

**Before the Board of Supervisors in and for the
County of Monterey, State of California**

Resolution No.:

Adopt a resolution recognizing April as **Autism Spectrum Disorder (ASD) Acceptance Month**.

WHEREAS, the County of Monterey strives to be a public institution that is committed to creating equitable systems that prioritize the safety and dignity of all communities and maintaining welcoming, supportive, and inclusive working environments for its employees that result in benefits to our residents; and

WHEREAS, Autism is a neurological developmental disorder that affects millions of individuals, both children and adults worldwide, impacting their daily lives by means of interpersonal skills, interoception and proprioception, educational attainment, and professional success; and

WHEREAS, the Centers for Disease Control and Prevention's National Health Statistics Report concluded the prevalence of Autism Spectrum Disorder occurs for one in every thirty-six children in the United States, and

WHEREAS, Autism Spectrum Disorder is reported to occur in all racial, ethnic, and socioeconomic groups, but is often misdiagnosed and/or underdiagnosed among girls and those assigned female at birth; and

WHEREAS, we commit to learning and raising awareness about Autism, promoting acceptance, reducing stigma, providing support and uplifting individuals and families affected by Autism; and

WHEREAS, we commit to educating our community, fellow employees, and stakeholders about the challenges faced by Autistic individuals, the importance of early diagnosis, and empathetic support systems; and

WHEREAS, the County of Monterey will continue to provide support and accommodations to employees with Autism, recognizing the importance and value of Neurodiversity in our workforce; and

WHEREAS, it is essential that public systems and institutions rooted in power imbalances are intentionally evaluated because, when left unchecked, policies and procedures may lead to inequitable practices; and

WHEREAS, as an organization committed to diversity, inclusion, and the well-being of our employees and community, we recognize the significance of supporting and advocating for individuals with Autism.

NOW, THEREFORE BE IT RESOLVED, that the County of Monterey Board of Supervisors, on behalf of the County and all residents thereof, hereby encourages all residents and employees of the County of Monterey and the broader community to foster understanding, compassion, and support for individuals with Autism and to seek out and remedy inequitable practices.

PASSED AND ADOPTED this day of , 2024, by the following vote, to wit:

AYES:

NOES:

ABSENT: