

**RESOLUTION ACKNOWLEDGING OCTOBER AS
NATIONAL DISABILITY EMPLOYMENT AWARENESS MONTH**

**SANTA CLARA COUNTY BOARD OF EDUCATION
RESOLUTION No. 2306-3**

WHEREAS, the month of October is designated National Disability Employment Awareness Month, a celebration coinciding with the establishment of the American Disability Act (ADA), which 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, signifying resilience in the face of adversity, is “Disability: Part of the Equity Equation”; additionally this theme reflects the importance of a strong workforce that is the sum of many parts, and that disability has always been a key part of the equation; and

WHEREAS, the ADA has paved the way for increased access and opportunity over the last 30 plus years with policies that protect those with disabilities from discrimination; 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.

WHEREAS, the Santa Clara County Office of Education (SCCOE) promotes and supports the workability of its students with disabilities through the CONNECT program. CONNECT stands for Community Opportunities for Navigating and Networking Educational and Career Transitions and is 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... 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, according to the Bureau of Labor Statistics (BLS), in 2020, 17.9% of persons with disabilities were employed. A decrease in the amount from 2019, which was at 19.3%; and

WHEREAS, California data in the 2018 Disability Status Report from Cornell University states that 37.1% of persons with disabilities were employed. In contrast, 76.5% of the employed population were without disabilities; 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 their students; to create a display that shows people with and without disabilities in a variety of professions; educate about disability history, etc.; and

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

WHEREAS, the SCCOE remains committed to equity and inclusion, and offering supports to schools and districts regardless of their students' abilities and/or 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 21, 2022, by the following vote:

AYES: President Ortiz, Vice President Chon, Trustees Di Salvo, Kamei, Mah, Rossi and Sreekrishnan

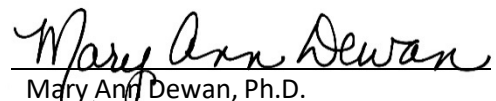
NOES: none

ABSTAIN: none

ABSENT: none



Peter Ortiz, President
Santa Clara County Board of Education



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