



2017

ANNUAL REPORT

World Institute on Disability | 3075 Adeline St., Suite 155, Berkeley CA

# Introduction

Welcome to the 2017 Annual Report of the World Institute on Disability (WID).

The mission of the World Institute on Disability (WID) in communities and nations worldwide is to eliminate barriers to full social integration and increase employment, economic security, and health care for persons with disabilities. WID creates innovative programs and tools; conducts research, public education, training and advocacy campaigns; and provides technical assistance. An internationally recognized public policy center founded in 1983, WID's work focuses on issues that directly affect people's ability to live independently. A majority of the board of directors and staff are persons with disabilities.

Our 2017 Annual Report is a combination of narrative descriptions of our program initiatives. The report also includes financial information for the 2017 fiscal year. WID works through our board, staff, and community leaders to identify critical issues facing individuals with disabilities, to analyze existing policies and practices related to those issues, and to conduct research and field work to identify new and updated mechanisms to impact the well-being and economic inclusion of all individuals with disabilities.

We hope you find this report useful and informative as we share our work toward access and inclusion for all.

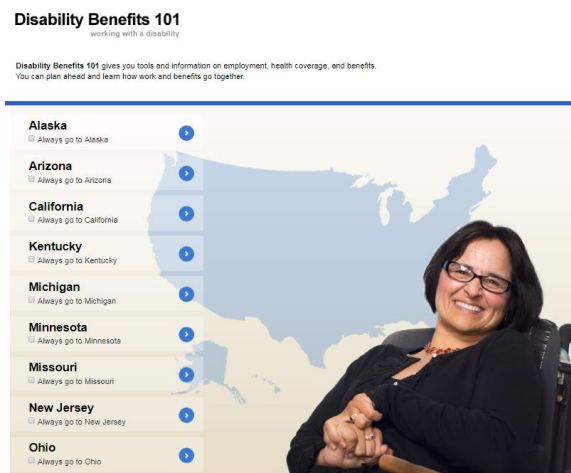
# WID E3 (Employment & Economic Empowerment)

*The employment participation rate for people with disabilities has remained at or below the first rate documented in 1971. Why? What's missing in disability employment programs and policies?*

WID E3 addresses these missing pieces with proven employment and economic empowerment solutions designed to prepare people with disabilities for competitive job searches and careers. WID E3 does not compete with existing disability employment programs as it's designed to both augment and improve them.

WID believes that in order to increase the overall labor force participation rate for people with disabilities, an alternative approach needs to be implemented to address the often-overlooked roadblocks to full inclusion and equity.

WID Employment and Economic Empowerment (or WID E3) is a new disability empowerment model and set of resources to more effectively support job-seekers with disabilities through effective policies and programs. The model is delivered through three empowerment offerings – Employment, Benefits, and Economic.



Pictured is WID's Disability Benefits 101 website home screen. | Photo by WID Staff

## [Employment Empowerment](#)

Access WID's evidence-based skills development curriculum and CareerACCESS Coaching and Individualized Career Plan, a powerhouse set of tools and approaches to integrate innovative and empowering employment opportunities.

## [Benefits Empowerment](#)

Discover state-specific disability benefits planning training and resources. Created by WID, the industry-leading benefits and work incentives training and web-based Disability Benefits 101 (DB101) are guides to demystify the Social Security benefits maze and empower individuals to make benefits work in their favor.

## [Economic Empowerment](#)

Learn new asset development and financial planning strategies via WID's *EQUITY: Asset Building Strategies for People with Disabilities, A Guide to Financial Empowerment* and WID's *Achieving a Better Life Experience (ABLE) Training*, tools to drive sustained economic advancement.

WID E3 is grounded in over three decades of leading disability employment, benefits, and economic inclusion policy and program work.



Pictured is a WID ABLA accounts training | Photo by WID Staff

# International Fellowships

In the spirit of Ed Roberts and our other founders, WID engages internationally with people who have disabilities to exchange best practices and support each other in advancing disability rights world-wide.

WID has had the incredible honor of working with some of the world's most innovative young leaders in the disability rights arena. Over the years, we have accepted fellows from both the [Young African Leadership Initiative](#) (specifically, the Mandela Washington Fellowship Civic Leadership Institute) and the [Community Solutions Program](#).

For many of these international fellows, this is their first time to the United States. We introduce them to disability-focused activities and services that are brand new to them; we tour them around our beautiful, universally designed building and introduce them to other tenants who also focus on disability rights. From [Goalball](#) and adaptive cycling to hiking and site seeing, WID involves our fellows in all the Bay Area has to offer to ensure that our fellows' limited time here is enjoyed to the fullest. It is a pleasure and delight to work with these young leaders.



