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 UNIVERSITY OF NEW HAMPSHIRE

 NTIDE – LUNCH AND LEARN WEBCAST

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>> ANDREW HOUTENVILLE: Hi, everyone. This is Andrew Houtenville from University of New Hampshire. Welcome to the nTIDE Lunch and Learn. I’ll go ahead and get started. I’ll go and get started.Come on.

 >> Hello, and welcome, everybody to the National Trends in Disability Employment and nTIDE Lunch and Learn

 Just a few housekeeping items before we begin. This webinar is being recorded. We will post an archive of each webinar on www.researchondisability.org/nTIDE. This site will also provide copies of the presentations, the speaker’s bio, full transcript and other valuable resources.

 As an attendee of the webinar you are the viewer. To ask questions, click on the Q&A Box on your webinar screen and type your questions into the box.

 Speakers will review the questions and provide answers during the last section of the webinar.

 Some questions may be answered directly in the Q&A Box.

 If you have any questions following this recording, please contact us at disability.statistics@UNH.edu. Or toll free at 866-538-9521 for more information. Thanks for joining us and enjoy today’s webinar.

 >> ANDREW HOUTENVILLE: Hi, everybody. This is

 this is Andrew Houtenville. To select your speaker, you can go to your audio setting and it may look different in some set ups. Mine says mute because I’m a presenter.

 And select the speaker system that you want to use.

 Also those interested in using closed-captioning, you can click on the closed-caption buttons and you can choose show subtitles on the bottom of the screen or you can choose view full transcript and that will show up as a running transcript on the side of your screen.

 So, welcome, everyone to the nTIDE Lunch and Learn. It’s typically on the first Friday of every month in concert with the release of the nTIDE report. Which John will talk about.

 It’s a joint effort of the University of New Hampshire, Kessler Foundation and the Association of University Centers on Disabilities, AUCD.

 It’s also part of a research and training -- research and training center on disabilities employment policy and measurement which is funded on National Institute on Disability, Independent Living, and Rehabilitation Research that’s NIDILRR.

 Today’s program is slit into 4 parts. John and I will talk about the numbers and then we’ll have our guest speakers Katherine Caldwell from University of Illinois Chicago. And then we’ll do Q&A for all four parts.

 You can also ask questions in the Q&A Box at the bottom your screen or wherever your button bar is showing up and you can ask Q&A and we can address them during while other people are speaking if necessary or if possible.

 All right. So, John O’Neill. Go ahead and take it away.

 >> JOHN O’NEILL: Thank you, Andrew. Next slide, please.

 Okay, the nTIDE report as Andrew had mentioned is a press, it’s a report and press release with an infographic looking at the latest employment statistics.

 We use data from the jobs report, which is released by the U.S. Bureau of Labor Statistics on the first Friday of each month. Next slide.

 The data source for the nTIDE report is current population survey, which is the official, provides the official unemployment rate which so many reporters make, in my opinion, too much of.

 So we don’t report the unemployment rate. We simply report on two other statistics, which are we feel are more meaningful.

 And it’s data on civilian age 16 through 64 that are not living in institutions and this data has been available since 2008 onward. When the 6 disability questions were added to the DLS survey.

 It’s not seasonally adjusted. And we usually compare to the same month or year before.

 And we’re not necessarily focusing on that right now because of COVID. We’re looking at the month-to-month changes as opposed to the previous year.

 Even though we report the previous year statistics, but the focus is on month-to-month, at least in the nTIDE report.

 I’ll hand it over to Andrew and Andrew, you’ll report the numbers.

 >> ANDREW HOUTENVILLE: Thank you, John. So we’ll look at employment-to-population ratio. So this is the percentage of the population that’s employed. The unemployment rate is as John mentioned, is always not helpful when looking at the population with disabilities or even population without disabilities, because the denominator of the unemployment rate is not the population.

 The denominator are people looking for work or temporary layoff. And, so, there are some people who are considered not in the labor force. So people perhaps that are on Social Security disability benefits are people who have become discouraged due to various barriers and have stopped looking for work, and haven’t looked for work in the last four weeks.

 So we look at typically unemployment-to-population ratio. So this is the friend from up into COVID. So John mentioned it starts in 2008, and we see the Great Recession is starting at that point.

 We don’t know what happened just before. But this is Great Recession started to hit around the time this data started to be available.

 And there’s the decline for both people with disabilities and longer decline with people with disabilities people and much longer time period to recover for people without disabilities, there’s this long march upward continuing through the Obama and Trump Administration.

 For people with disabilities, we see recovery, it could be flat here in the mid-2010s. And then rising probably from ‘17 to ‘18, ’19, and ‘20. And you can see the huge employment gap. You can see people with disabilities are just at the point where they’re recovered from -- they’ve recovered.

 But then we have COVID. You can start -- COVID started in March. This data is from second week in March. The questions are about were you employed in the second week of March?

