

## ***Expectation + Opportunity = Full Participation***

October is National Disability Employment Awareness Month (NDEAM)

The month of October is designated as National Disability Employment Awareness Month. The United States Department of Labor-Office of Disability and Employment Policy's theme for NDEAM 2009 is "**Expectation + Opportunity = Full Participation**". The theme captures the vital role that expectations play in our successes as individuals and as a society. We must ensure that both people with disabilities and their employers expect that they will fully participate in our workplaces.

Such an expectation alone, however, is not enough. People with disabilities must also have opportunity. They need access to a full range of employment choices to maximize their talents.

With both the expectation and opportunity, people with disabilities will become full participants in our economy.

"People with disabilities must be woven into our work culture. Already, we benefit from the incredible array of talent they bring to our workplaces. But we must raise the bar, we must create the inexorable expectation that people with disabilities will contribute in every way to our economic successes. Only by nurturing this expectation and providing people with disabilities with unlimited employment opportunities, can we all benefit from their talents." – **Kathy Martinez, Assistant Secretary USDOL-ODEP**