Self-Identification of Disability
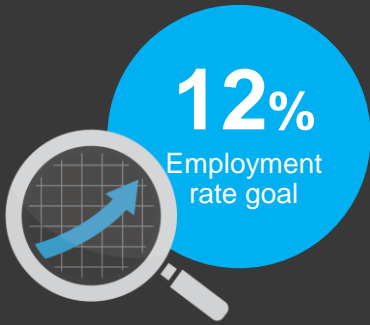## NASA 2018 Resurvey Campaign
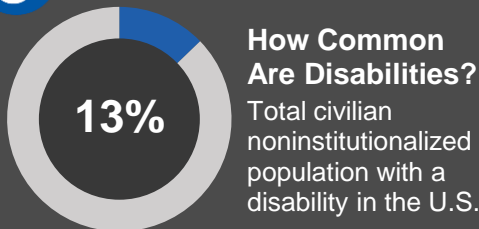
National Aeronautics and
Space Administration

NASA

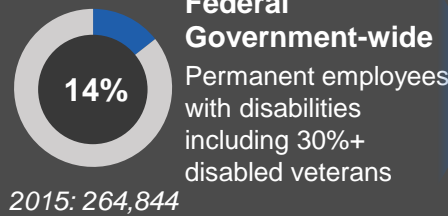**12%**
Employment rate goal

Increasing NASA Federal Employment of Individuals with Disability...

➤ **All agencies** are meeting the challenge to RISE above the federal disabilities workforce goal

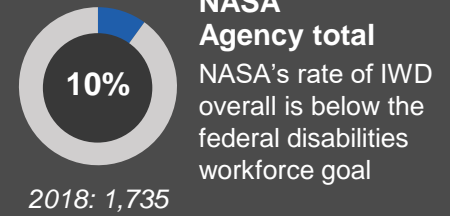➤ The OPM recently updated Standard Form 256 to better reflect current disability language
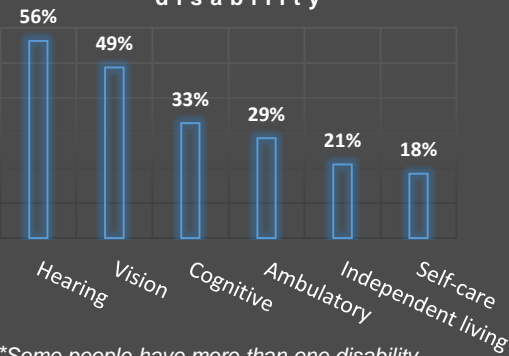
Disability Statistics

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

Census 2016: 40.7 million

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

2015: 264,844

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

2018: 1,735

Americans Working with a Disability
Ages 18 to 64 by type of disability*

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

Some people have more than one disability

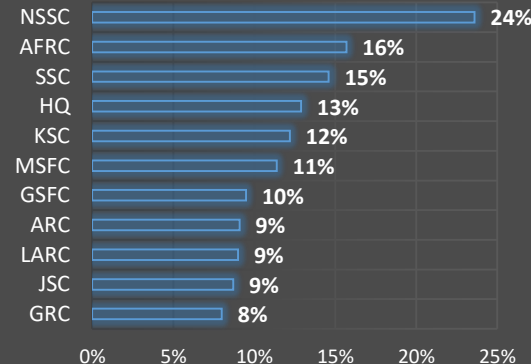## What are Targeted Disabilities?
Code Definitions

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

Center Workforce Comparison
All Disabilities

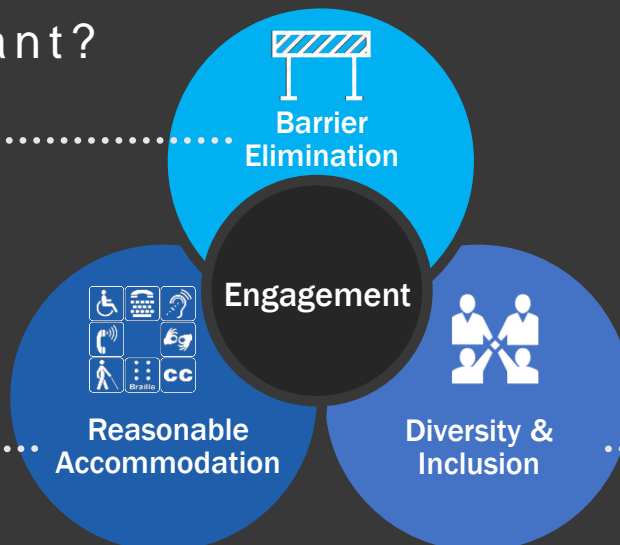| Center	Percentage
NSSC	24%
AFRC	16%
SSC	15%
HQ	13%
KSC	12%
MSFC	11%
GSFC	10%
ARC	9%
LARC	9%
JSC	9%
GRC	8%

(0% – 25% scale)

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

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 drives resource requirements and NASA policy in responding to the needs of individuals with disabilities regarding reasonable accommodations

Barrier Elimination

Engagement

Reasonable Accommodation

Diversity & Inclusion

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

www.employeeexpress.gov

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