 And, so, can see a little bit of COVID start to come in with this precipitous decline. Can you hear my son’s piano upstairs? If so, I’ll go yell. All right.

 So now we see big COVID decline to 26.3% for people with disabilities. 63.2% for people without disabilities.

 Note the decline for people with disabilities is way below what it was at the bottom of the Great Recession. For people with disabilities, we really didn’t reach the bottom of what we saw in the Great Recession aftermath. Right?

 And I got to go yell at my son. Hold on.

 Okay. Teenage brain. All right.

 In any event, we see this huge decline. The decline relatively to the historical trend is people without disabilities than people with disabilities.

 So next, this is April. We add in May. May, there’s a big jump up. This is as things are starting to reopen a little bit. So second week in May. Remember there was the reopening, the idea of reopening the economy at Easter, but there was some recovery.

 So this could be people coming off temporary layoff.

 Next slide adds in June. So June, again, we see a pretty big increase for people without disabilities. But for people with disabilities we don’t see a big increase.

 In July, July we start seeing just a small rise. Kind of a slowdown. Actually a decline for people with disabilities. And kind of a small increase for people without disabilities.

 And for July, I’m sorry, for August, now we’re going add in August. We see bigger jump for people without disability and jump for people with disabilities. So there’s sample variations in here.

 There’s -- it’s not the full population. So, some of this could be just sampling error.

 So, we see an increase. And, so, John and I, when we were talking with Elaine and Carolyn and Nikki at Kessler Foundation, this morning coming up with the press release, we’re cautiously optimistic, right? And I think that’s consistent with what we’ve heard in the popular media about the overall economy is kind of a cautious optimism.

 If we add in last August -- page up.

 If we add in last August, you know, we can see there’s still a long way to go for people without disabilities and for people with disabilities. And August was really the peak we had since a long, long time ago.

 And this 28.8 is, it’s good. I expect as an economist, I actually expect some difficulty as the COVID recession lasts as the onlay off people, temporary layoff people and furlough people actually lose their job completely if the company terminates them permanently. And what we’re paying attention is to the labor force participation rate.

 So the labor force participation rate is kind of, as I’ve described earlier, it includes people who are employed, people who are actively looking for work in the last four weeks, and/or on furlough. Right? On temporary layoff as the older term.

 And that means you could be called back into your old job. So if you’re not looking, if you’re not actively looking for work and you’re not on temporary layoff furlough, you’re considered not in the labor force.

 And, so, this is the opposite of this. This is the percentage who are, this is percentage of the population that is looking furlough or working itself.

 Here we see, this gets us up to last August. Right? And, so, you see the big difference between people with and without disabilities. You see the Great Recession. And the slow very, very slow -- it’s still in recovery phase and it’s still not reaching the past peaks. For people with disabilities, there’s a slow incline. And this is a slow increase we’ve seen in a long, long time.

 And, so, with the COVID thing all the way up to August, all the way up to the most recent data, we see some rebounding. It’s really been ratcheting around. This big decline was really concerning, this big decline, because that means people are out of labor force.

 People without disabilities, this number is kind of stabilized which is probably a really good thing. People for the last three months, you can think of this as a big economy because people with disabilities are proportion of the labor force and this has been stabilized.

 People without disabilities, a lot of us can be sampling variations so we may be stabling. And for me that’s a good thing. If people stay in the labor market, looking for work, temporary furlough, or actually working, the more people that stay active, the better.

 If people are fully terminated, not looking for work within the last four weeks, that’s a real problem. And so the duration, the faster we get to a vaccine, the better. And the faster we get to a healthy population COVID-wise, the better. So I’ll stop there. And I’ll shoot it over to Denise. And we’ll do Q&A at the end.

 Denise, take it away.

 >> DENISE ROZELL: Thanks, Andrew. Okay. Let’s go to the first slide. So, the thing we always start with is what’s going on in federal policy right now? I’ve said to you only thing going on is COVID-related.

 That continues to be true, but there are couple of caveats to that. So first thing is as probably most of you know, the federal budget, the federal fiscal year ends September 30th. So the new fiscal year starts October 1. And Congress has to pass some kind of appropriations budget, money, or the government does not continue.

 So, we are now at September 4th. We do not have a appropriations for the next fiscal year.

 Add to that, they are trying to negotiate some kind of COVID relief package. Relief/stimulus, depending on who you talk to and what they call it.

 The Democrats have passed a bill in the House they like. And the Republicans are trying to pass what they call a "Skinny" bill the original bill Senator McConnell was trying to pass. This has been cut in half.

 The Democrats were at 3.4 trillion, I think. So clearly, they are a long way apart still.

 The recent news I’m hearing is that Senator McConnell is still trying to negotiate with his own party on this skinny bill, and they have a variety of things that are holding them up, one of which has to do with school vouchers, interestingly enough. But that’s still held up.

 And until the Republicans have something to offer, the Democrats are just sitting. So, again, who knows what’s going to happen next?

