



Inclusion Confusion: What Is the SELF-ID Form and Why Is It Important?

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2



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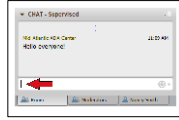


3



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4



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5



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6



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7



About Your Hosts...

- TransCen, Inc.
 - Improving the lives of people with disabilities through meaningful work and community inclusion
- Mid-Atlantic ADA Center, a project of TransCen, Inc.
 - Funded by National Institute on Disability, Independent Living, and Rehabilitation Research (NIDILRR), Administration for Community Living, U.S. Department of Health and Human Services

8



Janet D. Fiore, CEO

The Sierra Group



Janet is a national authority on disability, diversity, and compliance policy for business; founder of the RecruitDisability.org Job Board, the DisabilityRecruiter® Certification; an advocate, and VR services provider since 1992

Inclusion Confusion:

What Is the SELF-ID Form and Why Is It Important?

9



Presenter: Janet D. Fiore, CEO

Since 1992, Fiore's firm has accommodated over 10,000 workplace ADA scenarios across America. An award winning social entrepreneur with multiple disabilities, she TRAINS and CONSULTS nationally on disability & employment policies and practices.

Fiore's firm was the first AT provider to the state of PA in 1992, and has since set the bar for driving up employment for Americans with disabilities. Her goals are furthered by her company's offerings including Sierra's LMS suite offering courses to certify Recruiters in disability practices, as well as basic etiquette and awareness trainings. Fiore consults with corporate America regarding Disability Inclusion Program Audit & Development, Digital Divide, Digital Accessibility, and interacts on Pre-Litigation accommodation requests, and provides ADA expert witness testimony. Her passion extends to serving individuals with disabilities through the day to day results of the RecruitDisability.com national job board, and the Philadelphia based Sierra Group Academy serving adults with multiple severe disabilities in careers of their choice.

Highlighted Corporate Clients include: Comcast, Toyota, Mid-Atlantic ADA Center, Verizon Media, FedEx, CapitalOne, American Water, & Tiffany & Co.

10



Learning Objectives

- Difference between SELF-ID/Self-Disclosure *Why Self-ID & How It's Used
- How Do PEOPLE Feel about the Question *What Can Be Done

From ethical considerations to feelings, to anti-discrimination tracking and disclosing, this session will de-bunk some confusion and drive inclusion by increased awareness between VR providers and business representatives



11



Some History: 30 Years after the ADA



- Historic Pivot Points
 - 1990 ADA
 - 1992 Rehab Act Amendments
 - 1998 Sec 508 – EIT
 - 2008 ADAAA
 - 2013 OFCCP 7% Rule
 - 2018-2019 Digital Access makes headlines
 - 2020 ADA turns 30
- INCLUSION and some confusion on the rise

12



From ADA to OFCCP 7% Rule: Why the Self ID Question is Asked

- Under Section 503 of the Rehabilitation Act of 1973, Federal contractors are required to **collect** disability demographic data

13



BREAKING NEWS!

- New Self-ID form released on May 5th, 2020
 - Expires on 5/31/2023
- Changes made in RESPONSE to employer input
 - Section for Employee name/ID/Date added
 - "Tighter" language in opening section
 - Re-wording and re-grouping of *disabilities include but are not limited to* list
 - Re-wording of the words in the check boxes
 - Moved the Public Burden Statement
 - Eliminated the Reasonable Accommodation Notice
 - ADDED SECTION "For Employer Use Only"

14



Self-ID, How the Info is Used

Self-Identification (Self-ID) is:

- **Voluntary** and **confidential**
- Used for statistical purposes only (i.e., data collection and reporting on mandatory government reports)
 - It's done on an official Federal Government SELF ID form
 - It's not to be used or shared during interview or hiring decisions
- Self-Identification (Self-ID) is NOT the same as "self-disclosure"

15



Ethical Considerations: How Is SELF-ID Form Different from ADA on "Asking about Disability"

- VR Counselors must: focus on client's skills and interests AND provide information to make their own decisions
- Respect client confidentiality (disability status)
- And
- Assist employers to maintain sound business practices, including accommodations support
- Businesses must comply with all laws, and reporting requirements, as they hire best talent

16



FIRST, the Person's Choice: To "BE" or Not To BE

Voluntary Self-Identification of Disability

Form CC-305
OMB Control Number 1250-0005
Expires 1/31/2020
Page 1 of 2

Why are you being asked to complete this form?

Because we do business with the government, we must reach out to, hire, and provide equal opportunity to qualified people with disabilities.¹ To help us measure how well we are doing, we are asking you to tell us if you have a disability or if you ever had a disability. Completing this form is voluntary, but we hope that you will choose to fill it out. If you are applying for a job, any answer you give will be kept private and will not be used against you in any way.

