

Advancing Economic Justice for People with Disabilities

May 25th 1pm-2pm EDT



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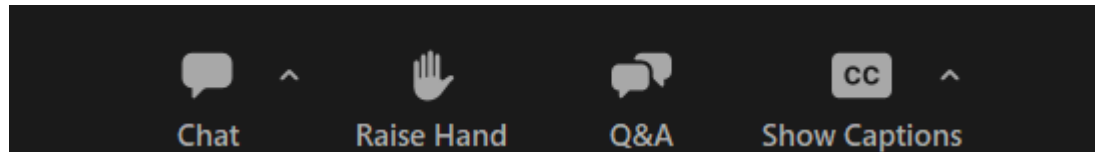
WEBINAR CONTROL PANEL

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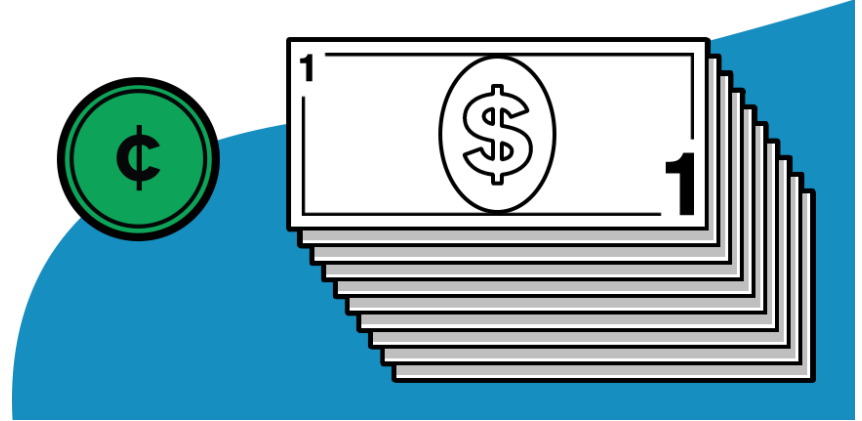
Type your question in the
Q&A BOX
to be addressed during
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Q/A

CLOSED CAPTIONS

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recording afterwards



“The Time for Justice is Always Now”



SPEAKERS - NDI



Christi Baker
(Moderator)
Asset Funders Network



Thomas Foley
(Moderator)
National Disability
Institute



Elizabeth Jennings
National Disability
Institute



Ramonia Rochester
National Disability
Institute

SPEAKERS - Funders



Dana Huber
The New York
Women's Foundation



Ariadne Reza
Citi Foundation



José Rosado
MetLife
Foundation

National Disability Institute

Mission:

We collaborate and innovate to build a better financial future for people with disabilities and their families.

We influence change through pioneering research, advocacy, policy development, training and technical assistance and collaborations with hundreds of organizations throughout the country.

Strategic Areas :

- ☐ Financial Empowerment:
 - Financial Resilience
 - Able Accounts
 - Assistive Technology Loan Program
 - Taxes & Tax Preparation
 - Inclusive Community Development
- ☐ Workforce Innovation
 - Access to Employment
 - Systems Alignment
 - Stay at Work/Return To Work Strategies
 - Small Business Development
- ☐ Public Policy
- ☐ Research
- ☐ Consulting

Who are people with disabilities and what do their financial lives look like?

People with Disabilities

Prevalence of Disability, Breakdown by Age

	NUMBER OF PEOPLE WITH DISABILITIES	PERCENTAGE OF PEOPLE WITH DISABILITIES
Children 0 to 17 years	3,270,678	6.4%
18 to 34 years	5,048,681	6.8%
35 to 64 years	15,489,048	12.4%
65 to 74 years	7,549,170	24.1%
75 years and over	9,697,915	47.4%

SOURCE: American Community Survey, Table S1810 Disability Characteristics, ACS 2021 - 5 year estimates. Subject Tables. Retrieved from <https://data.census.gov/table?q=United+States&t=Disability&g=010XX00US&tid=ACST1Y2021.S1810>

- Slightly more women than men have a disability (12.8% and 12.5%)

