ADA Audio Conference Series
January 17, 2017

This session is scheduled to begin at 2:00pm Eastern Time

Real-Time Captioning and the PowerPoint Presentation are available through the Webinar Platform. Audio Connection is available through the webinar platform/telephone/Mobile App.

Listening to the Session

The audio for today's webinar is being broadcast through your computer or via telephone for those that registered for that option. If using your computer, please make sure your speakers are turned on or your headphones are plugged in.

- You can control the audio broadcast via the Audio & Video panel. You can adjust the sound by "sliding" the sound bar left or right.
- If you are having sound quality problems check your audio controls by going through the Audio Wizard which is accessed by selecting the microphone icon on the Audio & Video panel.

Listening to the Session, continued

MOBILE Users (iPhone, iPad, or Android device (including Kindle Fire HD))

Individuals may listen** to the session using the Blackboard Collaborate Mobile App (Available Free from the Apple Store, Google Play or Amazon)

**Closed Captioning is not visible via the Mobile App and there is limited accessibility for screen reader/Voiceover users.
Captioning

- Real-time captioning is provided during this session via the webinar platform.
- The caption screen can be accessed by choosing the icon in the Audio & Video panel.
- Once selected you will have the option to resize the captioning window, change the font size and save the transcript.

Submitting Questions

- If you are listening by phone you will be instructed by the Operator on how to ask a question.
- You may type and submit questions in the Chat Area Text Box or press Control-M and enter text in the chat area. This will not be seen by the presenters. If you submit text it is sent to the moderators of the presenters.
- If you are connected to a mobile device you may submit questions in the chat area within the App.
- Questions may also be emailed to webinars@adaaudio.org

Please note: The webinar recording involved can be accessed on the ADA Audio Conference Series website at www.adaaudio.org within 24 hours after the conclusion of the session. The edited written transcript will be posted at this same site within 7 business days following the conclusion of the session.

Customize Your View

- Resize the Whiteboard where the Presentation slides are shown to make it smaller or larger by choosing from the drop down menu located above and to the left of the whiteboard. The default is “fit page”
Customize Your View

- Resize/Reposition the Chat, Participant and Audio & Video panels by "detaching" and using your mouse to reposition or "stretch/shrink". Each panel may be detached using the icon in the upper right corner of each panel.

Adjusting Preferences

- To turn off notifications (audible/visual) (PC Users):
  - Open the tool bar at the top of your screen
  - From the drop down menu select "Notifications"
  - Scroll down to "Audible Notifications" and select "No" to turn off audible notifications
  - Select "Visual Notifications" and select "No" to turn off visual notifications

- For Screen Reader User - Set preferences through the setting options within the Activity Window (Ctrl+Slash opens the activity setting window)

- MAC users
  - Identify "Blackboard" option in upper left corner
  - Preferences will be one of the options available

Technical Assistance

- If you experience any technical difficulties during today's session:
  1. In webinar platform: Send a private chat message to the host by double clicking "Great Lakes ADA" in the participant list. A tab titled "Great Lakes ADA" will appear in the chat panel. Type your comment in the text box and "enter" (Keyboard - F6, Arrow up or down to locate "Great Lakes ADA" and select to send a message);
  2. By Email webinars@ada-audio.org; or
  3. Call 877-232-1990 (V/TTY)
Understanding Disability & Entrepreneurship

Great Lakes ADA Center Webinar, January 17th, 2017

Sarah Parker Harris, Co-PI
Dept. of Disability & Human Development

Maja Remko, Co-PI
Dept. of Managerial Studies

Kate Caldwell, Postdoctoral Researcher
Dept. of Disability & Human Development
UNIVERSITY OF ILLINOIS AT CHICAGO

Employment & Disability

Employment Rate
people with disabilities compared to people without disabilities
- Nationally: 34% vs. 74%
- Illinois: 35% vs. 75%

Why so low?
- Policy barriers, poverty, discrimination

What is being done?
- Shifts in policy and practices
- Cost-effectiveness

WHY ENTREPRENEURSHIP?

