# **Disability and Work in Canada 2023**

## ***Livelihoods and influencing the future of work for people with disabilities: A focus on rights, and quality of life.***

**Day 1:**

Wednesday November 29, 2023

**8:00 – 8:45** **Registration and Full Breakfast**

**8:45 – 9:05 Welcoming Remarks** (*Confederation 1 and 2)*

**MCs:**

Ingrid Palmer, Current IDEAL Chief Officer at Realize Canada, 1st Vice Chair of CCD

Heather Walkus, National Chair, Council of Canadians with Disabilities (CCD)

**9:05 – 9:20** **Keynote: Enabling Canadians with disabilities to be full participants in the workforce.**

**Presenter:**

* Hon. Kamal Khera, Minister of Diversity, Inclusion and Persons with Disabilities

**9:20 – 10:10** **Keynote: An Accessible Canada – how are we getting there?**

**Presenters:**

* Philip Rizcallah Chief Executive Officer and Deputy Head of Accessibility Standards Canada
* Stephanie Cadieux, Chief Accessibility Officer

***10:10* – *10:30 Table talk Networking***

**10:30 – 10:35 *Vignette***

***10:35* – *11:05 Break***

**11:05 – 11:55 Breakout Sessions**

**Breakout Session 1: Recommendations to Address Barriers and Facilitators to Participation in the Labour Force for Canadians Living with Sight Loss** *(Confederation 1 and 2)*

**Presenters:**

* Ashley Shaw, Analyst, Clinical Performance & Evaluation, Canadian National Institute for the Blind (CNIB)
* Christine Hochbaum Strategic Research Analyst and Inclusion, Diversity, Equity, and Accessibility (IDEA) team, Canadian National Institute for the Blind (CNIB)
* Kathy Beitz, Coordinator Inclusive Workplaces, Canadian National Institute for the Blind (CNIB) Canadian National Institute for the Blind (CNIB)
* Peter Field, Consultant, Guide Dog Barriers in Canada Project, Canadian National Institute for the Blind (CNIB)

**Breakout Session 2: Evaluating an Immersive Learning Pilot on Living and Working with Episodic Disabilities** (*Confederation 3)*

**Presenters:**

* Melissa Egan, National Lead, Episodic Disabilities, Realize
* Sunny Wang, Knowledge to Action Officer, Realize
* Sree Nallamothu, Co-Executive Director, Toronto Neighbourhood Centres

**Breakout Session 3: Lightning talks** (*Provinces)*

**EnAbling Change - Tools, Success Stories and Lessons Learned**

* Dragana Mrdjenovic, Project Manager, Electricity Human Resources Canada (EHRC)

**Innovation in Action: The MaRS and CIBC Inclusive Design Challenge**

* Shilpa R. Sharma, Senior Manager, Corporate Innovation, MaRS Discovery District

**BDO Accessibility Spotlight**

* Max Brault, Vice President of Accessibility Consulting Services and BDO’s National practice lead for Accessibility

***11:55* – *12:55 Lunch ( will be provided)***

**12:55 – 1:45**   **Breakout Sessions**

**Breakout Session 4: The School to Work Transition and Career Success: Current Practices and Future Directions** *(Confederation 1 and 2)*

**Presenters:**

* Daniel Samosh, Assistant Professor of Employment Relations, Queens University
* Arif Jetha, Associate scientific director and scientist at the Institute for Work & Health, Associate professor at the University of Toronto’s Dalla Lana School of Public Health
* Sinead McCarthy, VP of Development, Programs, and HR at YES
* Susan Pogue, Career Counsellor, York University
* Kim Atwood, Retired Occupational Therapist

**Breakout Session 5: A Pan-Canadian Approach to the Recruitment, Hiring, and Advancement of People with Intellectual Disabilities and Autistic Persons in the Public Service Workforce** (*Confederation 3)*

**Presenters:**

* Anna Nelson, Director of Employment Supports LiveWorkPlay
* Michelle Kovacevic Senior Assistant Deputy Minister, Federal Provincial Relations and Social Policy Department of Finance,
* Angela Black Inclusion and Accessibility Consultant Finance And Treasury Board Government of New Brunswick
* Amond McKenna Employment Equity and Accessibility Strategist Finance And Treasury Board Government of New Brunswick
* Keenan Wellar co-Leader and Director of Communications
* Nadine Ghadie, Administrative Assistant, Federal-Provincial Relations and Social Policy Branch, at the Department of Finance
* Daniel Carleton Chief of Staff for Michelle Kovacevic. He leads a team of nine, overseeing the Federal-Provincial Relations and Social Policy Branch operations.
* Mary Gusella Retired, Chief Commissioner, Canadian Human Rights Commissions
* Joëlle Perrier, Workplace Inclusion Specialists, LiveWorkPlay

