



HR Highlights July 2023

July is Disability Pride Month

This year is the 33rd anniversary of the passing of the [Americans with Disability Act \(ADA\)](#). The beginning of Disability Pride Month can be linked to the disability rights movement which challenges social barriers and advocates for equal rights and opportunities for people with disabilities.

26% (1 in 4) of American adults live with a disability, which is 61 million people. Since the ADA's introduction we have seen some progress but people with disabilities continue to experience challenges related to accessibility, jobs and career advancement opportunities. July is a time for us to recognize that disability is part of the human experience. By centering disability we have the opportunity to create a more accessible and inclusive society and workplaces for everyone.

In Virginia, [1,614,174 adults have a disability](#). At DHRM, we encourage you to tap into the many resources offered from several agencies serving Virginians with disabilities such as [VDDHH](#), [DARS](#) and [BDVI](#), the [Alternative Hiring Process](#) and advocate to build a more just, accessible and inclusive workplace.

Check out these events in July and beyond!

- 07/21 - [2023 SPECIAL NIGHTS - The Children's Museum in Richmond is excited to host a FREE night for families with children with disabilities on the third Friday of each month from 5:00-7:00 pm.](#)
- 07/22 - [Disability Visibility Book Discussion In-Person](#), Annandale
- 08/05 - [RVA Duck Race & Festival of Inclusion](#), Autism Society of Central Virginia (ASCV), Richmond
- 08/10 - [Lutheran Services in America-Disability Network 2023 Summer Meeting](#), Roanoke
- 09/24 - [Disability Inclusion In Congregational Life](#), Norfolk