

STATE OF ARIZONA
★
PROCLAMATION

WHEREAS, Arizona has been designated an Employment First State since 2017, assisting individuals who have disabilities attain competitive integrated employment; and

WHEREAS, Arizona prospers economically and socially when an integrated workforce includes people with and without disabilities working side by side earning competitive wages and benefits. Businesses and organizations that hire, retain, and promote people with disabilities continue to discover that a strong workforce is an inclusive workforce. People with disabilities bring skill sets, perspectives, strengths, and talents that benefit companies and the community; and

WHEREAS, Arizona has designated its initial Employment First City as the City of Tempe, declared by Mayor Mark W. Mitchell, in March 2019. The City of Tempe has placed an added emphasis on disability inclusion in its recruitment and selection processes, and is actively recruiting qualified applicants with developmental disabilities to work in the City of Tempe; and

WHEREAS, Arizona employment broadens opportunity and helps to create an environment where individuals with developmental disabilities contribute to the community as jobholders. Competitive integrated employment provides Arizonans with developmental disabilities a pathway to achieve self-fulfillment, financial independence, and community inclusion; and

WHEREAS, each October, the nation proudly takes part in an awareness campaign to support equal employment opportunities for people with disabilities and to celebrate their contribution to the workforce. The theme for this year's campaign is "The Right Talent, Right Now", and emphasizes the essential role that people with disabilities play in Arizona's economic success.

NOW, THEREFORE, I, Douglas A. Ducey, Governor of the State of Arizona, do hereby proclaim October 2019 as

DISABILITY EMPLOYMENT AWARENESS MONTH

and I encourage all Arizonans to recognize the strengths that people with disabilities can bring to our workforce, our community and our state as a whole.



IN WITNESS WHEREOF, I have hereunto set my hand and caused to be affixed the Great Seal of the State of Arizona

Douglas A. Ducey
GOVERNOR

DONE at the Capitol in Phoenix on this eighteenth day of September in the year Two Thousand and Nineteen and of the Independence of the United States of America the Two Hundred and Forty-Fourth.

ATTEST:

[Signature]

SECRETARY OF STATE