

# MEMORANDUM

Agenda Item No. 11(A)(14)

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**TO:** Honorable Chairman Jose "Pepe" Diaz  
and Members, Board of County Commissioners

**DATE:** March 1, 2022

**FROM:** Geri Bonzon-Keenan  
County Attorney

**SUBJECT:** Resolution directing the County to develop a plan to increase employment opportunities for individuals with disabilities, including neurodivergent individuals, with Miami-Dade County and with vendors who do business with Miami-Dade County; and requiring a report

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Resolution No. R-230-22

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The accompanying resolution was prepared and placed on the agenda at the request of Prime Sponsor Commissioner Raquel A. Regalado.



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Geri Bonzon-Keenan  
County Attorney

GBK/jp



**MEMORANDUM**  
(Revised)

**TO:** Honorable Chairman Jose "Pepe" Diaz  
and Members, Board of County Commissioners

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**FROM:**   
Gen Bonzon-Keenan  
County Attorney

**SUBJECT:** Agenda Item No. 11(A)(14)

Please note any items checked.

- "3-Day Rule" for committees applicable if raised
- 6 weeks required between first reading and public hearing
- 4 weeks notification to municipal officials required prior to public hearing
- Decreases revenues or increases expenditures without balancing budget
- Budget required
- Statement of fiscal impact required
- Statement of social equity required
- Ordinance creating a new board requires detailed County Mayor's report for public hearing
- No committee review
- Applicable legislation requires more than a majority vote (i.e., 2/3's present \_\_\_\_, 2/3 membership \_\_\_\_, 3/5's \_\_\_\_, unanimous \_\_\_\_, CDMP 7 vote requirement per 2-116.1(3)(h) or (4)(c) \_\_\_\_, CDMP 2/3 vote requirement per 2-116.1(3)(h) or (4)(c) \_\_\_\_, or CDMP 9 vote requirement per 2-116.1(4)(c)(2) \_\_\_\_ ) to approve
- Current information regarding funding source, index code and available balance, and available capacity (if debt is contemplated) required

Approved \_\_\_\_\_ Mayor  
Veto \_\_\_\_\_  
Override \_\_\_\_\_

Agenda Item No. 11(A)(14)  
3-1-22

RESOLUTION NO. \_\_\_\_\_ R-230-22

RESOLUTION DIRECTING THE COUNTY MAYOR OR COUNTY MAYOR'S DESIGNEE TO DEVELOP A PLAN TO INCREASE EMPLOYMENT OPPORTUNITIES FOR INDIVIDUALS WITH DISABILITIES, INCLUDING NEURODIVERGENT INDIVIDUALS, WITH MIAMI-DADE COUNTY AND WITH VENDORS WHO DO BUSINESS WITH MIAMI-DADE COUNTY; AND REQUIRING A REPORT

**WHEREAS**, neurodiversity refers to variations in the human brain regarding sociality; and

**WHEREAS**, the term "neurodiversity" was coined in 1998 by sociologist Judy Singer, who helped popularize the concept along with journalist Harvey Blume; and

**WHEREAS**, it emerged as a challenge to prevailing views that certain neurodevelopmental disorders are inherently pathological and instead, adopts the social model of disability, in which societal barriers are the main contributing factor that disables people; and

**WHEREAS**, in 2020, the United States Center for Disease Control and Prevention announced that the prevalence rate for autism spectrum disorder ("ASD") is currently 1:54 for 8-year-old children; and

**WHEREAS**, according to the advocacy organization, Autism Speaks, more than 500,000 young adults with autism will age out of guaranteed services in the next decade; and

**WHEREAS**, there are 7,500 individuals with autism registered with the University of Miami-Nova Southeastern University Center for Autism and Related Disabilities ("CARD"), and CARD estimates that there may be as many as 50,000 individuals with ASD in Miami-Dade County; and

**WHEREAS**, according to the organization Autism Speaks, studies estimate that 50 to 75 percent of the roughly 5.6 million autistic adults in the U.S. are underemployed or unemployed; and

**WHEREAS**, Autism Speaks also estimates that nearly half of 25-year-olds with autism have never held a paying job; and

**WHEREAS**, many private sector businesses such as Microsoft, Ford, and JP Morgan Chase have established neurodiversity employment programs; and

**WHEREAS**, while programs vary in size and scope most include a recruitment process targeting workers with autism or other neurodiverse conditions, a distinct hiring process, often done in collaboration with agencies specializing in neurodiverse employment, and supportive services and job coaching; and

**WHEREAS**, Miami-Dade County has over 25,000 employees; and

**WHEREAS**, Miami-Dade County also contracts with hundreds of vendors who employ thousands of people throughout the County; and

**WHEREAS**, including the neurodivergent population in employment can often benefit the workplace environment by providing a diversity of input and perspective; and

**WHEREAS**, this Board desires to have an inclusive workplace that reflects the diversity of Miami-Dade County, including neurodiversity,

**NOW, THEREFORE, BE IT RESOLVED BY THE BOARD OF COUNTY COMMISSIONERS OF MIAMI-DADE COUNTY, FLORIDA**, that this Board:

**Section 1.** Directs the County Mayor or County Mayor’s designee to develop a plan to increase employment opportunities, training, and support for individuals with disabilities, including neurodivergent individuals, with Miami-Dade County and to encourage Miami-Dade County vendors to hire individuals with disabilities, including neurodivergent employees, utilizing scoring incentives for hiring plans and support.

**Section 2.** Directs the County Mayor or County Mayor’s designee to submit a written report to this Board within 60 days of the effective date of this resolution, which shall be placed directly on an agenda of the Board without committee review, pursuant to Ordinance No. 14-65, regarding the directive as outlined in section 1.

The Prime Sponsor of the foregoing resolution is Commissioner Raquel A. Regalado. It was offered by Commissioner **Rebeca Sosa**, who moved its adoption. The motion was seconded by Commissioner **Oliver G. Gilbert, III** and upon being put to a vote, the vote was as follows:

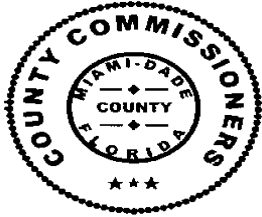
	Jose “Pepe” Diaz, Chairman	<b>aye</b>	
	Oliver G. Gilbert, III, Vice-Chairman	<b>aye</b>	
Sen. René García	<b>aye</b>	Keon Hardemon	<b>aye</b>
Sally A. Heyman	<b>absent</b>	Danielle Cohen Higgins	<b>aye</b>
Eileen Higgins	<b>aye</b>	Joe A. Martinez	<b>aye</b>
Kionne L. McGhee	<b>aye</b>	Jean Monestime	<b>aye</b>
Raquel A. Regalado	<b>aye</b>	Rebeca Sosa	<b>aye</b>
Sen. Javier D. Souto	<b>absent</b>		

The Chairperson thereupon declared this resolution duly passed and adopted this 1<sup>st</sup> day of March, 2022. This resolution shall become effective upon the earlier of (1) 10 days after the date of its adoption unless vetoed by the County Mayor, and if vetoed, shall become effective only upon an override by this Board, or (2) approval by the County Mayor of this resolution and the filing of this approval with the Clerk of the Board.

MIAMI-DADE COUNTY, FLORIDA  
BY ITS BOARD OF  
COUNTY COMMISSIONERS

HARVEY RUVIN, CLERK

By: **Basia Pruna**  
Deputy Clerk



Approved by County Attorney as  
to form and legal sufficiency.

Melanie J. Spencer