



**SNOHOMISH COUNTY COUNCIL**  
**Snohomish County, Washington**

**RESOLUTION NO. 23-037**

**RECOGNIZING THE MONTH OF OCTOBER AS DISABILITY EMPLOYMENT  
AWARENESS MONTH IN SNOHOMISH COUNTY**

*WHEREAS, National Disability Employment Awareness Month celebrates the contributions of workers with disabilities past and present and showcases supportive, inclusive employment policies and practices; and*

*WHEREAS, reflecting a commitment to a robust and competitive American labor force, the 2023 National Disability Employment Awareness Month theme is “Advancing Access and Equity”; and*

*WHEREAS, individuals with disabilities add significant value and talent to our workforce and economy, offering employers diverse perspectives on how to tackle challenges and achieve success; and*

*WHEREAS, studies have shown that employees with developmental disabilities have lower absenteeism, meet and exceed performance with their co-workers; and*

*WHEREAS, Snohomish County partners with the Developmental Disabilities Administration and 13 Career Path agencies to provide Individualized Employment to more than 800 individuals each year in collaboration with employers throughout Snohomish County; and*

*WHEREAS, Snohomish County, Career Path agencies, and community partners work diligently to provide paid, competitive employment opportunities for individuals with developmental disabilities in integrated work settings with appropriate ongoing support from a job coach; and*

*WHEREAS, Listen and Talk is a non-profit specialized in listening and spoken language services offered to Snohomish County families and their children who are deaf, deafblind and hard of hearing preparing them for higher education, future employment and fulfilling careers, and also offers employment opportunities to people in the community; and*

*WHEREAS, Sherwood Community Services is an independent, non-profit with a Vocational Services Program that provides opportunities and assistance for people with disabilities to find and retain employment, working with employers, job coaches and the employee for successful employment;*

*NOW, THEREFORE, BE IT RESOLVED, that the Snohomish County Council does hereby recognize October as Disability Employment Awareness Month in Snohomish County, is grateful for organizations such as Listen and Talk and Sherwood’s Vocational Services Programs, and encourages Snohomish County companies to consider employment of those with disabilities and for all County residents to create inclusive environments for all individuals.*

**APPROVED this 3<sup>rd</sup> day of October, 2023.**

**Jared Mead**  
Council Chair

**Nate Nehring**  
Council Vice-Chair

**Sam Low**  
Councilmember

**Megan Dunn**  
Councilmember

**Strom Peterson**  
Councilmember

ATTEST:

**Debbie Eco, CMC**  
Clerk of the Council