**Self-Identification of Disability**
**NASA 2018 Resurvey Campaign**

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**Increasing NASA Federal Employment of Individuals with Disability...**

- *All agencies are meeting the challenge to RISE above the federal disabilities workforce goal*
- *The OPM recently updated Standard Form 256 to better reflect current disability language*

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**Disability Statistics**

- **13%**
  - How Common Are Disabilities?
  - Total civilian noninstitutionalized population with a disability in the U.S.

- **14%**
  - Federal Government-wide
  - Permanent employees with disabilities including 30%+ disabled veterans

- **10%**
  - NASA Agency total
  - NASA's rate of IWD overall is below the federal disabilities workforce goal

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**Americans Working with a Disability**

- Ages 18 to 64 by type of disability

- Hearing: 56%
- Vision: 49%
- Cognitive: 33%
- Ambulatory: 29%
- Independent living: 21%
- Self-care: 18%

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**What are Targeted Disabilities?**

- **02 - Developmental disability**
- **03 - Traumatic brain injury**
- **19 - Deafness**
- **20 - Blindness**
- **31 - Missing extremities**
- **40 - Mobility impairment**
- **60 - Paralysis**
- **82 - Epilepsy**
- **90 - Intellectual disability**
- **91 - Psychiatric disability**
- **92 - Dwarfism**
- **93 - Disfigurement**

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**Center Workforce Comparison**

- All Disabilities

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**Why is it important?**

- It is used by Employee Resource Groups and Disability Program Managers to identify constituency populations (anonymously) and focus attention on recognizing and eliminating barriers to employment and career development.
- It helps ensure that NASA can measure success in supporting the President’s Executive Orders related to increasing Federal employment of individuals with disabilities and promoting diversity and inclusion in the workforce.

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*Some people have more than one disability*

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...NASA federal employees are encouraged to update* their disability/serious health condition status in Employee Express...

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*Updating is voluntary and data is protected by the Privacy Act of 1974.*