



RESOLUTION ACKNOWLEDGING OCTOBER AS DISABILITY EMPLOYMENT AWARENESS MONTH

SANTA CLARA COUNTY BOARD OF EDUCATION
RESOLUTION No. 2270-3

WHEREAS, this October marks the 75th observance of National Disability Employment Awareness Month, and the 30th anniversary of the Americans with Disabilities Act (ADA). National Disability Employment Awareness Month is a celebration of the contributions of workers with disabilities and educating all about the value of a workforce inclusive of their skills and talents; and

WHEREAS, the theme for this milestone year is "Increasing Access and Opportunity." The ADA has paved the way for increased access and opportunity over the last 30 years with policies that protect those with disabilities from discrimination; and

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 2019, 19.3% of persons with disabilities were employed. In contrast, 66.3% of people without a disability were employed in the same year; 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 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 offers coaching and professional development around person-first terminology, inclusion, and welcoming and belonging; and

WHEREAS, the SCCOE remains committed to equity and offering assistance to schools and districts in support of 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 October 7, 2020, by the following vote:

AYES: President Rossi, Vice President King and Trustees Di Salvo, Kamei, Mah, Ortiz, and Song

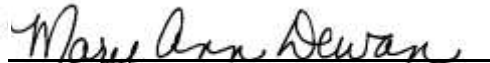
NOES: none

ABSTENTIONS: none

ABSENT: none



Claudia Rossi, President
Santa Clara County Board of Education



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