

The Olmstead Commission's goal is to move North Dakota towards greater integration and inclusion for individuals with disabilities.



The Olmstead Commission is now on Instagram! We're excited to expand our reach and continue promoting inclusion for individuals with disabilities.

### NEXT OLMSTEAD MEETING:

Wednesday, November 12<sup>th</sup>  
1-3pm at Job Service ND  
1601 Century Ave.  
in Bismarck

Discussion Topics:  
Goal #7- Employment  
Goal #4- Housing

## OCTOBER IS NATIONAL DISABILITY EMPLOYMENT AWARENESS MONTH



70% of Americans with disabilities want to work

But, only 22% of Americans are employed

*Source: U.S. Department of Labor*

Employers must implement inclusive hiring policies, provide reasonable accommodations, and foster supportive environments to bridge this employment gap.

### Did you know??

Workers with disabilities can be paid less than minimum wage under Section 14(c) of the Fair Labor Standards Act. This happens right here in North Dakota, often in sheltered workshops where people with disabilities do repetitive tasks for very low pay. We believe it's time to move toward competitive integrated employment which promotes fair pay, greater inclusion, and meaningful opportunities for individuals with disabilities to work alongside others in their communities.

### The benefits cliff is a real barrier to employment.

The benefits cliff happens when a person begins earning slightly more income, only to lose access to critical support programs, like healthcare, housing, or food benefits. As a result, they may end up financially worse off despite earning more. This is a challenge that many individuals with disabilities face.

Workers with Disabilities (WWD) Medicaid allows individuals with disabilities to work and maintain health care coverage.

### Explore disability agencies offering employment resources and support statewide:

1. [ND Center for Persons with Disabilities](#)
2. [The Arc of North Dakota](#)
3. [Protection & Advocacy Project](#)
4. [ND Division of Vocational Rehabilitation](#)
5. [ND Assistive](#)
6. [Disability Solutions](#)
7. [Job Service ND](#)
8. [American Dream Employment Network](#)
9. [ND Navigator Program](#)
10. [Disabled American Veterans \(DAV\)](#)

The Olmstead Commission has recently focused on employment, featuring presentations on Customized Employment by Lori Garnes from the North Dakota Center for Persons with Disabilities and Cheryl Anderson from Vocational Rehabilitation, along with an overview of Workers with Disabilities (WWD) Medicaid by Amy Bergan from Rehab Services Inc. Our November meeting will include another presentation on WWD Medicaid from Health and Human Services. Hope to see you there!

### OPPORTUNITIES FOR ENGAGEMENT:

- ND Department of Justice Settlement Agreement Stakeholder Meeting**  
October 7<sup>th</sup> at 10am | [More Information](#)
- ND Interagency Coordinating Council**  
October 9<sup>th</sup> | [More Information](#)
- Cross Disability Advisory Council**  
October 16<sup>th</sup> at 12pm | [Join Here](#)
- ND State Rehabilitation Council**  
October 21<sup>st</sup> at 1pm | [More Information](#)
- ND Children's Cabinet**  
October 21<sup>st</sup> at 4pm | [More Information](#)

### OPPORTUNITIES FOR LEARNING:

- Building Hope: How Protective Factors Help Prevent Suicide**  
October 2<sup>nd</sup> at 12pm | [Join Here](#)
- Understanding Non-Suicidal Self-Injury: What it is and How to Help**  
October 16<sup>th</sup> at 12pm | [Join Here](#)
- Education Advocacy Consortium Training on Early Childhood Special Education**  
October 21<sup>st</sup> from 7-8pm | [Register Here](#)
- Behavioral Health & Children and Family Services Conference**  
October 20-23<sup>rd</sup> | [Register Here](#)

### LET'S STAY CONNECTED!

Sign up to receive Olmstead news and updates. Visit our website and social media for more information and resources.



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