

WHEREAS, National Employment Disability Awareness Month is celebrated annually throughout the month of October, both locally and nationally, to educate about disability employment issues and celebrate the many and varied contributions of America's workers with disabilities; and,

WHEREAS, the Office of Disability Employment Policy has selected the 2023 theme to be "Advancing Access and Equity: Then, Now and Next," to recognize the importance of ensuring all people have equal opportunity to contribute their skills and talents; and,

WHEREAS, the passage of the Rehabilitation Act of 1973 is recognized for its importance in prohibiting discrimination based on disability in employment by federal agencies, federal contractors and recipients of federal funds, and in the delivery of federally funded programs and activities; and,

WHEREAS, The Rehabilitation Act laid the foundation upon which the more comprehensive Americans with Disabilities Act of 1990 now stands; and,

WHEREAS, these laws continue to be vital tools used to advance access and equity for workers from historically underserved communities; and,

WHEREAS, community organizations, like Job One and Community Services League, are focused on providing employment supports to adults with disabilities in our community, and help those adults find dignity and purpose in their life by attaining meaningful work; and,

WHEREAS, activities during this month will reinforce the value and talent people with disabilities add to our workplaces and communities and affirm The City of Independence's commitment to an inclusive community that increases access and equity for all, including individuals with disabilities; and,

THEREFORE, I, Rory R. Rowland, Mayor of Independence, Missouri do hereby proclaim the month of October, 2023, as

**National Disability Employment Awareness Month**

throughout this city, and I urge all the people in the City of Independence, to join their fellow citizens across the United States in recognizing and participating in this special observance.

IN WITNESS WHEREOF, I have hereunto set my hand and caused the seal of the City of Independence, Missouri, to be affixed this 2<sup>nd</sup> day of October 2023.

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**RORY R. ROWLAND, MAYOR**

**Attest:**

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**DEE DEE MEIER, INTERIM CITY CLERK**