



NEWSLETTER

Seeking Employment, Equality and Community
for People with Developmental Disabilities

SEEC Newsletter March 2026

From the Desk of Karen Lee, SEEC's CEO

March Is a Moment to Reflect and to Act

March invites reflection.

March is a month where different important topics come together. Women's History Month and Disability Awareness Month happen at the same time, reminding us that progress is not always simple or equal for everyone.



At SEEC, we understand that disability is not just one story. It connects with many other parts of life, like gender, race, culture, money, immigration status, and sexual orientation. The people we support and the communities we serve deal with challenges that are not only about disability but also about other unfair systems that affect their lives.

This is why the idea of intersectionality is important. Intersectionality means looking at how different parts of a person's identity come together and affect their experiences.

If we talk about disability without thinking about these other parts, we miss out on understanding the whole situation.

Ableism is when people believe that some abilities are better than others. This bias is often hidden and usually not meant to hurt people. It can be found in school and work rules, in how services are given, in hiring practices, and in common ideas about what makes a person valuable, independent, or productive.

At SEEC, we work every day to challenge these beliefs.

We see disability as a different way to think about community, contribution, and belonging—not as something that needs to be fixed. Through jobs made just for people, community activities, supported living, and advocacy, we are not trying to “fix” people. Instead, we partner with them to build lives filled with dignity, choice, and connection.

This takes more than just checking off boxes for accessibility or starting programs with good intentions.

True fairness means listening, especially to people who have not been heard from before. It means sharing power, building trust across different cultures, and creating support that fits the complex lives and experiences of people. Accessibility is about things like ramps and captions, but it's also about language, representation, relationships, and respect. In short, equity is about working together.

This month, one simple and meaningful thing we can all do is to look at the stories we tell about disability and think about whose voices are heard in those stories.

To keep this conversation going, I invite you to watch and share a short video called “**Ability Feud.**” It uses humor and honesty to challenge common ideas about disability and helps us be open to more understanding and dialogue.



By sharing resources like this within our networks, we help shift away from stigma and toward belonging.

Because disability is not a single story.

It is a point of entry into broader conversations about equity, justice, and community. And those conversations matter, not just in March, but every day.

With appreciation,

Karen Lee, CEO

SEEC's DSP Making a Difference: Margie Rivas



We are thrilled to recognize Margie Rivas as DSP Making a Difference for her exceptional commitment to person-centered support. Margie consistently treats the people she supports with dignity, compassion, and respect, while empowering them to make meaningful choices and pursue their goals. She goes above and beyond to connect people to community activities and opportunities that build confidence, independence, and self-determination. Admired by SEEC's community, families, and colleagues alike, Margie is known for the genuine relationships she builds and her collaborative team spirit. Her integrity, professionalism, and dedication make her a true asset to SEEC. **Thank you and congratulations, Daisy!**



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