



# Memorandum

**TO:** RULES AND OPEN  
GOVERNMENT  
COMMITTEE

**FROM:** Councilmember Pam Foley  
Vice Mayor Chappie Jones

**SUBJECT:** SEE BELOW

**DATE:** October 15, 2020

Approved

Date 10/15/2020

**SUBJECT:** Approval of October as the 75th Anniversary of National Disability Employment Awareness Month and 2020 as the 30th Anniversary of the Americans with Disabilities Act Sponsored by District 9 and District 1 as a City Council Sponsored Special Event to Expend City Funds and Accept Donations of Materials and Services for the Event

## **RECOMMENDATION**

1. Approve October 2020 as the 75th Anniversary of National Disability Employment Awareness Month and 2020 as the 30th Anniversary of the Americans with Disabilities Act sponsored by Council District 9 and Council District 1 as a City Council sponsored Special Event and approve the expenditure of funds;
2. Approve and accept donations from various individuals, businesses or community groups to support the event;
3. Place the item on the Tuesday, October 27, 2020 Council Agenda for action.

## **BACKGROUND**

The 75th anniversary of National Disability Employment Awareness Month and the 30th anniversary of the enactment of the Americans with Disabilities Act will be recognized and commemorated on Tuesday, October 27, 2020 and sponsored by Councilmember Foley and Vice Mayor Jones. Both of these great milestones mark steps towards a more equitable society for all.

In 1945, Congress declared the first week of each October "National Employ the Physically Handicapped Week." This October marks the 75th anniversary of National Disability Employment Awareness Month (NDEAM). Celebrating NDEAM means increasing education and awareness of disability employment issues, and celebrating the many contributions of America's workers with disabilities. It is imperative that our American workplaces, including the City of San José, be committed to creating an inclusive workplace culture for all employees and job seekers with disabilities.

This July marked the 30th anniversary of the enactment of the Americans with Disabilities Act of 1990 (ADA), a landmark civil rights legislation that works to increase access and opportunity for people with disabilities across society. The ADA played a historic role in empowering people with disabilities to fully participate in all aspects of society by removing barriers to employment, public services, public accommodations, public and private transportation, and removed numerous other obstacles.

This special event is an opportunity to raise awareness about people with disabilities and to urge the City of San José and all of its businesses to pledge to continue taking steps to recruit, hire, retain, and advance individuals with disabilities. Implementing the ADA and working to pursue the goals of the ADA: Equality of opportunity, full participation, economic self-sufficiency, and independent living for people with disabilities, etc. are inclusive practices that all should remain mindful of at all times.