



**CITY OF KIRKLAND**  
**CITY MANAGER'S OFFICE**  
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## MEMORANDUM

**To:** Kurt Triplett, City Manager

**From:** Jim Lopez, Deputy City Manager, External Affairs  
Erika Mascorro, Diversity, Equity, Inclusion, and Belonging Manager  
Daniel Lazo, Senior Community Engagement Coordinator

**Date:** September 24, 2025

**Subject:** **Disability Awareness Month Proclamation**

### RECOMMENDATION:

Staff recommends the Mayor, on behalf of the City Council, proclaims the month of October 2025 as "Disability Awareness Month" in Kirkland.

### EXECUTIVE SUMMARY:

- October is proclaimed as Disability Awareness Month in Kirkland.
- Disability Awareness Month celebrates the inclusivity of people with all forms of disabilities, bringing cultural and social awareness around what disability is, destigmatizing conversations around disability, and encouraging people to learn more about how disability plays a role in our everyday lives.
- This proclamation is part of the City Council's adopted 2025-2026 proclamation calendar.

### BACKGROUND:

The first federal public policy that focused on the needs of disabled people occurred with the passage of Section 504 of the 1973 Rehabilitation Act.<sup>1</sup> Some states had prohibited discrimination in some forms prior to passage. This policy marked a pivotal moment in United States history as it banned discrimination based on disability. The policy was modeled by previous civil rights laws that banned race, ethnic origin, and sex-based discrimination by federal fund recipients. This act made the exclusion and segregation of people with disabilities be viewed as discrimination based on federal law for the first time in United States history. Prior to Section 504, issues such as unemployment and lack of education were seen by many as inevitable consequences of the physical, mental, intellectual, or developmental disability itself, but this public policy recognized that these issues are due to societal barriers and social prejudices preventing individuals with disabilities from the same liberties and freedoms as other citizens.

<sup>1</sup> <https://www.hhs.gov/sites/default/files/ocr/civilrights/resources/factsheets/504.pdf>

Two decades after Section 504 had passed, the Americans with Disabilities Act (ADA) was signed into law by President George H.W. Bush on July 26, 1990.<sup>2</sup> Since the ADA was signed into law, it has helped to make society more accessible for individuals with disabilities across education, employment, medical care, and access to physical spaces. The ADA ensures that people with disabilities will be provided guidance and resources about their rights and relevant laws and regulations.

According to the Centers for Disease Control (CDC), 1 in 4 adults (28.7%) in the United States are living with a disability. Even though the percentage of individuals with disabilities is high, often disability is not discussed outside of medical, educational, or legal contexts.

#### **DISCUSSION/ANALYSIS:**

This proclamation supports Kirkland's ongoing commitments and goals expressed in Resolution R-5240 declaring Kirkland a safe, inclusive, welcoming community for all; Resolution R-5434 approving the framework to create a community that is committed to examining and dismantling interpersonal, institutional, and structural racism in Kirkland; Resolution R-5548 adopting the City's Diversity, Equity, Inclusion, and Belonging (DEIB) 5-Year Roadmap; and Resolution R-5686 declaring Kirkland as a welcoming, inclusive, and safe city for Two-Spirit, Lesbian, Gay, Bisexual, Transgender, Queer/Questioning, Intersex, and Asexual Plus (2SLGBTQIA+) people and recognizing their human rights and well-being.

There are many ways to celebrate and recognize Disability Awareness Month, including volunteering with organizations that work to provide access to individuals with disabilities in a variety of ways like sports, education, basic needs, fundraising for research, or understanding and accepting your own disability identity or that of a loved one or friend. You can learn more through national organizations like the National Organization on Disability (NOD),<sup>3</sup> the American Association of People with Disabilities (AAPD),<sup>4</sup> and the International Disability Alliance (IDA), as well as local organizations like the Disability Empowerment Center.<sup>5</sup>

#### **NEXT STEPS:**

None.

#### **ATTACHMENTS:**

Attachment 1 – Disability Awareness Month Proclamation

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<sup>2</sup> <https://www.ada.gov/>

<sup>3</sup> <https://nod.org/>

<sup>4</sup> <https://www.aapd.com/>

<sup>5</sup> <https://www.disabilityempowerment.org/>



# A PROCLAMATION OF THE CITY OF KIRKLAND

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## Disability Awareness Month October 2025

**WHEREAS**, Disability Awareness Month is about celebrating and being inclusive of people with all forms of disabilities, bringing cultural and social awareness around what disability is, destigmatizing conversations around disability, and encouraging people to learn more about how disability plays a role in our everyday lives; and

**WHEREAS**, according to the Centers for Disease Control and Prevention (CDC), 28.7% of adults, approximately 1 in 4, in the United States are living with a disability and, despite this high percentage, disability is often not discussed outside of medical, educational, or legal contexts; and

**WHEREAS**, with the passage of Section 504 of the 1973 Rehabilitation Act and the Americans with Disabilities Act (ADA) in 1990, federal public policy recognized that the exclusion and segregation of people with disabilities were acts of unlawful discrimination and that societal barriers and social prejudices prevented individuals with disabilities from the same liberties and freedoms as other community members, often resulting in negative impacts such as unemployment or lack of education; and

**WHEREAS**, the ADA has helped to make society more accessible for individuals with disabilities in education, employment, medical care, and access to physical spaces and it aims to ensure people with disabilities have guidance and resources about their rights and applicable laws and regulations; and

**WHEREAS**, celebrating Disability Awareness Month may include volunteering with organizations that work to provide access to individuals with disabilities in a variety of ways like sports, education, basic needs, fundraising for research, or understanding and acceptance of one's disability identity or that of a loved one or friend; and

**WHEREAS**, organizations like the National Organization on Disability, American Association of People with Disabilities, and International Disability Alliance, to name a few, have resource pages on the internet and work tirelessly to support people with disabilities and to bring the conversation of disability to a larger audience.

**NOW, THEREFORE**, Mayor Kelli Curtis, on behalf of the City Council, does hereby proclaim October 2025 as Disability Awareness Month in Kirkland and calls upon the people of Kirkland to learn ways to be inclusive of people with disabilities, to volunteer in support of accessibility, and to engage in community dialogue that fosters understanding.

Signed this 7th day of October, 2025

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Kelli Curtis, Mayor