



# nTIDE Lunch & Learn Webinar Series

Kessler Foundation, AUCD,  
University of New Hampshire Institute on Disability  
Season 7, Episode 6  
Date: June 3, 2022





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## Up Front Matters

- This webinar is being recorded. We will post an archive of along side the Monthly nTIDE broadcast on our webinar, each month, on our website at [www.researchondisability.org/nTIDE](http://www.researchondisability.org/nTIDE). This site will also provide copies of the presentations, the speakers' bios, full transcripts, and other valuable resources.
- As an attendee of this webinar, you are a viewer. To ask questions of the speakers, click on the Q & A box on your webinar screen and type your questions into the box. Speakers will review these questions and provide answers during the last section of the webinar. Some questions may be answered directly in the Q & A box.



## Up Front Matters

- If you have any questions following this recording, please contact us at [disability.statistics@unh.edu](mailto:disability.statistics@unh.edu), or toll free at 866-538-9521 for more information. Thanks for joining us. Enjoy today's webinar!

# Welcome

**Andrew Houtenville**  
University of New Hampshire

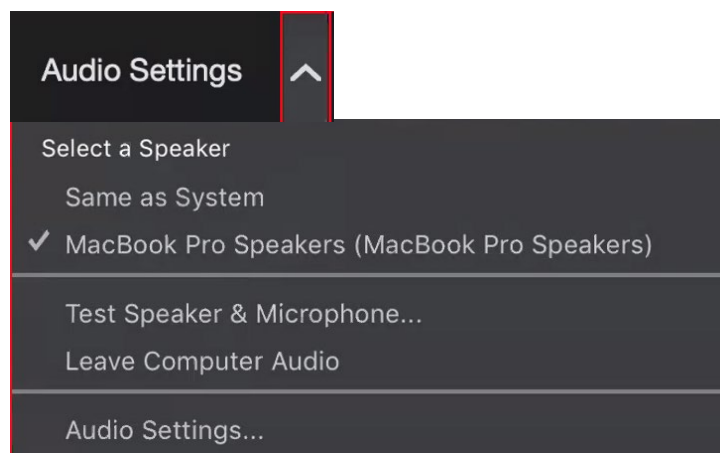
# ASL Interpreter

- We recommend using a computer or laptop (and not a phone or tablet), if you want to see the gallery of speakers and the interpreter.

# Zoom Tips

- Zoom Tip #1: Sound

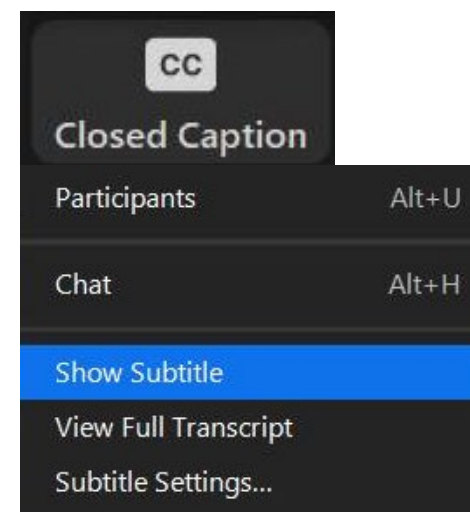
- To select the speaker you want to use for today's webinar, click on the **up arrow** next to **Audio Settings**, and then select one of the options.



Your screen may look a bit different

- Zoom Tip #2: Close Captioning

Click on **Closed Caption**, and then select **Show Subtitle** for subtitles, or select **View Full Transcript** to get a running transcript of the captions.



# 2022 Annual Disability Statistics Conference

The *State of the Science on Disability Statistics Conference* is being deferred to October 6-7, 2022. in DC and online. Register here:

- [https://unh.azureus.com/jfe/form/SV\\_eeXHtMgfDr4RmdM](https://unh.azureus.com/jfe/form/SV_eeXHtMgfDr4RmdM)



# About nTIDE Lunch & Learn

- Occurs at noon Eastern-time on the first Friday day of each month, with the release of the nTIDE Report.
- A joint effort of the University of New Hampshire, Kessler Foundation, and the Association of University Centers on Disabilities (AUCD).

# Today's Program

- Part 1: nTIDE Report ... “The Numbers”
  - John O’Neill, Kessler Foundation
  - Andrew Houtenville, University of New Hampshire
- Part 2: nTIDE News
  - Denise Rozell, Association of University Centers on Disabilities (AUCD)
- Part 3: Guest Speakers
  - Kelsey Webb and Gemarco Peterson, RRTC on Research and Capacity Building for Minority Entities, Langston University
  - Gemarco Peterson, Langston University
- Part 4: Q&A

# **Part 1: The nTIDE Report**

**John O'Neill**  
Kessler Foundation

# The Monthly nTIDE Report

- The monthly nTIDE Report is a press release and infographic, looking at the latest employment statistics.
- Uses data from the “jobs report” released by the U.S. Bureau of Labor Statistics, on the 1<sup>st</sup> Friday of each month.

# Source of the Data

- U.S. BLS, Current Population Survey (CPS).
  - Source of the “official” unemployment rate.
- Civilians, ages 16-64, not living in institutions.
- Available September 2008 onward.
- Not yet seasonally adjusted.
  - which is why we compare to the same month last year.

