



"Nothing About Us Without Us"

## Community Connection is Here to Stay

### Disability Pride LA

On October 8th, we joined as a community to mark the 5th Annual Disability Pride Parade & Festival at the East LA Civic Center!

[View photos](#)

[Participate in the Disability Pride LA Survey](#)



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### 3rd Annual Spooktacular Trunk or Treat in San Bernardino

Our Trunk or Treat community event on October 14 was a spooky, fun-filled evening with whimsical booths offering treats, giveaways, and family-friendly activities!

[View Photos](#)



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### Connecting Jobseekers and Employers

Workforce Director Jimmy Serrano and Employment Specialist Karen Kinser were on the scene at the Regional Job Fair in The City of Downey. Their mission: to connect with potential employers and provide invaluable support to our consumers in attendance.





## October is National Disability Employment Awareness Month

NDEAM 2023 celebrates the historic and ongoing contributions of American workers with disabilities while highlighting inclusive employment policies. The chosen theme for this year is "Advancing Access and Equity."

In August 2023, the employment-population ratio for disabled individuals hit a record 23.0%, surpassing pre-pandemic levels. This progress is partly due to changes like increased remote work. However, an employment gap still exists, emphasizing the need for ongoing efforts.

[Read More](#)

**Below, you will find valuable insights from SCRS staff that can illuminate potential solutions for bridging this gap.**

**How does your role in supporting individuals with disabilities at work contribute to creating a more inclusive and accessible community?**

- *"As the Public Policy Manager in Downey, my team will always be at your service, no matter what. Going above and beyond makes our consumers feel included, respected, and comfortable. Every engagement has the potential to make a positive impact on someone's life."*
- *"In my role as Program Manager here at CRS-IL, I contribute to creating a more inclusive and accessible community by working with and serving the disability community. I do so through our programs here at CRS-IL, College Transition, Employment Services, and Coordinated Family Services. Through these programs and services, we help the disability community become more integrated in their communities and also more independent."*

**In your experience, what are some of the common stigmas or misconceptions employers may have about hiring individuals with disabilities? How do you address or challenge these stigmas?**

- *"Employers tend to highlight an individual's limitations rather than focusing on their strengths, I have overcome this in the past by attempting to do what the employer needs to the best of my ability without help to show that my disability does not impact my ability to perform the work."*
- *"A common stigma employers have is that individuals with disabilities can only handle simple repetitive jobs such as dishwashing, stocking, etc. I challenge and address these stigmas by working with employers and organizations to become better at working with and serving employees with disabilities. Also, reminding them that individuals with disabilities are capable of jobs that do much more than basic level tasks and will end up being their best employees."*
- *Uninformed, misinformed, and unreceptive are barriers I often see or hear about when it comes to hiring practices for those living with disabilities. Things like nonapparent*

*disabilities, mental health, physical limitations, and communication (deaf candidates, for example) are some examples of employers not knowing enough about, not having correct information about, or simply choosing not to hire because of the specific disability. As a disabled person responsible for hiring, I ensure to look at the qualities of the candidate, their education if required, their desire or passion for the work, and do what I can to remember that we should be a model employer. Many of our positions are entry-level; therefore, the opportunity is greater for applicants."*

**In your opinion, what are some of SCRS' notable strengths or achievements in helping individuals with disabilities find employment opportunities?**

- *"SCRS's strengths are that staff recognize every individual potential and strengths and gears them towards their employment goals and objectives. Making sure every individual has the knowledge and tools needed to succeed in the workplace. Also, offering support after being placed in the workplace in case an individual cannot assimilate or cope. Job coaching when needed."*
- *"There are many services to provide assistance, it's meant to hand them help and have them become independent individuals. Not many people know of these services, but we're there every step of the way. We help by providing, and they succeed by taking advantage of these services and actually making an effort to do what they have to do."*
- *"SCRS has continued to adapt to meet the needs of the community rather than choosing to remain stagnant as many other organizations do; it is simply the dedicated staff that highlights this mentality in their day-to-day work."*

**Prioritizing today's workforce needs, alongside organizations like SCRS, is the catalyst for progress, fostering success, inclusivity, and workplace accessibility for all communities. Take a minute to share your insights about this section [here](#).**

PRESENTS OUR ANNUAL COMMUNITY

# TURKEY

*giveaway*

10 AM - 12 PM

We are proud to offer free turkeys for your Thanksgiving dinner!

Monday  
November  
**20**

Arcadia

(626) 239-6012

Downey

(562) 322-4753

Pasadena

(626) 587-5010

Lincoln Heights

(323) 221-6696



**Call Us!**

Turkeys are  
available by  
RSVP only.

\*Limit of one  
per family\*

Tuesday  
November  
**21**

San Gabriel Pomona  
Regional Center

(909) 444-3313

San Bernardino

(909) 763-3499

## SCRS-IL's Annual Turkey Giveaway

In this season of gratitude and giving, SCRS-IL is proud to extend a helping hand to our communities. As Thanksgiving approaches, we're excited to announce our initiative to provide free turkeys and essential dry goods to families in need.

For more information, call our offices or our main number **(888) 331-1451**



A special shoutout to our remarkable SCRS team members as they celebrate their October work anniversaries! ☐

**Jimmy Serrano**  
**Frena Harris**  
**Carlos Maldonado**  
**Mariano Rosales**  
**Luis Bonilla**



Hats off to our exceptional Employment Specialist employee of October 2023 for going the extra mile!

**Isabella Melendez**

To nominate the next Employee of the Month, click [here](#).



## Editor's Corner

Your experiences shape our community. [Share](#) your stories, insights, and suggestions for our upcoming newsletters. Your voice is invaluable, and I'm here to listen!

Kimberly Umanzor | SCRS-IL Executive Assistant



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