**Careers and Business Relations News Brief**

**February 16, 2025**

National Employment Team (NET) Logo



CSAVR Careers and *Business Relations News Briefs* is a regular series covering The National Employment Team (NET) activities, business relations initiatives, media stories, business research initiatives, webinars, reports, conferences, and employment activities of interest to the membership.

**ANNOUNCEMENTS:**

**CSAVR offices will be closed on Monday, February 17th in recognition of President’s Day.**

Presidents’ Day symbolizes the collective contributions of all US presidents, yet the holiday’s roots remain in George Washington and, to a slightly lesser extent, Abraham Lincoln. Each year across the nation, historical sites and museums associated with American Presidents hold dedicated events and exhibitions.

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**HIGHLIGHTS**

1. [**National News**](#NATIONAL)
   1. CSAVR 2025 Spring Conference
   2. DREDF Action Alert: 17 States Sue to Remove 504
2. [**NET Updates**](#NET)
   1. Thank You NET Members
   2. Microsoft Ability Summit 2025
   3. Microsoft Neurodiversity Hiring Program
   4. nTIDE Monthly Report on Disability Hiring
3. [**Articles of Interest**](#ARTICLES) 
   1. DEI Order Creates Dilemma for Federal Contractors
   2. Disabled Federal Workers Fear for Their Jobs
   3. Dismantling the U.S. Department of Education
   4. Disability Under Trump’s Anti-DEI Agenda

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**National News**

**2025 CSAVR SPRING CONFERENCE: Request for Proposals**

We are getting excited about the upcoming Spring Conference April 4 to 9 and hope you are too. Given the achievements of the program due to your work last FFY, we want to build off that success and the conference theme is ***Building on our Successes: Beyond the Buzz***

If you have not been to the [Events](https://na01.safelinks.protection.outlook.com/?url=https%3A%2F%2Fwww.csavr.org%2Fspring-conference-2025&data=05%7C02%7C%7C794f924d02424e8e160308dd4e9fdd37%7C84df9e7fe9f640afb435aaaaaaaaaaaa%7C1%7C0%7C638753170698495554%7CUnknown%7CTWFpbGZsb3d8eyJFbXB0eU1hcGkiOnRydWUsIlYiOiIwLjAuMDAwMCIsIlAiOiJXaW4zMiIsIkFOIjoiTWFpbCIsIldUIjoyfQ%3D%3D%7C0%7C%7C%7C&sdata=7nH3w6inab%2B19cckkPQPDVYfs0DSQjQs8d7ySvYT1g4%3D&reserved=0) page of the CSAVR website, please do so because there is a lot of information posted. Registration is open and closes April 1, 2025. Based on the conference theme, we are developing three tracks for concurrent sessions.

* *Track #1* – Building on our Successes: Policy and process streamlining
* *Track #2*– Building on Our Successes: Fiscal controls and management.
* *Track #3*– Building on Our Successes: Personnel development, recruiting and retention.

For the conference we are seeking innovative, high-quality proposals for nine (9) concurrent sessions addressing the tracks noted above. **Proposals are due by midnight EST on Friday, February 28, 2025**. Proposals must be submitted by the State Vocational Rehabilitation Agency. Partners can collaborate, but the State VR agency must be in the lead. We look forward to seeing you in Bethesda!

**DREDF Action Alert: The Rights Education and Defense Fund**

***Texas v. Becerra is a court case in Texas****.* A [**group of 17 states have sued**](https://na01.safelinks.protection.outlook.com/?url=https%3A%2F%2Fwww.texasattorneygeneral.gov%2Fsites%2Fdefault%2Ffiles%2Fimages%2Fpress%2FHHS%2520Rehabilitation%2520Act%2520Complaint%2520Filestamped.pdf&data=05%7C02%7C%7C794f924d02424e8e160308dd4e9fdd37%7C84df9e7fe9f640afb435aaaaaaaaaaaa%7C1%7C0%7C638753170698517174%7CUnknown%7CTWFpbGZsb3d8eyJFbXB0eU1hcGkiOnRydWUsIlYiOiIwLjAuMDAwMCIsIlAiOiJXaW4zMiIsIkFOIjoiTWFpbCIsIldUIjoyfQ%3D%3D%7C0%7C%7C%7C&sdata=uhdNjnueKdtnYRAA9lbSrtXwL%2BMIhOYTniN4N9lCu4Y%3D&reserved=0) the United States government. These states are asking the court to get rid of Section 504 and its rules that provide access and protect people with disabilities from discrimination in health care, school and human services and a range of other services supported by Federal funding.