 Your guess is good as mine with the exception of the fact as I’ve said, I’m not sure anybody wants the government to shut down in the the election year and that’s not going to look good for anybody. So they’re trying to figure some things out and they’re talking about a continued resolution for the appropriations government shutdown piece.

 But they still have dispositive do something and I think most people agree, they still have to do something around COVID.

 Okay. So, what are we hearing? We’re hearing that they’re stuck. And they’re still stuck. Although there are conversations going on, they still don’t seem to be productive at the moment.

 So I’m going to talk more about the COVID stuff. What do you need to need to know about the skinny bill? Skinny bill, theoretically, includes a number of things.

 It does not actually -- let’s go down. The enhancement, I believe that’s still in there. As you know, the President offered enhanced unemployment from August 1 forward $300, a week. If the states agreed to pay some portion of that is why some states opted into that.

 Eviction protection, that was in the variety of the previous bills. The President also came out with a noun can be evicted through the end of the year if you meet certain requirements and you have to a comply for that. So CDC is trying to ramp up to make that work.

 I hear it’s confusing. But that’s happening.

 Postal service, they continue to argue about. I will note, and I think I noted this last time, skinny bill still includes as far as we know, liability protection, meaning, protection liability shield. So anyone who is an employer, a hospital, a school, et cetera cannot be sued for COVID.

 Now, what it does, this shield is waived. Title II of A.D.A., it waves set of Civil Rights legislation. The genetic non-disclosure act. GINA. And it waves ADEA, aging discrimination act. And it allows for variety of discrimination to take place with the argument that this is an emergency and this is COVID.

 And no people should be protected.

 From the disability point of view, the Disability Community is very, very united on this one saying, no, no, no, you don’t get to wave Civil Rights protection even in an emergency. You don’t get to right Civil Rights protection. And that’s something that continues to be in the skinny bill. We’ll see if that continues forward.

 But it’s something both the Chamber of Commerce is pushing hard on and Senator McConnell wants in the bill. So that’s problematic.

 There is certainly a lot of school funding in the Democratic bill. There’s a little bit of school funding, not nearly as much in the skinny bill. And nutritional funding, I’m not sure if it’s in the skinny draft they’re working on right now. This skinny bill is really a starting place for people to have conversations.

 So there is something out there from the Democrats and something out there from the Republicans. They know it’s not going anywhere. It’s just so there are some things that the two sides can talk about.

 What are the important messages for the Disability Community? I’ve talked about this before. And I just talk about the liability waivers. These are, I will say, very unified messages coming from across the Disability Community.

 First one is no liability in no particular order. No liability waivers. No waivers of discrimination or Civil Rights legislation.

 Second, $12 billion in funding specifically targeted to IDEA and IDEA students. And there’s no targeting of any bills. I don’t think there’s any in the Democratic bill either. So we know there’s specific issues for kids from K-12 under IDEA. And $20 billion in funding for HCBS. And increased bill in F map.

 That is the basic Medicaid funding. Some used that for services but nothing targeted for this. And any of you out there are seeing the issues that are coming up in all the home and community base including employment.

 As we try to cope with what’s going on and and providers trying to cope. So that’s the messaging. I continue to urge everybody to call, to email, to message your members of Congress saying these things are hugely important to people with disabilities. And need to be in whatever bill Congress passes. Okay, Andrew. Next slide.

 Moving out of the federal policy arena, let’s talk about some thing I found this month that was interesting. Pathway to work, this is evidence Clearinghouse that they’re continuing actually at HHS. They’re looking for studies that have to do with improving employment outcomes for low-income job-seekers during COVID.

 [Audio fading in and out] So there’s a job core up there. They’re asking for a deadline by November 2 and they’re trying to gather information about what we know about low-income job-seekers during COVID and how we’re meeting basic needs and how you’re doing it.

 How is it working? Both what are you seeing and what innovative best practices? What are you seeing out there? So they can gather this information.

 And I really hope you can see it’s not specifically targeted to disability or people with disabilities, but clearly, we know a lot of folks are talking about are people we work with.

 And I’d love to see bunch of disability studies and information up there. So I really urge you to look at that. I’m sure you guys have stuff to share.

 Next slide.

 Next thing I fountain was a, there it is. Earn has couple of interesting stories. Employer resource network. These are specific stories and they have other stories up there. Sorry. During COVID.

 These are on C VS Health and Merck’s mental health and wellness program. There’s stories on successes. I think any time we can promote someone who is doing good work right now in COVID is a good thing.

 So EARN has that up there. And these are the two new ones and the links are in there. Next slide.

 The next one I think is the tip sheet. Yes, this one is really nice. I was so pleased to see this. There’s a tip sheet out there on its for youth. I didn’t put who it was from. I’ll look that up. But the link is there. And --

 >> ANDREW HOUTENVILLE: UMass med.

 >> DENISE ROZELL: Thank you. How young adult can manage loss of income during COVID-19. So it’s kind of like what do we do now? What’s interesting about it, many young adults [Audio fading in and out] Never had to talk and say what bills are important and how do I do that? How do I ask for question and how do I file for unemployment?

 And this is really practical straightforward, and easy to understand language. I really like this. It’s couple of pages. It’s one of those things I think for people who I talk once in a while about printing up stuff and sticking it in your file folder.

 This is not disability-specific, but these are folks we’re talking about and it was really well done.

 Race, ethnicity, and disability. This is from our friends at NDI who presented here a number of months ago now. National Disability Institute. And it’s looking at, as it says here, race, ethnicity, and disability. And what’s going on now at that intersection, the most financially vulnerable population in America, obviously, those people who live at the intersection of disability, race, and ethnicity.

 So they’re looking at poverty rates. They compare savings rate, educational levels, housing cost, job loss, all during time of COVID.

 And we talk a lot about intersectionality. Here are some very specific information that we can use to go out and say, no, no, no. This is who we’re talking about. Yes, it’s a cross-section. And we want to talk about all of these. It’s really nicely done piece.

 And, again, it’s not real long. But it’s detailed enough to be useful to pass out to members of Congress, experts, people who are interested in this. And another really nice piece from NDI.

 Next one work matters. So, we’ve talked about work matters before. Work matters was a 2016 report from out of the the SEED Project from ODEP. And partnering with the national conference of state legislators and state of governance. They’re doing some updated stuff.

 Both of them in the month of July around A.D.A. month, but continuing are doing a whole variety of things. They’ve got a new report out that updates the original one. That I’m trying to think, I bet the link is the original one. No, that’s the new one. Can they so that updates the original one.

 There’s lots of success stories if they’ve got webinars they’re running. And they’re running, again, because it’s CSG and NCSL. There’s a lot of play around disability employment in the legislative, state legislative world.

 So to the extent you have contact with your state legislators, I would urge you to look at this.

 And post stuff and share it. Because the webinars, they’re running for instance by legislators. And, so, it’s peer-to-peer kind of conversations about disability inclusive policy efforts. They’re doing a good job and they have a lot of stuff going on. Applier in a webinar Zoom, virtual world, they have really uploaded a lot of stuff.

 So I would check the report itself. But also the NCSL and CSG website for specific information around disability.

 Oh, this is one from IEL. I like this particularly, because it’s the institute of educational leadership. So it’s not Ann Ruderman and American institute for research. But they’re not targeted disability organizations, and I like the fact they’re looking at economic disparities and purchasing power.

 They specifically look in great detail at the Boston Metro area. If they’re looking at employment and wages, wage gaps. Flip to the next one, because I have some of the specific information. Yeah, I like particularly, oh. Okay, we’ll see. Maybe it will show up later.

 I thought I had a slide that says continue there. But we’ll see what happens. There’s good information in it about wage gaps if really interesting stuff in the Boston area.

 And then they compare what they see in Boston with other places. So 10 other cities, I think and there are two different briefs really well done.

 Okay. Go to the next one. I don’t know what happened to that one. This one, big shout-out to Derek Nord, Theresa Grossi, and Andersen. New study on employment equity. And particularly, you know I’m a state government geek as well as [Audio fading in and out] And, so, they looked at 9,800 adults with I/DD across the states. And fiscal efforts on that.

 Note from Denise that says this would be a great message right now for the importance of home and community-based funding by the Federal Government and the states.

 So if you pull this, again, you have legislative contacts, you should send this to them because this immediately supports the argument we’re making about the funding.

 Next slide. Next one.

 Yes. So, what it found was that both younger and older adults have the lowest employment outcomes. And then the quote at the bottom states specific fiscal effort has an effect on the likelihood of employment across the lifespan, particularly in the age of young adulthood and older age. So this is why HCBS and employment is important.

 And this talks exactly about that.

 So, I’m pulling it and I’m sharing it with people in my world at the federal level, but I hope you share it with people at the Federal and State level. Okay, Andrew, next slide.

 This one I love. How often do we talk about transportation and how often do we not have the stuff to support it? So this is on disability wages and commuting in New York.

 And what I love is its transport geography. And it’s looking at in New York, intraurban commuting patterns of employed people with disabilities in relation to their earnings and income. And people with disabilities have lower wages and longer commute time and here’s some data on it.

 >> ANDREW HOUTENVILLE: There’s also Deb Rocker work that has national level stuff.

 >> DENISE ROZELL: Absolutely. Absolutely. Thank you. Always good to promote someone. So this is another one that I thought was interesting.

 We look for this information. We don’t always find it. It is specific to New York in urban areas. But there’s a lot of really good detail information. Next slide, Andrew.

 This is the workers with disabilities. Back one.

 Seek higher wages in exigency for longer commute times but it doesn’t always happen that way and it differs by race and gender. So there’s race, ethnicity and gender in here. And then obviously, getting [Audio fading in and out] We can tell you what the recommendations would be. More accessible and quicker forms of transportation.

