

## Proclamation

- WHEREAS, each year during the month of October, the City of Cortland joins with the Nation in celebrating National Disability Employment Awareness Month, and we take this opportunity to recognize the abilities and accomplishments of workers with disabilities. We acknowledge the efforts made to enhance opportunity and equal employment for individuals with disabilities through legislation such as the Americans with Disabilities Act (ADA); and
- WHEREAS, we have made much progress since the signing of the ADA, significant challenges remain given people with disabilities still experience an alarming unemployment rate, one of the highest of any group in the Nation. Fair access to employment is a fundamental right of every American, including the more than 54 million people in the country estimated to be living with disabilities; and
- WHEREAS, we grow stronger as a community when each person feels the dignity conferred by having the ability to support themselves and their families through productive work. Our community is dedicated to ensuring that all residents with disabilities can live life fully, with greater opportunities and independence through advocacy, support, and technological advancements and, toward this end, our community continues to take action to promote equal employment for individuals with disabilities; and
- WHEREAS, we recognize the need for equal employment opportunities, we must also strengthen and expand the educational opportunities for individuals with disabilities. We need to build a community free of unnecessary barriers, stereotypes, and discrimination, and we must ensure that everyone receives appropriate training to prepare them for future success; and
- WHEREAS, local agencies continue to work with community leaders, service providers, employers and citizens with disabilities and their families to expand the range of supports to increase opportunities for employment; and
- WHEREAS, it is fitting that our City participates in this month-long observance, whose 2010 theme is *"Talent Has No Boundaries: Workforce Diversity INCLUDES Workers with Disabilities"* as it promotes increased educational, employment and career opportunities, and increased inclusion into community life for people with disabilities. This month, we rededicate ourselves to fostering an inclusive and diverse work culture that welcomes the skills and talents of all qualified employees.

**NOW, THEREFORE**, I, Susan D. Feiszli, Mayor of the City of Cortland, call on all our citizens to celebrate the contributions of individuals to our workplaces and community, and to promote the employment of individuals with disabilities to create a better and more inclusive community, one in which every person is rightly recognized for their abilities and accomplishments. Furthermore, I urge employers, as they seek to fill positions, to embrace the richness of our community's diversity by considering the talents of all workers, including workers with disabilities.

**NOW, THEREFORE, BE IT RESOLVED**, I declare that the City of Cortland recognizes October 2010 as

## **DISABILITY EMPLOYMENT AWARENESS MONTH**

**IN TESTIMONY WHEREOF**, I have hereunto set my hand and caused to be affixed the Great Seal of Cortland, New York this 5<sup>th</sup> day of October, 2010.

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Susan D. Feiszli  
Mayor of Cortland, New York