

WHAT IS YOUR DISABILITY IQ?

**An informative guide to
disabilities awareness**



Prepared by Brooklyn Borough President Marty Markowitz's
Advisory Committee on Disability Issues-Public Awareness Subcommittee

With assistance from the Mayor's Office for People with Disabilities



Introduction

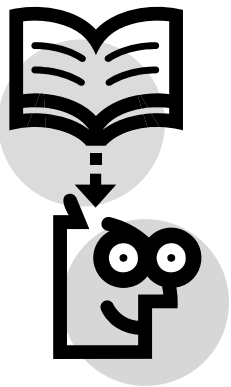
On June 26, 1990, President George H.W. Bush signed the Americans with Disabilities Act (ADA) into law. The ADA enables people with disabilities to participate more fully in their communities, compete more effectively for jobs, travel more easily, and gain more complete access to the goods and services that most Americans take for granted.

We have come a long way since the ADA was passed but we still have a long way to go. This is why the Brooklyn Borough President's Advisory Committee on Disability Issues, Subcommittee on Public Awareness has put together the following quiz and information guide to help educate and increase disabilities awareness. The Borough President's Advisory Committee is composed of consumers, advocates, and representatives of various disability agencies. The goal of this Committee and the "What's Your Disability IQ" quiz is to cultivate greater understanding of the concerns of people with disabilities and foster increased community integration.



What's your disability IQ?

Take this quiz and find out!



What's Your Disability IQ?

Indicate **TRUE** or **FALSE** for each statement.

<input type="checkbox"/> TRUE <input type="checkbox"/> FALSE	Brooklyn (Kings County) is the county with the largest population of people with disabilities in New York State who receive benefits.
<input type="checkbox"/> TRUE <input type="checkbox"/> FALSE	It is politically correct to say "He is a disabled person."
<input type="checkbox"/> TRUE <input type="checkbox"/> FALSE	One-Fifth (20%) of the population will have a disability at one point in their life.
<input type="checkbox"/> TRUE <input type="checkbox"/> FALSE	Arthritis is an illness that comes only with aging.
<input type="checkbox"/> TRUE <input type="checkbox"/> FALSE	Federally funded housing programs must set aside housing for people with disabilities.
<input type="checkbox"/> TRUE <input type="checkbox"/> FALSE	You can always tell a person's disability by looking at them.
<input type="checkbox"/> TRUE <input type="checkbox"/> FALSE	A person who is legally blind cannot see at all.
<input type="checkbox"/> TRUE <input type="checkbox"/> FALSE	People with disabilities have a lower rate of employment than people without disabilities.
<input type="checkbox"/> TRUE <input type="checkbox"/> FALSE	People with disabilities have fewer opportunities for exercise and health promotion activities.
<input type="checkbox"/> TRUE <input type="checkbox"/> FALSE	The Americans with Disabilities Act is a civil rights law.
<input type="checkbox"/> TRUE <input type="checkbox"/> FALSE	People who are deaf cannot hear any sounds at all.
<input type="checkbox"/> TRUE <input type="checkbox"/> FALSE	All people who use wheelchairs cannot walk.

Brooklyn (Kings County) is the county with the largest population of people with disabilities in New York State who receive benefits.

TRUE

- The number of people in Brooklyn who receive Social Security disability benefits is **94,350**.
- This accounts for **16%** of the people with disabilities in New York State.
- The number of people who receive disability benefits for the five counties in New York City:
 - 94,350 Brooklyn (Kings)
 - 71,497 Bronx
 - 60,787 Manhattan (New York)
 - 57,601 Queens
 - 18,450 Staten Island (Richmond)
- The following disabilities occur most often for people who are receiving benefits:
 1. Psychiatric Disorders (including eating disorders)
 2. Musculoskeletal Injuries
 3. Developmental Disabilities

It is politically correct to say “He is a disabled person.”

FALSE

Use “People First” language, which emphasizes the person, not the disability. By placing the person first, the disability is no longer the primary, defining characteristic of an individual but one of several aspects of the whole person.

Example: “He is a person with a disability.”

People First Language

The following is a short course on using people first language put together by the Public Images Network of Ohio:

1. Think people first. Say "a woman who has mental retardation" rather than "a mentally retarded woman."
2. Avoid words like "unfortunate," "afflicted," and "victim." Also, try to avoid casting a person with a disability as a superhuman model of courage. People with disabilities are just people, not tragic figures.
3. A developmental disability is not a disease. Do not mention "symptoms," "patients," or "treatment," unless the person you're describing has an illness as well as a disability.

