



# State of North Carolina

**PAT McCRORY**

**GOVERNOR**

**DISABILITY EMPLOYMENT AWARENESS MONTH**

**2016**

**BY THE GOVERNOR OF THE STATE OF NORTH CAROLINA**

## **A PROCLAMATION**

**WHEREAS**, Public Law 176, enacted by Congress in 1945, designated the first week in October as “National Employ the Physically Handicapped Week;” and in 1988, Congress changed the name to “National Disability Employment Awareness Month”; and

**WHEREAS**, North Carolinians with disabilities represent a significant percentage of the state’s population and experience disproportionately high levels of unemployment, dependence and poverty; and

**WHEREAS**, many North Carolinians with disabilities have the ability and desire to seek employment in settings that provide opportunities to earn competitive wages and benefits, enable them to reach their maximum potential, achieve economic self-sufficiency and contribute to their communities; and

**WHEREAS**, North Carolinians with disabilities have a positive impact on the economy by earning wages, purchasing goods and services in their communities, and becoming self-supporting; and

**WHEREAS**, workplaces embracing diversity by welcoming the talents of all people, including people with disabilities, are a critical part of our efforts to build an inclusive community and strong economy, proving that InclusionWorks; and

**WHEREAS**, the State of North Carolina supports and encourages individuals with disabilities to find employment, thus fostering the key objectives of advancing individual well-being and reducing the demand on public resources, which can then be reauthorized to those with the most significant needs; and

**WHEREAS**, individuals and their families, in addition to the State of North Carolina and local governments, the business community, and the general public, benefit greatly from increased employment of people with disabilities and share the responsibility in achieving this goal; and

**WHEREAS**, successfully achieving this goal requires providing appropriate training, advancing best practices and engaging the business community through the Division of Vocational Rehabilitation Services; the Division of Services for the Blind; the Division of Mental Health, Developmental Disabilities and Substance Abuse Services; the Council on Developmental Disabilities; the Department of Public Instruction; the Community College System; the University of North Carolina System; the Department of Commerce through NCWorks; and other State of North Carolina and non-profit entities in the form of counseling, education, job training and placement, transportation, assistive technology and other support services;

**NOW, THEREFORE**, I, PAT McCRORY, Governor of the State of North Carolina, do hereby proclaim the month of October 2016, as “**DISABILITY EMPLOYMENT AWARENESS MONTH**” in North Carolina, and commend its observance to all citizens.

**IN WITNESS WHEREOF**, I have hereunto set my hand and affixed the Great Seal of the State of North Carolina at the Capitol in Raleigh this twenty-seventh day of September in the year of our Lord two thousand and sixteen, and of the Independence of the United States of America the two hundred and forty-first.



  
PAT McCRORY  
Governor