# The Numbers

**Andrew Houtenville**  
University of New Hampshire

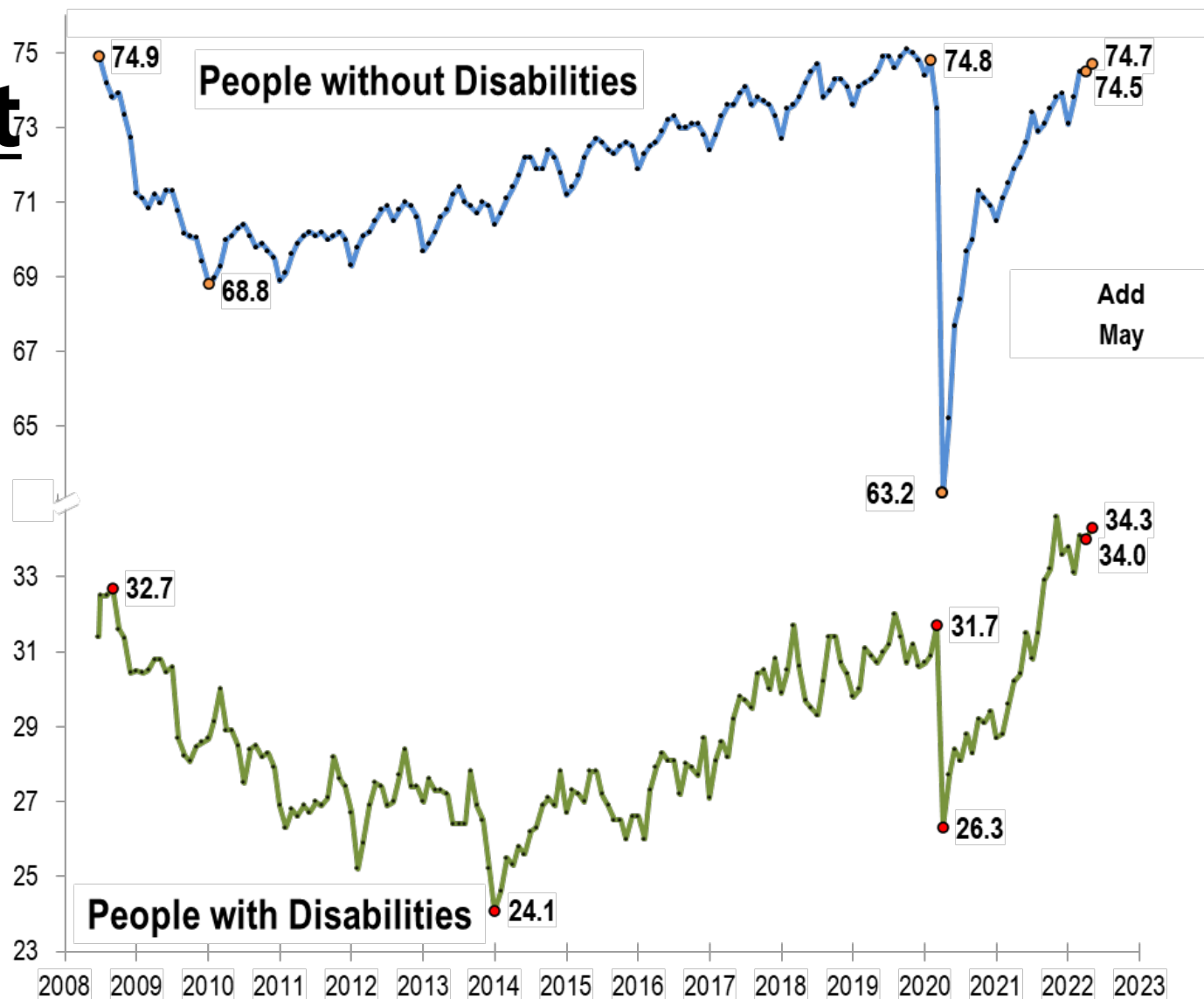
# Employment -to- Population Ratio

# Employment -to- Population Ratio

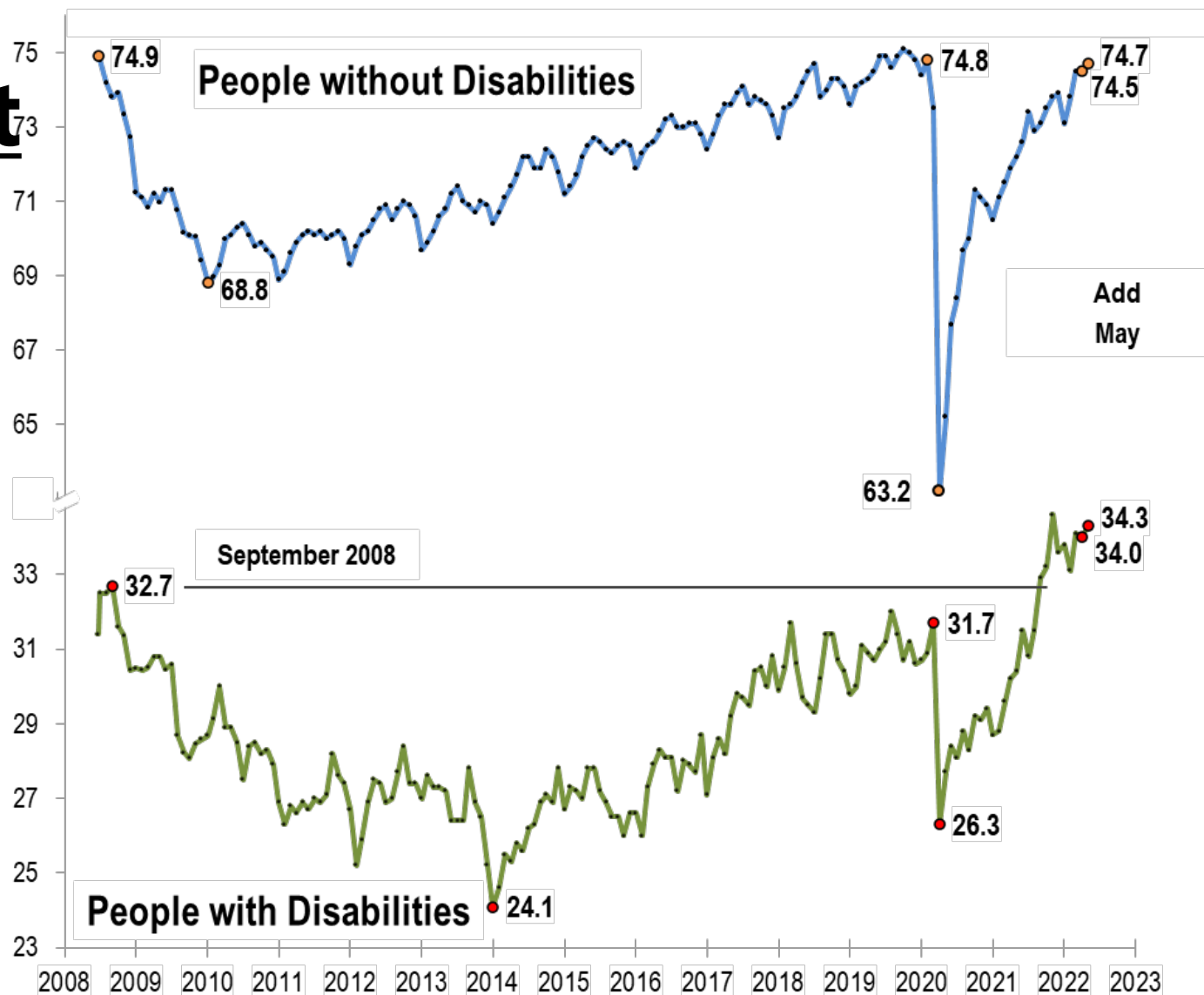




# Employment -to- Population Ratio

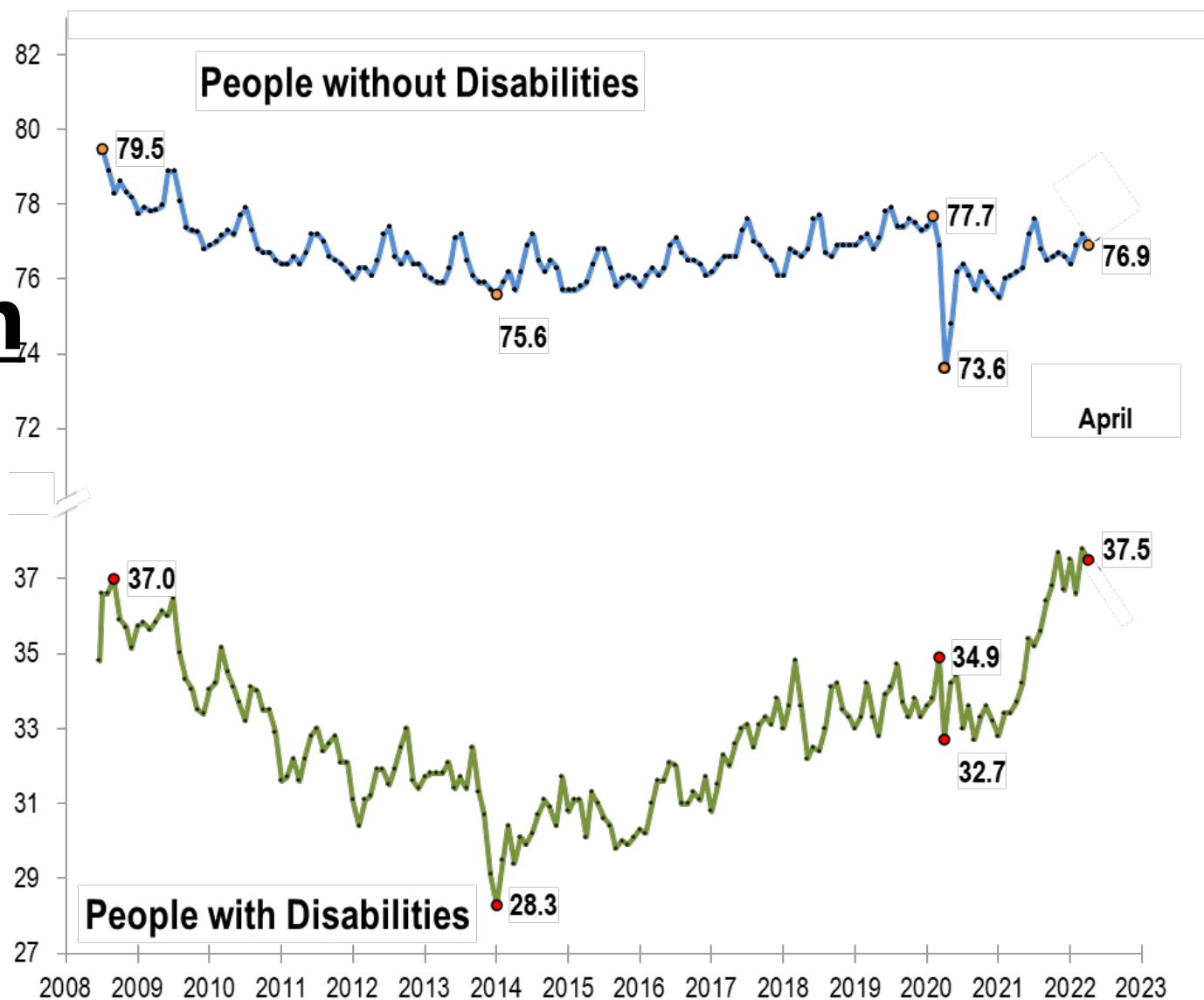


# Employment -to- Population Ratio

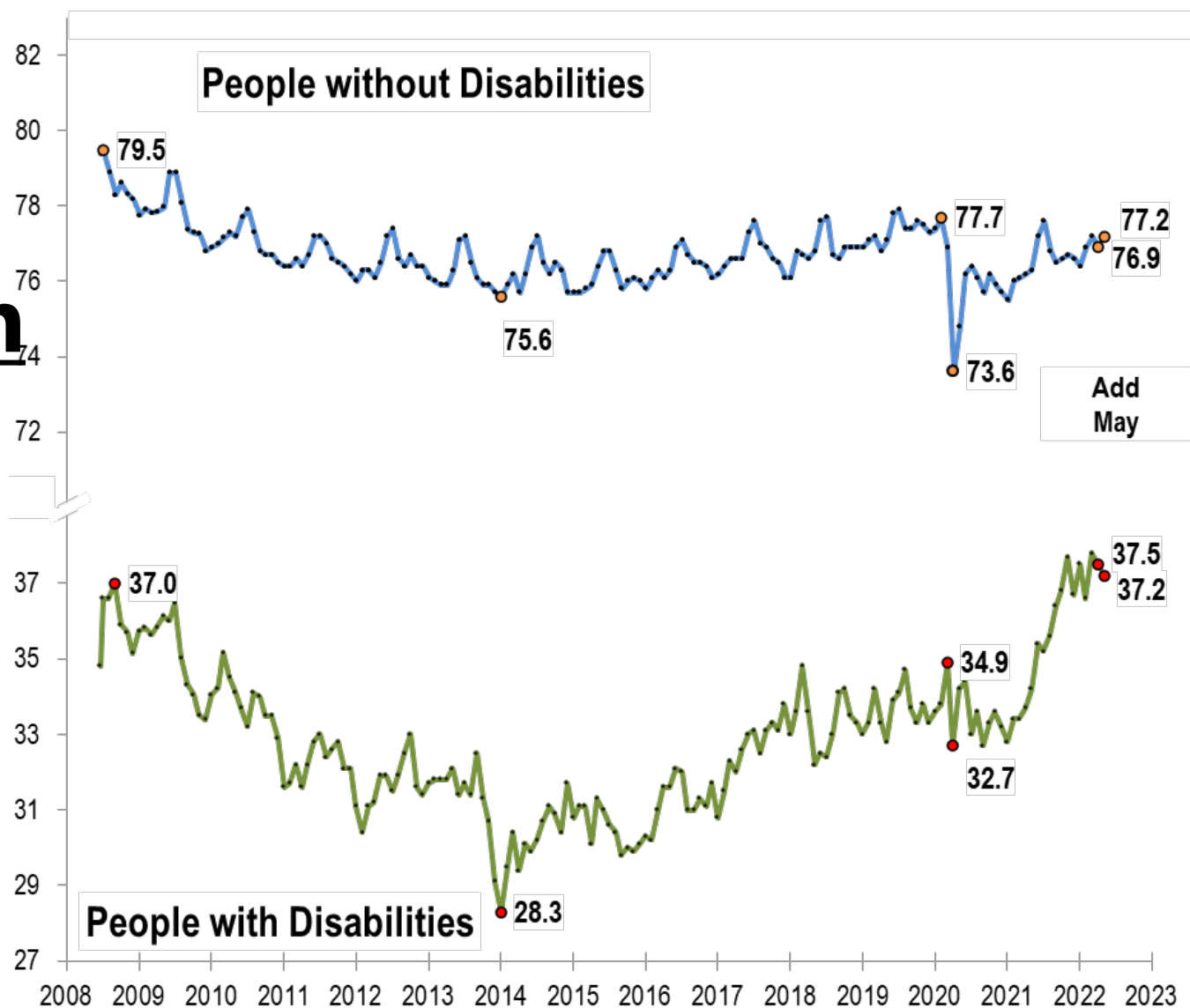


# Labor Force Participation Rate

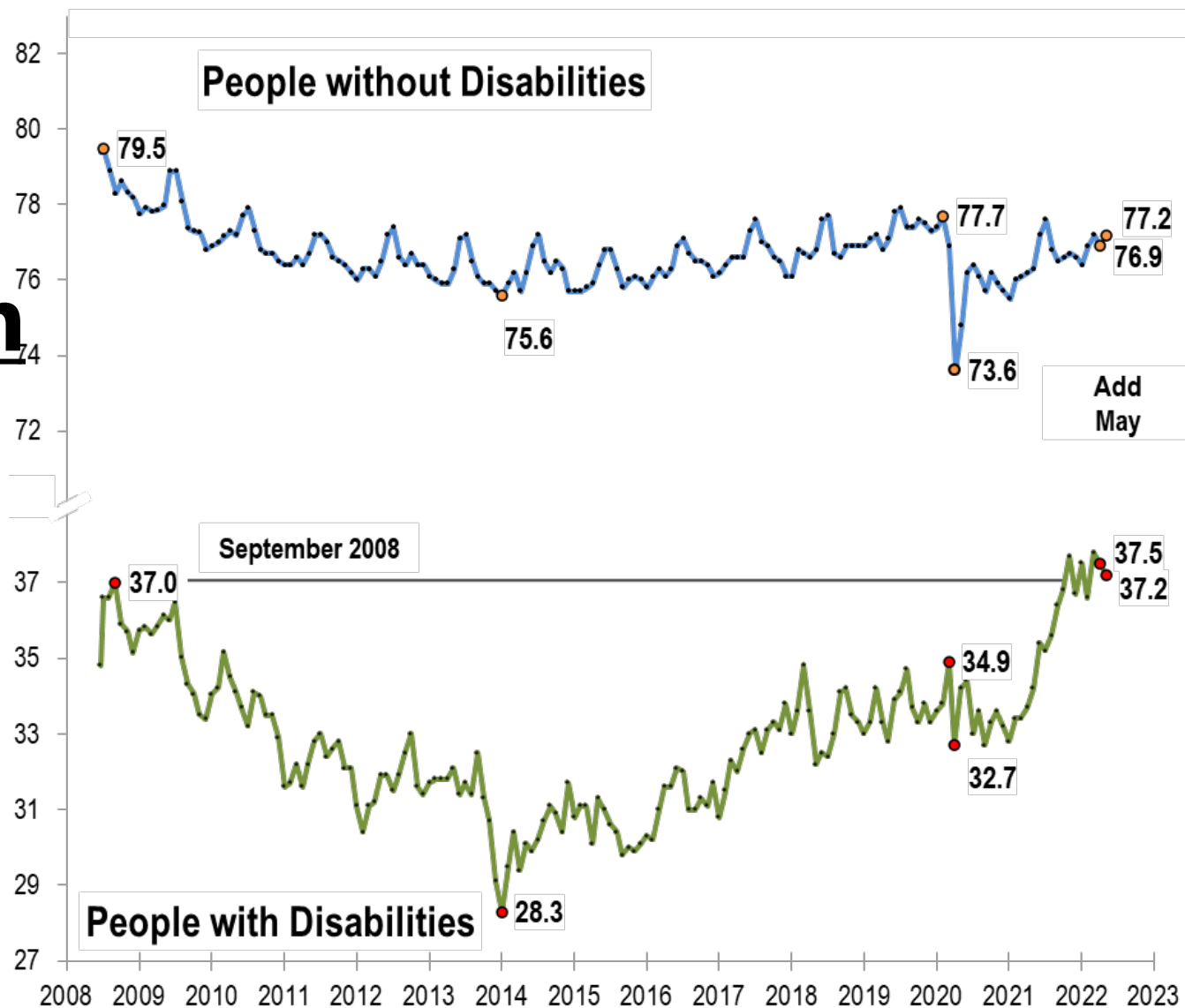
# Labor Force Participation Rate



# Labor Force Participation Rate



# Labor Force Participation Rate



# **Part 2** **nTIDE News**

**Denise Rozell**

Association of University Centers on Disabilities  
(AUCD)

# Federal Policy Update

- **RISE Act** : Respond, Innovate, Succeed, and Empower (RISE) Act- HR 4786
  - Support students with disabilities in college with by providing information on disability services in one place, making it easier to know what services are available and how to access them,
  - Requiring colleges to accept an IEP or 504 plan as evidence of disability when a student is seeking accommodations in college,
  - Supporting a TA center for college faculty to learn more about the needs of students with disabilities.
- RISE is included in HR 7780 – Mental Health Matters Act
- Senate hopes to include in its Mental Health package too



# More Federal Policy!

- [Updating 504 regs:](#)
  - \_May 6 announcement from Department of Ed's OCR – intent to amend 504 regs. Looking for comments. First amendment in decades. Due by end of June 2022;
- Transformation to Competitive Integrated Employment Act
  - S. 3238 – Sen. Bob Casey (D-PA) Sen. Steve Daines (R-MT); H.R. 2373 – Rep. Bobby Scott (D-VA)
- SSI Savings Penalty Elimination Act (S. 4102) ; Introduced by Sen Sherrod Brown (D-OH) and Sen. Rob Portman (R-OH)
  - Increase current asset limits from \$2,000 in countable resources (\$3,000 for couples) to \$10,000 for individuals (\$20,000 for couples) with CPI indexing

