



In light of recent discussions and increased attention surrounding people with disabilities and employment, we feel it is important to share some fundamental, verifiable information about this often underutilized workforce. Misconceptions and stereotypes about individuals with disabilities can undermine the progress made over decades to promote inclusion and equity. Since the passage of the Americans with Disabilities Act (ADA) in 1990, significant strides have been made to ensure equal rights and opportunities for people with disabilities across all sectors of society, including employment. It is crucial to continue building on this foundation to create a more inclusive future for all.

It is important to emphasize that the ADA does not guarantee employment to any individual solely based on their disability status. Instead, the law requires that individuals must be qualified to perform the essential functions of the job they are hired for, with or without reasonable accommodations. This ensures that hiring decisions are based on merit and ability, not on unfounded biases or assumptions.

The reality is that people with disabilities bring immense value, talent, and dedication to the workplace. According to the Bureau of Labor Statistics, in 2022, 21.3% of people with disabilities were employed, a figure that represents both an ongoing challenge and a testament to their contributions across industries. Numerous studies demonstrate that employees with disabilities are as productive and reliable as their peers and often excel in innovation and problem-solving due to their diverse experiences and perspectives.

We must reaffirm our commitment to the ADA's core promise: that disability is not a limitation on competence or potential. Employers across the country have demonstrated that inclusive workplaces thrive, and individuals with disabilities play pivotal roles in ensuring safety, efficiency, and innovation.

We call upon leaders to use their platforms responsibly and advocate for inclusion and equity. Let this moment serve as a reminder of the critical need to challenge misconceptions and to continue building a society where people with disabilities are respected, valued, and empowered to achieve their fullest potential.

At Greenleaf Job Training Services, we are dedicated to advancing inclusion and equity in the workforce. We invite you to join us in our mission to break down barriers, champion the abilities of individuals with disabilities, and build a future where everyone has the opportunity to thrive. Together, we can create workplaces and communities that honor the dignity and contributions of all.