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To: Christian Sacdalan
Subject: DE&I Digest - October Edition



October 2021 Edition

October is Down Syndrome Awareness Month in recognition of those born with Down Syndrome – the most common chromosomal condition. First described by John Langdon in 1862, it wasn't until 1958 that [Venerable](#) Dr. Jerome Lejeune discovered, conclusively, the condition happens when the person in the womb ends up with an extra copy of chromosome 21. (This would later be corroborated in 1959.) Essentially, a random error occurs in cell division that results in this extra chromosome.



Although researchers know the source, no one knows for sure why Down syndrome occurs or what factors play a role. Some factors include whether a parent has a chromosomal disorder, whether a parent has already had a child with a chromosomal disorder, and the age of the mother (women 35 years or older are more likely to have an affected child, with the likelihood increasing with age). There are two tests available to detect Down syndrome during pregnancy: screening (comprised of the mother's

blood and an ultrasound) and diagnostic (which involves examining material from the placenta, amniotic fluid, or umbilical blood).

In recent decades, the life expectancy for people with Down syndrome has increased from only 25 years in 1983 to more than 60 years today. However, they are at risk for a range of health conditions that include autism spectrum disorders, problems with hormones and glands, hearing loss, vision problems, and heart abnormalities.

Spotlight on National Disability Employment Awareness Month (NDEAM)

NDEAM is held each October to commemorate the many and varied contributions of people with disabilities to America's workplaces and economy. The theme for NDEAM 2021, "America's Recovery: Powered by Inclusion," reflects the importance of ensuring that people with disabilities have full access to employment and community involvement during the national recovery from the COVID-19 pandemic.



In 1945, Congress enacted Public Law 176, declaring the first week of October each year as National Employ the Physically Handicapped Week. This was an effort to educate the public about the issues related to disability and employment. In 1962, the word "physically" was removed to acknowledge the employment needs and contributions of individuals with all types of disabilities. The week was later expanded to a month and the name was changed to National Disability Employment Awareness Month.

Resources of the Month

DE&I Committee October Picks:

- [Website](#): National Disability Awareness Month 2021

Raise Your Cultural IQ!

Did You Know?

In May, 500 CEOs of major companies across the world joined the global business

- [Link](#): Down Syndrome Awareness Month
 - [Link](#): National Disability Awareness Month
 - [Website](#): What can YOU do?
 - [Website](#): National Down Syndrome Society
 - [Website](#): Jerome Lejeune Foundation
 - [Article](#): Who is Dr. Jerome Lejeune?
 - [PDF](#): Blueberries and You, How to Bake Accessibility Into Everything You Do!
 - [Article](#): Ableism In the Workplace: When Trying Harder Doesn't Work
 - [YouTube](#): Roll with Cole & Charisma
- collective, The Valuable 500, committing to put disability inclusion on their board agendas. The Valuable 500 is the world's biggest CEO collective for disability inclusion. [Learn more](#) about this initiative and the impact it is making across the globe.

Do you have a resource you want to see in the next edition of the *DE&I Digest*? Next month, we will be recognizing ***Veteran's Day*** and ***Native American Heritage Month***! Send resources to DEICommittee@amga.org for review by the DE&I Committee. Please ensure resources submitted are from reputable sources.

Questions? Comments? Suggestions? We'd love to hear from you! Email the DE&I Committee at DEICommittee@amga.org. To see previous editions of the *DE&I Digest*, click [here](#).

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