

October 2021

## AMERICA'S RECOVERY: POWERED BY INCLUSION

October is National Disability Employment Awareness Month and this year's theme is America's Recovery: Powered by Inclusion. While it is great having a month focusing on this issue, it is a year-round concern for millions of people with disabilities, their advocates, and allies. I'll share some statistics with you later that focus on the problem. But first, I want to share with you some of the actions the Advocacy Network on Disabilities (AND) is undertaking to be part of the solution.



### CHECK OUT OUR NEW, 100% ACCESSIBLE WEBSITE: [ADVOCACYNETWORK.ORG](http://ADVOCACYNETWORK.ORG)

Today, without access to a web, it is nearly impossible to find, apply for, be hired, or perform the requirements of a job. *Did you know that 97.4% of one million homepages had detectable Web Content Accessibility Guideline failures (WebAIM Million report)?*



Through a partnership with [www.accessible.com](http://www.accessible.com), the Advocacy Network's website has a myriad of accessibility options for people who are blind or vision impaired, for people sensitive to certain colors or flashing images, for those who have Attention Deficit Hyperactivity Disorder (ADHD) or other problems concentrating. The list goes on and on. Check it out. When you get to our homepage (<https://advocacynetwork.org>) click on the icon in the bottom right corner and see for yourself.

**JOIN US AS WE PARTNER WITH [LABORMIAMI](http://LABORMIAMI)** to provide "ITS GOOD BUSINESS" – a free workshop to discuss the strategic benefits of employing, marketing to, and developing specific products for people with disabilities.

**October 28, 2021 from 3–4 PM via Zoom. Register [HERE](https://www.meetup.com/labormiami/events/280111111/).**

We appreciate [THE GREATER MIAMI CHAMBER OF COMMERCE](http://THE GREATER MIAMI CHAMBER OF COMMERCE) for making this opportunity available to all its members. We are also pleased to announce AND has joined the Chamber. *Did you know that discretionary income for working-age people with disabilities is about \$21 billion, greater than that of the African-American and Hispanic market segments, combined? (U.S. Bureau of Labor and Statistics)*

In December, I plan to participate on a panel addressing these same issues. Presented by [THE CORAL GABLES CHAMBER OF COMMERCE](http://THE CORAL GABLES CHAMBER OF COMMERCE), we will discuss how during a time of national recovery, our priority must be ensuring that people with disabilities have full access to employment. *Did you know that almost 60 percent of employers reported there was no cost associated with the accommodations needed for their new hires? Another 36 percent reported experiencing a one-time cost averaging about \$500. These stats from the Job Accommodation Network of the U.S. Department of Labor, also found that companies report an average return of \$28.69 for every dollar spent on an accommodation.*

**KUDOS TO OUR FRIENDS AT [COLE, SCOTT & KISSANE LAW](http://COLE, SCOTT & KISSANE LAW)** who, as part of their Diversity, Equity, and Inclusion Initiative invited us to record a presentation for their staff on how to best support employees who have disabilities. *Did you know? According to Accenture's "Getting to Equal: the Disability Inclusion Advantage", the top 45 Accessibility Champions from Disability: IN's Disability Equality Index enjoy 28x higher revenue, 2x higher net income and a 30-fold improved performance on economic profit margin compared to their competitors.*

Looking forward to America's continued recovery through inclusion.



Irenaida (Ire) Diaz LCSW  
President & CEPO

## NEWS YOU CAN USE



### Employment Opportunities from The de Moya Foundation

[The de Moya Foundation](http://The de Moya Foundation) is committed to creating employment opportunities for young adults with unique abilities by building long term partnerships with the employers and providing support for the employees. They foster hope, confidence and independence to ensure successful employment outcomes and community inclusion.

### Disability Rights Florida is now offering vaccine assistance for people with disabilities

How Disability Rights Florida can help:

- Assistance scheduling a vaccination appointment
- Providing a reminder for a second vaccination appointment
- Arranging accessible transportation to a vaccination appointment
- Answer questions regarding COVID-19 vaccination



Contact DRF by phone or online to report any difficulties related to vaccine access.  
**Phone:** 800-342-0823 | **Toll Free TTD:** 800-346-4127  
**Online:** [COVID-19 Vaccine Assistance for Floridians with Disabilities](https://www.drfl.org/covid-19-vaccine-assistance)



