



State of North Carolina

ROY COOPER
GOVERNOR

DISABILITY EMPLOYMENT AWARENESS MONTH

2020

BY THE GOVERNOR OF THE STATE OF NORTH CAROLINA

A PROCLAMATION

WHEREAS, the history of National Disability Employment Awareness Month traces back 75 years to 1945, when the United States Congress enacted a law declaring the first week in October be annually recognized as National Employ the Physically Handicapped Week; and

WHEREAS, in 1962, the word "physically" was removed to acknowledge the employment needs and contributions of individuals with all types of disabilities, and in 1988, Congress expanded the week to a month and changed the name to National Disability Employment Awareness Month; and

WHEREAS, the national theme for Disability Employment Awareness Month 2020 is *Increasing Access and Opportunity*; and

WHEREAS, more than 1.3 million North Carolinians have a disability, making up approximately 13 percent of the state's population; of those individuals with disabilities, more than 720,000 are of working age, but only 35 percent are employed, compared to 76 percent of North Carolinians without disabilities; and

WHEREAS, to increase opportunities for fair wages, career employment, and economic self-sufficiency for individuals with disabilities, Executive Order No. 92 declares North Carolina an Employment First State and directs the Office of State Human Resources to transform state government into a model employer of people with disabilities; and

WHEREAS, on July 26, 2020, our state and nation celebrated the 30th anniversary of the Americans with Disabilities Act, celebrating the progress that has been made while recognizing the struggle for equal access and inclusion is ongoing; and

WHEREAS, North Carolina's Division of Vocational Rehabilitation, within the Department of Health and Human Services, provides counseling, training, education, transportation, job placement, assistive technology, and other support services to people with disabilities; and

WHEREAS, the State of North Carolina recognizes and celebrates the value and talent that people with disabilities add to our workplaces and communities and encourages residents and organizations to raise awareness about disability employment issues and celebrate the many and varied contributions of people with disabilities;

NOW, THEREFORE, I, ROY COOPER, Governor of the State of North Carolina, do hereby proclaim October, 2020, as "**DISABILITY EMPLOYMENT AWARENESS MONTH**" in North Carolina, and commend its observance to all citizens.



Roy Cooper
Governor

IN WITNESS WHEREOF, I have hereunto set my hand and affixed the Great Seal of the State of North Carolina at the Capitol in Raleigh this thirtieth day of September in the year of our Lord two thousand and twenty and of the Independence of the United States of America the two hundred and forty-fifth.