STATE OF
NORTH DAKOTA

PROCLAMATION

DISABILITY EMPLOYMENT AWARENESS MONTH
OCTOBER 2020

WHEREAS, workplaces that welcome the talents of all people, including individuals with disabilities, are a critical part of efforts to build an inclusive community and strong economy; and

WHEREAS, according to U.S. Census Bureau estimates, about 35,000 working-age North Dakotans have some type of disability, including hidden disabilities; and

WHEREAS, North Dakota leads the nation in the employment of people with disabilities with a 56.5 percent employment rate for working-age adults with disabilities, according to the Annual Disability Statistics Compendium 2019; and

WHEREAS, there are North Dakotans with disabilities who are ready to learn new skills and who want an opportunity to join the workforce and show they are up to the task; and

WHEREAS, to help people with disabilities share their talents, achieve their employment goals and actively participate in the workforce in their communities, the U.S. Department of Labor, the North Dakota Department of Human Services and state and local workforce partners, invite employers and other residents of North Dakota to become more familiar with disability employment issues, the services provided by the Division of Vocational Rehabilitation, as well as other local resources and programs that support employment of people with disabilities; and

WHEREAS, in recognition of the 75th anniversary of the National Disability Employment Awareness Month in October, and in celebration of the 100th anniversary of the Vocational Rehabilitation Act and the 30th anniversary of the Americans with Disabilities Act in 2020, North Dakotans are encouraged to continue increasing access and opportunity in the workplace for individuals with disabilities.

NOW, THEREFORE, as Governor of the State of North Dakota, I do hereby proclaim October 2020, **DISABILITY EMPLOYMENT AWARENESS MONTH** in the State of North Dakota.

Doug Burgum
GOVERNOR

ATTEST:
Alvin A. Jaeger
SECRETARY OF STATE