

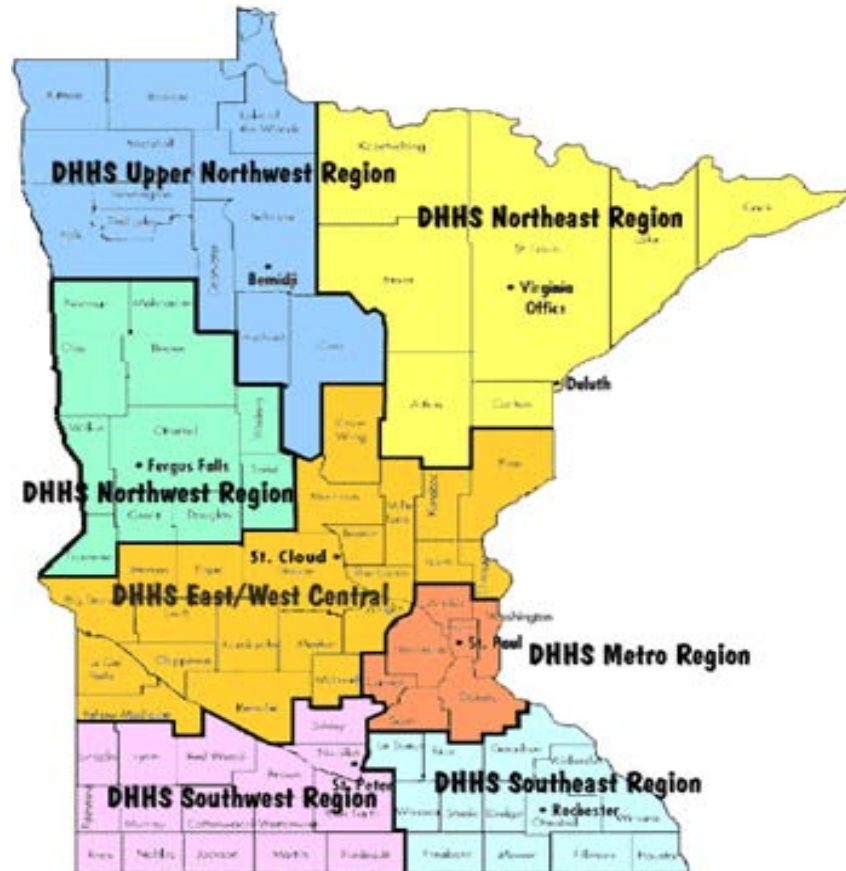
The Commission of Deaf, DeafBlind and Hard of Hearing Minnesotans

“the principal agency of the state to advocate on behalf of deaf, deafblind, and hard of hearing Minnesotans by working to ensure those persons have equal access to the services, programs, and opportunities available to others.” [MS256C]

History and Composition

- Founded in 1985
- Created by Members of the Deaf, Hard of Hearing and DeafBlind Communities.
- 15 Governor appointed commission members – 8 regional advisory members selected by advisory councils and seven at large.

Regional Representation of Eight Advisory Councils



MCDHH Duties

- ADVOCATE for equal access to services, programs, and opportunities.
- ADVISE the governor, the legislature, state agencies on the development of policies, programs, and services affecting deaf, deafblind, and hard-of-hearing persons, and on the use of appropriate federal and state money.
- PROVIDE the governor, the legislature, and state agencies with proposed legislation affecting deaf, deafblind, and hard-of-hearing persons and legislation designed to improve the economic and social conditions of deaf, deafblind, and hard-of-hearing persons in Minnesota.
- COORDINATE its efforts with other state and local agencies serving deaf, deafblind, and hard-of-hearing persons.

Number of people who have a disability

- **54 million**
- They represent 19 percent of population.
- 5 percent of children 5 to 17 have disabilities.
- 10 percent of people 18 to 64 have disabilities.
- 38 percent of adults 65 and older have disabilities.
- Source: 2008 American Community Survey <<http://factfinder.census.gov>>

Demographics

- 12.4% Percentage of females with a disability,
- 11.7 percent of males.
- Source: 2008 American Community Survey <<http://factfinder.census.gov>>

Hearing loss

- 10% of population
- General population: 5,167,101
<http://factfinder.census.gov>
- Some hearing loss: 516,710 Deaf:
70,623 (13.6% of those who have some hearing loss)
- Hard of Hearing: 446,437 (86.4% of those who have some hearing loss)

Disparities in Employment with People with Disabilities

- 22% of people with disabilities are employed (US Department of Labor)- no change since the ADA passed 20 years ago.
- Employment in state government for people with disabilities has gone down significantly in the past 8 years.

Examples

- Cody Duncan
- School bus drivers
- Ray- meat inspector
- <http://www.independent.co.uk/news/uk/politics/diplomat-denied-foreign-post-due-to-her-deafness-2078434.html> Jane Cordell

Don't be overwhelmed

- Start somewhere
- Set SMART goals- Specific Measurable Attainable, Realistic Timely
- What are the stats now, make the change and see if it makes a difference.

What have we done?

- The Minnesota Employment Center which prepares deaf and hard of hearing people for the workforce, finds them jobs, and provides ongoing supports.
- Waiver for commercial vehicle drivers amended so that deaf people can drive commercial trucks within the state.
- Creation of a specialist within the Division of Rehabilitation Services to address the needs of deaf and hard of hearing consumers.
- Funds for VECTOR program to cover interpreter costs for transition aged students.- Consolidated Access Fund.
- Usability and Accessibility Law- all websites accessible

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What are we doing?

- Governor's Council on Developmental Disabilities <http://www.mnddc.org/asd-employment/index.html>
- Minnesota Employment Center for Deaf and Hard of Hearing <http://www.mnemploymentcenter.org/>
- Governor's Workforce Development Council Recommendations

What will we do?

- Consolidated Access Fund
- Minnesota Administrative Rules 3905.0600 REQUIREMENTS FOR GOALS AND TIMETABLES- asking the Governor to adopt it

Affirmative Action Goals

- Goals and timelines for affirmative action
- Agency heads determine underutilization using workforce data of protected groups
- Types of jobs in agency, number of employees in job classes, geographic location.
- Numeric goals and timetables

GWFC
