



Municipality of Northern Bruce Peninsula

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www.northbrucepeninsula.ca

September 23, 2025

Re: National Disability Employment Awareness Month – October 2025

The correspondence received from the OCTC Team, a copy of which is attached, was reviewed by the Council of the Municipality of Northern Bruce Peninsula on September 22, 2025, relating to the above noted item. The following Resolution #25-10-2025 was carried and adopted by Council:

That Council for the Municipality of Northern Bruce Peninsula proclaim October 2025 as National Disability Employment Awareness Month.

Yours truly,

Alexandra Croce

Alexandra Croce
Clerk
Municipality of Northern Bruce Peninsula

Email Us

Please enter your email address, subject and message, and click the "Submit" button. If your request requires a follow-up, be sure to include your full name, day-time phone number and relevant property information in your message.

Your Email Address: *

[REDACTED]

Contact Name:

Cristin O'Sullivan

Subject:

Let's Light It Up Again for NDEAM 2025

Your Message: *

Dear Clerk and Councillors,

As a Disability Awareness Trainer with the OCTC team, I want to express my sincere thanks to the municipality for supporting National Disability Employment Awareness Month (NDEAM) by lighting up buildings in purple and blue for Light It Up! For NDEAM in 2024.

This year, I am asking you to join other municipalities in issuing a mayoral proclamation. If issuing a proclamation isn't feasible this year, a mayoral announcement is a meaningful alternative that still shows your commitment to disability inclusion.

Your leadership has helped raise awareness and promote inclusive employment across Ontario. We hope you'll join us again this October — and not be left behind as communities across the province light up and proclaim their support.

Early registrants may be spotlighted on ODEN's LinkedIn page — a great opportunity to showcase your municipality's leadership. [ODEN LinkedIn Page](#)

If you have any questions or would like support with your NDEAM plans, I'd be happy to assist.

Warm regards,

Cristin O'Sullivan

Disability Awareness Trainer, OCTC Team

Attachment (if applicable):

File Name	
	Municipality of Northern Bruce Peninsula - Mayoral Proclamation Request NDEAM 2025.pdf 172.6 KB



Thank You

Thank you for your email. If your submission requires a response, we will be in touch shortly!

September 15th, 2025

Dear Mayor and Councilors,

I'm writing to request that you officially designate October 2025 as National Disability Employment Awareness Month (NDEAM). A mayoral proclamation will also strengthen the support shown by the Municipality of Northern Bruce Peninsula through participation in Light It Up! For NDEAM on October 16th, 2025.

NDEAM activities acknowledge and celebrate the workplace contributions of people who have a disability, and business successes and benefits stemming from hiring with a focus on inclusion.

October is a good time to recognize the need for ongoing efforts and to raise awareness that all businesses must review their recruitment processes. Disability inclusion isn't just about compliance with AODA standards, human rights laws, or corporate social responsibility; it's strategically important. Research shows that disability-inclusive hiring can boost growth, innovation, and profitability for local businesses.

Nearly 645,000 Canadians with disabilities want to work but are under-employed. The 2022 Statistics Canada survey shows their employment rate is 62%, versus 78% for those without disabilities. About 71% of small businesses haven't hired disabled staff, often due to lack of awareness of their skills. Although employment is rising, barriers like negative attitudes remain a major challenge for equitable employment.

I thank you for considering this request. The combination of participation in *Light It Up! For NDEAM*, a mayoral proclamation of National Disability Employment Awareness Month would send a powerful message to shine a spotlight on disability-inclusive hiring.

Best regards,

C. O'Sullivan

Cristin O'Sullivan
Disability Awareness Trainer, Ontario Disability Employment Network (ODEN)

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Web: [ODEN NDEAM Campaign](#)