**Breakout Session 6: Lightning talks** (*Provinces)*

**Working with Disabilities: From Consultation to Practice**

* Dr. Haley Gienow-McConnell, Accessibility Specialist, Left Turn Right Turn

**Introduction to the Disability Screen Office**

* Winnie Luk, Executive Director of the Disability Screen Office

**The Four Pillars of Accessible Employment - CAN WiN Solutions for Business**

* Jamie Millar-Dixon, Inclusive Workforce Specialist, Canadian Partners in Workforce Innovation (CAN WiN)

**1:45 –1:55 Break**

**1:55 – 2:45 Breakout Sessions**

**Breakout Session 7: From barriers to possibilities: Rethinking conventional assumptions about career pathways for workers with disabilities** *(Confederation 1 and 2)*

**Presenters:**

* Kerri Deir, Accessibility Consultant, Canadian Council on Rehabilitation and Work (CCRW)
* Mike Cyr, National Employment Services Manager, Canadian Council on Rehabilitation and Work (CCRW)
* Selena Jodha, Job Developer, Canadian Council on Rehabilitation and Work (CCRW)
* Noor Al-Azary, Researcher, Canadian Council on Rehabilitation and Work (CCRW)

**Breakout Session 8: Using Research Partnerships for Change: The Research Action Alliance on the Consequences of Work Injury** (*Confederation 3)*

**Presenters:**

* Steve Mantis, Chair- Research Action Committee, Ontario Network of Injured Workers groups (ONIWG)
* Marion Endicott, Community Legal Worker (retired)
* Orlando Buonastella, Legal Worker, Injured Worker Community Legal clinic

**Breakout Session 9: Lightning Talks** (*Provinces)*

**The Gig Economy in Canada for People with Disabilities: Facilitators and barriers to healthy and safe work**

* Sydney Penner, Research Coordinator, Work Wellness Institute

**Reimagining Funding: From Decent Work To A Decent Life**

Ingrid Palmer, Current IDEAL Chief Officer at Realize Canada, 1st Vice Chair of CCD

* Sree Nallamothu, Co Executive Director Toronto Neighbourhood Centres

**WorkABILITY**

* Scott White, PhD Candidate, York University

**2:45 – 3:15 Coffee Break**

**3:15 – 4:10 Breakout Sessions**

**Breakout Session 10: Progressing in Your Career: From Pre- Employment to Career Advancement** *(Confederation 1 and 2)*

**Presenters:**

* Andrew Depedro, Office and Program Support Administrator, Innovation, Science and Economic Development Canada (ISED)
* Anna Nelson, Director of Employment Supports, LiveWorkPlay
* Drew Barclay**,** autistic self-advocate, currently working in the retail space.
* Frank Fagan, Assistant National Director, Ready, Willing & Able
* Rakhee Chowdhury, Communications Manager, Autism Alliance of Canada
* Sinthea Chowdhury, National Program Coordinator, Ready, Willing &Able
* Tanya McLeod, President, Sinneave Family Foundation and National Project Director, Employment Works National Project

**Breakout Session 11: Intersections Race and Disability** (*Confederation 3)*

**Presenters:**

* Raihanna Hirji-Khalfan, Project Leader, Race and Disability Canada

**Breakout Session 12: Lightning Talks** (*Provinces)*

**Advancing Leadership for Youth with Disabilities: Summative Reflections and Future Areas for Leadership**

* Evan Wicklund, Senior Research Officer, Eviance
* Olivia Boonstra, Senior Research Officer, Eviance
* Chloee C. Godin-Jacques, Eviance

**The Canadian Youth Success Strategy**

* Dr. Jennifer Crowson, Disability and Inclusion Specialist, Ontario Disability Employment Network (ODEN)

**Expect More: Moving from Inclusion to Contribution**

* **Hon. Mike Lake, PC, MP,** Edmonton-Wetaskiwin

***4:30* – *6:00 Reception: Light Refreshments and Cash Bar (Floor Twenty-Two) Dress Code: Come as you are***

### **Day 2**

### Thursday November 30th, 2023

***8:00* – *8:45 Full breakfast***

**8:45 – 9:10** **Welcome back** *(Confederation 1 and 2)*

***MCs:***

Ingrid Palmer, IDEAL Chief Officer at Realize Canada, 1st vice chair of CCD

Heather Walkus, National Chair, Council of Canadians with Disabilities (CCD)

**9:10 – 9:25 Keynote: International Disability Rights**

**Speaker:**

* Sara Minkara, Special Advisor for the Office of International Disability Rights in the State Department

***9:25* – *9:55* Table talk Networking**

**9:55 – 10:00 *Vignette***

***10:00* – *10:10 Break***

**10:10 – 11:00 Breakout Sessions**

**Breakout Session 13: Rooting Resilience in the Workplace – Peer Support Towards Systemic Change** *(Confederation 1 and 2)*

