

# PROCLAMATION

- WHEREAS, The City of Tempe recognized that from 2015 to 2016, the number of working age residents with Developmental Disabilities rose to over 2,000 individuals, an increase in Tempe's population of 4%; and that there is approximately a 28% employment rate of people who have Developmental Disabilities, and,
- WHEREAS, The initiation of Employment First Tempe promotes competitive, integrated employment, in the general workforce as the first and preferred outcome for working age residents who have disabilities; and,
- WHEREAS, Employment First Tempe's mission promotes advocacy and education of people with disabilities, families, administrators, policy makers, service providers and agencies, to create system change resulting in competitive, integrated employment; and
- WHEREAS, An Employment First Tempe formally recognizes the system change efforts beginning to benefit people who have developmental and other disabilities by adopting a strengths-based perspective; emphasizing that each person who has a disability, offers skills and assets that contribute to the labor force and local economy; and
- WHEREAS, Research shows that there are no cities in Arizona currently designated as an Employment First City; and,
- WHEREAS, Through Tempe's BEST Program, funded in part by the Arizona Developmental Disabilities Planning Council, and with support from the Arizona Employment First Initiative stakeholders, the Arizona Association for People Supporting Employment First local chapter, and Tempe's Commission on Disability Concerns, the recognition of an Employment First Tempe will proudly serve as the FIRST municipal model of competitive integrated employment in the state.
- NOW, THEREFORE, I, Mark W. Mitchell, Mayor of the City of Tempe, Arizona, do hereby declare:

On March 26, 2019  
**Employment First Tempe**  
*as the first Employment First City  
in Arizona*

IN WITNESS WHEREOF,  
I hereunto set my hand  
this 26th day of March ,  
Two Thousand and  
Nineteen.

  
Mayor Mark W. Mitchell