Intersectional Identities

Disability Rates by Race/Ethnicity

	NUMBER OF PEOPLE WITH DISABILITIES	PERCENTAGE OF PEOPLE WITH DISABILITIES
American Indian / Alaska Native	443,539	16.3%
Black	5,618,600	14%
White	26,915,355	13.9%
Native Hawaiian and other Pacific Islander	69,832	11.6%
Latinx	5,587,005	9.3%
Asian	1,360,757	7.3%
Two or more races	2,379,217	10.5%
Some other race	1,682,578	9.3%

SOURCE: American Community Survey, Table S1810 Disability Characteristics, ACS 2021 - 5 year estimates. Subject Tables. Retrieved from <https://data.census.gov/table?q=United+States&t=-Disability&g=010XX00US&tid=ACST1Y2021.S1810>

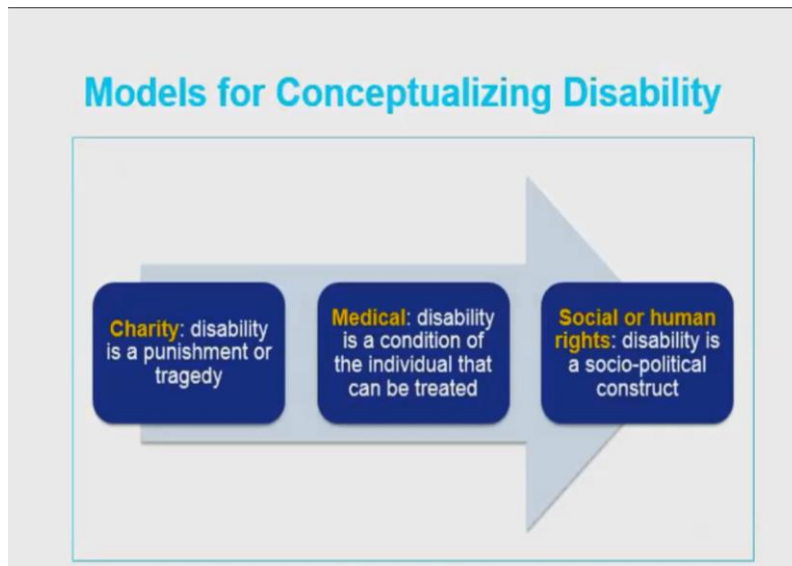
Defining Disability

- There is no single definition of disability.

Functional Limitations	Ability to Work	Self-disclosure
Series of questions to assess whether or not the individual experiences functional limitations – Ambulatory, Cognitive, Independent Living, Hearing, Self-Care, or Vision – due to their disability/medical condition.	Assessment of the impact of a persons disability/medical condition to determine whether the disability limits their ability to work.	Broad approach to asking an individual if they have a disability. Trust is key to disclosure.
<ul style="list-style-type: none">• Census Data• Americans with Disabilities Act• ABLA Accounts	<ul style="list-style-type: none">• Social Security disability benefits<ul style="list-style-type: none">• which feeds into several Medicaid programs• Short-term and long-term disability programs	<ul style="list-style-type: none">• Programs/services that do not require proof of disability

Conceptualizing Disability

- Medical model
 - Disability is a condition within a person and that the only way to address that condition is to “fix” the medical issue.
- Social Model
 - Disability is an interaction between the person and the environment—people are disabled by barriers in society, not by their impairment. These barriers can be physical, programmatic or attitudinal.



LANGUAGE NOTE: Throughout today's event and within the paper, we predominantly use the term people with disabilities. Some groups within the disability community prefer identify first language.

Root Cause Preclusions to Wealth Building

- There is a history of systemic bias against people with disabilities:
 - Denied immigration
 - Legal to be paid less
 - Separate schools
 - Forced institutionalization
 - Devaluing of their lives
- Policy wins have occurred but have not done enough to create true equality:
 - Limited access to Community-based Medicaid pushes people into institutions
 - Schools deny 504 plans and individual education plans thwarting education efforts
 - Lack of affordable accessible housing leaves people housing burdened and homeless
 - Employer bias reduces number of people in the workforce and in high pay positions
 - National Safety net is inadequate and perpetuates poverty

Financial Indicators - People with Disabilities

EDUCATION

- Working-age adults with disabilities are less likely to have a bachelor's degree or higher compared to those without a disability (15% compared to 35%).
- Women with disabilities continue to be less likely to attain a bachelor's degree compared to men with disabilities (19.7% compared to 21.5%)

EMPLOYMENT STATUS

- In 2022, 34.8% of persons with disabilities ages 16–64 were employed, in comparison to 74.4% of people without disabilities.