Section 504 under Title V of the Rehab Act states:

*No otherwise qualified individual with a disability in the United States, as defined in section*[*705 (20)*](https://na01.safelinks.protection.outlook.com/?url=https%3A%2F%2Fwww.govinfo.gov%2Fapp%2Fdetails%2Fuscode-2011-title29%2Fuscode-2011-title29-chap16-other-sec705&data=05%7C02%7C%7C794f924d02424e8e160308dd4e9fdd37%7C84df9e7fe9f640afb435aaaaaaaaaaaa%7C1%7C0%7C638753170698528482%7CUnknown%7CTWFpbGZsb3d8eyJFbXB0eU1hcGkiOnRydWUsIlYiOiIwLjAuMDAwMCIsIlAiOiJXaW4zMiIsIkFOIjoiTWFpbCIsIldUIjoyfQ%3D%3D%7C0%7C%7C%7C&sdata=hmffDtDngHsVyztRXP4eARe9sLYNOfFGXl0xAHAIgg0%3D&reserved=0)*of this title, shall, solely by reason of his or her disability, be excluded from the participation in, be denied the benefits of, or be subjected to discrimination under any program or activity receiving Federal financial assistance or under any program or activity conducted by any Executive agency or by the United States Postal Service. The head of each such agency shall promulgate such regulations as may be necessary to conduct the amendments to this section made by the Rehabilitation, Comprehensive Services, and Development Disabilities Act of 1978. Copies of any proposed regulations shall be submitted to appropriate authorizing committees of the Congress, and such regulation may take effect no earlier than the thirtieth day after the date of which such regulation is so submitted to such committees. See also 29 CFR Part 32 and 29 CFR Part 37.*

300 people attended the DREDF briefing earlier this week. Tonia is monitoring the developments with other national partners. We learned today that South Carolina has withdrawn from the lawsuit based on feedback from the community. In addition, John is working with the Attorney Network, and we are coordinating with the National SRC. Watch for updates and let us know if you have any questions!

**NET Updates**

**Thank you to Directors, the NET, Business Relations Staff**

**and VR Training Center Directors**

Thank you to the NET points of contact, their Business Relations teams at the State level and the VR Training Centers for their work as we navigate several changes and challenges related to the employment of people with disabilities. As companies, including Federal contractors, are shift their strategies for recruiting and hiring candidates with disabilities, we are working across the country to align our work and services across the 78 VR agencies. A shout out to our VR leadership and State staff at all levels as we continue to advance the message that VR brings talent and retains talent in America’s workforce!

**Microsoft Ability Summit: The Future of Accessibility Through AI**

The 2025 Ability Summit is being held on March 18th. It is a free digital event where you will find the latest in AI and accessibility. Everyone is welcome to attend and learn with experts from across the globe. More details and registration:  [Ability Summit Home](https://na01.safelinks.protection.outlook.com/?url=https%3A%2F%2Fabilitysummit.event.microsoft.com%2F%3Fwt.mc_ID%3DMSAS2025_esc_corp_em_oo_mto_Marketo_Reglaunch&data=05%7C02%7C%7C794f924d02424e8e160308dd4e9fdd37%7C84df9e7fe9f640afb435aaaaaaaaaaaa%7C1%7C0%7C638753170698539304%7CUnknown%7CTWFpbGZsb3d8eyJFbXB0eU1hcGkiOnRydWUsIlYiOiIwLjAuMDAwMCIsIlAiOiJXaW4zMiIsIkFOIjoiTWFpbCIsIldUIjoyfQ%3D%3D%7C0%7C%7C%7C&sdata=DUa%2BmiHifO8Fk99EBQOz56VTBr6hYSLlr1LfuY34t4s%3D&reserved=0)

**Neurodiversity Hiring Program at Microsoft**: [Neurodiversity Hiring | Global Diversity and Inclusion at Microsoft](https://na01.safelinks.protection.outlook.com/?url=https%3A%2F%2Fwww.microsoft.com%2Fen-us%2Fdiversity%2Finside-microsoft%2Fcross-disability%2Fneurodiversityhiring&data=05%7C02%7C%7C794f924d02424e8e160308dd4e9fdd37%7C84df9e7fe9f640afb435aaaaaaaaaaaa%7C1%7C0%7C638753170698550253%7CUnknown%7CTWFpbGZsb3d8eyJFbXB0eU1hcGkiOnRydWUsIlYiOiIwLjAuMDAwMCIsIlAiOiJXaW4zMiIsIkFOIjoiTWFpbCIsIldUIjoyfQ%3D%3D%7C0%7C%7C%7C&sdata=0OeT6cG1g6IaPHy0CvSoJ%2B5TBdPms8gF900KfnRA%2Fls%3D&reserved=0)

**National Trends in Disability Employment (nTIDE) Kessler Foundation**

**and the University of New Hampshire**

**East Hanover, NJ – February 2024** – The latest National Trends in Disability Employment (nTIDE) report revealed a record-breaking Labor Force Participation Rate for people with disabilities, marking an all-time high. These gains build upon a steady upward trend, which exceeded those seen among people without disabilities. nTIDE is issued by Kessler Foundation and the University of New Hampshire’s Institute on Disability.

