



# I WANT YOU!

## The Family Café CHANGE AGENT NETWORK THEY NEED YOU!

Volume 3, Issue 5

This Newsletter Is A Project Of The Family Cafe

September 2020

The Change Agent Network is a project of The Family Café and offers an opportunity for advocates and change agents to work collaboratively to transform the system by: combining abilities, skills, ideas, and talents; standing together for meaningful system reform measures; taking the lead in our communities and neighborhoods; sharing information to help families become effective players within their communities; developing statewide networks to organize and discuss the issues that are most important to families and persons with disabilities; and creating a united position on critical disability policy issues.

**INCREASING ACCESS AND OPPORTUNITY**

Celebrating 30 years of the Americans with Disabilities Act

**30<sup>th</sup> ADA** **75<sup>th</sup> NDEAM**  
ANNIVERSARY ANNIVERSARY

National Disability Employment Awareness Month  
#ADA30 | #NDEAM75 | [dol.gov/odep](http://dol.gov/odep)

OFFICE OF DISABILITY EMPLOYMENT POLICY  
UNITED STATES DEPARTMENT OF LABOR

## 75<sup>th</sup> Anniversary of National Disability Employment Awareness Month

In addition to this year being the 30<sup>th</sup> anniversary of the Americans with Disabilities Act (ADA), 2020 also marks the 75<sup>th</sup> anniversary of National Disability Employment Awareness Month (NDEAM) this October! The U.S. Department of Labor has recently announced that “Increasing Access and Opportunity” is the 2020 theme for October’s annual observance of National Disability Employment Awareness Month. They also have produced a helpful website that lays out resources and ideas to help celebrate this auspicious occasion. Please



# WWW.FAMILYCAFE.NET

go to <https://www.dol.gov/agencies/odep/initiatives/ndeam> for more information.

The Department offers noteworthy suggestions to bring attention to this important issue, broken down by different entities.

### **For Employers:**

Review policies: this month is a perfect time to review your company's policies to ensure they convey a commitment to an inclusive workplace culture.

Establish an employee resource group: NDEAM is a perfect time to launch a disability Employee Resource Group (ERG).

Publish articles: NDEAM offers timely and fresh content for an employee newsletter or internal website. Articles could address a range of topics, such as general information about the company's commitment to an inclusive workplace, the process for requesting reasonable accommodations, or perhaps recognizing the contributions of employees with disabilities. A company's CEO could also issue a message to all employees recognizing NDEAM.

Feature NDEAM in social media activities: NDEAM provides an interesting hook for social media platforms, including Facebook, LinkedIn, and Twitter. For the latter, organizations are encouraged to include the hashtag #NDEAM.

### **For Educators and Youth Service Professionals:**

Hold a discussion: NDEAM presents an opportune time to discuss the topic of disability employment with students, particularly those at an age when they are considering career options and learning about the world of work.

Organize an assembly: Another option is to hold an assembly addressing the topic of disability employment, with content tailored as appropriate for age. Such an assembly might feature guest speakers from local disability service organizations and/or people with disabilities in various professions willing to talk about their jobs, interests and experiences.

Educate about disability history: Despite the number of people with disabilities in the U.S. and the fact that they represent all races, classes and cultures, many people are unaware of the rich history of the disability movement.

### **For Policy Makers:**

Take Your Legislator to Work Day: Experience the power of community-integrated employment by shadowing an employee with a disability at his or her workplace.

Legislative Disabilities Awareness Day: Establish an annual Legislative Disabilities Awareness Day to explore bills that will help improve employment outcomes for people with disabilities.

Issue an NDEAM press release: Policymakers can also issue a press release to local media and distribute it through email lists to announce their involvement in NDEAM.

Participate in Disability Mentoring Day: Disability Mentoring Day promotes career development for youth

with disabilities through hands-on programs, job shadowing and ongoing mentoring.

### **For Associations:**

Feature NDEAM in your magazine or newsletter: NDEAM offers timely and fresh content for magazines or newsletters. Articles can inform members about NDEAM and its purpose, as well as specific ideas for how members can implement relevant activities within their organization.

Send a "president's message" about NDEAM: Association leaders can take advantage of NDEAM to send a special email to members encouraging them to participate and providing information about how they can do so. In addition, NDEAM can be incorporated into speeches or the President's column in your organization's monthly publication.

