



UAW-FORD DIVERSITY DIGEST
JULY 2024

NATIONAL DISABILITY INDEPENDENCE DAY JULY 26



National Disability Independence Day observed on July 26, commemorates the signing of the Americans with Disabilities Act (ADA) in 1990. This civil rights law has been a life-changing act for many people. It ensures equal rights and opportunities for individuals with disabilities, and promotes full participation in society, independent living, and economic self-sufficiency. The ADA covers various areas of public life, including public accommodation, employment, transportation, and state and local government services.

For over 61 million disabled Americans, the ADA is more than just a law; it is the key to **equality, opportunity, and independence**.¹ ADA has not only had a significant impact in the United States but has also inspired disability civil rights laws in 181 countries worldwide.²

Celebrate National Disability Independence Day by, acknowledging the progress made in empowering individuals with disabilities, while also recognizing that work that still needs to be done.

4 FACTS ABOUT DISABILITY YOU MAY NOT KNOW

- ★ India is the world's blind capital. India has the world's largest population of people with visual impairment.
- ★ Disability correlates with unemployment. According to W.H.O., employment rates are lower in disabled men than in non-disabled men.
- ★ 19% of people have a disability. One in five people in the U.S., or 49.7 million people, have some kind of disability.
- ★ Many disabled people are not assisted. In the U.S., 70% of people with disabilities rely on friends and family to assist them with daily activities, and 40% of them do not have any aid.³

For information on the colors of the ADA flag, please visit this site- <https://adaanniversary.org/themes/july/>

¹ <https://nationaltoday.com/national-disability-independence-day/>

² <https://adaanniversary.org/themes/july/>

³ <https://www.eeoc.gov/fact-sheet/facts-about-americans-disabilities-act>