



# State of North Carolina

**ROY COOPER**  
GOVERNOR

## DISABILITY EMPLOYMENT AWARENESS MONTH

2021

BY THE GOVERNOR OF THE STATE OF NORTH CAROLINA

### A PROCLAMATION

**WHEREAS**, the history of National Disability Employment Awareness Month traces back 76 years to 1945, when Congress enacted a law declaring the first week in October each year as National Employ the Physically Handicapped Week, and 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 2021 is America's Recovery: Powered by Inclusion, reflecting the importance of ensuring that people with disabilities have full access to employment and community involvement during the national recovery from the COVID-19 pandemic; 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**, North Carolina's Divisions of Vocational Rehabilitation and Services for the Blind, within the Department of Health and Human Services, 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 2021, 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-one and of the Independence of the United States of America the two hundred and forty-sixth.