



PERSONNEL AND
READINESS

UNDER SECRETARY OF DEFENSE
4000 DEFENSE PENTAGON
WASHINGTON, D.C. 20301-4000

OCT - 1 2021

MEMORANDUM FOR SENIOR PENTAGON LEADERSHIP
DEFENSE AGENCY AND DOD FIELD ACTIVITY DIRECTORS

SUBJECT: 2021 Department of Defense National Disability Employment Awareness Month
Observance

In October, we observe and celebrate the contributions of workers with disabilities. Reflecting a commitment to a robust and competitive American labor force, the 2021 National Disability Employment Awareness Month (NDEAM) theme is "America's Recovery: Powered by Inclusion." As the Department observes NDEAM, I encourage you to reflect upon and renew your commitment to creating an environment which fosters a diverse and inclusive workforce.

The DoD has long been a leader in providing employment opportunities for individuals with disabilities. Thirty years before the Equal Employment Opportunity Commission set a regulatory goal for all Federal Government agencies to employ individuals with targeted disabilities at a rate of two percent, the DoD established such a goal. In 2019, DoD exceeded this mandated goal.

As the Nation celebrates the 31st anniversary of the Americans with Disabilities Act, DoD renews its commitment to providing reasonable accommodations which enable qualified individuals with disabilities to access employment opportunities and contribute to the DoD mission. DoD remains committed to providing a more inclusive workforce which fosters an environment where all people are recognized for their abilities and valued for their contributions.

A handwritten signature in black ink, appearing to read "Gilbert R. Cisneros, Jr.", is positioned above the printed name.

Gilbert R. Cisneros, Jr.