

**BEFORE THE BOARD OF COUNTY COMMISSIONERS  
FOR MULTNOMAH COUNTY, OREGON**

**PROCLAMATION NO. 2019-092**

Proclaiming October 2019 as National Disability Employment Awareness Month in Multnomah County, Oregon.

**The Multnomah County Board of Commissioners Finds:**

- a. Approximately 41 million people in the United States have some sort of disability. This represents our nation's largest, most inclusive and most diverse minority group: all ages, genders, religions, ethnicities, sexual orientations, and socioeconomic levels are represented. Disability is a natural part of human experience. People with disabilities are people first, who happen to have a disability.
- b. National Disability Employment Awareness Month (NDEAM) is an annual campaign that takes place each October to celebrate the contributions of workers with disabilities and educates about the value of a workforce inclusive of their skills and talents. The 2019 NDEAM theme is "The Right Talent, Right Now."
- c. According to the U.S. Department of Labor, Office of Disability Employment Policy, the unemployment rate for people with a disability in 2018 was 8%, over twice that of people without a disability.
- d. People with a disability bring with them to their workplace a wealth of lived experience that has required flexibility and tenacity of spirit because they encounter daily barriers in a society designed for people with ability privilege.
- e. At Multnomah County, we commit to providing a workplace that embraces a philosophy of accepting the whole person of each of our staff, and that fosters a sense of safety, trust, and belonging for employees with disabilities.
- f. The recent Research on Equity and Accommodations for Employees with Disabilities findings show that we have work to do in this area. Multnomah County is committed to considering and implementing recommendations from this report.
- g. This October, the Including Disability in Equity and Access Employee Resource Group (IDEA ERG) held two events for employees to learn more about the experiences of Multnomah County employees with disabilities. These and future events aim to reduce the stigma surrounding disability and highlight the fact that our County employees with disabilities have "The Right Talent, Right Now."
- h. Multnomah County commits to actively engage in outreach and recruitment efforts with our community members with disabilities and show that we are a desirable place of employment for individuals with disabilities.
- i. Multnomah County affirms its commitment to fostering an inclusive work environment and recognizes the many contributions of individuals with disabilities.

**The Multnomah County Board of Commissioners Proclaims:**

The month of October 2019 as National Disability Employment Awareness Month in Multnomah County, Oregon. We celebrate and recognize the significant contributions of people with disabilities to the workforce and to the community and invite other organizations to do the same.

**ADOPTED this 31st day of October, 2019.**



**BOARD OF COUNTY COMMISSIONERS  
FOR MULTNOMAH COUNTY, OREGON**

  
Deborah Kafoury, Chair

**SUBMITTED BY:** Commissioner Sharon Meieran, District 1