

September 24, 2024

MOTION BY SUPERVISOR JANICE HAHN

Proclaim October 2024 as Disability Employment Awareness Month in the County of Los Angeles

Any workforce is stronger, more productive, resilient, and diverse when it includes people with disabilities. Each October, during National Disability Employment Awareness Month (NDEAM) the value and talent workers with disabilities bring to America’s workplaces and economy is elevated. The purpose of NDEAM is to ensure disabled workers have access to good jobs, throughout the year. “Access to Good Jobs for All” is the official theme for this year’s celebration, underscoring a commitment to expand and enhance the quality of employment opportunities for people with disabilities. The County of Los Angeles (County) is proud to align its effort with NDEAM by proclaiming October as the Disability Employment Awareness Month, as we celebrate the value and talent workers with disabilities bring to the County workplace.

The County strongly supports equal employment opportunities and has been committed to improving job quality, as well as creating access to good jobs that are inclusive and free from discrimination. The Americans with Disabilities Act (ADA) and the Fair Housing and Employment Act (FEHA) are civil rights laws that help protect individuals with disabilities from discrimination in the workplace. These policies focus on creating equitable opportunities in the workplace by requiring employers to implement non-discriminatory practices and provide reasonable accommodations. Together, these policies provide a comprehensive framework that helps

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individuals with disabilities participate fully in the workforce while ensuring that employers understand their obligations to foster inclusive environments. The County is fully committed to ADA and FEHA compliance to foster a safe and healthy workplace with enhanced accessibility, inclusion, and equality across all departments, commissions, and agencies.

The County recognizes the importance of integrating the principles of the Good Jobs Initiative led by the Department of Labor by ensuring the creation of equitable, sustainable, and resilient job opportunities for all, including individuals with disabilities. Additionally, there is still a need for policy changes that further improve inclusion and equity, not only for disabled workers, but also for disabled individuals who are not in the workforce. We must continue to raise awareness and work toward meeting the unique needs of workers with disabilities by improving access to equal employment opportunities.

I, THEREFORE, MOVE that the Board of Supervisors:

1. Proclaim the month of October 2024 as “Disability Employment Awareness Month” in the County of Los Angeles.
2. Instruct the Director of Personnel to:
 - a. bring awareness, resources, and education to the County workforce;
 - b. continue to advance education and advocacy efforts related to disability compliance for departmental disability management and compliance coordinators, supervisors, and managers; and
 - c. hold the annual Disability Employment Symposium in partnership with the Aging

and Disabilities Department and the Los Angeles County Commission on Disabilities during Disability Employment Awareness Month to support capacity building for departmental Disability Management Coordinators Countywide.

3. Encourage all Department Heads to join the effort to educate their employees and supervisors on their roles and responsibilities in the disability compliance process.
4. Encourage all managers to learn about the disability process and protection of disabled employees under the law, and to ensure that they exemplify the County's commitment to supporting and ensuring timely access to the disability process as needed.

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