



# NATIONAL DISABILITY EMPLOYMENT AWARENESS MONTH

2023 THEME: "ADVANCING ACCESS AND EQUITY"



**National Disability Employment Awareness Month (NDEAM) was declared in 1988 by the United States Congress for the month of October. At DMAVA and beyond, this month represents a time to:**

- **Raise awareness around the challenges and needs of individuals who identify as having a disability in the workforce.**
- **Reflect on the important role that diverse perspectives play in the workforce.**
- **Reaffirm our commitment to ensure equal opportunities and foster inclusivity within our organization for all employees.**
- **Celebrate the experiences, vital contributions, and achievements of individuals who identify as having a disability within our organization.**

**Join us as we celebrate the diversity and inclusivity within DMAVA by amplifying the voices and experiences of our colleagues.**

**The office of DMAVA-DEIB would like to thank Soniya Reddy for taking the time to share her personal story with us this month!**

“

**What is/are your disability(s) that you are sharing with us today?  
“I have dealt with brain cancer from a young age.”**

**What barriers have you overcome despite your disability?**

**“Despite my obstacles, I have worked hard to overcome them. Although it takes me longer to study and to remember information than others, I have managed to finish my degree in finance from TCNJ of Ewing NJ in four years like an average student. I am continuing to work hard and achieve my goals and dreams and striving in my current profession.”**

**What do you wish people better understood about you and your disability?**

**“I wish people knew how my brain cancer has impacted my life and continues to impact my life today. My condition has impacted my stability, movement, vision, and memory. My disability may not seem visible to some people, especially since I have been walking on my own for the past several years without a mobility aid. But it does still impact my memory and concentration to some extent. I still do, however, have a strong desire to help others whenever I can, to make people smile, and to make a difference in society.**

**How should others support those with visible and invisible disabilities?**

**“Since most disabilities like mine are not easily noticeable, it is important to treat everyone equally and with respect, and to lend a helping hand whenever you can. You never know what someone is going through or the challenges they face.”**

”

**In celebration of National Disability Employment Awareness Month, we honor and appreciate the invaluable contributions and unique perspectives of our employees who identify as having a disability. Your strength, resilience, and diverse experiences enrich our organization, making it a more inclusive and innovative place for all.**

**For additional National Disability Employment Awareness Month information and resources, click [here](#).**