



NCR Diversity and Inclusion

Latest News and Bulletin Updates

National Disability Employment Awareness Month

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National Disability Employment Awareness Month

Established by [Public Law](#) and Presidential Proclamation, National Disability Employment Awareness Month is observed from 1 - 31 October of each year. The awareness event is observed so that Americans may reaffirm commitment to ensuring equal opportunity for all citizens and so that they may pay tribute to the accomplishments of men and women with disabilities who contributed, continue to contribute, and wish to contribute to making the nation's economy strong.

CAP observes this month as Disability Awareness Month. CAP's history is built upon a wonderful inclusiveness found only in a democracy.

(per CAPR 36-1 dated 22 August, revised 26 January 2009)

It is Civil Air Patrol policy that no member shall be excluded from participation in, denied the benefits of, or subject to discrimination in any CAP program or activity on the basis of race, sex, age, color, religion, national origin, or disability (formerly handicap).

What is your unit doing to encourage people with disabilities to join CAP?

DID YOU KNOW?

Civil Air Patrol reasonably accommodates disabilities.

Cadets with learning challenges can get help in studying.

People with disabilities

will improve innovation and problem-solving capacity.

are reliable and have higher retention rate.

bring greater diversity to projects.

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Disability Awareness Spotlights.

A disability is any condition that makes it more difficult for a person to do certain activities or interact with the world around them. These conditions, or impairments, may be cognitive, developmental, intellectual, mental, physical, sensory, or combination of multiple factors. Impairments causing disability may be present from birth or occur during a person's lifetime.

1st Lieutenant Matthew Stepaniak of Minnesota Wing, Viking Squadron became a member of Civil Air Patrol March 2001. He was recruited for his background in public service and ham radio. Lieutenant Stepaniak gives credit to several CAP members for his CAP career. Lieutenant Stepaniak is squadron Assistant Communications Officer and has run the Minnesota Wing FM net.

2nd Lieutenant Travis Robinson is a member of South Dakota Wing and became a member of Sioux Falls Composite Squadron four years ago. His duties in CAP range from Diversity Officer, Logistics Officer, Disaster Preparedness Officer, Squadron Activities Officer and he recently became Sioux Falls Composite Squadron Commander.

Both 1st Stepaniak and 2nd Lieutenant Robinson use wheelchairs but neither sees themselves as a person with disabilities. They both figure out how to get things done.

Armless Sport Pilot Jessica Cox, who has inspired scores of aviators and others, announced during EAA AirVenture that she intends to pursue a third class medical certificate and then move up from an adapted two-seat Ercoupe to a foot-controlled four-seat Van's Aircraft RV-10 homebuilt aircraft.

Cox and her husband Patrick Chamberlain said that building an airplane from the ground up to address her special needs would "dial down the difficulty of flying" and help pave the way for others with physical limitations.

Cox, who was born without arms but tirelessly pursued aviation, told attendees at a seminar on the AOPA campus that her "next chapter is an exciting one. I'm going to go the route of a third class medical." She said she "just received word that I could apply for a statement of demonstrated ability." If granted, the AOPA would allow Cox to fly other aircraft with similar modifications.

Cox and Chamberlain predicted that the aircraft build project could "serve as a role model for other pilots with disabilities to explore or inspire new ideas." Two universities are challenging their students to come up with designs for flight and engine controls that could be implemented. Chamberlain said a team of professional engineers has also committed to helping Cox ensure the safety of any modifications.

Master Sgt. Shale Norwitz, 5th Combat Communications Squadron noncommissioned officer in charge of Operations Planning. Norwitz struggles with Autism Spectrum Disorder and uses his experience to advocate for others who may face neurodiversity challenges in the workplace.

According to the U.S. Air Force Medical Standards Directory, Autism Spectrum Disorder is not disqualifying for continued military service unless it is currently-or has a history of compromising military duty or training.