What is the Problem?
- Unemployment and underemployment of people with disabilities
- Due to barriers and discrimination in employment
- Cycle of poverty

Why is it Gaining Interest?
- Among policymakers...
- Shift in policy
- Among service providers & community organizations...
- Cost-effectiveness
- Customized employment
- Among people with disabilities & their families...
- Push/pull motivations
What (exactly) is Entrepreneurship?

- SELF-EMPLOYMENT is a customized employment strategy meant to employ an individual through the creation of a business with the goal of achieving financial self-sufficiency.
- ENTREPRENEURSHIP is the creation of a business that is both profit and growth-oriented, meaning that it is intended to employ others as well as having a customized employment strategy with the goal of financial self-sufficiency.
- SOCIAL ENTREPRENEURSHIP is the creation of a business that has not only a profit-generating mission but also a social mission that is central to the business itself. Many social entrepreneurs start businesses because of their personal experience with disadvantage or unmet needs that they see in their community.

As an employment strategy:
- It is one possible employment strategy to be considered among others.
- Not everyone is going to want to be or should be an entrepreneur.
- Those who do should have equal opportunity and access to information & resources.

As an anti-poverty strategy:
- Employment strategy
- Purpose: Business creation, Customized employment, Financial self-sufficiency
- Denomination of returns: Monetary profit

<table>
<thead>
<tr>
<th>EMPLOYMENT STRATEGY</th>
<th>PURPOSE</th>
<th>DENOMINATION OF RETURNS</th>
</tr>
</thead>
<tbody>
<tr>
<td>Self-Employment</td>
<td>Business creation, Customized employment, Financial self-sufficiency</td>
<td>Monetary profit</td>
</tr>
<tr>
<td>Commercial Entrepreneurs</td>
<td>Business creation, Job creation, Customized employment, Financial self-sufficiency</td>
<td>Monetary profit, Innovation, Growth</td>
</tr>
<tr>
<td>Social Entrepreneurs</td>
<td>Social mission, Business creation, Job creation, Customized employment, Financial self-sufficiency</td>
<td>Monetary profit, Innovation, Growth, Social profit</td>
</tr>
</tbody>
</table>

Participation Through Innovation (PTI)

2010-2014: Pilot research grant funded by University of Illinois at Chicago.

Goal: to understand how people with disabilities recognize business opportunities, the incentives/disincentives to start-up and succeed, current resources/supports and gaps.

Project Outcomes:
1. Literature/policy review on disability and entrepreneurship.
2. Community Resource Assessment of services, supports, resources.
4. Qualitative Study: interviews with disability and business stakeholders (n=27); focus groups with social entrepreneurs with disabilities (n=19); dyads interviews with social entrepreneurs with intellectual disabilities and key support persons (n=16 dyads).
### Key Barriers to Disability-Entrepreneurship

1. Lack of centrally reported data.
2. Financial and economic barriers.
3. Attitudinal barriers.
4. Traditional-expectations barrier.
5. Low-readiness barrier.
   - Education, training, technical assistance.
   - Business development.
   - Individual characteristics.
   - Programmatic barriers.
   - Public services and assistance.
   - Technological barriers.
7. Social support barriers.

I walk into a traditional lender and they see I’m making around $13,000 per year in disability [social security, SSDI] income and they’re like, ‘Oh, you don’t have enough. That’s not enough to buy a house. I feel like people with disabilities launch business entities.

I didn’t really have any mentors with disabilities. It would definitely help because it’s a different ballpark [having a disability and running a business]. People without disabilities don’t have to consider what I do additionally, such as pay for personal assistants and that kind of thing.

### Chicagoland Entrepreneurship Education for People with Disabilities (CEED) Project Overview

- Two year project (Jan 2015-Dec 2016) funded by Coleman Foundation
- Goals: to bridge entrepreneurship and disability, develop/enhance skills of service providers, build collaboration, prepare entrepreneurs.

**Project Outcomes:**
1. Create community resource guide for entrepreneurs.
2. Collect national success stories of entrepreneurs.
3. Provide training and education for:
   - Staff in Disability Community Agencies and Small Business Development Centers.
   - People with disabilities (and support persons).