 Centrally located and affordable housing. But now this is the detail that goes with that. That was really nice. And I will also promote Deb’s work in this area. And I want to finish, I couldn’t finish without voting. There’s voting stuff. This is not about who to vote for. This is about voting. Everyone go vote. Everyone register to vote.

 And the reason why I want to share it, there’s a lot of things in plain language totally accessible and available. Number of these are in the [Audio fading in and out] Tuesday with Liz. Like 7 Tuesday with Liz on voting and mail in voting and in-person voting and why voting is important. All kinds of things.

 And AUCD has some play language. There’s a great one on voting by mail in plain language given this time. There’s a chart with registration deadlines by state. There’s one with also a chart that is fabulous on guardianship.

 The rules on guardianship and how you find those and voting in your states. Rylin Rogers and Liz Weintraub. And REVUP! this is an AAPD, American Association of People with Disabilities voting.

 So I couldn’t skip that one. And my last one is my last slide. Yes. Vote as if your life depends on it, because it does. Justin Dart. So that’s all we have for you today. I appreciate it.

 I get the pleasure of introducing Katherine Caldwell who is our speaker. Kate is the clinical Assistant Professor in the Department of Disability and human development at the University of Chicago. That’s all where she got her Ph.D. uses her expertise as a researcher to explore field of personal interest of hers which is entrepreneurship and entrepreneurs with disabilities.

 I’m really excited. I have been saying I wanted to have Kate on nTIDE for months, a year, and COVID kept bumping this. And I’m thrilled she is here. So I’m going to turn my camera off and mute myself and turn it over to Kate.

 >> KATE FILANOSKI: Thank you so much Denise for such a wonderful introduction. I’m really glad to be invited to be talk with you today about disability and entrepreneurship. If we can click to the next slide, please. As much as I like looking at myself portrait publicity shot?

 So, I’m going to be talking today about entrepreneurship, disability, and leadership and this is coming from a wealth of research that I’ve done over the years with Dr. Sarah Parker Harris and Mariah Renko and we’re from UIC and Myra Renco is from entrepreneurship studies this has been a multi-disciplinary and interdisciplinary labor of love trying to get the two fields to talk to each other.

 And Mira is no longer at UIC, she’s at Coleman chair and moving up infancy ways.

 But what I’m going to be sharing with you is from that. I could talk forever about this. So if there’s anything that you want to talk about in more depth, hit me up afterwards. I’m happy to talk about disability entrepreneurship all day.

 If we can advance the slide, please.

 And you can go ahead and click 3 times.

 I didn’t mean to put animation on this. So sorry. All right. Why entrepreneurship? At the center of entrepreneurship we’re looking at innovation. We’re looking at growth. And we’re looking at sustainability.

 And these are 3 goals central to what we’re trying to accomplish in disability employment policy and you could say in disability policy at large.

 If you can click 3 more times, please.

 So when we’re looking at innovation, innovation is really a central part of entrepreneurship and how it happens. And the way it happens is through something called the creative destructive process.

 So in order to actually innovate and create something new, you have to actually get rid of something old. It has to either disrupt it, or out phase it. It’s going -- you need to make sure you make enough space for that innovation, otherwise, it’s not going to thrive. Right?

 So if we try and one of the things we tend to do in disability policy, especially disability employment policy is sometimes we try to innovate while not actually getting rid of old programs or services that we know aren’t being as effective as they are. Right?

 And, so, that’s one area where we tend to sort of, you know, we tend to crowd the field, sort of speak. And, so, one thing we can learn through looking at entrepreneurship is that we know when it comes to business creation at least, you can’t innovate in business if you aren’t willing to let go of what hasn’t been working.

 And what innovation looks like is it is creating new services. New products. New modes of doing things. So new ways of doing things.

 And accessing new areas that haven’t been accessed before.

 And it’s really important to understand that historically people with disabilities have had to be entrepreneurial. Right? In order to just not just succeed and thrive, but to actually just survive in a society that has systematically disadvantaged and disenfranchised them. People with disabilities, as well as their families had to be entrepreneurial in order to just come up with creative solutions for the problems that they’re experiencing in their every day lives.

 One of my faith examples of this is in the deinstitutionalization movement where we saw people with disabilities and their families trying to create, not just trying, but creating service and programs in their homes, in their communities so that people with disabilities could live at home so they could live where they wanted to. Right?

 And, so, it’s really important to recognize this history of entrepreneurship throughout disability history that hasn’t been recognized as such. So there’s a lot of potential there.

 The question is how do we actually make that into not just entrepreneurial thinking, but entrepreneurship, right? So entrepreneurship also is about growth. And this is not just economic growth but also resource growth and social networks.

 And these are two areas we know people with disabilities have limited resources and network. And they’re of a particular kind. So entrepreneurship can be used as a lens to help us look at strategies for growing those in ways that we haven’t yet.