# EEOC and DOJ Warn against Disability Discrimination in AI Tools for Employment

- EEOC TA document - [The Americans with Disabilities Act and the Use of Software, Algorithms, and Artificial Intelligence to Assess Job Applicants and Employees](#)
  - Outlines issues that employers should consider to avoid disability discrimination such as process for reasonable accommodations so pwd not “screened out” from consideration if they can’t do the job without a reasonable accommodation;
  - AI and algorithms may require prohibited disability inquiries/exams.
- DOJ Guidance - [Algorithms, Artificial Intelligence, and Disability Discrimination in Hiring](#),
  - Employers must consider how their tech tools could impact pwd
  - Explains employers’ obligations under the ADA when using algorithmic decision-making tools

# Use of American Rescue Plan Section 9817 Funds to Promote Employment for People with Disabilities



- New fact sheet from ACL on opportunities for states to increase access to CIE via American Rescue Plan Act funds
- 10% FMAP increase under ARP for HCBS
- State examples:
  - CO – expand supported employment pilot for extra data on incentive based payments;
  - GA – extra support for transition school to CIE;
  - MN – Task Force to phase out 14c and grants for transition;
  - NC – CIE employment training programs
  - WI – Model of care to support pwd finding and retaining CIE

# Employer Engagement: Lessons for Employment Programs from the COVID-19 Pandemic

- Looks at NextGen programs-- IPS; Families Achieving Success Today (FAST); Bridges from School to Work (Bridges)
- Looks at:
  - Program approach to employer engagement BEFORE the pandemic;
  - Employer engagement DURING the pandemic;
  - Takeaways and lessons learned
    - Leveraging employer networks via remote and in-person communication, stronger customer service approach, initial and ongoing connections can work virtually, received more time with employers virtually and access to larger group of employers.

