



As its July 20, 2026 Regular Council Meeting of the Town of Essex approved the following proclamation:

Proclamation

National Disability Employment Awareness Month
October 2026

Whereas, each October, National Disability Employment Awareness Month is observed across Canada to recognize the workplace contributions of people who have a disability and to advance the understanding that disability inclusive employment is essential to building strong, equitable communities. It is also an opportunity to acknowledge that there is still more work to do. People who have a disability remain one of the most underemployed groups in Canada, not due to a lack of skill or motivation, but because systemic and attitudinal barriers continue to limit access to equitable employment opportunities;

And Whereas, access to employment is a fundamental right, affirmed by the United Nations Convention on the Rights of Persons with Disabilities, which Canada signed in 2007. People who have a disability are full contributors to our communities as neighbours, professionals, consumers, and taxpayers. With an estimated one in five Canadians living with a disability, a number that continues to grow, the impact of employment barriers extends well beyond the individual. It affects household economic stability, local spending, civic participation, and the social cohesion that makes the Town of Essex a place where people want to live, work, and build their lives. Disability inclusion is a community-wide priority, and your proclamation is a public act of leadership in affirming that; and

And Whereas, the business case for disability-inclusive hiring continues to strengthen. A 2023 report by Accenture found that companies leading in disability inclusion achieved 1.6 times more revenue, 2.6 times more net income, and twice the economic profit of their peers. In a period of economic uncertainty, people who have a disability represent an experienced, skilled, and underutilized talent pool that many local businesses have yet to fully consider. The community is paying attention: 62% of Canadians say they are more likely to support companies with policies that support employees who have a disability (Angus Reid Institute and Rick Hansen Foundation, 2021). For businesses in the Town of Essex, that is both a reputational and a business opportunity.



Therefore, I, Sherry Bondy, Mayor of the Town of Essex, do hereby proclaim the month of October, 2026 as "National Disability Employment Awareness Month" in the Town of Essex.



A handwritten signature in black ink that reads "Sherry Bondy".

Sherry Bondy
Mayor of the Town of Essex