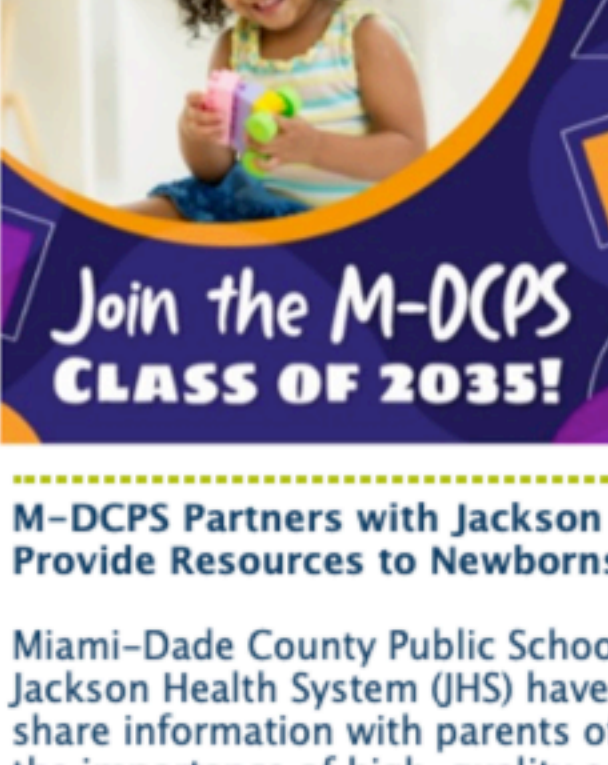
### The United Way Center for Excellence is accepting applications

This school seeks to serve Miami-Dade County's diverse population while providing access to high-quality early care and education.

For more information [click here](https://www.uwcfe.org/).

### Open Enrollment for More Than 370 Magnet Programs Started October 1

Miami-Dade County Public Schools (M-DCPS) started accepting Magnet program applications for the 2022–2023 school year on Friday, October 1, 2021. Applications will be accepted through January 15, 2022. [Read more here](https://www.mdcps.org/parents-and-family/early-childhood/early-enrollment).



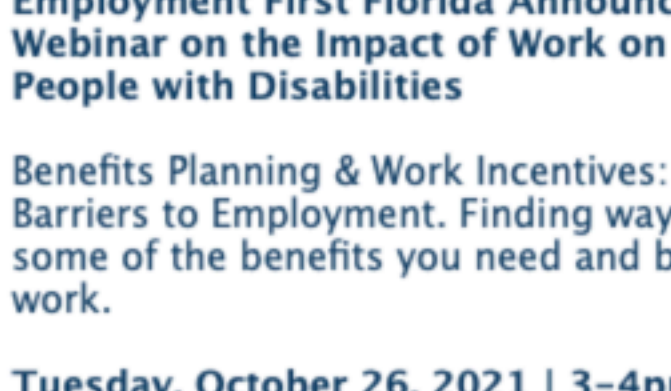
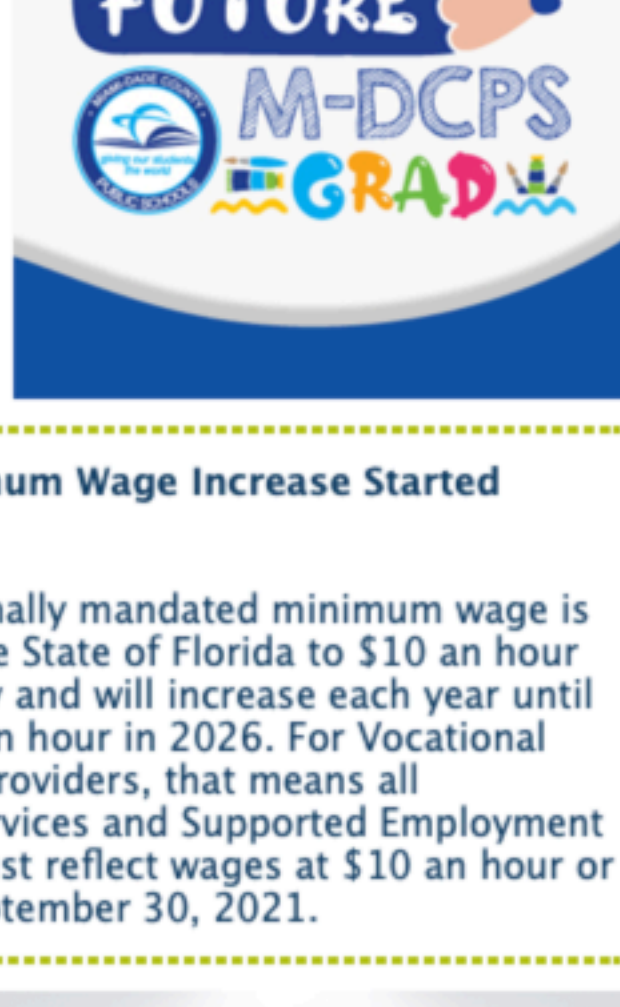
### Enrollment Now Open for 2021–2022 Voluntary Prekindergarten Programs at M-DCPS