# Apprenticeships as a Career Pathway for Youth with Disabilities

- CAPE-Youth for ODEP
- Strategies used by states to increase labor force participation rates/lower unemployment rates by building accessible/inclusive apprenticeships:
  - Using incentives: NJ, NY
  - Collaboration among state agencies, industry and apprenticeships: CA, LA
  - Data based decision making to improve enrollment and retention in apprenticeship programs: DE, OR
  - Providing wraparound services: MI, NJ
  - States acting as a model employers for youth apprenticeships: OH, CO

# Creating a Mental Health-Friendly Workplace



- Video/short course for employers and Toolkit;
  - Understanding the issue
  - Strategies for supporting worker mental health and wellness
  - Common accommodations; employee assistance;
  - [Models of successful programs](#) – case studies, lit reviews
  - Additional resources
    - Additional DOL webinars and learning guides on Supporting Employee Mental Health and Wellbeing
    - [Additional external resources](#) including on mental health and substance abuse and implications of COVID-19 for mental health and substance abuse
- DOL/EARN

# Indian and Native American Employment Rights Program (INAERP)+



- Department of Labor via OFCCP – protecting employment rights of Native Americans
  - Brochure - outlines rights, recognition of tribal sovereignty, hiring preferences
  - Worker Fact Sheets
  - Filing Discrimination Complaints
  - Best Practices for creating an inclusive workplace for Native Americans
  - Resources and ways to reach out to Tribal Colleges and Universities, Urban Indian Centers, Tribal VR Agencies, Career OneStops and other directories and resources

# RSA Data: From the RehabData Workgroup

- Updated version of [the Employment Status at Exit and Post-Exit Data Tool](#)
  - Performance results of participants who exited the VR program from Program Years 2017 through 2019.
  - Also available on the Rehab Data Vocational Rehabilitation Technical Assistance Center for Quality Management (VRTAC-QM) website:  
<https://www.vrtac-qm.org/focus-areas/program-performance-qm/wioa-performance-accountability-system/other-measures-that-matter/data-tools-resources>



## Part 3: nTIDE Guest Speaker



***Kelsey Webb***



***Gemarco Peterson***

*RRTC on Research and Capacity Building for Minority Entities, Langston University*



# LANGSTON UNIVERSITY

**Rehabilitation Research and Training Center (RRTC)  
on Research and Capacity Building for Minority Entities**

***Employment Outcome Rates among Multiply Marginalized People with  
Disabilities Pre-COVID-19 and During the Pandemic:  
Preliminary Observational Results***

Presenters: Gemarco J. Peterson, Ph.D., CRC & Kelsey R. Webb, Ph.D.

Advanced Rehabilitation Research Training (ARRT) Post-Doctoral Research Fellows

National Trends in Disability Employment (nTIDE) Webcast

June 3, 2022

# Presentation Purpose

- + The purpose of this presentation is to present preliminary findings resulting from an exploration of the National Survey on Health and Disability data (NSHD), a survey administered by the University of Kansas Institute on Health and Disability Policy Studies. The NSHD data represents a national sample, that examined the experiences among employable adults with disabilities and the associated health and community living disparities.

# Presentation Objectives

- + Explore the National Survey on Health and Disability (NSHD) data on the employment status of Multiply Marginalized persons with disabilities Pre-COVID-19 and during the pandemic.
- + Present the preliminary results of analyzing the NSHD data across three waves, Pre-COVID-19 (NSHD-1), (NSHD-2) and during the pandemic (NSHD-3).

# Background of the Study

- + In the United States, individuals with disabilities make up the largest marginalized group, comprising more than 25% of American adults (Okoro et al., 2018).
- + Coronavirus disease 2019 (COVID-19) is caused by the pathogen severe acute respiratory syndrome. Coronavirus 2 (SARS-COV2) was first discovered in December 2019 in Wuhan, China (Abrams & Szefer, 2020). The United States confirmed the first COVID-19 case on January 20, 2020 (Burke et al., 2020; Moore et al., 2022).



# Background of the Study

- + Declared a pandemic in March 2020, COVID-19 has resulted in an increase in risk factors for mental health issues, unemployment, financial insecurity, poverty, and disruptions in health care services (Moreno et al., 2020).
- + Unemployment data from April 2020, suggest the COVID-19 pandemic contributed to the employment to population ratios dropping to 26% for people with disabilities (Houtenville et al., 2021; Kessler Foundation & Institute on Disability, 2020).

# Problem Statement

- + Moore et al., (2022) bootstrap study analyzed (FY) 2019 RSA-911 data in the employment domain, the findings revealed African Americans, Asian Americans, Native American, and Alaska natives were less likely to achieve successful employment outcomes when receiving state vocational rehabilitation services during the pandemic.
- + Research gaps:
  - + Although the bootstrap study results provided insight on employment outcome differences across race and ethnicity, the RSA-911 data did not allow the researchers to examine pre-COVID-19 and during COVID-19 employment outcomes across race and ethnicity.

# Problem Statement

- + Martino et al., (2021) cross-sectional study examined experiences during COVID-19 among LGBTQ+ individuals in the United States. The findings revealed that they experienced high rates of job loss among those who were young, black, gay cisgender men with an associate degree or high school education, HIV-positive, and living with 2-5 people.
- + Research gaps:
  - + The cross-sectional study only provides data during COVID-19 and does not provide information about employment of LGBTQ+ individuals pre-COVID-19.



# Problem Statement

- + Abedi et al., (2020) conducted an ecological-based analysis to explore racial and economic inequalities associated with COVID-19 in the United States. The findings revealed the following:
  - + Counties with smaller populations, higher poverty levels, and higher disability incidents have a higher rate of mortality
  - + Research gaps:
    - + The ecological-based analysis does not provide insight on employment status, and many of the states reported challenges in reporting racial/ethnic demographic data due to participants opting out of providing demographic information.

# Research Questions

- + RQ1. Do Multiply Marginalized persons with disabilities across subpopulations defined by race and ethnicity, LGBTQ+ status, and poverty status experience differences in work status rates?

# Methodology

- + NSHD is a self-reported and internet-based nationally representative survey
  - + NSHD-1 (N= 1,246)
  - + NSHD-2 (N= 2,175)
  - + NSHD-Supplemental (N=1,638)
- + Individuals ages 18-64 with disabilities
- + Secondary analysis of NSHD data set
- + Quantitative
- + Cross-Tabulations (observation made of percentage differences)

Note: The National Survey on Health and Disability (NSHD) is administered by the University of Kansas Institute for Health & Disability Policy Studies

# Results

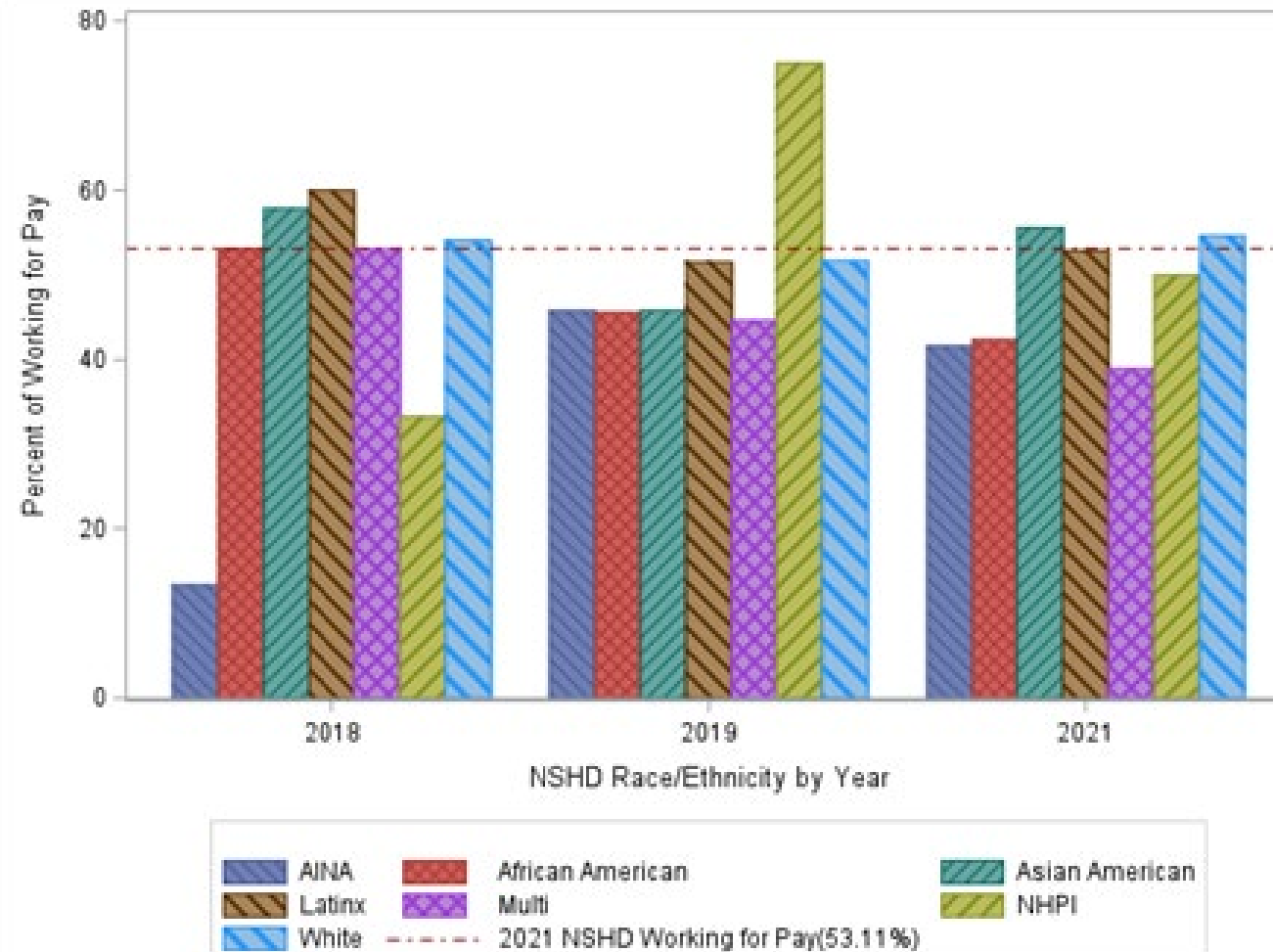
## Overall Race/Ethnicity by Working for Pay and Self-Employed Status

