

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

PROCLAMATION NO. 2014-118

Proclaiming October 2014 as Disability Awareness Month and National Disability Employment Awareness Month in Multnomah County, Oregon.

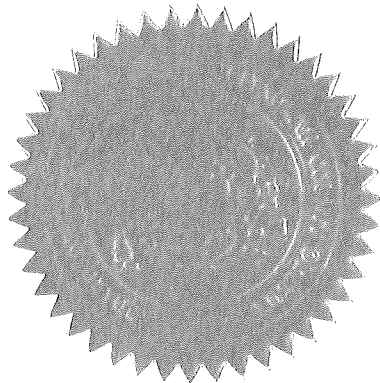
The Multnomah County Board of Commissioners Finds:

- a. Approximately 58 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. Equal treatment is essential to the well-being and acceptance of our coworkers with a disability. Education is the key to helping people understand each other. To this end, Multnomah County's Employee Resource Group AdAPT (Able and DisAble Advocates Partnering Together) will schedule fun and educational events frequently throughout the year. AdAPT will continue to work with individuals and groups throughout the organization to promote and educate about the needs of our disabled employees.
- c. National Disability Employment Awareness Month is an annual campaign that takes place each October to raise awareness of the employment issues faced by workers with disabilities and to honor the contributions of workers with disabilities nationwide.
- d. According to the U.S. Bureau of Labor Statistics, our country had a 13.2 percent unemployment rate for people with a disability in 2013. This is nearly twice the unemployment rate of people without a disability during the same time frame.
- e. Employers have an important role to play in ensuring applicants and employees with disabilities can be successful through the systematic removal of barriers to fair and equal employment opportunity. The Office of Diversity and Equity and Central Human Resources are working with AdAPT to create a more inclusive culture for people with disabilities within Multnomah County.
- f. 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 2014 as Disability Awareness Month and 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.

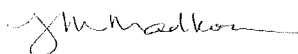
ADOPTED this 2nd day of October, 2014.



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: Benjamin Duncan, Office of Diversity & Equity and Travis Graves, Central Human Resources.