



State of North Carolina

ROY COOPER
GOVERNOR

DISABILITY EMPLOYMENT AWARENESS MONTH

2023

BY THE GOVERNOR OF THE STATE OF NORTH CAROLINA

A PROCLAMATION

WHEREAS, National Disability Employment Awareness Month marks the 78th anniversary of Congress enacting a law in 1945 declaring the first week in October each year as National Employ the Physically Handicapped Week; in 1988, Congress expanded the week to a month and changed the name to National Disability Employment Awareness Month (NDEAM); and

WHEREAS, the NDEAM theme for 2023 is *Advancing Access and Equity*, celebrating the contributions of America's workers with disabilities past and present and showcasing supportive, inclusive employment policies and practices that benefit employers and employees; 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 consult with the N.C. Department of Health and Human Services (DHHS) as it takes actions to transform state government into a model employer of people with disabilities; and

WHEREAS, DHHS's Divisions of Vocational Rehabilitation and Services for the Blind provide counseling, transition services, job training, post-secondary education, job development and job placement, assistive technology, and other support services to help people with disabilities achieve their goals for employment and independence; and

WHEREAS, Employment First efforts continue to expand through active recruitment and hiring of individuals with disabilities, disability awareness and inclusion training for Human Resources personnel and hiring managers, increased accessibility of the hiring process, and increased State government internship opportunities for those with disabilities; and

WHEREAS, the State of North Carolina recognizes NDEAM to raise awareness about disability employment issues and celebrate the contributions of people with disabilities. Activities during this month will highlight the value and talent people with disabilities add to our workplaces and communities and affirm North Carolina's commitment to an inclusive community;

NOW, THEREFORE, I, ROY COOPER, Governor of the State of North Carolina, do hereby proclaim October, 2023, 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 twenty-sixth day of September in the year of our Lord two thousand and twenty-three and of the Independence of the United States of America the two hundred and forty-eighth.