

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

PROCLAMATION NO. 2020-085

Proclaiming October 2020 as National Disability Employment Awareness Month in Multnomah County, Oregon.

The Multnomah County Board of Commissioners Finds:

- a. Approximately 42 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 2020 NDEAM theme is "Increasing Access and Opportunity."
- c. According to the U.S. Department of Labor, Office of Disability Employment Policy, the July 2020 unemployment rate for people with a disability was 14.8%, compared to 10.4% for those 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. Multnomah County recognizes that accessibility touches all aspects of employees work lives, not just physical barriers. This includes our norms and attitudes, communications, and sense of belonging.
- g. 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.
- h. 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 2020 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 1st day of October, 2020.



BOARD OF COUNTY COMMISSIONERS
FOR MULTNOMAH COUNTY, OREGON

Deborah Kafoury, Chair

REVIEWED:
JENNY M. MADKOUR, COUNTY ATTORNEY
FOR MULTNOMAH COUNTY, OREGON

By  _____

Jenny M. Madkour, County Attorney

SUBMITTED BY: Commissioner Sharon Meieran