Breaking bread together is vital in any community; pictured are WID 2015 & 2016 Fellows & Staff | Photo by WID

# Health Access

WID addresses health care disparities for people with disabilities by working to improve access to quality, culturally competent health care and services by conducting research, training health care professionals, and improving access to fitness, nutrition, and peer-support activities.

In 2016, the NEW DOOR (Nutrition, Education, Weight-management, Disability Obesity Options and Resources) program came to a close. However, WID is committed to keeping current the Disability Cookbook and Nutrition Guide; “[Disability Community FEAST](#)” which presents an extensive curriculum for individuals, service providers, family members and community leaders with a set of activities, handouts and ideas to educate people with disabilities about nutritional health. This involves developing knowledge at a basic level about diet, access to food resources, simple meal planning, shopping and cooking. Our website offers over fifty pages of recipes, guides for nutrition training and healthy eating support groups, and dozens of pages of tips for disability-friendly meal planning, food shopping and preparation, and catering and refreshments at disability community events. We developed and disseminated our resources in multiple approaches and venues. Additionally, we presented multiple papers, workshops and panel presentations in academic settings.

Our “Get Fit, Get Moving” fitness fairs, presented three times in June, over the life of this project, were huge successes! Collaborators WID, BORP (Bay Area Outreach and Recreation Program) and Axis Dance Company, along with over a dozen sport and recreation vendors, promoted a wide range of fitness, athletics and outdoor recreation programs to our local disability community at the Ed Roberts Campus. Over one hundred and fifty people participated in each event: people with disabilities of all ages, their families, service providers and advocates.

# Climate Change

WID staff members currently serve on the American Red Cross (ARC) National Diversity Advisory Council and have worked closely with ARC Disaster Response leaders. As a direct result, ARC included a disability education component in all California Disaster Institute trainings in 2017. WID is also involved in training with the Functional Assessment Service Team (FAST), which focuses on serving people with disabilities during California-specific disasters.

## New Earth Disability

As climate change moves forward, people with disabilities are arguably the single most vulnerable group worldwide; New Earth Disability (NED) addresses that threat. Started in late 2014, NED investigates how people with disabilities will experience all aspects of climate change, such as extreme weather events, food insecurity, and climate-related migration. The NED initiative also includes several recommendations for collective actions that will protect the disability community.

In 2017, New Earth Disability received increasing attention, raising the profile of climate change and disability issues. Alex Ghenis, project lead, presented at several events and was involved in proceedings for the National Climate Assessment and California State climate resilience efforts.

# Accessibility Consulting

Our accessible technology consulting and user testing practices have served both small start-up and Fortune 500 companies in the telecommunications, financial, and information development and technology arenas. With an experienced eye for accessible web access and mobile application access, WID is confident that our services will give any company a fresh perspective and will inspire unique paths to greater accessibility.

## Financial Empowerment

In 2017, the Access to Assets program completed a 2 year project to assist the consumer financial protection bureau to better serve people with disabilities. WID served as the primary subject matter expert in the research, development and writing of the Focus on People with Disabilities companion guide, the CFPB Your Money Your Goals Financial Empowerment tool kit. In addition to developing the content, tools and exercises of the guide, WID provided one-on-one technical assistance to over 30 disability serving organizations, conducted 5 national trainings and up to a dozen targeted informational webinars promoting this new tool.

## Accessibility User Testing

User testing refers to the evaluation of products and services by users from the general population or a targeted population with the goal of determining ease-of-use and user satisfaction. With these same aims, WID's user testing sessions focus specifically on accessibility for the disability community. In 2017, we focused on webpage and mobile phone usability, as well as Braille signage review and evaluation in order to provide information to corporations, developers, distributors, and users and to further inform WID's research on accessibility and usability of products.



## Conference Accessibility Initiative

In 2017, the Conference Accessibility Initiative (CAI) has made great in-roads to increase accessibility and disability inclusion at 8 national conferences and to include the disability community as equal partners and participants. This Initiative provided comprehensive support to 38 Disability Ambassadors across the 8 conferences, and more than 200 other participants interacted with the disability concierge desk to receive support or to express appreciation for the accessibility services. Over 10,000 individuals in total benefited from CAI's services across the 8 conferences.

Seeing captioning and other accessibility services for the first time really resonated with some conference attendees. They followed up after the conferences with emails and phone calls that directly led to WID providing accessibility enhancements to an additional 4 conferences in 2017. Through WID's social media alone, CAI received over 81K Twitter impressions and a Facebook reach of 39K in 2017.

