

**BOARD OF SUPERVISORS
BUSINESS MEETING
BOARD MEMBER INITIATIVE**

SUBJECT: Proclamation to Recognize October 2023 as Disability Employment Awareness Month in Loudoun County

2011 ELECTION DISTRICT(S): Countywide

2022 ELECTION DISTRICT(S): Countywide

CRITICAL ACTION DATE: October 3, 2023

STAFF CONTACT(S): Yolanda Pensmith, Legislative Aide to Supervisor Glass

PURPOSE: Approval of a Proclamation recognizing October 2023 as Disability Employment Awareness Month.

RECOMMENDATION(S): Supervisor Glass recommends that the Board of Supervisors approve a Proclamation to recognize October 2023 as Disability Employment Awareness Month. The Disability Services Board (DSB) voted to recommend approval at its September 2023 meeting.

BACKGROUND: October is National Disability Employment Awareness Month (NDEAM), led by the U.S. Department of Labor’s Office of Disability Employment Policy, to celebrate the contributions of America’s workers with disabilities and emphasize the importance of an inclusive workplace. This year’s NDEAM theme is “Advancing Access and Equity: Then, Now and Next,” which recognizes the contributions of America’s workers with disabilities past and present and showcases supportive, inclusive policies and practices that benefit employees and employers alike. Not only does Loudoun’s disability community strengthen the local workforce, but also plays an integral role in the continuity of the community’s economic success.

In the celebration of Disability Employment Awareness Month, the Board of Supervisors recognizes the recipients of the Loudoun County Disability Services Board’s 2023 Full Accessibility and Inclusion: Moving toward Equity (FAIME) Award. The FAIME Award recipients are businesses and organizations demonstrating a commitment to hiring people with disabilities and offers professional development opportunities so they can grow and succeed in their chosen profession. All of this year’s recipients demonstrate full inclusion of their employees with disabilities into their general workforce.

This year’s FAIME Award recipients are Custom Software Systems, Inova Loudoun Hospital, and Janelia Research Campus. Custom Software Systems for their commitment to employing people with disabilities through creative job carving in partnership with Job Link. Inova Loudoun Hospital and their Start on Success Program, which is a collaboration with Loudoun County Public Schools to provide opportunities to high school seniors with disabilities. Janelia Research Campus for offering opportunities in multiple different roles for approximately 10 years and is an employment site for participants of ECHO, which provides lifelong support for people with disabilities.

DRAFT MOTION:

1. I move that the Board of Supervisors approve the Proclamation to Recognize October as Disability Employment Awareness Month, provided as Attachment 1 to the October 3, 2023, Board of Supervisors Business Meeting Action Item.

ATTACHMENT(S):

1. Proclamation to Recognize October 2023 as Disability Employment Awareness Month.

PROCLAMATION

WHEREAS The talents of all people, including those with disabilities, are a critical part of our efforts to build an inclusive community and strong economy; and

WHEREAS Every day, individuals with disabilities add significant value and talent to our workforce and economy; and

WHEREAS The Americans with Disabilities Act (ADA) was signed into law in 1990, and prohibits discrimination against job seekers and employees based on disability, and has helped to reduce barriers, change perceptions, and increase opportunities for full participation and inclusion in the workforce; and

WHEREAS Hiring employees with disabilities strengthens businesses, increases competition, and drives innovation, and by providing accommodations to existing employees returning to work after experiencing an illness or injury helps retain valuable talent; and

WHEREAS National Disability Employment Awareness Month is led by the U.S. Department of Labor's Office of Disability Employment, with this year's theme being "Advancing Access and Equity: Then, Now and Next," and recognizes the important role people with disabilities play in our nation; and

WHEREAS The Loudoun County Disability Services Board created the Full Accessibility and Inclusion: Moving toward Equity (FAIME) Award to recognize businesses that demonstrate a commitment to hiring people with disabilities, providing them with opportunities to develop their skills and careers, and offering them a welcoming and supportive work environment; and

WHEREAS Loudoun County recognizes the Disability Services Board's 2023 FAIME Award recipients: Custom Software Systems, Inova Loudoun Hospital, and Janelia Research Campus.

NOW THEREFORE BE IT RESOLVED that the Loudoun County Board of Supervisors does hereby proclaim October 2023 as

National Disability Employment Awareness Month

in Loudoun County and urges the community and employers in Loudoun County to celebrate the many and varied contributions of people with disabilities and support the value and talent people with disabilities add to our workplaces and society by providing them with employment opportunities.

Phyllis J. Randall, Chair At-Large

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**Loudoun County Board of Supervisors
October 3, 2023**