HOMEOWNERSHIP

- In 2021, only 14% of people with disabilities were homeowners, compared to 48% of persons living without disabilities.

Financial Indicators, continued

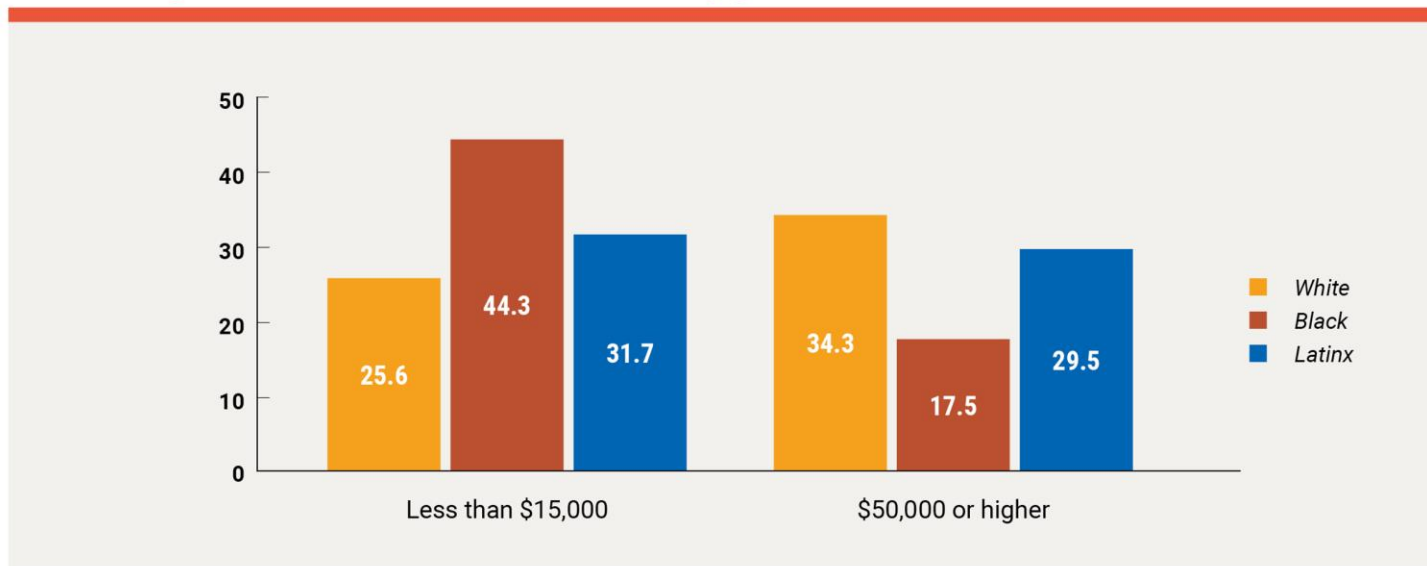
Percentage of People with Earnings in Past 12 Months

POPULATION AGE 16 AND OVER WITH EARNINGS	DISABILITY	NO DISABILITY
\$1 to \$4,999 or less	14.8%	8.2%
\$5,000 to \$14,999	18.8%	12.2%
\$15,000 to \$24,999	13.8%	11.7%
\$25,000 to \$34,999	12.8%	12.9%
\$35,000 to \$49,999	13%	15%
\$50,000 to \$74,999	13.1%	17.3%
\$75,000 or more	13.7%	22.8%
MEDIAN EARNINGS	\$26,733	\$39,740

SOURCE: American Community Survey, Table S1811 Selected Economic Characteristics for the Civilian Noninstitutionalized Population by Disability Status. ACS 2021 - 5 year estimates. Subject Tables. Retrieved from <https://data.census.gov/table?q=United+States&t=Disability&g=010XX00US&tid=ACST1Y2021.S1811>