Table 1. Race/Ethnicity Status by Employment Status

	Pre-Covid						During Covid		
	2018			2019-2020			2021		
	Not working	Self-employed	Working for pay	Not working	Self-employed	Working for pay	Not working	Self-employed	Working for pay
Race/Ethnicity	Freq (n) Pct (%)	Freq (n) Pct (%)	Freq (n) Pct (%)	Freq (n) Pct (%)	Freq (n) Pct (%)	Freq (n) Pct (%)	Freq (n) Pct (%)	Freq (n) Pct (%)	Freq (n) Pct (%)
AINA**	12 80.00	1 6.67	2 13.33	11 45.83	2 8.33	11 45.83	5 41.67	2 16.67	5 41.67 <sup>abc</sup>
Asian American	6 31.58	2 10.53	11 57.89	17 35.42	9 18.75	22 45.83	12 26.67	8 17.78 <sup>a</sup>	25 55.56
African American	27 42.19	3 4.69	34 53.13	47 45.63	9 8.74	47 45.63	32 48.48	6 9.09 <sup>bc</sup>	28 42.42 <sup>abc</sup>
Latinx*	15 37.50	1 2.50	24 60.00	25 39.06	6 9.38	33 51.56	37 35.58	12 11.54 <sup>b</sup>	55 52.88 <sup>c</sup>
Multi	40 40.82	6 6.12	52 53.06	55 39.01	23 16.31	63 44.68	27 45.76	9 15.25 <sup>a</sup>	23 38.98 <sup>abc</sup>
NHPI**	2 66.67	0 0.00	1 33.33	1 25.00	0 0.00	3 75.00	1 50.00	0 0.00	1 50.00 <sup>abc</sup>
White Only	380 40.64	49 5.24	506 54.12	615 35.90	212 12.38	886 51.72	425 33.86	144 11.47 <sup>ab</sup>	686 54.66

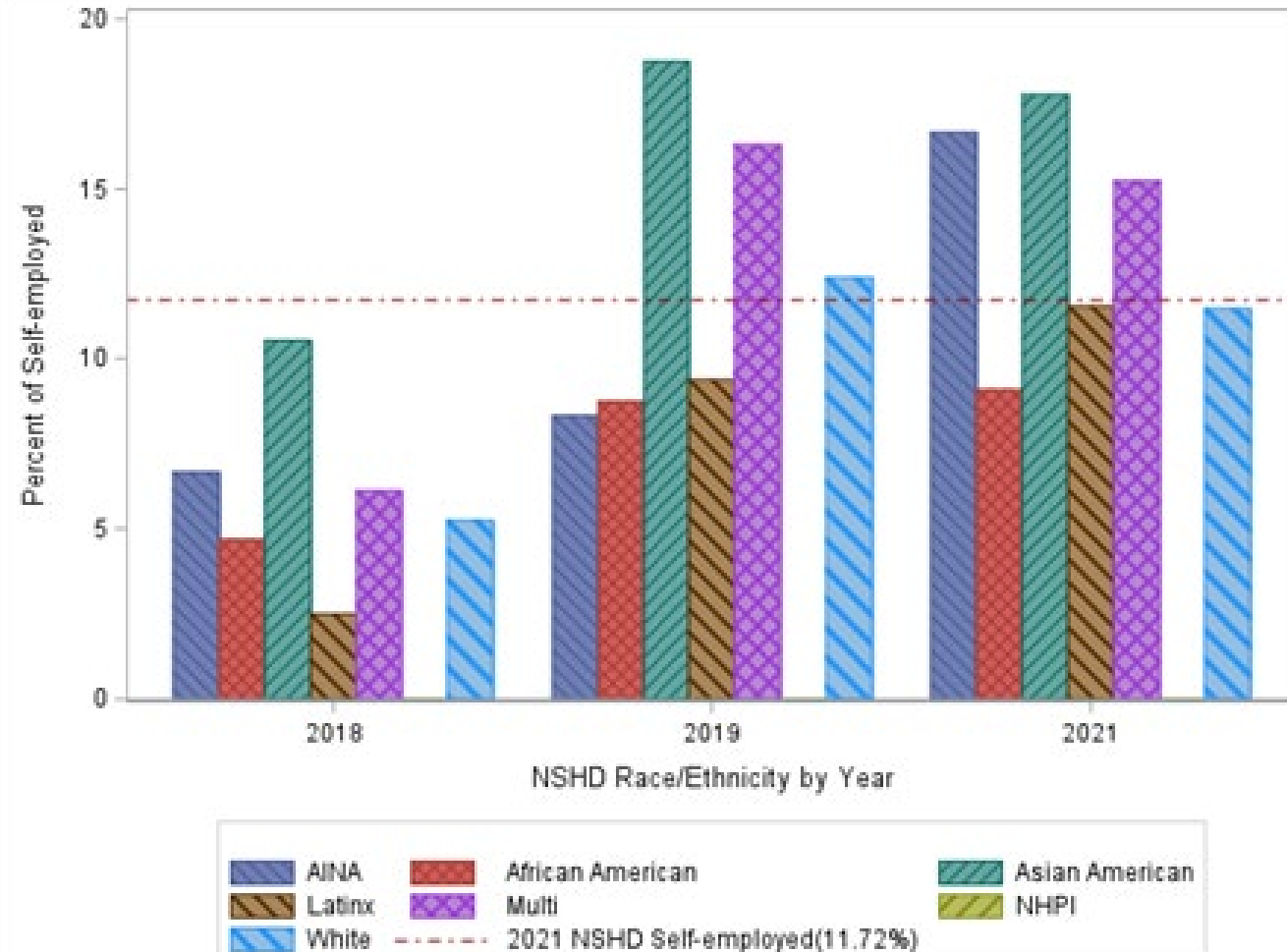
# Results

## Overall Race/Ethnicity by Working for Pay Status



# Results

## Overall Race/Ethnicity by Self-Employed Status



# Results

## Overall Race/Ethnicity by Working for Pay and Self-Employed Status

- + The comparison of **working for pay** rates indicated that American Indians/Native Americans (45.83% versus 41.67%), African Americans (45.63% versus 42.42%), Multiracial individuals (44.68% versus 38.98%) and Native Hawaiian or Pacific Islanders (75.00% versus 50.00%) with disabilities experienced a decline between pre-COVID-19 (year 2019/2020) and during the pandemic (year 2021).
- + The comparison of **self-employed** rates showed that Asian Americans (18.75% versus 17.78%), Multiracial individuals (16.31% versus 15.25%), and Whites (12.38% versus 11.47%) with disabilities experienced a reduction in percentages between pre-Covid-19 (year 2019/2020) and during the pandemic (year 2021).



# Results

## Overall Race/Ethnicity by Working for Pay and Self-Employed Status

- + The **working for pay** rates during the pandemic (year 2021) among American Indians/Native Americans (41.67%), African Americans (42.42%), Multiracial individuals (38.98%), and Native Hawaiian or Pacific Islanders with disabilities fell below the national benchmark (53.11%) and below the rates for whites (54.66%).
- + The **self-employed** rates during the pandemic (year 2021) among American Indians/Native Americans (16.67%), Asian Americans (17.78%), and Multiracial individuals (15.25%) were higher than the national benchmark (11.72%).



# Results

## Overall LGBTQ+ Status by Working for Pay and Self-Employed Status

Table 2. LGBTQ+ Status by Employment Status

	Pre-Covid						During Covid		
	2018			2019-2020			2021		
	Not working	Self-employed	Working for pay	Not working	Self-employed	Working for pay	Not working	Self-employed	Working for pay
Sexual Orientation	Freq (n) Pct (%)	Freq (n) Pct (%)	Freq (n) Pct (%)	Freq (n) Pct (%)	Freq (n) Pct (%)	Freq (n) Pct (%)	Freq (n) Pct (%)	Freq (n) Pct (%)	Freq (n) Pct (%)
Asexual*				23 44.23	4 7.69	25 48.08	26 48.15	10 18.52	18 33.33 <sup>abc</sup>
Bisexual	28 36.84	3 3.95	45 59.21	84 34.85	39 16.18	118 48.96	77 36.67	28 13.33 <sup>a</sup>	105 50.00 <sup>bc</sup>
Heterosexual	393 40.39	50 5.14	530 54.47	585 36.84	197 12.41	806 50.76	338 32.53	113 10.88 <sup>ab</sup>	588 56.59
Homosexual	30 40.54	7 9.46	37 50.00	38 34.23	13 11.71	60 54.05	30 38.46	11 14.10	37 47.44 <sup>abc</sup>