Miami-Dade County Public Schools' (M-DCPS) Voluntary Prekindergarten (VPK) – a free program that prepares four-year-old children for kindergarten and beyond – is now available. [Read more here](https://earlychildhood.dadeschools.net).

For more information about M-DCPS programs, parents should contact their home/neighborhood school, call the Early Childhood Department at 305-995-7632, or visit <https://earlychildhood.dadeschools.net>.

### M-DCPS Partners with Jackson Health to Provide Resources to Newborns, Families

Miami-Dade County Public Schools (M-DCPS) and Jackson Health System (JHS) have teamed up to share information with parents of newborns on the importance of high-quality education. As a result of this partnership, M-DCPS will be providing a care package that includes a "Future M-DCPS Grad" bib, hand sanitizer and information on various stimulating early learning programs to families having babies at Jackson – South Florida's first designated Baby Friendly health system. [Read more here](https://www.mdcps.org/parents-and-family/early-childhood/early-enrollment).



### Florida's Minimum Wage Increase Started 9/30/21

The constitutionally mandated minimum wage is increasing in the State of Florida to \$10 an hour beginning today and will increase each year until we hit \$15.00 an hour in 2026. For Vocational Rehabilitation providers, that means all Employment Services and Supported Employment benchmarks must reflect wages at \$10 an hour or higher as of September 30, 2021.

### Employment First Florida Announced a Webinar on the Impact of Work on Benefits for People with Disabilities

Benefits Planning & Work Incentives: Busting Barriers to Employment. Finding ways to keep some of the benefits you need and be able to work.

**Tuesday, October 26, 2021 | 3–4pm ET**  
Register [here](https://www.eff.org/webinars).

### Removing Barriers to Work



## DID YOU KNOW?

### 20 Years of Office of Disability Employment Policy

This year marks an important milestone in America's efforts to advance workplace inclusion: the 20th anniversary of ODEP's establishment. It's a time for both celebration and reflection.



### Education Department Issues Guidance On IEPs During Pandemic

New guidance from the U.S. Department of Education is addressing many considerations for IEP teams, offering input on how IEPs should be modified to address changes brought on by COVID-19.

Read more [here](https://www.ed.gov/news-press-releases/2021/09/2021-09-02).



