



October 9, 2025

The Honorable Julie Hocker
Assistant Secretary
Office of Disability Employment Policy
200 Constitution Ave NW
Washington, D.C. 20210

Dear Assistant Secretary Hocker:

On behalf of [SHRM](#) and our nearly 340,000 HR professionals and business executive members across 180 countries, we extend our congratulations on your confirmation as Assistant Secretary of Labor for the Office of Disability Employment Policy (ODEP). As the trusted authority on all things work, SHRM serves as the foremost expert, researcher, advocate, and thought leader on the issues and innovations shaping today's evolving workplaces.

Your confirmation comes at a particularly meaningful time—35 years after the enactment of the Americans with Disabilities Act, nearly 25 years since the establishment of ODEP, and during National Disability Employment Awareness Month (NDEAM), now in its eighth year of observance, as we celebrate the value and talent of workers with disabilities.

At SHRM, we share your deep commitment to fostering inclusive workplaces that recognize and harness the talents of all individuals. Through the [SHRM Foundation's](#) Widening Pathways to Work initiative, we are advancing programs that elevate workers with disabilities—one of six key talent pools representing nearly two-thirds of the working-age population in the United States today. This work aligns closely with [SHRM's Education-to-Employment \(E2\) Initiative](#), which seeks to strengthen America's talent pipelines, particularly those that have been historically underutilized or overlooked. In addition, through the [CEO Commission for Disability Employment](#), where SHRM proudly serves as a founding member, we continue to champion public policies and workplace practices that promote inclusion, ensuring individuals with disabilities have the opportunity to thrive, contribute, and lead in our economy.

Looking ahead, SHRM and the SHRM Foundation stand ready to collaborate with ODEP to further widen pathways to work and elevate the strengths of talent pools that have historically been underrepresented. Together, we can expand workforce opportunity, drive innovation, and enhance the nation's global competitiveness. We look forward to supporting your leadership at ODEP and advancing our shared commitment to inclusive employment for all.

Sincerely,

Johnny C. Taylor, Jr., SHRM-SCP
President & CEO

Emily M. Dickens, J.D.
Chief of Staff, Head of Government Affairs &
Corporate Secretary