\*Asexual Not in 2018 NSHD

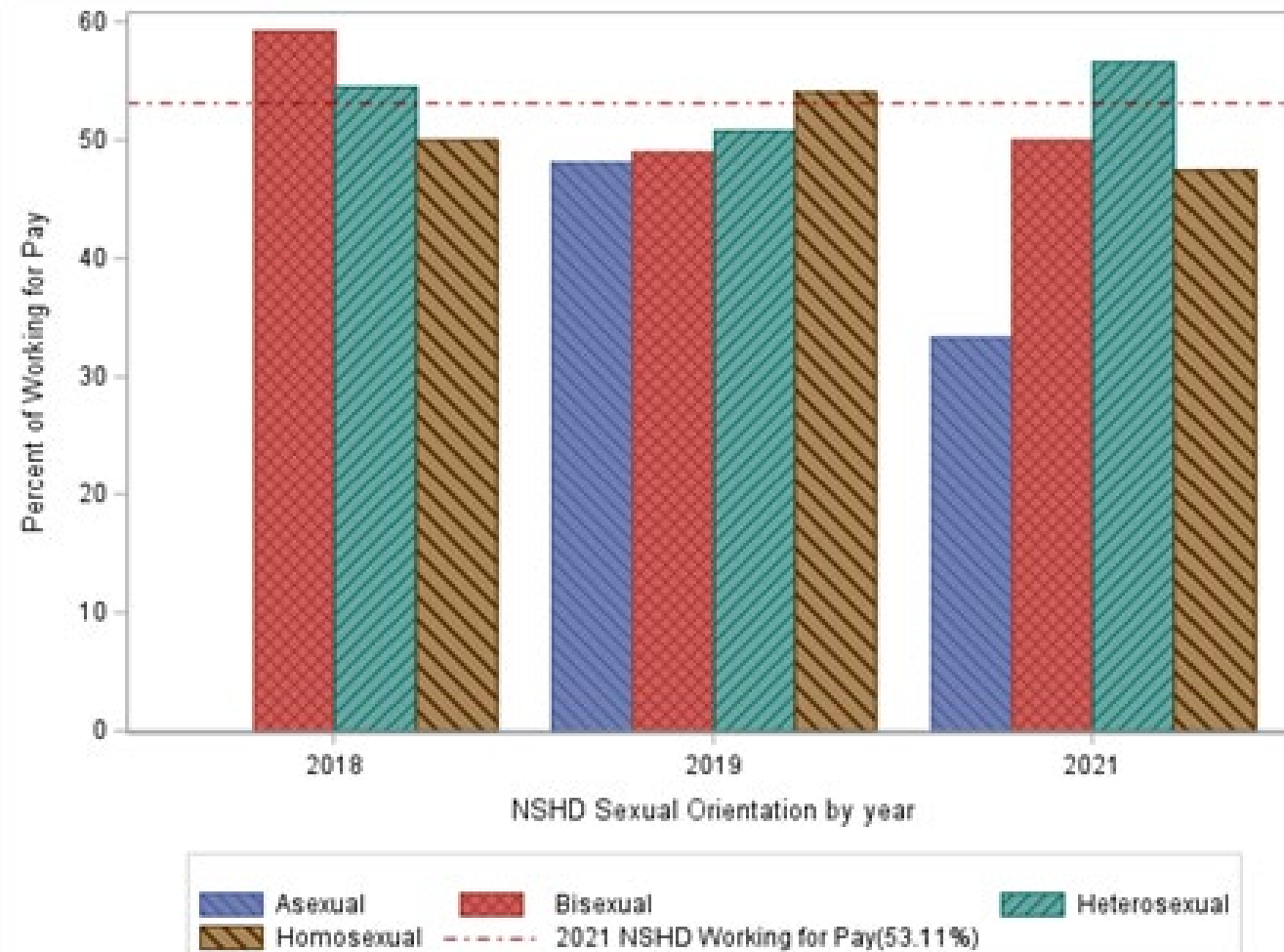
<sup>a</sup> During COVID working for pay and self-employed percentage below Pre-COVID (2019-2020) percentage

<sup>b</sup> Working for pay and self-employed percentage below national average benchmark (2021) percentage

<sup>c</sup> LGBTQ+ working for pay and self-employed below Heterosexual percentage

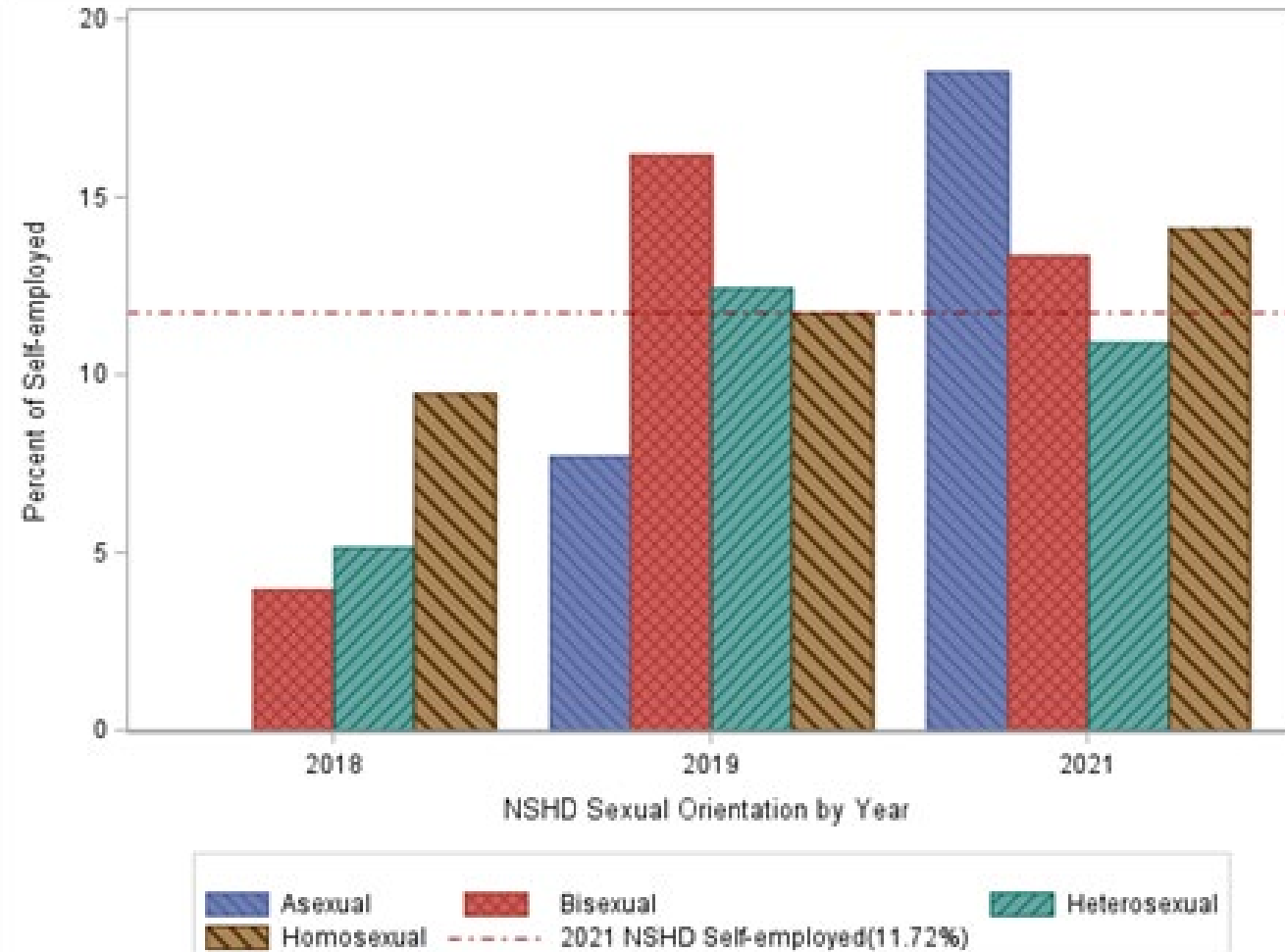
# Results

## Overall LGBTQ+ Status by Working for Pay Status



# Results

## Overall LGBTQ+ Status by Self-Employed Status



# Results

## Overall LGBTQ+ Status by Working for Pay and Self-Employed Status

- + The comparison of **working for pay** rates among individuals with disabilities who self-identified as Asexual (48.08% versus 33.33%) and Homosexual (54.05% versus 47.44%) experienced a decline between pre-COVID-19 (year 2019/2020) and during the pandemic (year 2021).
- + The comparison of **self-employed** rates among individuals with disabilities who identified as Bisexual (16.18% versus 13.33%) and Heterosexual (12.41% versus 10.88%) experienced a reduction in percentages between pre-Covid-19 (year 2019/2020) and during the pandemic (year 2021).

# Results

## Overall LGBTQ+ Status by Working for Pay and Self-Employed Status

- + The **working for pay** rates during the pandemic (year 2021) among Asexual (33.33%), Bisexual (50.00%), and Homosexual (47.44%) all fell below the national benchmark (53.11%).
- + The **self-employed** rates during the pandemic (year 2021) among those who self-identified as Heterosexual (10.88%) fell below the national benchmark (11.72%).
- + Individuals belonging to groups such as Asexual, Bisexual, and Homosexual were above the national benchmark and were more likely to be self-employed.

# Results

## Overall LGBTQ+ Status by Working for Pay and Self-Employed Status

- + The comparison of **working for pay** status indicated that individuals with disabilities who self-identified as Asexual (33.33%), Bisexual (50.00%), and Homosexual (47.44%) experienced lower rates when compared to the Heterosexual (56.59%) threshold during the pandemic (year 2021).
- + The comparison of **self-employed** status showed that individuals with disabilities who self-identified as Heterosexual (10.88%) had lower rates than their Asexual (18.52%), Bisexual (13.33%), and Homosexual (14.10%) counterparts during the pandemic (year 2021).

