for meaningful inclusion in the broader community.	Pia Fouilloux (Communications Coordinator)
4	New York Alliance for Inclusion and Innovation	Non Profit	The organization aims to serve as a catalyst for positive change and leading resource for individuals with disabilities, their families, and the organizations supporting them through advocacy, education & training, technical assistance & practice improvement, advancing sound public policy	Jennifer Ivery (Senior Director)
5	Center for Independence of the Disabled, New York	Non Profit	CIDNY is a nonprofit organization founded in 1978. They are part of the Independent Living Centers movement: a national network of grassroots and community-based organizations that enhance opportunities for all people with disabilities to direct their own lives. The organizations programs centered in three domains: services, education and advocacy.	Jeff Peters
6	Brooklyn Law School	Non Profit/School	Advocacy for adults with intellectual and developmental disabilities.	N/A
7	Harlem Independent Living Center	Non Profit	"The voice" of people with disabilities and the disability rights movement in local communities across New York State. The organization operates centers for people with disabilities in the state.	Christina Curry

Serial Number	Agency Name	Category	Background on organization	PoC
8	Disability and Philanthropy Forum	Non Profit	An emerging philanthropy-serving organization created by the Presidents' Council on Disability Inclusion in Philanthropy. Central to the Forum's mission is centering the perspectives of disabled people while engaging philanthropy on a collective journey to understand disability inclusion as key to advancing social justice.	Emily Ladau
9	Visiting Nurse Service	Gov't Agency	Founded in 1893, the Visiting Nurse Service of New York is the largest not-for-profit home- and community-based health care organization in the United States, serving the five boroughs of New York City, as well as Nassau, Suffolk, and Westchester Counties.	Andria Castellanos
10	Make the Road by Walking	Non Profit	Make the Road New York, the state's largest organization representing immigrants and working New Yorkers. The organization provides 1) legal and survival services to tackle discrimination, abuse and poverty; 2) transformative education to develop community members' abilities to lead our organization, our movement, and society; 3) community organizing to transform the systems and power structures impacting our communities; and 4) policy innovation to rewrite unjust rules and make our democracy truly accountable to all of us.	N/A
11	Office for People with Disabilities, Westchester	Gov't Agency	Agency that provides support, assistance opportunities for people with disabilities who live in Westchester County	Evan Latainer
12	Westchester Disabled on the Move Inc	Non Profit	Westchester Disabled On the Move, Inc., established 1984, is a not-for-profit community based organization. It is a non-residential center for people with disabilities. WDOMI is part of a national network of Independent Living Centers dedicated to independence and equal rights for individuals with disabilities. Westchester Disabled on the Move Inc., is staffed and governed primarily by people with disabilities.	Charles Italiano

Serial Number	Agency Name	Category	Background on organization	PoC
17	AHRC Nassau	Non Profit	AHRC Nassau provides person-centered supports to over 2,200 people with intellectual and developmental abilities throughout Nassau County. The organization partners with a family of organizations including Brookville Center for Children's Services, Citizens Options Unlimited and Advantage Care Health Centers, so that together, they can provide a true continuum of services and supports across a person's lifetime	Shaun Weathers
18	Long Island Advocacy Center		LIAC works to ensure that all students and individuals with disabilities have access to the appropriate education to which they are entitled.	N/A
19	Center for American Progress		The Center for American Progress is an independent, nonpartisan policy institute that is dedicated to improving the lives of all Americans through bold, progressive ideas, as well as strong leadership and concerted action. Their aim is not just to change the conversation, but to change the country. They have an initiative under their "Rights and Justice Program" that promotes policies to ensure disabled people of color and those most marginalized by ableism and other forms of oppression can participate in the economy and democracy.	<a href="#">Mia Ives-Ruble</a>