### Invisible Disabilities Week

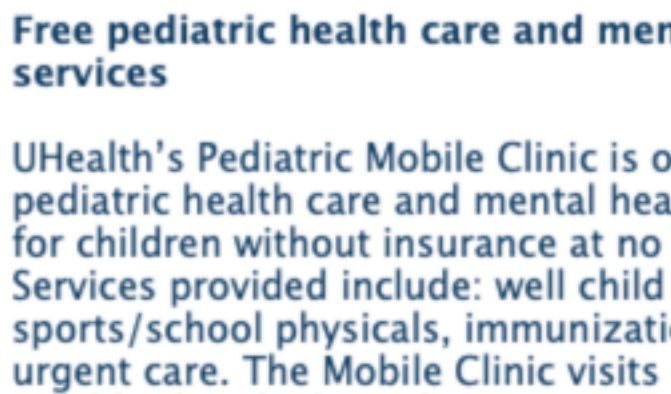
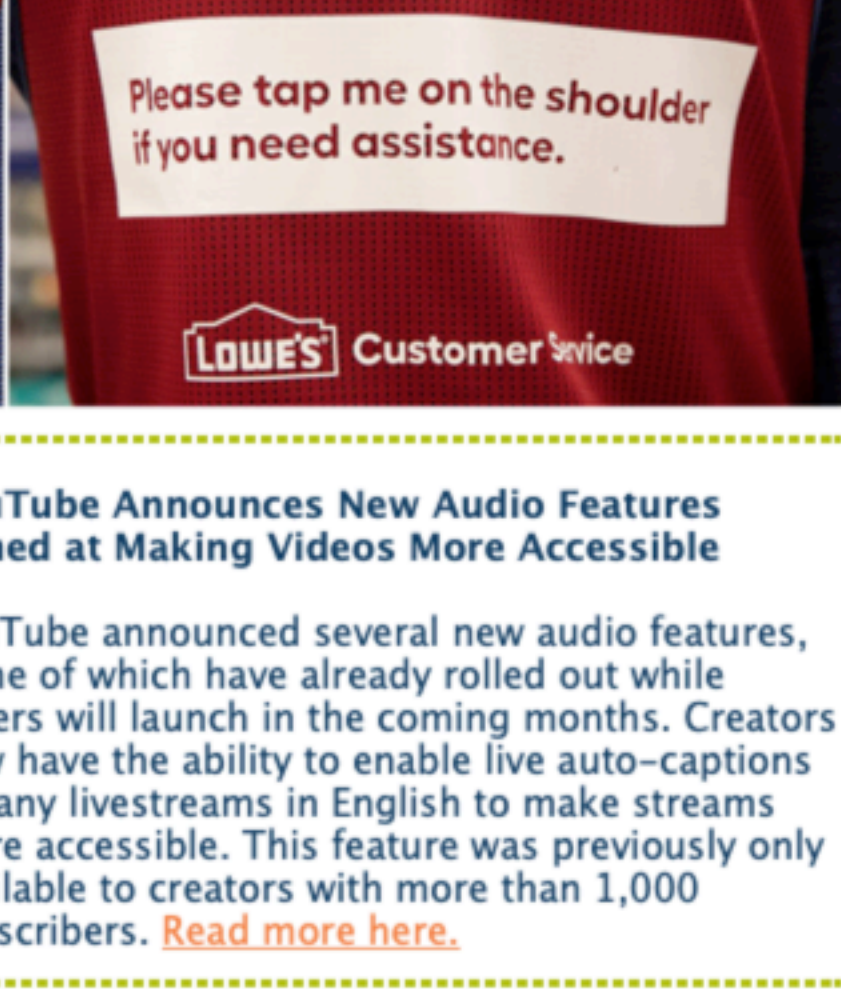
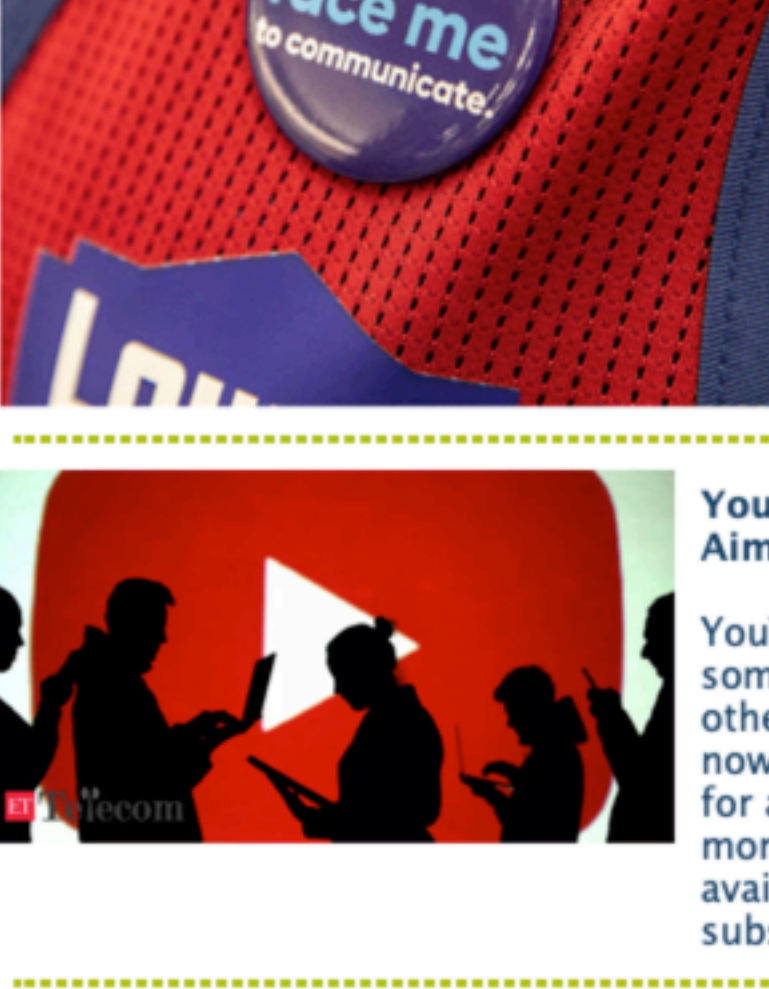
An invisible disability is a physical, mental or neurological condition that is not visible from the outside, yet can limit or challenge a person's movements, senses, or activities. Unfortunately, the very fact that these symptoms are invisible can lead to misunderstandings, false perceptions, and judgments.

