

# Proclamation

## Disability Employment Awareness Month October, 2019

WHEREAS: National Disability Employment Awareness Month (DEAM), in October, is the time for acknowledging and celebrating the workplace contributions of people in our city who have a disability, and business successes and benefits stemming from hiring with a focus on diversity and inclusivity; and

WHEREAS: DEAM is also the time to acknowledge that there is still more opportunity to keep raising awareness that it's critical for all businesses to review their recruitment process. There is a vast "hidden" talent pool of highly educated and skilled people who are still too often overlooked. For example, the Statistics Canada 2017 Canadian Survey on Disability showed overall the employment rate of adults who have a disability is 59%, compared to 80% for those without a disability. Other recent research has shown 71% of businesses haven't hired staff who have a disability because they're unaware of the job skills of people in this hidden talent pool; and

WHEREAS: Throughout Disability Employment Awareness Month, MentorAbility, through the Canadian Association for Supported Employment, will be promoting and celebrating the successes and benefit of inclusive hiring practices right across the country through a social media campaign, and local events with organizations throughout the city; and

WHEREAS: the promotion and celebration of the workplace accomplishments of people across our city who have a disability, adds strength to the call for more businesses to become more aware of the benefit of inclusive employment, and to move towards increased employment opportunities for skilled people from the disability talent pool; and

THEREFORE: I, Mayor Danny Breen, do hereby proclaim the month of October as Disability Employment Awareness Month in the City of St. John's.

Signed at City Hall, St. John's, NL on this 7<sup>th</sup> day of October, 2019.

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Danny Breen, Mayor