



ASA HUTCHINSON
GOVERNOR

ARKANSAS DEPARTMENT OF THE MILITARY
OFFICE OF THE ADJUTANT GENERAL
CAMP JOSEPH T. ROBINSON
NORTH LITTLE ROCK, ARKANSAS 72199-9600



KENDALL W. PENN
MAJOR GENERAL
THE ADJUTANT GENERAL

NGAR-HRO-EEM

1 October 2020

MEMORANDUM FOR All Arkansas National Guard Personnel

SUBJECT: National Disability Employment Awareness Month 2020

1. October 1 – October 31 is designated as National Disability Employment Awareness Month. This year's theme is "Don't Set Limits on Unlimited Potential." Due to the COVID-19 pandemic, the Arkansas National Guard will not be conducting any speaking engagements, but we do encourage you to take this opportunity to educate yourselves individually on the men and women with disabilities who have contributed, and continue to contribute, to making the nation's economy strong.
2. This year marks the 75th observance of National Disability Employment Awareness Month, as well as the 30th anniversary of the American with Disabilities Act (ADA). National Disability Employment Awareness Month dates back to the end of World War II, where the return of injured and disabled service members prompted public interest in ensuring that proper employment was available for its combat veterans. This awareness event is observed so that Americans may reaffirm their commitment to ensuring equal opportunity for all citizens, and to celebrate the ingenuity people with disabilities bring to America's workplaces.
3. In 1945, Congress declared the first week in October each year National Employ the Physically Handicapped Week. In 1962, the word "physically" was deleted to acknowledge the needs and contributions of individuals with all types of disabilities. And in 1988, the observation of National Disability Employment Awareness Month was established by Public Law and Presidential Proclamation. This observance gives our nation the opportunity to reaffirm its commitment to recruit, retain, and advance individuals with disabilities throughout our workforce. Let's all take the time to recognize the undeniable contributions disabled veterans and other people with disabilities make each and every day in our communities.
4. If you have any questions, please feel free to contact CW2 Patrick Jacob, EEO Specialist, at 501-212-4222 or DSN 962-4222.

A handwritten signature in black ink, appearing to read "K. W. Penn", written over a horizontal line.

KENDALL W. PENN
Major General
The Adjutant General

*A Call
to Action!*

Celebrating

75

Years

NATIONAL DISABILITY EMPLOYMENT AWARENESS MONTH

**HONORING THE PAST,
SECURING THE FUTURE!**

