Proclamation

Office of the Mayor

National Disability Employment Awareness Month

Whereas, National Disability Employment Awareness Month is observed each October to celebrate the many and varied contributions of workers with disabilities and to educate the public about the value of a workforce inclusive of their skills and talents; and

Whereas, according to the U.S. Bureau of Labor Statistics, in 2024, the employment population ratio for persons with a disability was 23.2%, compared to 65.8% for those without a disability, highlighting the continuing need to promote inclusive employment practices; and

Whereas, individuals with disabilities bring a wealth of skills, creativity, and determination to the workplace, and organizations that embrace inclusive hiring practices experience improved performance, innovation, and employee morale; and

Whereas, Arc Broward is a 70+ year-old Broward County non-profit organization dedicated to supporting individuals with disabilities and other life challenges to achieve their dreams of having a meaningful career and being financially stable through its employment-based program Arc Works; and

Whereas, in 2023, an estimated 42.5 million Americans, approximately 13% of the population, were living with some form of disability, and it is essential that public and private sectors work together to ensure equal access to employment opportunities for all citizens; and

Whereas, this year's national theme, "Celebrating Value and Talent" aims to recognize and highlight the valuable contributions and talents of American workers with disabilities, both historically and in the present day, and will also be a lead-up to the nation's 250th anniversary in 2026; and

Whereas, the City of Sunrise reaffirms its commitment to fostering a workplace culture that is inclusive, respectful, and supportive of the talents and contributions of all individuals, including those with disabilities and calls upon employers, schools and other community organizations in the City of Sunrise to observe this month with appropriate programs and activities, and to advance its important message that people with disabilities are equal to the task throughout the year.

NOW, THEREFORE, I, Michael J. Ryan, Mayor of the City of Sunrise, Florida together with the City Commission hereby proclaim the month of October 2025 as **National Disability Employment Awareness Month** in the City of Sunrise to raise awareness about disability employment issues and celebrate the many and varied contributions of people with disabilities.

Witness My Hand and Official Seal of
The City of Sunrise, Florida

Michael J. Ryan, Mayor