

## **CITY OF CORAL GABLES, FLORIDA**

### **RESOLUTION NO. 2025-388**

A RESOLUTION OF THE CITY COMMISSION OF THE CITY OF CORAL GABLES, FLORIDA, DECLARING PRINCIPLES OF INCLUSION FOR ALL INDIVIDUALS WITH DISABILITIES, AND URGING ACTION BY NATIONAL, STATE, AND LOCAL GOVERNMENTS, BUSINESSES, AND RESIDENTIAL COMMUNITIES CONSISTENT WITH THESE PRINCIPLES

**WHEREAS**, October is National Disability Employment Awareness Month, which heightens awareness while recognizing the contributions of Americans with disabilities to both our workforce and our society; and

**WHEREAS**, the City of Coral Gables has long proclaimed October as Americans with Disabilities Month in Coral Gables, in order to expand its commitment to raising awareness and acceptance of inclusion beyond the area of employment; and

**WHEREAS**, disabilities affect approximately 1 in 4 adults in the United States, or approximately 61 million people according to a report issued by the Centers for Disease and Control Prevention; and

**WHEREAS**, according to the United Nations Convention on the Rights of Persons with Disabilities, people “. . . with disabilities include those who have long-term physical, mental, intellectual or sensory impairments which in interaction with various barriers may hinder their full and effective participation in society on an equal basis with others.”; and

**WHEREAS**, the Convention has identified the following principles:

- a. Respect for inherent dignity, individual autonomy including the freedom to make one's own choices, and independence of persons;
- b. Non-discrimination;
- c. Full and effective participation and inclusion in society;
- d. Respect for difference and acceptance of persons with disabilities as part of human diversity and humanity;
- e. Equality of opportunity;
- f. Accessibility;
- g. Equality between men and women;
- h. Respect for the evolving capacities of children with disabilities and respect for the right of children with disabilities to preserve their identities.

**WHEREAS**, National Disability Employment Awareness Month dates back to 1945, when Congress declared the first week in October "National Employ the Physically Handicapped Week"; and

**WHEREAS**, the theme for National Disability Employment Awareness Month for 2025 is “Celebrating Value and Talent” to recognize the value and talent American workers with disabilities add to our workplaces and economy and highlight their achievements both past and present; and

**WHEREAS**, inclusion is an attitude, an approach, and a mindset which welcomes and facilitates participation by those individuals with disabilities, by making sure everybody has the same opportunities to participate in every aspect of life to the best of their abilities and desires; and

**WHEREAS**, the City further demonstrates its commitment to inclusion for all individuals with disabilities through its Advisory Board on Disability Affairs, which advises and provides input to City staff regarding matters affecting individuals with disabilities in Coral Gables to support full inclusion and accommodation; and

**WHEREAS**, the City will be hosting its seventh “Adventure Day For All” event on November 8, 2024, in Salvadore Park. The family-friendly event is for all ages and will feature a resource fair, challenges, crafts, activities, and live entertainment with the theme of embracing people of all abilities; and

**WHEREAS**, every month the City hosts My Squad, a fun social group created for adults with intellectual and developmental disabilities; and

**WHEREAS**, the City welcomed 12 student interns from Project Victory for the 2025-2026 school year. Project Victory is a Miami-Dade County Schools (“MDCPS”) program that assists young adults with disabilities by providing work skills and employment training. This is the fourth year that the City has partnered with MDCPS to bring this program to the City; and

**WHEREAS**, the City offers Aira free to visitors. Aira is a service that connects people who are blind or have low vision to highly trained, remotely-located human agents. Through an app on your smartphone, Aira delivers instant access to visual information at the touch of a button – enhancing everyday efficiency, engagement, and independence. Aira also now can connect with the deaf and hard of hearing with a visual interpreter or an ASL interpreters, on demand for free through the same app when visiting the City; and

**WHEREAS**, the City has proclaimed that October is Americans with Disabilities Month in Coral Gables and renews its commitment to inclusion for all individuals with disabilities in the workforce and in society.

**NOW, THEREFORE, BE IT RESOLVED BY THE COMMISSION OF THE CITY OF CORAL GABLES:**

**SECTION 1.** The foregoing “WHEREAS” clauses are hereby ratified and confirmed as being true and correct and are hereby made a specific part of this Resolution upon adoption hereof.

**SECTION 2.** The City expresses its commitment to the principle of inclusion of all individuals with disabilities in all aspects of its governance and services and seeks to welcome and facilitate such participation.

**SECTION 3.** The City urges businesses to express their commitment to the principle of inclusion in both employment and commerce.

**SECTION 4.** The City urges developers, homeowner associations, and condominium associations to adopt policies supporting the principle of inclusion in residential communities.

**SECTION 5.** The City urges universities and other places of learning to prioritize programs supporting inclusion of all individuals with disabilities.

**SECTION 6.** The City urges national, state, and local governments to express their commitment to the principle of inclusion as well, and to continue efforts to support inclusion for all individuals with disabilities.

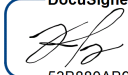
**SECTION 7.** The Advisory Board on Disability Affairs is commended for its ongoing commitment to work in this area and is directed to continue to review the City’s initiatives to promote inclusion on an ongoing basis, and provide input to City staff to assist the City in fulfilling this goal.

**SECTION 8.** The City Clerk is directed to send a copy of this resolution, and the accompanying proclamation declaring October Americans with Disabilities Month in Coral Gables to the National League of Cities, National Association of Counties, Florida League of Cities, Florida Association of Counties, Miami-Dade County League of Cities, Miami-Dade County, Miami-Dade Public Schools, and municipalities in Miami-Dade County.

**SECTION 9. EFFECTIVE DATE.** This Resolution shall become effective upon the date of its passage and adoption hereof.

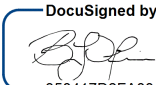
PASSED AND ADOPTED THIS FOURTEENTH DAY OF OCTOBER, A.D., 2025.  
(Moved: Anderson / Seconded: Castro)  
(Unanimous Voice Vote)  
(Agenda Item: H-1)

APPROVED:

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VINCE LAGO  
MAYOR

ATTEST:

DocuSigned by:  
  
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BILLY Y. URQUIA  
CITY CLERK

APPROVED AS TO FORM AND  
LEGAL SUFFICIENCY:

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CRISTINA M. SUAREZ  
CITY ATTORNEY