People First Language (continued)

4. Use common sense. Avoid terms with obvious negative or judgmental connotations, such as "crippled," "deaf and dumb," "lame," and "defective." If you aren't sure how to refer to a person's condition, ask them. And, if the disability is not relevant to your conversation, why mention it at all?
5. Never refer to a person as "confined to a wheelchair." Wheelchairs enable people to escape confinement. A person with a mobility impairment "uses" a wheelchair.
6. Try to describe people without disabilities as "typical" rather than "normal."

Source: <http://www.publicimagesnetwork.org>

Additional information: <http://www.unitedspinal.org/pdf/DisabilityEtiquette.pdf>

One-Fifth (20%) of the population will have a disability at one point in their life.

FALSE

- The rate of disability varies by age group in New York State:
- 14% or, 1 out of 7 people in the general population (over 5 years of age) has at least one disability.
 - 18.6% of children 5-17 years
 - 10.6% of people 18-64 years
 - 31.0% of people 65-74 years
 - 48.0% of people 75-84
 - 70.4% of people 85 years and older
- Brooklyn has the largest population of seniors in NYC and this age group has the greatest risk of becoming disabled.
- In the US there are 37.5 million people with disabilities (14% of the population age 5 and over)

Source: <http://www.pascenter.org> New York State Disability Data from 2003
<http://www.census.gov/hhes/www/disability/2003acs.html>



Arthritis is an illness that comes only with aging.

FALSE

- Arthritis is an inflammatory disease of joints, muscles, bones, tendons and ligaments.
- Arthritis can occur at any age.
- Arthritis is the disorder that causes more disability than any other illness.
- There are over 100 different types of arthritis.
 - **Osteoarthritis** is the most common form and occurs in the weight-bearing joints with aging.
 - **Rheumatoid arthritis** generally affects the hands and feet and symptoms include swelling, pain, and joint stiffness.
- What are some of the common risk factors?
 - Obesity, physical inactivity, aging. Arthritis occurs more often in women; people with disabilities are more likely to develop arthritis.

Federally funded housing programs must set aside housing for people with disabilities.

TRUE

- Section 504 of the Rehabilitation Act of 1973 prohibits discrimination against persons with disabilities in any program or activity receiving federal financial assistance.
- Among the requirements of this act, it requires that a new federally assisted housing development have 5% of the dwelling units, or at least one unit, whichever is greater, be accessible for persons with mobility disabilities. An additional 2% of the dwelling units, or at least one unit, whichever is greater, must be accessible for persons with hearing or visual disabilities.
- An accessible dwelling unit is defined as a unit that is located on an accessible route and can be approached, entered, and used by individuals with physical disabilities.

Source: www.hud.gov/offices/ftheo/disabilities/sect504.cfm
www.usdoj.gov/crt/ada/cguide.htm

You can always tell a person's disability by looking at them.

FALSE

Not all disabilities are visible. There are three main categories of hidden disabilities:

Chronic Health Problems

Psychological Disorders

Cognitive/Learning Disabilities

Source: www.muhsen.org/ocdp/emplguide/intro.html
<http://www.umabroad.umn.edu/access/definitions.html>

Examples of Chronic Health Problems

- AIDS/HIV
- Allergies
- Arthritis
- Back Condition
- Cancer
- Cerebral Palsy
- Chemical/Fragrance Sensitivity
- Chronic Fatigue
- Chronic Pain
- Circulatory Disorders
- Dementia
- Diabetes
- Epilepsy
- Fibromyalgia
- Hearing Loss
- Heart Condition
- Hepatitis
- Lupus
- Lyme Disease
- Migraines
- Multiple Sclerosis
- Muscular Dystrophy
- Myasthenia Gravis
- Parkinson's Disease
- Respiratory Disorders
- Visual Perceptual Deficit

Additional information: <http://www.health.state.ny.us/diseases/chronic/index.htm>

Examples of Psychological Disorders

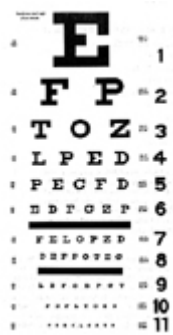
- Anxiety
- Depression
- Post-Traumatic Stress Disorder
- Seasonal Affective Disorder (SAD)
- Schizophrenia
- Phobias-Social and Specific
- Tourette's Syndrome

Additional information: <http://www.omh.state.ny.us/>

Examples of Cognitive/Learning Disabilities

- Attention Deficit Hyperactivity Disorder (ADHD)
- Attention Deficit Disorder (ADD)
- Autistic Spectrum Disorders
- Central Auditory Processing Disorder (CAPD)
- Developmental Disabilities
- Dyscalculia (math difficulty)
- Dysgraphia (writing difficulty)
- Dyslexia (reading difficulty)
- Motor Planning Difficulties
- Neurologically based learning impairments
- Sensory Integrative Dysfunction
- Specific Learning Disability
- Speech and Language Delays
- Traumatic Brain Injury
- Visual Perceptual Deficit

Additional information: <http://www.omr.state.ny.us> <http://www.nclld.org>
<http://www.parenttoparentnys.org>

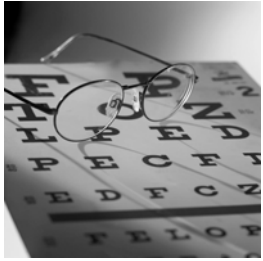


A person who is legally blind cannot see at all.