Household Income by Disability and Race

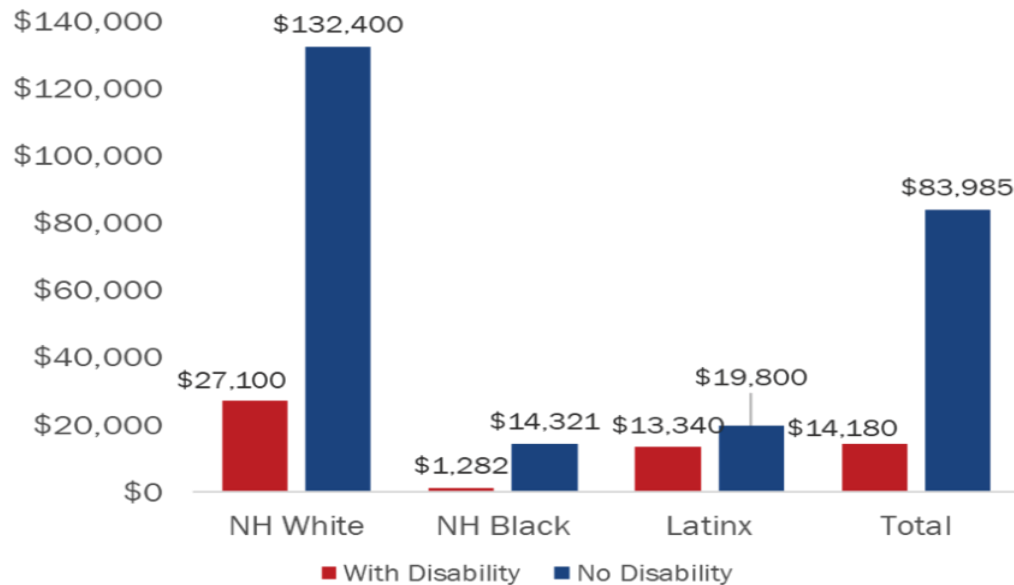
Percentage of Households with Disability per Income Bracket and Race



Financial Health Indicators

SAVINGS More than 60% of people with disabilities ages 25 to 64 years have no savings for unexpected expenses.	RETIREMENT On average, about 60% of people with disabilities of retirement age are dependent on Social Security retirement benefits, which are inadequate for many.
ACCESS to CREDIT Just under 8% of households with a disability have an unmet need for credit, compared to 4.8% of households without a disability.	Financial Loss (63, 64, 65) Disability is the cause of almost 50% of home foreclosures, just under 45% of bankruptcy filings in 2019 were at least partially due to medically related work loss, and Just under half of individuals who experience a disability onset during midlife report using up all their savings to cover related costs.

Net Wealth by Disability and Race/Ethnicity



Key systemic barriers and policy change proposals

Key Systemic Barriers	Policy Change Proposals
1. Entrepreneurs with disabilities experience systemic barriers when trying to use self-employment and small business development as a pathway to financial mobility.	1. Create a government-wide disability small business contracting priority to foster growth of small businesses owned by people with disabilities.
2. Workers who incur a disability, including long COVID, free fall into financial distress and a loss of assets without favorable insurance policies, targeted income supports, and asset preservation.	2. Protect the income, assets, and wealth of workers through improved short-term and long-term disability policies that provide comprehensive support during episodes of chronic health conditions and disability.
5. Programs designed to increase the economic security of individuals living at low to moderate incomes underserve people with disabilities.	5a. Intentionally include people with disabilities in guaranteed income design and pilots. 5b. Expand use of ABLE accounts to support this opportunity for wealth building among people with disabilities.

Disability in Economic Justice

Including Disability in Economic Justice Grantmaking, Policies, and Operations

INTERNAL		EXTERNAL
OPERATING Adopt hiring, procurement, and grantmaking policies and practices that are equitable, inclusive, and accessible for the disability community	LEARNING Listen to the needs and values of the disability community.	INVESTING Make grants to and support organizations led by people with disabilities that are advancing systems change and/or delivering programs for people with disabilities
	PRACTICING Be intentional about inclusion of and accessibility to the disability community.	
	MEASURING Use a trust-based philanthropy framework for learning, evaluation, and accountability in regard to advancing disability and economic justice.	



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