

P R O C L A M A T I O N

***WHEREAS**, nearly one in four adults in the United States lives with a disability, yet the labor force participation rate for people with disabilities remains disproportionately low at 23 percent compared to nearly 65 percent for those without disabilities; and*

***WHEREAS**, the employment gap is even wider for people with disabilities who are also members of other marginalized groups, including people of color, LGBTQ+ individuals, and those with chronic or non-apparent disabilities; and*

***WHEREAS**, people with disabilities have historically faced exclusion not because of lack of talent or commitment, but because of inaccessible systems, unconscious bias, and social structures that have not fully welcomed or supported them; and*

***WHEREAS**, disability inclusion in the workplace has historically driven innovation in workplace accommodations that benefit everyone. For example, curb cuts and voice-to-text technology, which were originally developed to support accessibility, now improve usability and convenience for a wide range of users; and*

***WHEREAS**, the City of Alexandria recognizes the shared humanity and full potential of every person and is committed to building workplaces where individuals with disabilities are valued, included, and supported; and*

***WHEREAS**, the City of Alexandria encourages all city departments, employers, and residents to consider how physical spaces, communication practices, and organizational norms can create either access or exclusion; and*

***WHEREAS**, we are committed to leading with integrity and modeling the inclusive, welcoming community we aspire to be.*

***NOW, THEREFORE, I, ALYIA GASKINS**, Mayor of the City of Alexandria, Virginia, and on behalf of the Alexandria City Council, do hereby proclaim October 2025, as:*

“NATIONAL DISABILITY EMPLOYMENT AWARENESS MONTH”

In the City of Alexandria.

***IN WITNESS WHEREOF**, I have hereunto set my hand and caused the Seal of the City of Alexandria to be affixed this 14th day of October 2025.*

MAYOR ALYIA GASKINS
*On behalf of the City Council
of Alexandria, Virginia*

ATTEST:

Gloria A. Sitton, CMC City Clerk