FALSE

In the United States a person is considered legally blind when a person is unable to achieve at least 20/200 vision in the best eye even when eyeglasses or contact lenses are worn. This means that a person who is legally blind has to be as close as 20 feet to identify objects that people with normal vision can spot from 200 feet away. The World Health Organization categorizes 20/400 vision as blindness.

Defects or blind spots in the visual field also help determine blindness. In the U.S.A. a person is considered legally blind if he/she can see only 20% or less of the visual field. The World Health Organization considers a person that can see only 10% or less of the visual field as blind.



Eye Conditions

The following eye conditions if left unchecked may cause blindness. They are:

- **Glaucoma-** Creates a loss of vision: arc-shaped areas, loss of side vision and possibly, night blindness.
- **Diabetic Retinopathy-** Causes blind spots, blurring and peripheral vision loss.
- **Macular Degeneration-** Loss of vision in the center of the eyes.
- **Cataract-** Creates a haziness over the entire field of vision.
- **Retinitis Pigmentosa-** Loss of half of the field of vision.

There is always the possibility a person may experience more than one eye condition at the same time.

People with disabilities have a lower rate of employment than people without disabilities.

TRUE

People with disabilities who have the potential to work with reasonable accommodations are employed at a rate far lower than people without disabilities.

Rate of Employment

Men with disabilities: 33%

Men without disabilities: 95.2%

Women with disabilities: 32%

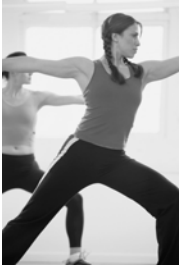
Women without disabilities: 81.3%

Recommendations to increase employment of people with disabilities from the Department of Labor:

- Improve education and training of people with disabilities.
- More outreach to employers to encourage recruitment of people with disabilities.
- A better understanding of reasonable accommodations.
- Break the attitudinal barrier that prevents employment and integration of people with disabilities in the workplace.
- The most common accommodations that make work possible:
 - 19% Accessible parking or accessible public transit stop nearby
 - 17% An elevator
 - 15% Adaptations to work station
 - 12% Special work arrangements (reduction in hours, job redesign)
 - 10.4% Handrails or ramp

Source: <http://www.dol.gov/odep/pubs/ek01/stats.htm> US Dept. of Labor, Office of Disability Employment Source

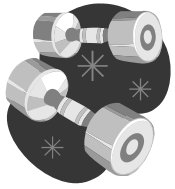
Additional information: <http://www.shef.ac.uk/~md1djw/HCP-disability/disabilityissues/papers/ddaunibook.pdf>



People with disabilities have fewer opportunities for exercise and health promotion activities.

TRUE

- The Center for Disease Control indicates that people with disabilities have higher levels of obesity with lower participation in:
 - Organized health activities, leisure time physical activity, strengthening exercises, activities to maintain flexibility, and health promotion events.
- Healthy People 2010 is a national public health initiative that has goals:
 - To increase the length and improve the quality of life.
 - To increase and to eliminate health care gaps and disparities.
- The most important indicator for health is level of physical activity. There are specific objectives for people with disabilities:
 - “Increase the number of health, wellness, and treatment programs and facilities that provide full access for people with disabilities.” (Objective 6.10 of Health People 2010)
 - “Reduce the proportion of people with disabilities who report encountering environmental barriers to participating in...community activities.” (Objective 6.12)



Exercise and health promotion activities

Because people with disabilities have fewer opportunities to work, they are more likely to have a limited income and be on Medicaid. Commercial gyms can be expensive and Medicaid does not help pay for gym memberships. In addition, gyms are not always barrier-free, don't always have equipment geared to people with disabilities and don't always train personnel to work with people with disabilities.

NYC Parks, though free, are not always accessible. The NYC Parks Department categorizes accessibility of playgrounds in 3 levels which are:

Level 1: Playgrounds for All Children: designed to provide recreational opportunities for children of all ages and abilities. Features include ramped play equipment, accessible swings, wheelchair accessible tables and drinking fountains, and interactive play pieces. Some also have adjustable basketball backboards that can be raised and lowered for athletes of all abilities. Comfort stations are accessible.

Level 2: Accessible Playgrounds with Ramped Play Equipment and Universally Accessible Swings. If the playground includes a comfort station or drinking fountain these features will also be universally accessible.