Hold an NDEAM "brown-bag lunch," webcast or teleconference: For local organizations, such as chambers of commerce, NDEAM presents an opportune time to sponsor a brown-bag lunch or informal seminars of the topic of disability employment.



## **First Two Weeks of October are “Disability History and Awareness Weeks”**

As has been the case for the past 13 years, Florida’s “Disability History and Awareness Weeks” will take place during the first two weeks in October. School districts throughout Florida will, in varying degrees, conduct and promote activities related to disability history and awareness. This legislation was passed in the 2008 thanks to our very own Florida Youth Council.

The law authorizes each district school board to provide disability history and awareness instruction in all K-12

public schools each year during the first two weeks in October. It also encourages that students be provided with: “Intensive instruction to expand knowledge, understanding, and awareness of individuals with disabilities” and the “history of disability and disability rights movement” during this two-week period. This instruction can be worked into the existing school curriculum.

The law provides that the goals of disability history and awareness instruction are to encourage better treatment for individuals with disabilities and increased attention to preventing the bullying or harassment of students with disabilities. It is also intended to provide encouragement to individuals with disabilities to develop increased self-esteem, resulting in more individuals with disabilities gaining pride, obtaining postsecondary education, entering the workforce, and contributing in their communities.



## Check Out Our New Website!

As you may have noticed The Family Café has a new website! Featuring a brand-new look and a fully responsive layout for all platforms – we hope you’ll find it easier to navigate and find what you’re looking for quickly and efficiently. In addition to this new layout, the site has new features that will make it easier for you to use. We believe you will find the new site to be user-friendly, streamlined, and filled with useful content.

As part of this redesign we have simplified our navigation menus and enhanced our [22nd Family Café video content](#). You will now have the ability to view presentations directly on the site with our embedded video player.

You can also find all of the content we collected from presenters that were originally scheduled to appear at the in-person 22<sup>nd</sup> Annual Family Café but could not be included in the virtual event. You’ll find links to their materials in the interactive version of the event program. That’s located at the top of [the Videos page of the site](#).

Our goal with this new website is to provide our visitors with a simple way to discover more about The Family Café, [our Mission, Values](#) and the service we continually provide to individuals with disabilities and their family members.

We hope you like the new site as much as we do! If you run into any problems, or want to give us feedback, feel free to contact us at [info@familycafe.net](mailto:info@familycafe.net). If you’d like to stay connected on social media, follow us on [Twitter](#), [Facebook](#), [Instagram](#), [Flickr](#) and [YouTube](#).



## Don't Forget to VOTE

We all know that this is an election year, but do you know when the deadline to register to vote in Florida is? The answer is October 5<sup>th</sup>!

Regardless of your party affiliation, please do not forget to exercise your constitutional right and VOTE. YOU MUST BE REGISTERED BY OCTOBER 5TH IN ORDER TO VOTE IN NOVEMBER'S GENERAL ELECTION. If you are not registered to vote please do so ASAP. There are numerous ways to vote in November as well. You will not need to leave home if you plan ahead. Floridians have more options than ever: Vote by mail, Absentee, early voting and election day voting. Take your pick but PLEASE PICK ONE!

To check your voter registration status and find out how to register in your county, visit [registertovoteflorida.gov](http://registertovoteflorida.gov).



[WWW.FAMILYCAFE.NET](http://WWW.FAMILYCAFE.NET)

Thank you to those who joined us during The 22nd Annual Virtual Family Café. We are delighted to report that our virtual educational sessions so far have over 500,000 views, and our outreach continues to grow! Check out our new website at [www.familycafe.net](http://www.familycafe.net)

Please mark your calendars for The 23rd Annual Family Café which will be held on June 11th -13th in Orlando. Hope to see you there! Registration will open on February 14th!

See You Next Year!

at the **23<sup>rd</sup>** annual **Family CAFÉ**  
June 11 - 13, 2021 • Orlando

**HYATT REGENCY  
ORLANDO**  
9801 INTERNATIONAL DRIVE  
ORLANDO, FLORIDA

The Family Café is on Facebook!

Follow us @TheFamilyCafe

Follow us @thefamilycafe1

**The Family Café**

820 East Park Avenue, Suite F-100 • Tallahassee, FL 32301 • [info@familycafe.net](mailto:info@familycafe.net)

[WWW.FAMILYCAFE.NET](http://WWW.FAMILYCAFE.NET)