# Results

## Overall Gender Identity by Working for Pay and Self-Employed Status

Table 3. Gender Identity Status by Employment Status

	Pre-Covid						During Covid		
	2018			2019-2020			2021		
	Not working	Self-employed	Working for pay	Not working	Self-employed	Working for pay	Not working	Self-employed	Working for pay
Gender Identity	Freq (n) Pct (%)	Freq (n) Pct (%)	Freq (n) Pct (%)	Freq (n) Pct (%)	Freq (n) Pct (%)	Freq (n) Pct (%)	Freq (n) Pct (%)	Freq (n) Pct (%)	Freq (n) Pct (%)
Female	328 38.59	47 5.53	475 55.88	519 37.18	160 11.46	717 51.36	328 33.47	121 12.35	531 54.18
Male	179 48.51	19 5.15	171 46.34	270 38.08	99 13.96	340 47.95	151 35.78	45 10.66 <sup>ab</sup>	226 53.55
Other*	11 45.83	0 0.00	13 54.17	23 35.38	9 13.85	33 50.77	46 50.55	9 9.89 <sup>abc</sup>	36 39.56 <sup>abc</sup>

\*Other include Transgender, Queer, Non-binary, 2-spirit/GNG/genderqueer/gender fluid, agender or intersex

<sup>a</sup> During COVID working for pay and self-employed percentage below Pre-COVID(2019-2020) percentage

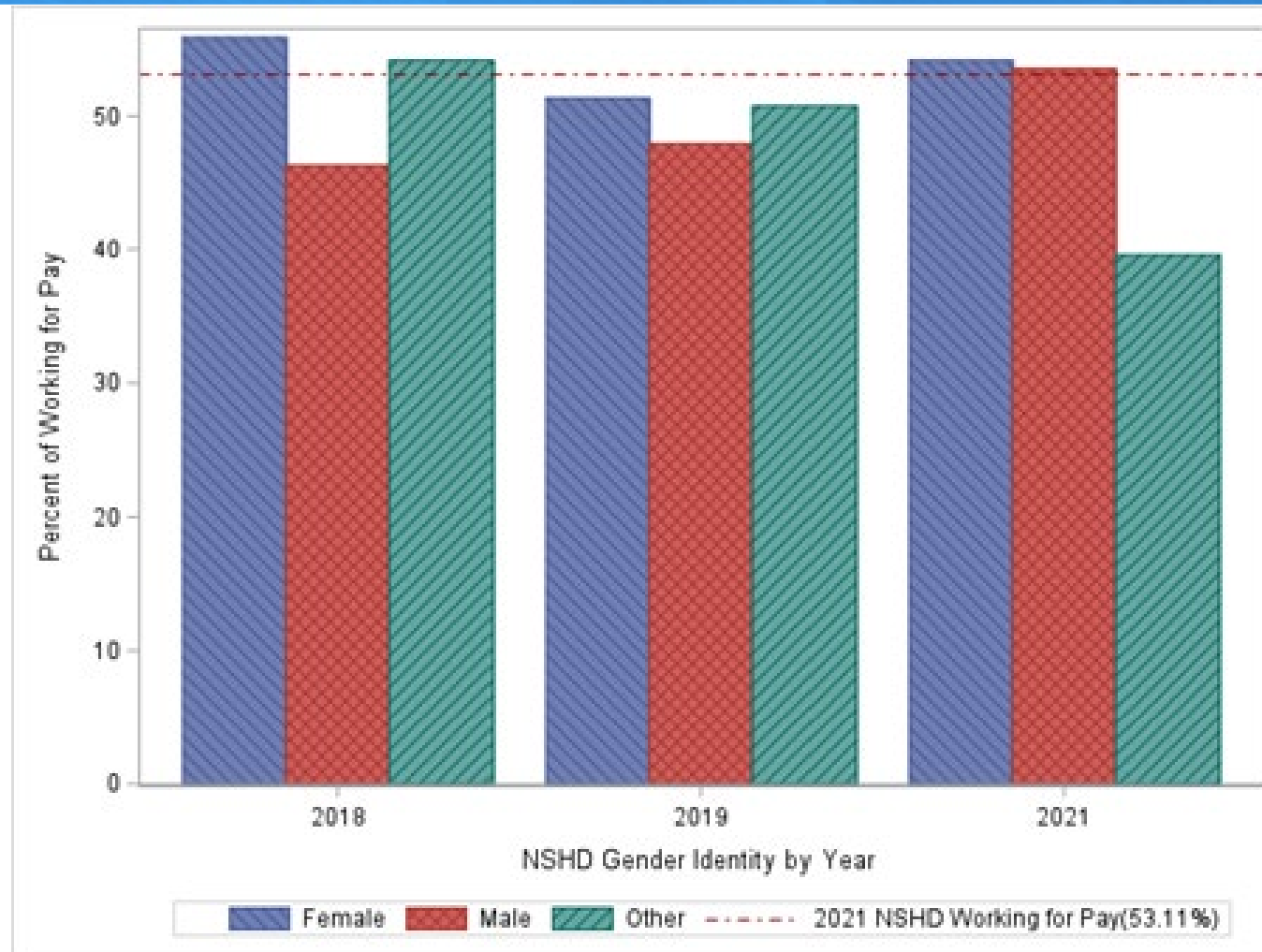
<sup>b</sup> Working for pay and self-employed percentage below national average benchmark (2021) percentage

<sup>c</sup> LGBTQ+ working for pay and self-employed below Male percentage



# Results

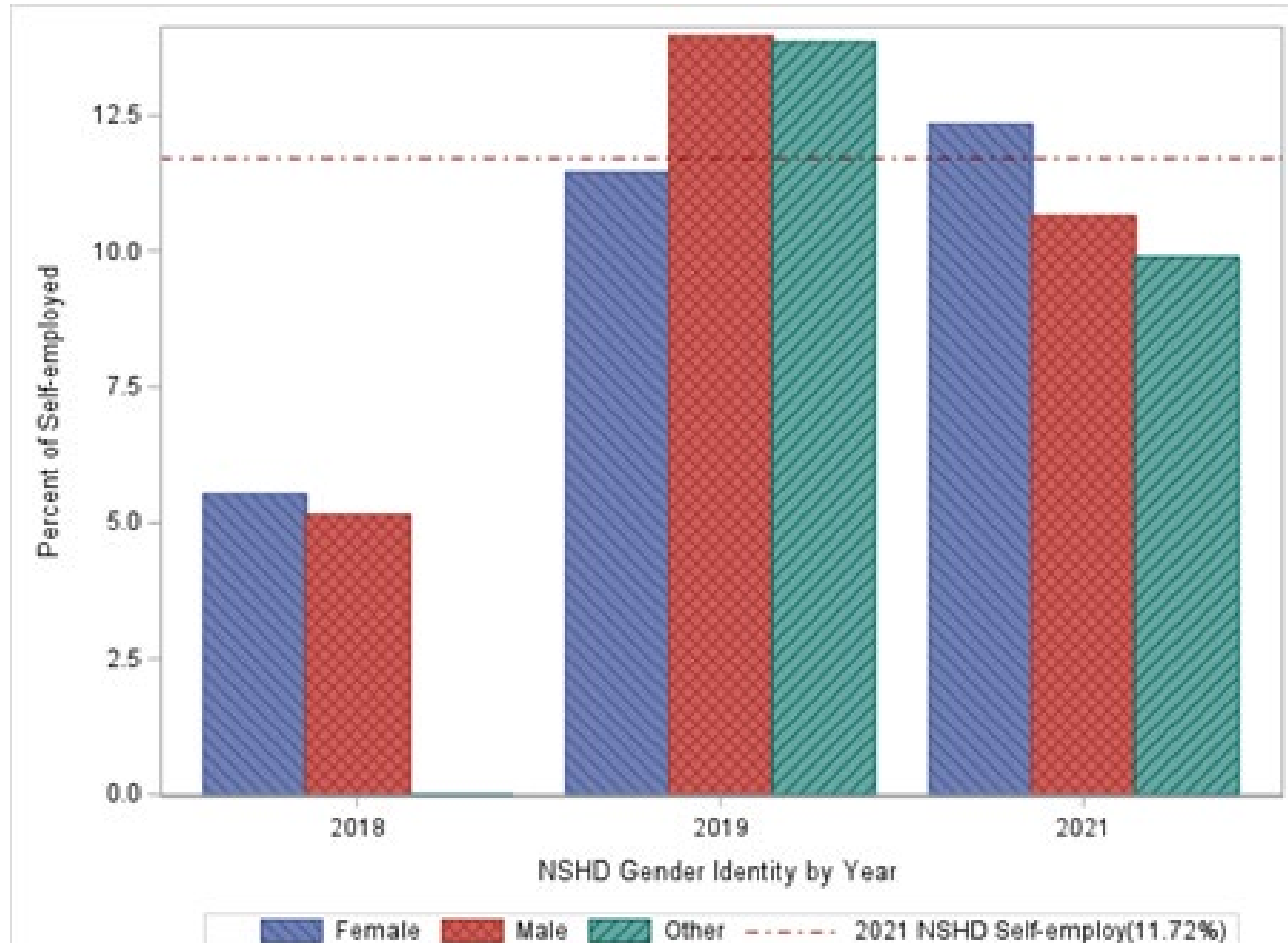
## Overall Gender Identity by Working for Pay Status





# Results

## Overall Gender Identity by Self-Employed Status



# Results

## Overall Gender Identity by Working for Pay and Self-Employed Status

- + The comparison of **working for pay** rates indicated that individuals with disabilities who identified as Other, which includes Transgender, 2 spirit/GNC/genderqueer/gender fluid, agender or intersex (50.77% versus 39.56%), experienced a decline between pre-COVID-19 (year 2019/2020) and during the pandemic (year 2021).
- + The comparison of **self-employed** rates indicated individuals with disabilities who identified as Other, which includes Transgender, 2 spirit/GNC/genderqueer/gender fluid, agender or intersex (13.85% versus 9.89%), experienced a decline at pre-COVID-19 (year 2019/2021) and during the pandemic (year 2021).