Level 3: Accessible Playgrounds with at least 1 Universally Accessible Swing. These playgrounds may not necessarily have ramped play equipment.

Source: www.nyc.gov/parks

The Americans with Disabilities Act is a civil rights law.

TRUE



The Americans with Disabilities Act (ADA) of 1990 gives civil rights protections to individuals with disabilities similar to those provided to individuals on the basis of race, color, sex, national origin, age, and religion. It guarantees equal opportunity in:

- Employment
- State and local government activities
- Transportation
- Public accommodations (restaurants, hotels, stores, movie theaters, etc)
- Telecommunications

**People who are deaf cannot hear any sounds
at all.**



FALSE

A person who is deaf may not hear any sound at all or may have limited "hearing" that can make communication difficult. Hearing impairments range in degrees from mild, moderate, severe to profound.



Source: Handbook of Clinical Audiology (Katz et al, 2001)

Hearing Impairment

- We use the term "deaf" or "profound hearing loss" to refer to hearing loss exceeding 90 decibels, meaning the individual does not respond until the presented sound is **quite loud**.
- We use the term "hard of hearing" to refer to individuals with a mild, moderate or severe hearing loss. They may be able to hear some sounds depending on the severity of their hearing loss.
- Most individuals with hearing impairment have the ability to hear spoken language and communicate effectively when fitted appropriately with hearing aids and/or cochlear implant and with specialized education and therapy.

Additional information: www.auditoryoral.org www.agbell.org www.nad.org

All people who use wheelchairs cannot walk.

FALSE



- A wheelchair is a piece of medical equipment used to improve the mobility of persons with limited mobility. People who use wheelchairs have varying capabilities. Some people who use wheelchairs can walk with aid or for short distances. They use wheelchairs because they help them to conserve energy and to move about with greater efficiency.
- Some conditions that require use of a wheelchair are:
 - Heart conditions, respiratory conditions, arthritis, broken limbs, muscular dystrophy, cerebral palsy, and spinal cord injury.

Source: <http://www.wheelchairnet.org>





Famous People with Disabilities

- Franklin D. Roosevelt: Thirty-second President of the United States - Polio
- Chris Burke: Actor (best known for his role as Corky Thatcher on the ABC-TV series “Life Goes On”) - Down Syndrome
- Heather Whitestone: Former Miss America - Deaf
- James Earl Jones: Actor - Stutter
- Winston Churchill: British Prime Minister 1940-45 and 1951-55 - Dyslexic
- Stephen Hawking: Astrophysicist - ALS (Lou Gehrig's Disease)
- Bill Clinton: Forty-second President of the United States - Hearing Impairment
- Napoleon Bonaparte: French Emperor - Epilepsy
- Montel Williams: Talk show host - Multiple Sclerosis





How accessible and universal design benefits everyone

Many of the architectural accomplishments brought by the ADA have helped make getting around easier for all Americans. For example, sidewalk curb cuts and ramps are used by parents pushing strollers, workers delivering packages, and travelers pulling suitcases.

Another example of how designing for people with disabilities benefits everyone is OXO International's "Good Grips" line of thick grip kitchen utensils, which was introduced in 1990 for people who were limited by arthritis. The OXO Good Grips line has been recognized by several national and international organizations for superior design and today is regarded as one of the icons of Universal Design.

Source: <http://www.aahd.us/newsletterfinal/CurrentIssue/adaAtWork1.htm>,
http://www.oxo.com/about_roots.php,



Conclusion



- We've come a long way since 1990 when the ADA was passed, but acceptance of people with disabilities still has a long way to go. The goal is for complete inclusion and accessibility for everyone, regardless of their disabilities.
- On July 26, 2005 the American Association of People with Disabilities hosted "The Americans with Disabilities Act 1990-2005: 15 Years of Making a Difference," in Washington, DC. There they developed an ADA Solidarity Statement and over 700 organizations pledged their support to:
 - **“... build on the progress of the last 15 years and join together to promote the full participation and self-determination of the more than 50 million U.S. children and adults with disabilities. We believe that disability is a natural part of the human experience that in no way should limit the right of all people to make choices, pursue meaningful careers, live independently, and participate fully in all aspects of society. We encourage every American to join us in this cause, so that our country may continue on the path that leads to liberty and justice for all.”**

Source: <http://www.aahd.us/newsletterfinal/CurrentIssue/adaAtWork1.htm>;
<http://www.aapd.com>

Want more information?

Call the Mayor's Office for People with
Disabilities (MOPD)

212-788-2830

TTY 212-788-2838

Or visit: www.nyc.gov/html/mopd

Call Brooklyn Borough President Marty
Markowitz's office at 718-802-3700

Or visit: www.brooklyn-usa.org