If you already work for us, your answer will not be used against you in any way. Because a person may

Click here to see the [Voluntary Self-ID Form](https://www.dol.gov/sites/dolgov/files/OFCCPP/regs/compliance/sec503/Self_ID_Forms/503Self-IDForm.pdf)
 (https://www.dol.gov/sites/dolgov/files/OFCCPP/regs/compliance/sec503/Self_ID_Forms/503Self-IDForm.pdf)

17



The CONFUSION about Asking the SELF-ID Question

U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION
 Washington, D.C. 20507

August 8, 2013

Patricia A. Shia, Director
 Office of Federal Contract Compliance Programs
 U.S. Department of Labor
 Frances Perkins Building
 200 Constitution Avenue, NW
 Washington, DC 20210

Dear Director Shia:

You have asked whether federal contractors may invite applicants to voluntarily self-

Click here to see the entire [EEOC letter](https://www.dol.gov/sites/dolgov/files/ofccpp/regs/compliance/sec503/Self_ID_Forms/OLC_letter_to_OFCCP_8-8-2013_503e.pdf)
 (https://www.dol.gov/sites/dolgov/files/ofccpp/regs/compliance/sec503/Self_ID_Forms/OLC_letter_to_OFCCP_8-8-2013_503e.pdf)

18



Any Questions?

- Person's choice
- VR Professionals advice
- Companies role
- Benefit or obstacle?

19



The Difference between Self-ID and Self Disclosure – How to Avoid the Inclusion Confusion

- “Disclosure” means sharing information about one’s disability in any context *other* than through a formal self-ID program
 - May include disclosing to specific personnel to personally benefit oneself (e.g. presenting documentation to obtain a reasonable accommodation or to participate in a targeted program that takes disability into account)
 - This is what we ARE familiar with: it is when it is to request a “BENEFIT” to the person, usually AFTER they are employed

20



The Sierra Group Hierarchy of Disability & Inclusion

Everything from Disability Etiquette to How to take Empowered Actions for Inclusive Results



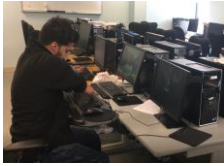
#DisabilityInclusionOnTheRise

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Seeking Inclusion for Everyone Requiring Reasonable Accommodation

21

Why Track? Access, Accommodation and Employment Are Rising, yet Results Remain Low



- A 2015 Global CEO Study by PWC found less than 7% of respondents had any focus on disability in their Diversity & Inclusion initiatives
- 23 % of people with disabilities never go online
- In 2019 Not a single Presidential Candidate's website was "accessible"

22



DUAL Roles & Ethical Considerations, Self-ID & Self Disclosure



23

WORDS MATTER



24

Apparent vs. Non-Apparent



25

How Do People with Disabilities and Their Service Providers FEEL about the Request to Self-ID

	Persons with a disability (N=598)
Risk of being fired/not hired	73.0
Employer may focus on disability	62.0
Risk of losing health care	61.5
Fear of limited opportunities	61.1
Supervisor may not be supportive	60.1
Risk being treated differently	57.8
Risk being viewed differently	53.8
No impact on job ability	44.0
Desire for privacy	27.9

“Very important” factors when deciding NOT to disclose a disability to an employer

Source: von Schrader, S. Malzer, V., Erickson, W., & Bruyère, S. (2010). *Emerging Employment Issues for People with Disabilities: Disability Disclosure, Leave as a Reasonable Accommodation, Use of Job Applicant Screeners*



26



What Can Be Done to Make Everyone More Knowledgeable and More Comfortable about This Topic

- Education-debunk the myths
- Explain benefits of disclosure
- Enhance recruitment efforts to improve target and appeal to people with disabilities
- Employers should create accessible and universally designed workplaces, procedures and opportunities
- Invite job seekers to disclose their disability through voluntary surveys

27



Personally Driven to Persist



28

Why ID/Disclose? Some Disabilities Can Be Seen, while Some are Non-Apparent



- Physical
- Sensory
- Cognitive
- Intellectual
- Mental Illness, and
- Chronic Disease

Due to the high prevalence of non-apparent disabilities, SELF-ID would lead to greater numbers of known employees with disabilities.

29



Review/Discuss Learning Objectives



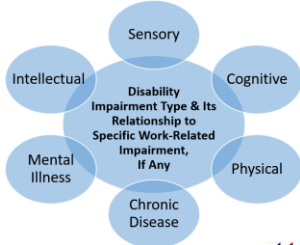
- Difference between SELF-ID/Self-Disclosure
 - * Why Self-ID & How It's Used
- How do PEOPLE Feel about the Question
 - * and What Can Be Done to Get the Boxes Checked
- Ethical considerations, feelings, anti-discrimination tracking and disclosing
- Be-bunk confusion and drive inclusion by increased awareness between VR providers and business representatives

30



Remember that ALL Disabilities Are Individual in Nature – Words Matter!

Work-Related Impairment (WRI) Flower



31



Thank You!

For more information or enroll in DisabilityEtiquette© for Everyone online contact us:



Janet Fiore, HRCI approved trainer,
The Sierra Group CEO - 800.973.7687

Janet.Fiore@thesierragroup.com



32



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33



ADA National Network

• Ten regional centers provide guidance, training, and materials on the ADA

- 1-800-949-4232
- www.ADAta.org



34

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Local: 301-217-0124

ADAinfo@transcen.org

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35
