

CITY OF LACEY *Official Proclamation*

WHEREAS, October 2023 marks the 78th anniversary of National Disability Employment Awareness Month; and

WHEREAS, the history of National Disability Employment Awareness Month traces back to 1945 when Congress enacted a law declaring the first week in October as "National Employ the Physically Handicapped Week" and in 1962, the word "physically" was removed to acknowledge the employment needs and contributions of individuals with all types of disabilities; then in 1988, Congress expanded the week to a month and changed the name to National Disability Employment Awareness Month; and

WHEREAS, the Americans with Disabilities Act (ADA) and other disability legislation established a clear and comprehensive national mandate for the elimination of discrimination against people with disabilities and expanded choices for people with disabilities by reducing barriers, changing perceptions, and increasing opportunities; and

WHEREAS, workplaces welcoming the talents of all people, including people with disabilities, are a critical part of our efforts to build an inclusive community and strong economy; and

WHEREAS, people with disabilities are an important, vital part of our community as valued workers, civic leaders, business owners, veterans, family members, and friends; they are innovative and valued contributors in the workplace, the classroom, and the community; 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 Lacey's commitment to an inclusive community that increases access and opportunities to all, including individuals with disabilities; and

NOW, THEREFORE, I, Andy Ryder, Mayor of the City of Lacey, on behalf of the Lacey City Council, do hereby recognize the month of October 2023, as

Disability Employment Awareness Month

in Lacey and call upon employers, schools, and other community organizations to advance the important message that people with disabilities add value and talent to our workplaces and communities, and the City of Lacey commits to do the same by continuing to provide equal employment opportunities to all.



Mayor Andy Ryder
October 5, 2023

