



A Case for Access and Inclusion

Dismantling Bias & Barriers

Everyday barriers and bias exist in our communities, schools, and our places of work. Disabled individuals encounter physical, social, attitudinal, policy and communications- related barriers daily. All people have a responsibility to identify barriers to inclusion and participate in creating a more open-minded and welcoming society. The Dot Experience aims to do just that.

More than you Think

Approximately **27%** of the nation's population or roughly **89 million** – and nearly **650 million globally** – are living with disability. (Centers for Disease Control, 2022)

Of the over **7 million Americans** who have vision loss, nearly **650,000** of them are **under the age of 17** and **55,711** of them are students served in classrooms across the country by American Printing House through the Federal Quota program. (CDC and APH Federal Quota 2022)

Inequities are Real

Individuals with disabilities are twice as likely to drop out of High School, less likely to have a college degree, less likely to be employed and likely to make an average of **\$6,000 less than** non-disabled colleagues. (National Institute on Disability, 2023)

The unemployment rate for individuals with disabilities is **TWICE** that of individuals without disabilities, with **7.1%** disabled individuals in the US unemployed but actively looking for work. And yet, there are thousands of job openings across the country and companies struggle to fill essential positions. (Cornell University)





Inclusion in the workplace drives performance

Disabled individuals in the workplace increase retention by **90%** and productivity by **72%**, yet employers are still slow to embrace disability and access into their diversity talent strategy. Those companies leading in inclusion efforts find increases in revenue, net income and even qualitative gains such as a culture of creative problem solving, innovation, employee engagement and retention.

(U.S. Department of Labor; Accenture & Disability: In 2023)

Braille is key to success

There is a braille literacy crisis according to the National Federation of the Blind. Only **12%** of legally blind individuals can read braille and less than **9%** of K-12 students use braille as their primary reading medium. Increasing braille education must be a priority to ensure equality for all.

Early braille learning is linked to wellbeing, self-esteem, academic success, and higher employment rates. Blind and low vision individuals who can read braille have higher employment rates of **56%** versus **23%**.

(Journal of Blindness Innovation and Research)



Museums and Social Inclusion

Museums are trying. But MuseumNext reported in 2022 that “researchers in the United States, United Kingdom and Israel found empirical evidence that museums in general lag behind other social institutions in regard to accommodating people living with disabilities such as wheelchair users, the visually challenged, and hearing-impaired people.” Despite this reality, museums are places of reckoning. They have everything to do with social and emotional connection which makes them the perfect platform for breaking barriers and setting new standards for understanding, communication and belonging. **Our work is needed.**



Get Involved

Investing in The Dot Experience raises the voices and highlights the lived experiences of the blind and low vision community, providing a platform to expand equality and opportunity for all people. Help us share these stories and change the lives of people with and without disabilities around the globe. Together, we can make our companies, communities, and the world stronger.

Learn more about getting involved in The Dot Experience by contacting

VP of Advancement and The Dot Experience, Jo Haas at jhaas@aph.org or 502-515-9136.

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