Learn more [here](https://www.invisibledisabilitiesweek.org/)



### Lowe's Creates Sign Language Vests, Badges And Pins to Help Deaf and Hard of Hearing Associates

Lowe's Culture, Diversity & Inclusion team has created special American Sign Language (ASL) red vests, camo vests, badges, and pins to help promote open and seamless communication between every Lowe's customer and associate. These new materials will be available to all who need them by the end of the fiscal year.

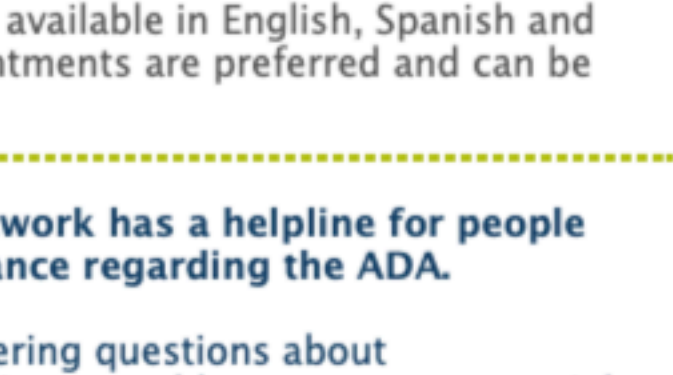


### YouTube Announces New Audio Features Aimed at Making Videos More Accessible

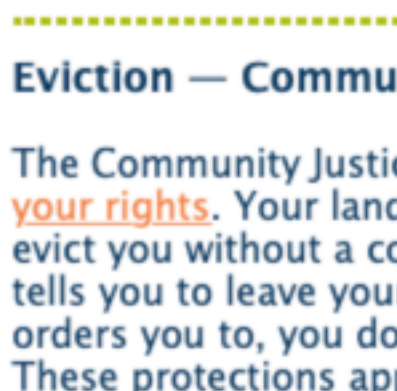
YouTube announced several new audio features, some of which have already rolled out while others will launch in the coming months. Creators now have the ability to enable live auto-captions for any livestreams in English to make streams more accessible. This feature was previously only available to creators with more than 1,000 subscribers. [Read more here](https://www.youtube.com/help/1000).

### Free pediatric health care and mental health services

UHealth's Pediatric Mobile Clinic is offering pediatric health care and mental health services for children without insurance at no charge. Services provided include: well child exams, sports/school physicals, immunizations and urgent care. The Mobile Clinic visits neighborhoods throughout Miami-Dade County and operates from 9 am to 2 pm on Monday, Tuesday, Thursday and Friday.



For the Mobile Clinic's [location schedule](https://www.uhealthmiami.com/pediatric-mobile-clinic) and flyers available in English, Spanish and Creole, visit [UHealth Pediatric Mobile Clinic](https://www.uhealthmiami.com/pediatric-mobile-clinic). Appointments are preferred and can be made by calling (305) 243-6407.

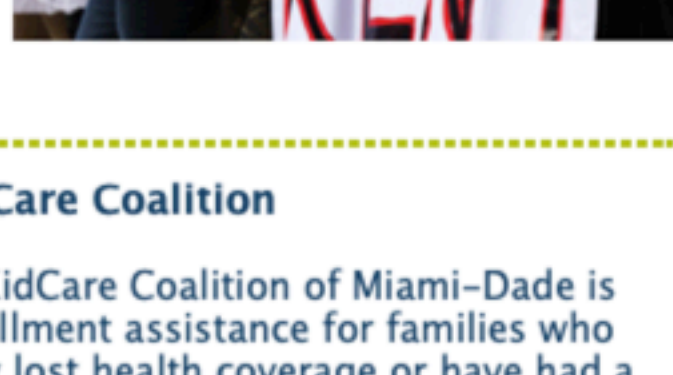


### The ADA National Network has a helpline for people who may need assistance regarding the ADA.

They can help by answering questions about implementation, compliance, and how to access your rights. Call them at 1-800-949-4232 or email <https://adata.org/email>