 And then, finally, sustainability. Not just starting a business or starting employment, but making sure that it’s something that is being sustained overtime.

 One thing we can look at entrepreneurship, there’s actually some holes in the system in the data that we’re collecting about sustainability when it comes to disability employment. That really come to the forefront with entrepreneurship.

 For example, we’re only collecting data about the 9-1-1 case exposure data from VR, that talks to someone if someone is starting a business. Even then, we know that number is not accurate because our research has shown that most entrepreneurs with disabilities we work with don’t use VR for a variety of reasons. Right?

 And, so, that only captures starting a business, which honestly isn’t that hard. It’s growing, and it’s sustaining that business that’s actually hard. I’m getting ahead of myself. So this is a good time to back up. If you can click twice actually I think. Please.

 So entrepreneurship is really important from a policy perspective, because it addresses poverty. However, there’s a lot of misinformation about what exactly entrepreneurship is.

 It’s used interchangeably with self-employment as well as microenterprise. Now, microenterprise is a funding strategy. So we’re going to kick that out in the beginning. We’re going to focus on employment strategies and poverty strategies.

 Self-employment is an employment strategy. A very successful strategy.

 It’s a an employment strategy that involves business creation using customized employment to create a business around that person’s individualized skill set and interest for the goal of their financial self-sufficiency. And it’s some of the criticism we heard around VR providing self-employment as customized employment is case counselors sometimes they feel like it takes a lot of resource and energy.

 So sometimes they don’t provide it as often. Or we heard people they provide it to only people they feel are going to be successful in it although they don’t know what is going to make people with disabilities successful as entrepreneurs. If you can click twice, please.

 Entrepreneurship, however, is different from self-employment. It’s both an employment strategy and an antipoverty strategy. And this is the way it’s been used in every single other disadvantaged community except people with disabilities and I’m not sure why.

 Basically in disadvantaged communities, entrepreneurship is anti-poverty strategy because it’s not want to go employee that one individual, but helping that individual start a business that is intended to be profit oriented and growth-oriented. Because in order to make a profit it needs to grow. In order for the business to grow it needs to make a profit.

 So as the business grows, it’s going to need to hire more individuals. And those individuals tend to be from that same community.

 And this is how other disadvantaged communities, minority communicators, women-owned businesses, immigrant entrepreneurship, we’ve seen this happen in all those other areas, but not in disability yet.

 Is they will on here from their own community. So it creates a job not just for that one entrepreneur who’s starting a business but also anyone they hire. So it’s an exponential growth beyond self-employment. And for that reason, it’s not just employment strategy, it’s also an antipoverty strategy because it has this element of job creation.

 Another element of job creation is that they’re going to be using job coaching. They’re going to be using personal assistance services. There are other jobs around supporting that entrepreneur that’s going to continue that job creation.

 Now, the thing here is that we actually don’t currently have any entrepreneurship policies in disability employment. We only have self-employment policies.

 And that’s a whole another presentation that I am more than happy to give or get into because it’s actually really fascinating. But we need to start thinking of what entrepreneurship policies for people with disabilities are actually going to look like. And you’ll see some examples of those in the work matter report that was mentioned earlier that I was fortunate to be part of the E tip.

 E tip subcommittee trying to think of entrepreneurship tax incentives and procurement. And also you’re going to find some recommendations in the report that just came out from the Chicago mayor’s office for people with disabilities for policies at the local level that can be implemented. So that’s a state and local level and we’re working on the federal level and we’re going to get there eventually.

 So I would be remiss if I didn’t mention social entrepreneurship which is all the things that come before it. It’s a employment strategy and also an antipoverty strategy and also a community development strategy.

 It’s developing a business with the goal of profit and growth and job creation and innovation, but also it has a very central social mission. And it creates a social profit that gives back to the community.

 Now, one thing that entrepreneurship research has found is that social entrepreneurs tend to come up with their business ideas in response to their lived experience. To the social problems and unmet needs that they see in their community. And they want to address those problems through entrepreneurship.

 And we don’t have the data to support this, we really just have colloquial conversational data to show that it is indicated the same is likely true in the Disability Community as well. That when someone with a disability becomes an entrepreneur, they may be more likely to become a social entrepreneur.

 That’s research that we’re hoping to do in the future.

 But regardless, the vast majority of all of the entrepreneurs with disabilities we work with do want to hire employees with disabilities. And that’s part of their motivations for doing so.

 Next slide, please. So entrepreneurship, a lot of people think that it’s sort of this niche area of research. And they think, you know, well, you’re just looking at one very specific type of employment.

 But for me, I see entrepreneurship as a lens through which to challenge the very way that we approach disability employment. And disability policy at large.

 If you can click twice more for me.

 It’s a paradigm shift away from simply seeing people with disabilities as passive recipients and customers of services. As employees, towards seeing them as actively involved in their own empowerment.

 As employers. So imagine what’s going to happen if we have people with disabilities in the position of making hiring decisions.

