NATIONAL DISABILITY EMPLOYMENT AWARENESS MONTH

OCTOBER 2026

WHEREAS, in October 2026, we celebrate National Disability Employment Awareness Month (NDEAM), an annual recognition of the positive impact of people with disabilities in the workforce; and,

WHEREAS, the observance began in 1945 as a week recognizing workers with physical disabilities. In 1988, Congress designated the commemoration as National Disability Employment Awareness Month (NDEAM), which then evolved to acknowledging the importance of increasing employment opportunities for people with disabilities, including those with mental health conditions and other nonobvious disabilities; and,

WHEREAS, in 2001, the Office of Disability Employment Policy (ODEP) was created and entrusted to administer NDEAM, including the selection and promotion of its annual theme; and,

WHEREAS, this year's NDEAM theme will be "Celebrating Value and Talent," in honor of America's 250th birthday, highlighting the role people with disabilities have played in shaping workplaces, communities, and the economy; and,

WHEREAS, Buncombe County Government's Human Resources Department realizes the importance of a diverse professional workforce and the need to foster a responsive and innovative organizational culture, one that fully engages all of our employees in order to achieve our mission. We honor and build on each employee's unique experiences, talents, opinions, and perspectives. During this month, we celebrate the contributions of employees with disabilities and reaffirm our dedication to ensuring equal opportunities, accessibility, and respect for all,

NOW, THEREFORE, BE IT RESOLVED that the Buncombe County Board of Commissioners proclaims **October 2026** as **National Disability Employment Awareness Month** in Buncombe County and encourage our community to join us in celebrating the value, talent, and contributions of those working with disabilities in our county, state, and nation.

This 20th day of October, 2026.

Amanda Edwards, Chair
Buncombe County Board of Commissioners