### Eviction — Community Justice Project

The Community Justice Project wants you to [know your rights](https://www.communityjusticeproject.com). Your landlord is never allowed to evict you without a court order. If your landlord tells you to leave your home before a judge orders you to, you do not have to move out. These protections apply regardless of your immigration status. For more information, visit [communityjusticeproject.com](https://www.communityjusticeproject.com)



### Florida KidCare Coalition

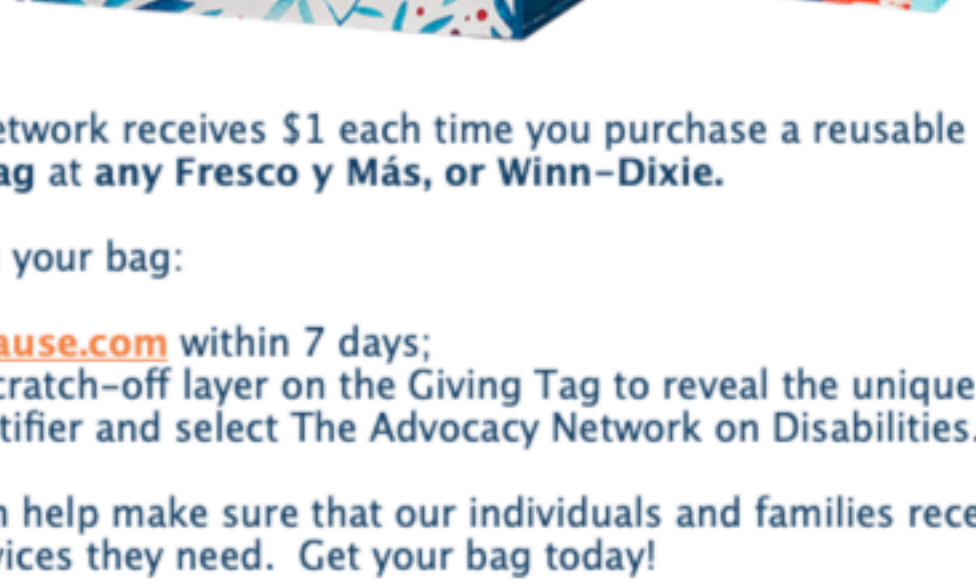
The Florida KidCare Coalition of Miami-Dade is offering enrollment assistance for families who have recently lost health coverage or have had a change of income. Assistance is available in [English, Spanish and Creole](https://www.floridakidcare.org/). For more information, visit [Florida KidCare Coalition](https://www.floridakidcare.org/)

### Personal Attendant Services Program

The James Patrick–Personal Attendant Services Program was created by the Florida Legislature to help working adults with significant disabilities obtain and maintain competitive and integrated employment. The program provides a monthly reimbursement to eligible individuals to help offset the cost of the personal care assistance they rely upon to help with daily activities. For more information: <http://www.floridacils.org/pca-services-program>



## SUPPORT THE ADVOCACY NETWORK THROUGHOUT THE YEAR!



The Advocacy Network receives \$1 each time you purchase a reusable **Community Bag** with a **Giving Tag** at any **Fresco y Más**, or **Winn-Dixie**.

After purchasing your bag:

1. Visit [MySEGcause.com](https://mysegcause.com) within 7 days;
2. Remove the scratch-off layer on the Giving Tag to reveal the unique identifier; and
3. Enter the identifier and select The Advocacy Network on Disabilities.

Together, we can help make sure that our individuals and families receive the essential support and services they need. Get your bag today!



Make a difference every time you shop! Help the Advocacy Network on Disabilities continue to provide supports and services to children and adults with disabilities. Every time you shop for gifts with **AmazonSmile**, Amazon will donate 0.5% of eligible purchases to your favorite charitable organization—no fees, no extra cost.

All you need to do is visit the [AmazonSmile](https://www.amazon.com/smile) website, and select The Advocacy Network on Disabilities/CCDH as your charity of choice.

**Amazon Smile**



### Our Contact Information

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