# Results

## Overall Gender Identity by Working for Pay and Self-Employed Status

- + The **working for pay** rates among individuals who self-identified as Other (39.56%), which includes Transgender, 2 spirit/GNC/genderqueer/gender fluid, agender or intersex, fell below the national benchmark (53.11%) and were below the Male threshold percentage (53.55%) of working for pay during the pandemic (year 2021).
- + The **self-employed** rates among those who self-identified as Other (9.89%), which includes Transgender, 2 spirit/GNC/genderqueer/gender fluid, agender or intersex, fell below the national benchmark (11.72%), and below the Male threshold rate (10.66%) of self-employment during the pandemic.
- + Also, during the pandemic self-employment status rates among Males (10.66%) fell below the national benchmark (11.72%).



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Rehabilitation Research and Training Center (RRTC)  
on Research and Capacity Building for Minority Entities

Funding Agency:



# Results

## Overall Poverty Status by Working for Pay and Self-Employed Status

Table 4. Poverty Status by Employment Status

	Pre-Covid						During Covid		
	2018			2019-2020			2021		
	Not working	Self-employed	Working for pay	Not working	Self-employed	Working for pay	Not working	Self-employed	Working for pay
Poverty Status	Freq (n) Pct (%)	Freq (n) Pct (%)	Freq (n) Pct (%)	Freq (n) Pct (%)	Freq (n) Pct (%)	Freq (n) Pct (%)	Freq (n) Pct (%)	Freq (n) Pct (%)	Freq (n) Pct (%)
Under 138% FPL*	265 52.27	27 40.91	116 17.79	452 56.78	123 46.24	218 20.19	247 48.24	61 34.86	118 14.97
138-249% FPL	116 22.88	20 30.30	169 25.92	155 19.47	66 24.81	262 24.26	106 20.70	43 24.57	152 19.29
250-399% FPL	62 12.23	7 10.61	174 26.69	104 13.07	42 15.79	253 23.43	69 13.48	34 19.43	213 27.03
400% FPL and above	64 12.62	12 18.18	193 29.60	85 10.68	35 13.16	347 32.13	90 17.58	37 21.14	305 38.71



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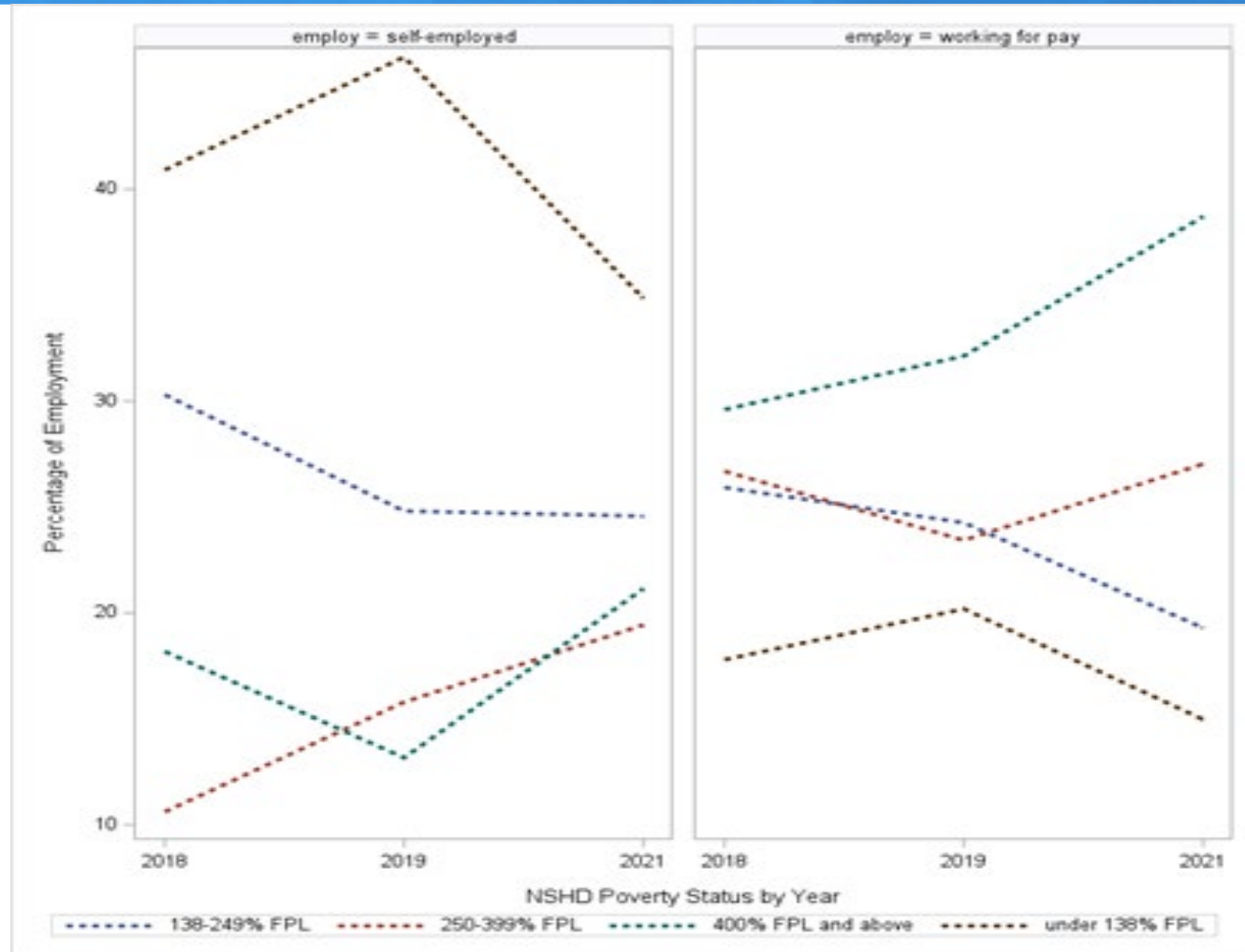
Rehabilitation Research and Training Center (RRTC)  
on Research and Capacity Building for Minority Entities

Funding Agency:



# Results

## Overall Poverty Status by Working for Pay and Self-Employed Status



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## Overall Poverty Status by Working for Pay and Self-Employed Status

- + The comparison of **working for pay** rates indicated that individuals with disabilities who self-identified as living in poverty (i.e., under 138% FPL) experienced a decline (20.19% versus 14.97%) between pre-COVID-19 (year 2019/2020) and during the pandemic (year 2021).
- + The comparison of **self-employed** rates indicated that individuals with disabilities who self-disclosed as living in poverty (i.e., under 138% FPL) experienced a reduction in percentages (46.24% versus 34.86%) between pre-Covid-19 (year 2019/2020) and during the pandemic (year 2021).

# Future Research Directions

- + The preliminary observations provide insight on the differences in the employment status rates for multiply marginalized people with disabilities as defined by race or ethnicity, LGBTQ+ status, and poverty status.



# Future Research Directions

- + Future research will analyze the data across other demographic characteristics [i.e., age, marital status, number of dependent kids, primary disability) and social determinants of health (i.e., transportation, personal assistance services, social security disability insurance, health insurance, and education) at pre-COVID-19 versus the pandemic period nationally and across geographical classifications (i.e., rural versus urban)



# Future Research Directions

- + Future research will also explore if there are intersectional differences in employment status rates (i.e., currently working) for individuals with disabilities as defined by race or ethnicity, LGBTQ+ status, and poverty status across other demographic characteristics [i.e., age, marital status, number of dependent kids, primary disability) and social determinants of health (i.e., transportation, personal assistance services, social security disability insurance, health insurance, and education) across geographical classifications (i.e., rural versus urban).

# Future Research Directions

## + Interaction Effect Testing

- + For example: Extract disability type (i.e., mental disability) code and compare employment rates separately for each of the levels of race (i.e., African American, Latinx, Native American or Alaska Native, Asian American, Native Hawaiian/Pacific Islander), LGBTQ+ status (i.e., asexual, bisexual, heterosexual, homosexual) and poverty status and compare across geographical classifications (i.e., rural versus urban).

# Questions & Answers (Q&A)

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# Thank you

**Contact Information:**

**[gemarco.peterson@langston.edu](mailto:gemarco.peterson@langston.edu)**

**[kelsey.rae.webb@langston.edu](mailto:kelsey.rae.webb@langston.edu)**

# Contact Information

LU-RRTC

On Research and Capacity Building for Minority Entities

6700 N. Martin Luther King Avenue

Oklahoma City, Ok. 73111

Phone: (855) 497-5598 toll free

Fax: (405) 962-1638

RRTC email: [capacitybuildingrrtc@langston.edu](mailto:capacitybuildingrrtc@langston.edu)

ARRT Website: [www.langston.edu/capacitybuilding-arrrt](http://www.langston.edu/capacitybuilding-arrrt)

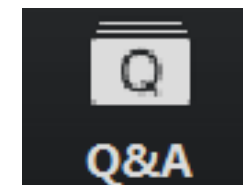
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# Questions and Answers

Use Q&A button on Zoom



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# Thank You!

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- Contact us at
  - Email: Disability.Statistics@unh.edu
  - Call: 866-538-9521 (toll free)
  - Twitter at *#nTIDELearn*





**Bye!**