

National Disability Employment Awareness Month October 2023

WHEREAS this month, we promote the importance of accessibility, diversity and disability inclusion in the workplace and in our communities. We recognize the immense talents and contributions that people with disabilities make, while continuing to work towards a fully inclusive city. In addressing the need for accessible workplaces, it is important to note that not all disabilities are physical. The four most common disabilities experienced by Canadians are invisible ones such as pain, flexibility, mobility and mental health disabilities.

While many businesses in our city are already engaged in disability inclusivity, there is still much work to be done. People with disabilities earn approximately 20 per cent less than those without disabilities in Ontario. An estimated 18 per cent of Canadian employees with disabilities feel their disability makes it more difficult to change jobs due to difficulty in obtaining support or accommodations.

By employing inclusive hiring practices, being disability aware, and embedding accessibility and universal design principles within work environments, our city and its businesses can hire and retain valuable, talented workers who can thrive and grow professionally in accessible and accommodating environments.

The City of Toronto strives to become a leader in accessibility and disability inclusion through its policies, procedures and daily operations. Building an inclusive and diverse workforce is a foundational step in creating a more representative Toronto, where all residents can fully participate and have equal opportunities to succeed in their workplaces.

NOW THEREFORE, I, Mayor Olivia Chow, on behalf of Toronto City Council, do hereby proclaim **October 2023** as "**National Disability Employment Awareness Month**" in the City of Toronto.



Olivia Chow
Mayor of Toronto