### CEED Project

- Addressing the central barrier in access to entrepreneurial education and training opportunities for people with disabilities as well as providers who are working with them.
Entrepreneurship & Disability Employment Policy

- UN Convention on the Rights of Persons with Disabilities (CRPD), Article 27 on Work and Employment:
  1. Promote opportunities for self-employment, entrepreneurship, the development of cooperatives and starting one’s own business

- Workforce Investment Act, 1998
  - Established one-stop employment centers including the provision of entrepreneurship training

- Reauthorization of the Workforce Innovation and Opportunity Act (WIOA), 2014

- Employment First Policy
  - At the Federal & State level

Programs Offering Entrepreneurship Training & Support

<table>
<thead>
<tr>
<th>PROGRAM CATEGORY</th>
<th>&gt;50%</th>
<th>&lt;50%</th>
<th>Extent Unknown</th>
<th>% of Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Service members, veterans, and/or their families</td>
<td>2</td>
<td>1</td>
<td>6</td>
<td>9</td>
</tr>
<tr>
<td>Students, transition age youth, and/or young adults</td>
<td>-</td>
<td>-</td>
<td>2</td>
<td>45</td>
</tr>
<tr>
<td>Serve all people with disabilities</td>
<td>2</td>
<td>1</td>
<td>4</td>
<td>8</td>
</tr>
<tr>
<td>Programs that focus eligibility to other populations</td>
<td>1</td>
<td>2</td>
<td>4</td>
<td>14</td>
</tr>
<tr>
<td>Services</td>
<td>3</td>
<td>4</td>
<td>10</td>
<td>22</td>
</tr>
<tr>
<td>Subtotal</td>
<td>3</td>
<td>6</td>
<td>13</td>
<td>29</td>
</tr>
<tr>
<td>Total as % of total (N=45)</td>
<td>20%</td>
<td>13%</td>
<td>29%</td>
<td>49%</td>
</tr>
</tbody>
</table>

Data compiled from GAO Report on Employment for People with Disabilities, June 2012
1. Service provided to more than 50 percent of program participants.
2. Service provided to less than 50 percent of program participants.
3. Service provided, but extent unknown.

National Task Force Recommendations on Disability-Entrepreneurship

“This report was developed in cooperation with the State Exchange on Employment & Disability (SEED), a collaborative effort through the U.S. Department of Labor’s Office of Disability Employment Policy with state intermediary organizations, including the National Conference of State Legislatures (NCSL), the Council of State Governments (CSG), and the Women in Government (WIG), to help state legislators effectively address policy barriers that may hinder the employment of people with disabilities. Through these partnerships, the SEED collaborative is dedicated to ensuring that state policymakers have the tools and resources they need to develop and disseminate meaningful policies related to disability-inclusive workforce development.”
Combining Disability & Business Resources

- Small Business Administration (SBA) & SCORE
- Minority & Women Owned Business Enterprise (M/WBE) or LGBT Owned Business Enterprise Programs
- Disability Owned Business Enterprise Programs?
- Mayor’s Office for People with Disabilities (MOPD)
- Business Enterprise Owned by People with Disabilities (BEPs)
- US Business Leadership Network (USBLN)
- Disability Owned Business Enterprises (DOBE)
- Chicago Business Leadership Network (CBLN)
- Small Business Development Centers (SBDC)
- Vocational Rehabilitation & Personal Assistance Services
- Supplemental Needs Trusts & ABLE Accounts

Resources

CEED Resource Page: www.CEEDproject.org/resources.html


Website: www.CEEDproject.org
Email: CEED@uic.edu

Search for: "Entrepreneurs with Disabilities - UIC"

Questions?

Telephone: Follow the instructions given by the Operator
Webinar Platform: You may type and submit questions in the Chat Area Text Box or press Control-M and enter text in the Chat Area
Email: webinars@ada-audio.org
Thank you for participating in today’s ADA-Audio Conference Session

The next scheduled session is:

“Employer Practices to Improve Employment Outcomes: Considerations across the Employment Process”

February 21, 2017

Register at: www.ada-audio.org or call 877-232-1990 V/TTY