



PERSONNEL AND
READINESS

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

SEP 19 2022

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

SUBJECT: 2022 National Disability Employment Awareness Month Observance

In October, the Department acknowledges and celebrates the contributions of workers with disabilities. Reflecting a commitment to a robust and competitive American labor force, the 2022 National Disability Employment Awareness Month (NDEAM) theme is **“Disability: Part of the Equity Equation.”** I encourage all of you to renew your efforts to provide a workplace that is accessible and inclusive for workers with disabilities and to continue to remove unnecessary barriers to access and inclusion.

The Department strongly supports the President’s initiatives as set forth in National Security Memorandum 3, “Revitalizing America’s Foreign Policy and National Security Workforce, Institutions, and Partnerships,” and Executive Order 14035, “Diversity, Equity, Inclusion, and Accessibility in the Federal Workforce.” As such, the Department prioritizes diversity, equity, inclusion, and accessibility. It is a national security imperative to ensure critical perspectives and talents are represented in the national security workforce. DoD is a model source of national security employment for individuals with disabilities, with a workforce in which at least 12 percent of civilian employees are individuals with disabilities and two percent are individuals with targeted disabilities. Moreover, the Department continues to advance efforts to provide an equitable, accessible, and inclusive environment for its employee with disabilities.

I challenge leaders to actively promote opportunities to employ qualified individuals with disabilities. To assess and advance current accessibility measures, take advantage of DoD’s many accessibility programs, to include those in your Component and the Department’s Computer/Electronics Accommodation Program (<https://www.cap.mil>).

The Department is committed to increasing employment opportunities for qualified individuals with disabilities by removing barriers of inaccessibility. Join us in 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.", written in a cursive style.

Gilbert R. Cisneros, Jr.