

Commemorating the 77th Anniversary of the National Disability Employment Awareness Month (October 2022)

WHEREAS, under the Employment First Policy adopted in 2013, the State of California has committed to competitive integrated employment for youth and adults with disabilities as the highest priority for working-age individuals, a significant aspect of anyone's life and identity, as a framework for Californians with disabilities to achieve financial stability, self-fulfillment, connection with their community, and a way to contribute their talents to build a more inclusive economy and society, when given the opportunity; and

WHEREAS, despite the State of California's best efforts, Californians with disabilities including those with developmental disabilities, continue to suffer disproportionately from high rates of unemployment, untenably low wages, and myriad barriers to screening, interviewing, and hiring as indicated by the 2018 American Community Survey where the employment rate of working-age people with disabilities was 37.5 percent compared to 77.8 percent of working-age people without disabilities; and

WHEREAS, the pandemic has worsened the employment environment for persons with disabilities despite the current shortage of workers and, sadly, inflationary pressures have only exacerbated the situation; and

WHEREAS the Disabilities Caucus of the California Democratic Party, Democratic County Central Committees and Democratic Clubs, which include contributing members with disabilities as well as service providers, advocates, and allies of the disabled who use their voices to promote the welfare of the Disability community ensuring that issues affecting it, such as employment disparities, are included in the Democratic Party platform;

THEREFORE BE IT RESOLVED that the Santa Clara Democratic Party recognizes and commemorates the 77th anniversary of National Disability Employment Awareness Month and calls upon employers, schools, and community organizations in San Francisco to recognize that people with disabilities add value and talent to our workplaces and communities; and

BE IT FURTHER RESOLVED that the Santa Clara Democratic Party pledges to work with disability rights members and allies to collaborate with organizations which seek to increase employment opportunities for people with disabilities and take action to promote policies and practices that support the living-wage employment of people with disabilities in integrated settings, and use its platform to educate employers and the public regarding the contributions that people with disabilities, when given the opportunity, can bring to the workplace.

Submitted by CDP Region 6 Director Hene Kelly