 We know that one of the most persistent barriers to employment has been hiring discriminations. Well, if people with disabilities are now in the position of making hiring decisions, then we should see a huge decrease in hiring discrimination. Right?

 And, so, really, it’s just a different way of looking at the way we’re approaching disability employment and poverty, and policy, again, always happy to continue having this conversation. I’m trying to keep it to a minimum.

 If you can click to the next slide for me, please.

 So, let’s talk through some numbers because this is nTIDE and you guys like some numbers. And I came up with fresh ones for you the current for potential of job creation here. If the personality disorder hired one employee with a disability per year, how many potential jobs can we create?

 We’re going to use conservative numbers here, and I mean really conservative. The self-employment rate is currently 10%. And that’s pretty low. And it doesn’t factor into the effect of the pandemic or unemployment rate yet.

 What we know is that every time there’s a recession, self-employment skyrockets. So that self-employment rate is probably going to go much higher.

 However, people self-employment for people with disabilities has been in the higher population and almost twice as much at several points.

 So right now, let’s look at the conservative numbers. Let’s say we’re currently have 10% of people with disabilities are self-employed. That’s approximately 850,000 entrepreneurs.

 And, again, these are people who are self-employed and we know know population, they’re 4% higher than self-employed.

 So, if we were looking at this it would be around 14%. But we’re being conservative and going with the 10% here.

 So that’s 850,000 entrepreneurs.

 If we factor in a 65% and I remember survival rate during the first year and that’s going off the statistics from the UCP access choice project that said if you provide self-employment and entrepreneurship self supplemented employment then it has the same survival rate as employment rate.

 So we’re going to use 65% here. That means those individuals are still going to be around and making their first hire. So they’re creating 553,000 new jobs hiring people with disabilities.

 So if we look at how many of those jobs are going to be retained in disability employment, we’ve got 85% job retention rate. So 470,000 of those individuals are going to retain their job at the end of the year.

 So we can crunch these numbers and, hopefully, those jobs that weren’t retained will be replaced by other employees.

 But if we support entrepreneurs with disabilities to start a job and to start a business, and provide support, and incentivize them to make that first hire, hire an employee with a disability, then we have the potential to make 1.3 million jobs per year. That’s not a job in want bucket. And that’s part of this potential change.

 And if we can click to the next slide, please.

 So, I also want to talk about where some of this research has led me. I’ve done this research also in my dissertation. I looked at social entrepreneurs with intellectual disabilities as well as those working in a social enterprise they did not own or run themselves.

 So I was able to compare and I had recent articles that came out and about to come out that looking at motivation and process and outcome.

 And one of the things that’s very, very clear in all the entrepreneurship research we’ve done with people with disabilities is that one of the motivating factors, and we’ve got amazing article on motivation of entrepreneurs with disabilities in the Canadian journal of disability studies that I’m happy to share if you want any of these articles, send me a message and I’ll shoot them your way.

 But one thing that’s very clear, a lot of why they were motivated to start their business was lack of leadership in advancement opportunities. And, so, a lot of times, people were, they stayed in jobs because they needed to.

 And a lot of our entrepreneurs tended to be more multiple employed. But none of those jobs are giving them what they want. And a lot of people with intellectual disabilities that I worked with have been multiply employed in a minimum wage or subminimum wage job, a volunteer job that’s very close to what they actually do.

 But the reason why they’re volunteering because they cannot find someone who will pay them to do the work, and the business they’re working on is to do what they’re doing in their volunteer as their job so they can get paid for it.

 So we’re seeing this sort of push and pull of motivations that’s really -- that really speaks to a desire for leadership and advancement in employment for people with disabilities.

 And this ties in a lot to my new research project that I’ve been working on this past year, and we’re going to be releasing some data soon about that. Which is lead on.

 It’s leadership and women with disabilities working in government. Where we’ve done interviews with women with disabilities working in federal, state, and local government to look at their motivations, the strategies that they use to have their voices heard to get their seat at the table. To make policy change and how they respond to the community.

 And one of the things that’s also very clear from these women is many of them are entrepreneurs themselves. And all of them have had to be entrepreneurial in order to be successful in their job.

 So we’re going to have some really cool data and findings to share from that in the next coming months that I’m really excited about.

 If we can advance to the next slide. I’ll start wrapping up.

 All right. So, I was asked to say a little something about the response to COVID-19. From entrepreneurs, we’re seeing this creative destructive process in rapid play right now.

 We’ve seen a lot of businesses close down not just because of their health conditions, but more so because they no longer had access to the resources needed to do the job. So the support they relied upon in order to be successful have sort of disappeared. They can’t interact with those individuals anymore.

 But also, their proprietary is surviving this thing. At the same time, we’re also seeing whole bunch of new businesses being created and taking advantage. Gig economy and Etsy, and Patreon and seeing them in content creation, we’re seeing them in the new generation of information technology era where they’re not the traditional brick and mortar businesses.

