

Advancing Diversity and Disability Inclusion

Challenges and Strategies

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Disability = Diversity

Diversity + Inclusion = Innovation



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Executive Order 13548

Goal

Signed by President Obama on July 26, 2010, it reaffirms E.O. 13163, signed by President Clinton in 2000, to increase the Federal employment of individuals with disabilities by hiring an additional 100,000 individuals with disabilities over five years.



Executive Order 13548 continued

Each agency submitted a Disability Employment Plan with the following:

- A designated senior-level agency official to be accountable for enhancing employment opportunities
- Performance targets and numerical goals for employees with disabilities
- Provisions for training and education on disability employment
- Provisions for reasonable accommodations and accessibility
- Provisions for increased retention efforts and providing access to advancement opportunities for employees with disabilities



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Executive Order 13548 continued

www.opm.gov/disability/

OPM's Website for the Executive Order,
supporting model strategies and other related
disability employment resources



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CDC's Disability Program



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Recruitment

EEOC employment goal for PWTD = 2% (182) of permanent workforce

CDC's interim goal of 1.7% for FY 16 = 155 PWTD

As of 03-31-16: 12 PWTD hired, 2 separated, 157 employed

Schedule A hires for FY 2016: total hires = 69, currently 554 employed

EEOC proposed employment goal for PWD = 12%

Total PWD = 1,219 (13.3% of permanent workforce)



Recruitment continued

Recruitment Methods

- Strategic Recruitment Tracking System (SRTS)
- CDC Recruiting Cadre
- Georgia Vocational Rehabilitation Agency (GVRA)
- Veterans Rehabilitation and Employment (VR&E) Atlanta, Region IV



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Reasonable Accommodations

A request for a reasonable accommodation (RA) is a statement that an individual needs an adjustment or change at work, in the application process, or in a benefit or privilege of employment for a reason related to a physical or mental disability.

For FY 15 the RA program processed 381 requests for an accommodation.

The top three accommodations provided were: modified work schedules, sit/stand workstations, and other than coach travel.

Eighty-seven percent of the requests were processed and completed within 60 days



Reasonable Accommodations continued

Types of accommodations:

- Flexi-place (work from home)
- Flexi-time (arrival and departure times)
- Making existing facilities readily accessible
- Work station modification
- Communications Access Real Time (CART) translation services
- Adaptive technology
- Other than coach travel



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Retention and Advancement

- Training
- Details
- Mentoring
- Promotions

It is the policy of CDC to provide reasonable accommodations for qualified individuals with disabilities to ensure their full inclusion in CDC-sponsored events.



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Section 508

In 1998, Congress amended the Rehabilitation Act of 1973 to require Federal agencies to make their electronic and information technology (EIT) accessible to people with disabilities.

Under Section 508, agencies must give employees with a disability and members of the public access to information that is comparable to access available to others.



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