



# NCR Diversity, Equity and Inclusion

Cultural Observances, Awareness Information and Events

## NATIONAL DISABILITY EMPLOYMENT AWARENESS MONTH

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### Did You Know?

#### What is Disability?

Wikipedia defines disability as the experience of any condition that makes it more difficult for a person to do certain activities or have equitable access within a given society. Disabilities may be cognitive, developmental, intellectual, mental, physical, sensory or a combination of multiple factors. Disabilities can be present from birth or can be acquired during a person's lifetime. A disability may be readily visible, or invisible in nature.

American with Disabilities Act (ADA) signed into laws on July 26, 1990 offers protection against discrimination and harassment based on a person's real or perceived disability, and is similar to the Civil Rights Act of 1964.

Disabilities protected under ADA include physical, mental, psychological, and developmental disorders of varying severities. Disabilities can range from epilepsy to attention deficit hyperactivity disorder (ADHD) and many others, are shielded from unfair treatment under ADA.

Civil Air Patrol is bound, by law and principle, to ensure all members are able to participate in CAP missions and programming, even if they have a disability. CAP's Constitution explicitly states that discrimination on basis of disability is prohibited. CAPP 1-10 outlines how CAP works actively to accommodate members with disabilities, in line with CAP's dedication to equitable treatment of all.

We will continue to strive for a more diverse, equitable and inclusive organization.

Lt Col Bonnie Braun  
NCR Diversity Officer

### Recruiting Volunteers with Disabilities

Should disabled people be given the same opportunities as non-disabled people? Disabled people are less likely to volunteer; therefore, it's up to the squadron to help them realize their potential just like we do for the rest of us. Everyone has a wealth of knowledge, skills and experience they can bring to the table. We have to make a space for them.

As you recruit and engage prospective volunteers with disabilities, presume that they can effectively participate in volunteer activities. Plan with the volunteer with disabilities about ways the volunteer will contribute to the program. This will include tasks they will participate in, how they will be trained to do the task, and who may act as their mentor to help them as they learn the ropes and make friends in the unit. This may also include how volunteer with disabilities will get to and from meetings and activities. If there are challenges for the volunteer with disabilities, ask them what will work to overcome the challenge. Brainstorm solutions with the volunteer with disabilities and other members of the team.

#### **We're All Different** (from Verbal Dyspraxia Awareness)

The boy in the class who finds it difficult to talk,  
The girl in the chair who struggles to walk,  
The child from a different country or of different race,  
The girl on the playground with a scar on her face,  
The child who walks with a bit of a limp,  
The boy on his own who the bullies call "wimp"  
The girl at her desk who can't read or write,  
The child with a white stick, who has no sight,  
The boy who lives in silence 'cos he can't hear.  
The child who looks scared, always living in fear.  
These are people just like you and me,  
No two people are the same, we're all different you see.  
Take time to get to know them and you will find,  
They're amazing, bright and incredibly kind.  
So talk to them and let a friendship grow,  
They could end up being the coolest person you know.

@Mikey's Wish