**Month-to-Month nTIDE Numbers (comparing December 2024 to January 2025)** Based on data from the [**U.S. Bureau of Labor Statistics (BLS) Jobs Report**](https://na01.safelinks.protection.outlook.com/?url=http%3A%2F%2Fwww.bls.gov%2Fnews.release%2Fempsit.nr0.htm&data=05%7C02%7C%7C794f924d02424e8e160308dd4e9fdd37%7C84df9e7fe9f640afb435aaaaaaaaaaaa%7C1%7C0%7C638753170698561075%7CUnknown%7CTWFpbGZsb3d8eyJFbXB0eU1hcGkiOnRydWUsIlYiOiIwLjAuMDAwMCIsIlAiOiJXaW4zMiIsIkFOIjoiTWFpbCIsIldUIjoyfQ%3D%3D%7C0%7C%7C%7C&sdata=KfxIQzEksdwL7LW2qT5Ka35zmDzySZ5YxGo7f%2BH63mw%3D&reserved=0) released today, the labor force participation rate for people with disabilities (ages 16-64) increased from 41.3 percent in December 2024 to 42.0 percent in January 2025 (up 1.7 percent or 0.7 percentage points). For people without disabilities (ages 16-64), the labor force participation rate remained the same at 77.7 percent for both months. The labor force participation rate is the percentage of the population that is working or actively looking for work (the number of people in the labor force divided by the number of people in the total population multiplied by 100).

**Articles of Interest**

**Bloomberg Law:** [**Trump's DEI Order Creates Dilemma for Federal Contractors**](https://na01.safelinks.protection.outlook.com/?url=https%3A%2F%2Fnews.bloomberglaw.com%2Fin-house-counsel%2Ftrumps-dei-order-creates-dilemma-for-federal-contractors&data=05%7C02%7C%7C794f924d02424e8e160308dd4e9fdd37%7C84df9e7fe9f640afb435aaaaaaaaaaaa%7C1%7C0%7C638753170698571736%7CUnknown%7CTWFpbGZsb3d8eyJFbXB0eU1hcGkiOnRydWUsIlYiOiIwLjAuMDAwMCIsIlAiOiJXaW4zMiIsIkFOIjoiTWFpbCIsIldUIjoyfQ%3D%3D%7C0%7C%7C%7C&sdata=0U9dC%2FcIf5wb31wtXq%2BvFgcE7QPgmle7jPVsOYkHfa8%3D&reserved=0)

[**USA Today**: **Disabled Federal Workers Fear for Their Jobs**](https://na01.safelinks.protection.outlook.com/?url=https%3A%2F%2Fwww.usatoday.com%2Fstory%2Fmoney%2F2025%2F02%2F05%2Fdisabled-federal-employees-dei-trump%2F77976332007%2F&data=05%7C02%7C%7C794f924d02424e8e160308dd4e9fdd37%7C84df9e7fe9f640afb435aaaaaaaaaaaa%7C1%7C0%7C638753170698585474%7CUnknown%7CTWFpbGZsb3d8eyJFbXB0eU1hcGkiOnRydWUsIlYiOiIwLjAuMDAwMCIsIlAiOiJXaW4zMiIsIkFOIjoiTWFpbCIsIldUIjoyfQ%3D%3D%7C0%7C%7C%7C&sdata=D10h9uKSn9%2FW24gICCZNfaVWXYvCJ4zVWienTtrELzI%3D&reserved=0)

[**Disability Scoop: Dismantling the U.S. Department of Education**](https://na01.safelinks.protection.outlook.com/?url=https%3A%2F%2Fwww.disabilityscoop.com%2F2025%2F02%2F11%2Fpush-to-dismantle-ed-department-fuels-worries-about-special-education%2F31294%2F&data=05%7C02%7C%7C794f924d02424e8e160308dd4e9fdd37%7C84df9e7fe9f640afb435aaaaaaaaaaaa%7C1%7C0%7C638753170698598433%7CUnknown%7CTWFpbGZsb3d8eyJFbXB0eU1hcGkiOnRydWUsIlYiOiIwLjAuMDAwMCIsIlAiOiJXaW4zMiIsIkFOIjoiTWFpbCIsIldUIjoyfQ%3D%3D%7C0%7C%7C%7C&sdata=BUJVpSgvAU%2FMWcOLrgKNH8%2B4KHynHrcSR1x%2FffiVHwQ%3D&reserved=0)

[**Non-Profit Quarterly**: **Disability Under Trump’s Anti-DEI Agenda**](https://na01.safelinks.protection.outlook.com/?url=https%3A%2F%2Fnonprofitquarterly.org%2Fdisability-under-trumps-anti-dei-agenda%2F%3Futm_campaign%3Dshareaholic%26utm_medium%3Demail_this%26utm_source%3Demail&data=05%7C02%7C%7C794f924d02424e8e160308dd4e9fdd37%7C84df9e7fe9f640afb435aaaaaaaaaaaa%7C1%7C0%7C638753170698609690%7CUnknown%7CTWFpbGZsb3d8eyJFbXB0eU1hcGkiOnRydWUsIlYiOiIwLjAuMDAwMCIsIlAiOiJXaW4zMiIsIkFOIjoiTWFpbCIsIldUIjoyfQ%3D%3D%7C0%7C%7C%7C&sdata=HSBhNoNdgShYP30f1qf4gasXSKTRYCDotpEhCyY%2BxyI%3D&reserved=0)

**If you have any questions, please feel free to reach out to Kathy.**

**This is an unmonitored email account. Please direct any questions to:** [**info@csavr.org**](mailto:info@csavr.org)