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Diversity Corner

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BABTA - OCTOBER DIVERSITY CORNER

A Time in History

1945: Congress, with the aim of helping disabled veterans, designated the first week of October as National Employ the Physically Handicapped Week, now known as **National Disability Employment Awareness Month (NDEAM)**.

1964: Seventeen years later, the word “physically” was removed from the phrase in order to recognize the needs and contributions of individuals with all types of disabilities.

1970’s: A shift in disability public policy led to further emendation. For the first time, it was viewed as discriminatory to exclude or segregate people because of a disability, and activities were fighting strongly for legal revisions. The **Rehabilitation Act of 1973** prohibits any public institutions that receive federal funds to discriminate on the premise of disability. Only two years later in 1975, the **Education for All Handicapped Children Act** was passed requiring public schools that accept federal funding to provide equal education and access to education for disabled children.

1990s: The passage of the **Americans with Disabilities Act (ADA)** and the designation, by the presidential proclamation, of a full month to increase public awareness of those with disabilities and appreciate the capabilities of the 30 million people in the U.S. of working-age who are disabled.

Today: Every year, the president of the United States signs an executive order designating the month of October as **National American Heritage Month**, in recognition of the many achievements and contributions made to American culture by persons of Italian heritage.

Ways to Celebrate National Disability Employment Awareness Month

NDEAM is held each October to commemorate the many and varied contributions of people with disabilities to America’s workplaces and economy. Spearheaded by the U.S. Department of Labor’s Office of Disability Employment Policy (ODEP), the celebration campaign of NDEAM takes place in local, state, and national organizations across the country.

Each year, a different theme is chosen to highlight the assets of disabled workers and bring awareness to the issues of accessibility and integration that they often face in today's workplaces. The theme for NDEAM 2021, "America's Recovery: Powered by Inclusion," reflects the importance of ensuring that people with disabilities have full access to employment and community involvement during the national recovery from the COVID-19 pandemic.



NDEAM every day

How about a plan for Every-Single-Day of National Disability Employment Month? **Start here with day one** and plan for 31 days of NDEAM.