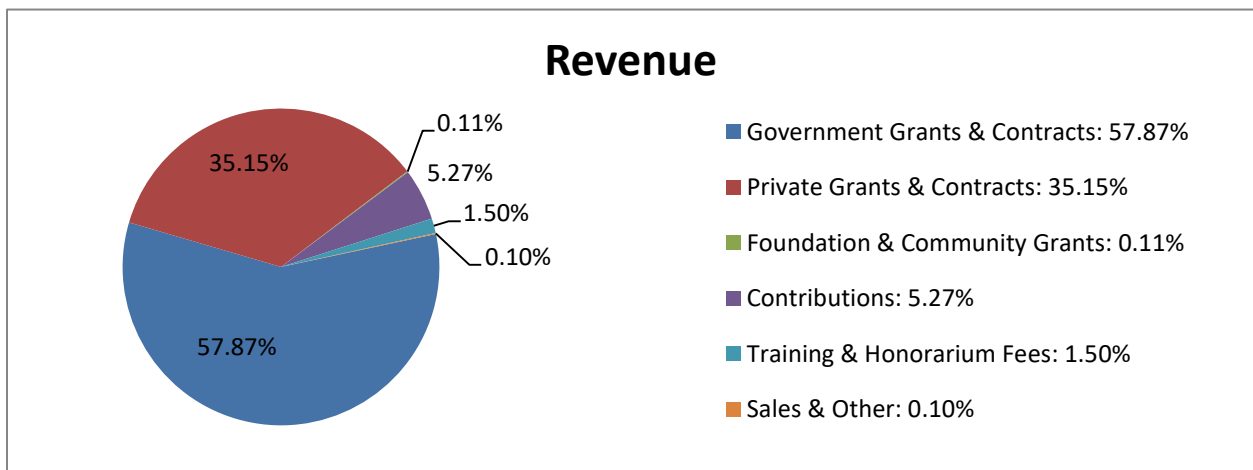


Pictured is WID's Team, sponsors, Ambassadors and Captioners at the Congressional Black Caucus | Photo by WID Staff

# 2017 WID Finances

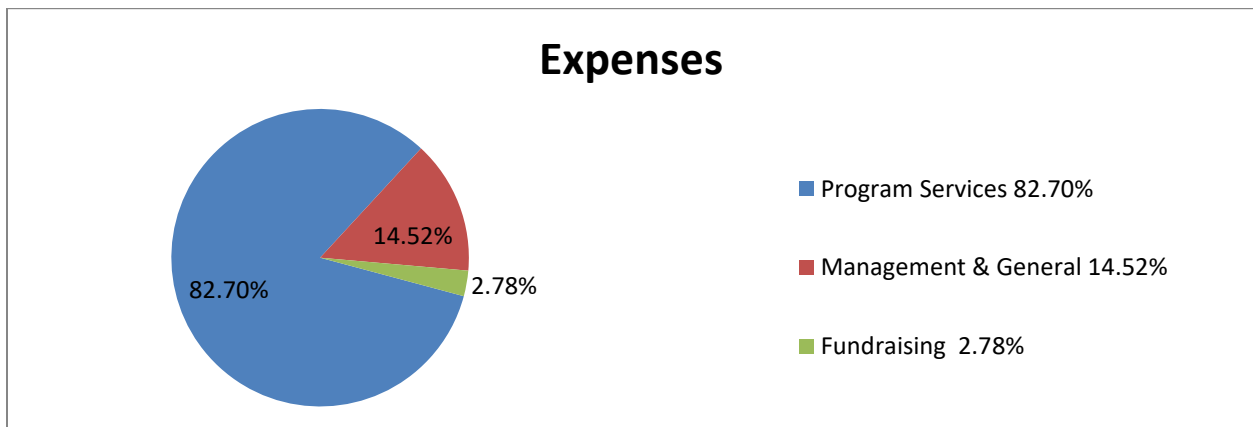
## Revenue

Government Grants & Contracts:	57.87%	\$1,466,293
Private Grants & Contracts:	35.15%	\$890,674
Foundation & Community Grants:	0.11%	\$2,831
Contributions:	5.27%	\$133,497
Training & Honorarium Fees:	1.50%	\$37,985
Sales & Other:	0.10%	\$2,639
<b>Total</b>		<b>\$2,533,919</b>



## Expenses

Program Services	82.70%	\$1,963,371
Management & General	14.52%	\$344,825
Fundraising	2.78%	\$65,950
<b>Total</b>		<b>\$2,374,146</b>



# 2017 WID Staff and Board

## Staff

Anita Aaron  
Cara Braskat  
Heather Duncan  
Tom Foley  
Alex Ghenis  
Loretta Herrington  
Paul Hippolitus  
Elizabeth Layman  
Nicholas Love  
Charity Peets  
Josephine Schallehn  
Kat Zigmont

## Board

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Heather Dowdy, Vice Chair  
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Eli Gelardin, Secretary  
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