DENVER CITY COUNCIL

Proclamation

Proclamation No. 25-1561
A Proclamation Honoring National Disability Employment Awareness Month

WHEREAS, October 2025 marks the 80th anniversary of National Disability Employment Awareness Month (NDEAM), which was first established by Congress in 1945 to honor the contributions of workers with disabilities to our nation's workforce, and the 2025 NDEAM theme "Celebrating Value and Talent" highlights the immense value that people with disabilities bring to workplaces and the economy; and

WHEREAS, approximately 61 million adults in the United States are living with a disability, including about 11% of Denver residents under age 65, and these individuals have valuable skills, perspectives, and talents that strengthen our workforce and communities; and

WHEREAS, employment outcomes for people with disabilities continue to improve yet remain significantly below those of people without disabilities; in 2023, the national employment–population ratio for people with disabilities rose to a record high of 22.5%, still far below the 65.8% for people without disabilities, and the unemployment rate for people with disabilities (7.2%) was about double that of those without disabilities; and

WHEREAS, Colorado is a leader in advancing disability employment, with about 50.7% of working-age Coloradans with disabilities employed – one of the highest rates in the nation – compared to 41.8% nationally, giving Colorado the fifth-highest disability employment rate among all states; and

WHEREAS, the City and County of Denver is recognized for its commitment to accessibility and inclusion, having been ranked the second most disability-friendly city in the United States in 2023, a distinction reflecting Denver's strong advocacy for people with disabilities, robust ADA compliance, and proactive initiatives like the Denver Commission for People with Disabilities; and

WHEREAS, the City and County of Denver strives to lead by example as an employer by implementing inclusive hiring practices and providing accommodations so that people of all abilities can excel in its workforce, and the city partners with local agencies and programs to connect Denverites with disabilities to meaningful employment opportunities; and

WHEREAS, businesses that include people with disabilities in their workforce gain loyal, skilled employees, see higher employee retention, and report disability-inclusive practices give them a competitive edge; and

WHEREAS, research shows that companies leading in disability inclusion financially outperform their peers, with significantly higher revenue, net income, and profit on average, confirming that inclusive employment practices benefit not only society but also the economic bottom line; and

NOW, THEREFORE, BE IT PROCLAIMED BY THE DENVER CITY COUNCIL:

Section 1. That the Denver City Council hereby proclaims the month of October 2025 as **"National Disability Employment Awareness Month"** in the City and County of Denver, and encourages all residents, employers, and organizations in our community to recognize the invaluable contributions of workers with disabilities and to promote inclusive employment practices throughout the year.

Section 2. That the Clerk and Recorder of the City and County of Denver shall affix the seal of the City and County of Denver to this proclamation and that a copy be transmitted to the Denver Commission for People with Disabilities, the Colorado Department of Vocational Rehabilitation, and the Colorado Disability Opportunity Office.

PASSED BY THE COUNCIL October 20, 2025

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PRESIDENT