



PROCLAMATION

National Disability Employment Awareness Month

WHEREAS: Each October, National Disability Employment Awareness Month (NDEAM) is observed across Canada to recognize the workplace contributions of people who have a disability and to promote disability-inclusive employment. A mayoral proclamation demonstrates Brampton's commitment to building a community where everyone has access to meaningful employment opportunities.

Access to employment is a fundamental right recognized by the United Nations Convention on the Rights of Persons with Disabilities, which Canada signed in 2007. People who have a disability contribute to our communities as employees, neighbours, consumers, and taxpayers. When employment barriers persist, they reflect opportunities to improve our systems, not the abilities of the people navigating them. With an estimated one-in-five Canadians living with a disability, disability inclusion is a community-wide priority that strengthens our economy and social well-being.

The business case for disability inclusion is clear. A 2023 report by Accenture and Disability:IN found that organizations leading in disability inclusion achieved 1.6 times more revenue, 2.6 times more net income, and twice the economic profit of their peers. Inclusive workplaces are more innovative, adaptable, and resilient. Research also shows that 62% of Canadians are more likely to support companies with policies that support employees who have a disability.

Proclaiming National Disability Employment Awareness Month will recognize the contributions of people who have a disability across Brampton while encouraging employers to create more inclusive workplaces and expand opportunities for skilled talent.

THEREFORE: I, Mayor Patrick Brown, on behalf of Brampton City Council, do hereby proclaim October 2026 as "National Disability Employment Awareness Month" in the City of Brampton.

A stylized, handwritten signature of Mayor Patrick Brown in black ink.

Mayor Patrick Brown, City of Brampton