 But they’re still entrepreneurial. And now whether they’re going become entrepreneurship, that’s still begs to be seen. However, we seeing this creative destructive process in full play. And as I’ve mentioned earlier, any time there’s a recession or an increase in unemployment numbers, we tend to see a real rise in self-employment.

 And, so, we can expect to see that. We’re going to see the self-employment number of people with disability skyrocket after this pandemic. I just don’t think we’ve gotten there yet. I think people are still trying to get through this thing at the moment.

 And then for women with disabilities, working in government, we actually are fast-tracking our preliminary finding specific to COVID-19. As well as specific to an inclusive workplace.

 So we’ll be releasing those some times in the next couple of months.

 And, so, you should be hearing about that.

 But it’s really interesting to see the experiences of women with disabilities in government responding to this. And how some of them are really well-prepared for it because of their experience with disabilities or their experience responding to other natural disasters that they’ve had to domain their previous role.

 So there’s some really wonderful lessons to be learned there. So we’re really excited to fast track those findings and we’ll have them out soon.

 Last slide, please. So that’s all I’ve got for you today. Thank you so much for listening. And I look forward to any questions you have.

 >> ANDREW HOUTENVILLE: We had few questions come in. I’ll circle back to Gail G. I’ll stick to one for Kate. Kate, this is Jen Brooks. Has the work been publish yet?

 >> KATHERINE CALDWELL: Which work?

 >> ANDREW HOUTENVILLE: All of it.

 >> KATHERINE CALDWELL: Everything except the -- actually, thank you for reminding me to plug our website everything the other project, everything on entrepreneurship has been published and you can Aki it through our website. SEEDproject.org if you’re having trouble accessing, let me know, and I’m happy to email it to you.

 >> ANDREW HOUTENVILLE: Great.

 Lauren Ferguson has a comment.

 I love to see the articles that Kate Caldwell is speaking about. So that’s at SEED project.

 >> KATHERINE CALDWELL: It’s listed on one of the slides. Earlier slides.

 >> ANDREA FLORES: Great work. Any chance of getting an email with this presentation to David D'Arcangelo. if you can send the PowerPoint presentation. We do post the PowerPoint presentations online.

 On our episode archive. Gale G, voc rehab counselors are not experts and I’m interested if in your suggestion on where consumers and probably voc rehab counselors can find out what types of opportunities you have seen for people be successful with.

 >> KATHERINE CALDWELL: This is one of the problems that created the SEED program which is Chicagoland entrepreneurship and training for people with disabilities.

 We created a curriculum. We’re trying to get additional fund something we can put it online. But the whole idea is basically VR counselors don’t know how to do small business development and that’s fine. That’s outside of their core competency and they’re not supposed to. And asking them to learn that is a lot.

 But we also have small business development centers. That are provided free of charge if they under the A.D.A. they are required to be accessible, they exist in every state. There’s regional offices that everyone should be able to access.

 But SPDC don’t know how to work with people with disabilities. So what we’re doing through our SEED training is bring the systems together. Most people we work with aren’t working with either.

 But they should actually be benefiting from both, small development center and voc rehabilitation center.

 So there, we’re looking at how can we create systems change.

 On an individual level, the best thing you can do is, I hate the word, but you know what? You know why I’m saying it. Find a champion. Who beliefs in you and willing to work with you, Andrew VR. That’s where we’ve seen the most success.

 They’re going to bring that business knowledge to that discussion that’s happening. And we’ve seen that happen with some --, for example, the 36 square is a business incubator. In Chicago here. Run by Andrew Fogarty who has worked with the famous blind entrepreneur. And Lora could be successful because Andrew, even though he didn’t understand disability went to bat for her.

 At the end of the day, what we need is a systems change.

 >> ANDREW HOUTENVILLE: Great.

 Last question for Denise. Is there any help or advice for people regarding rental issues? Sorry, helping advise people regarding issues including not being able to pay rent will be a huge issue for many. Are there any plans to advise people on dealing with this?

 >> DENISE ROZELL: First of all, it’s different for every state. And, so, that causes some issues. Some states have done their own stopping of rental evictions, et cetera. Some states are continuing. There was recent article I think it’s was Washington Post about Missouri where they’re [Audio fading in and out] . So I would suggest from the Disability Community.

 And I know my P&A friends will kill me but reach out to your P&A. And say, look, who’s doing is this?

 Are you doing this? If not you then who?

 Because I think I just think that’s the place to start. And there’s one in every state.

 I don’t know quite where we start. But it’s a great question. And I’m sorry I don’t have a good answer. I’ll keep track of and if I hear it, I’ll share it with future nTIDE. But I think start with the P&A and see who they know.

 >> ANDREW HOUTENVILLE: Thank you, everybody for participating in the nTIDE Lunch and Learn. We will see. We have a mid-Month on the 18 and we have a COVID-related presentation with number split out by layoff. And, so, that’s on the 18th.