

RESOLUTION RECOGNIZING NATIONAL DISABILITY EMPLOYMENT AWARENESS MONTH

SANTA CLARA COUNTY BOARD OF EDUCATION

RESOLUTION No. 2325-1

WHEREAS, the month of October is designated National Disability Employment Awareness Month, a celebration coinciding with the passage of the Rehabilitation Act of 1973, which prohibited discrimination on the basis of disability in the federal sector and acknowledges the contributions of workers with disabilities and promotes advocacy and education about the value of a workforce inclusive of their skills and talents; and

WHEREAS, the theme for this year's National Disability Employment Awareness Month honors the 50th anniversary of important legislation that advanced disability employment while celebrating the contributions of workers with disabilities past and present, "Advancing Access and Equity." In tandem, "Advancing Access and Equity: Then, Now and Next," celebrates the passage of the Rehabilitation Act of 1973, which prohibited discrimination on the basis of disability in the federal sector; and

WHEREAS, the passage of the Rehabilitation Act laid the foundation for the comprehensive Americans with Disability Act of 1990 (ADA). The ADA has paved the way for increased access and opportunity over the last 30 years with policies protecting those with disabilities from discrimination. Legislation such as the aforementioned continue to be vital tools to advance access and equity for all workers; and

WHEREAS, the federal effort to recognize people with disabilities began in 1945, when Congress declared the first week in October to be "National Employ the Physically Handicapped Week." In 1962, the word "physically" was dropped to include individuals with all types of disabilities. In 1988, Congress expanded the week and christened the month of October as National Disability Employment Awareness Month; and

WHEREAS, according to the United States Census Bureau, more than 8 million people ages 18-64 with any disability are employed; and

WHEREAS, the Santa Clara County Office of Education (SCCOE) promotes and supports the workability of its students with disabilities in a community-based program that expands the recreation, vocation, and education skills and experiences of its students; and

WHEREAS, the U.S. Department of Labor's Office of Disability Employment Policy (ODEP) supports several initiatives for employers looking to hire people with disabilities: the Employer Assistance and Resource Network on Disability Inclusion (EARN), the Workforce Recruitment Program for College Students with Disabilities (WRP), and the Job Accommodation Network (JAN); and

WHEREAS, the SCCOE has outlined in its non-discrimination policy, "The Santa Clara County Office of Education prohibits discrimination, harassment, intimidation and bullying based on actual or perceived physical or mental status or genetic information or any other basis protected by federal, state or local law, ordinance, or regulation in any program or activity it conducts or to which it provides significant assistance."; and

WHEREAS, to promote the education of Disability Employment Awareness Month both the U.S. Department of Labor and the SCCOE encourage educators and youth service professionals to discuss and promote inclusion amongst students; to create a display that shows people with and without disabilities in a variety of professions and educate about disability history; and

WHEREAS, the Inclusion Collaborative at the SCCOE offers coaching and professional development regarding person-first terminology, inclusion, inclusive practices, and welcoming and belonging; and

WHEREAS, the SCCOE remains committed to equity and inclusion, and offering supports to schools and districts to create communities that are welcoming and inclusive of all students' abilities and disabilities; and

THEREFORE, BE IT RESOLVED, that the Santa Clara County Board of Education and the County Superintendent of Schools do hereby adopt this resolution to recognize October as National Disability Employment Awareness Month.

PASSED AND ADOPTED by the County Board of Education at a meeting held on September 20, 2023, by the following vote:

AYES: President Chon, Vice President Sreekrishnan and Trustees Berta, Di Salvo, Lari, and Mah

NOES: none

ABSTAIN: none

ABSENT: Don Rocha



Victoria Chon, President
Santa Clara County Board of Education



Mary Ann Dewan, Ph.D.
County Superintendent of Schools