**Presenters:**

* Bonnie Brayton, Chief Executive Officer, DisAbled Women’s Network of Canada
* Michelle McCaugherty, Project Coordinator with Independent Living Centre Kingston
* Evelyn Huntjens, DAWN Canada, Program Coordinator for Indigenous Disability Canada (IDC/BCANDS)
* Valérie Grand’Maison, Research Manager and Senior Research Associate, DisAbled Women’s Network of Canada

**Breakout Session 14: Innovation for Employment Readiness in the Federally Regulated Postal and Courier Service Sector** (*Confederation 3)*

**Presenters:**

* Angie Conrad, Manager of Accessibility Policy, Canada Post
* Dr. Charles Anyinam, Associate Professor in the School of Nursing at Nipissing University
* Chloée C. Godin-Jacques, Education & Research Consultant, National Educational Association of Disabled Students
* Fayza Abdallaoui Evaluation Associate, Sustainable Livelihoods Canada team.
* Dr. Imma Antony, C.Psych. Registered Clinical and Counselling Psychologist, Instructor for Motivational Interviewing at the University of Toronto
* Katja Newman, Financial Assistance Program Director, National Educational Association of Disabled Students’ and co-manager of the Building Employment Pathways project
* Rachel Maislin, Certified Vocational Rehabilitation Professional and Return to Work Disability Manager with the College of Vocational Rehabilitation Professional

**Breakout Session 15: Lightning Talks** (*Provinces)*

**MyJobMatch: Cluster, Collaborative and a Whole Community Approach to Disability Employment**

* Angela Bradley, Sr. Director, Social Enterprise, Development and Philanthropy, Community Living Toronto
* Sarah MacDonald, Manager, Employment and Social Enterprise Projects, Community Living Toronto

**Flexible and Transparent: Autistic youth’s perspective on good Quality of Work, assured income and impact on Quality of Life**

* Brooke Leifso, lead researcher, NorQuest College

**11:00 – 11:10 Break**

**11:10 – 12:00 Breakout Sessions**

**Breakout Session 16: How Unions Are Taking Action to Address Violence and Harassment Facing Persons with Disabilities at Work** *(Confederation 1 and 2)*

**Presenters:**

* Arlene Phillips, Canadian Labour Congress, Vice-President for Workers with Disabilities, Ontario Public Service Employees Union, Provincial Human Rights Committee
* Dr. Adriana Berlingieri, Associate at the Centre for Research & Education on Violence Against Women & Children, Western University
* Mélanie Stafford, National Representative Harassment and Violence InitiativeCanadian Labour Congress

**Breakout Session 17: Moving Forward: The Future of Supported Employment** (*Confederation 3)*

**Presenters:**

* Christine Riley, Achieve Program through the Nova Scotia Community College, LIT training at Club Inclusion, and employment workshops through Reachability and Easter Seals Nova Scotia - Delectable Desserts
* Darren Persaud, employment workshops through Reachability and Easter Seals Nova Scotia, Mr. Lube and Events East Group
* Heather McNamara, Achieve Program through the Nova Scotia Community College and has accessed support through Easter Seals Nova Scotia and Autism Nova Scotia
* Justin Eweka, Employment Facilitator/Coach, Easter Seals Nova Scotia
* Kyla Gagne, Employment Facilitator/Coach, Easter Seals Nova Scotia
* Matt Walsh, Mastermind Toys

**Breakout Session 18: Lightning Talks** (*Provinces)*

**Working While Black: The intersectional experiences of Black, disabled, and gendered**

* Liza Arnason, Owner and Principal of Arnason Consulting, Chair of the UCalgary Black Alumni Network, the founder and Chair of the Ase Community Foundation for Black Canadians with Disabilities

**Deaf Community Job Coach Skills Development and Career Advancement project**

* Monte Hardy, Chief Executive Officer, Bob Rumball Canadian Centre of Excellence for the Deaf (BRCCED)

**Indigenous Disability and Employment**

* Neil Belanger, Chief Executive Officer, British Columbia Aboriginal Network on Disability Society (BCANDS)

***11:55* – *12:55 Lunch (will be provided)***

**12:55 – 1:45** **Breakout Sessions**

**Breakout Session 19: EmploymentWorks: Sharing a Data Informed Approach to Employment Training** *(Confederation 1 and 2)*

**Presenters:**

* Ian Humphreys, Employment Advisor, The Sinneave Family Foundation
* Jillian Dowding, Director of Project Management, The Sinneave Family Foundation
* Drew Barclay, autistic self-advocate, currently working in the retail space.

**Breakout Session 20: Introducing the CSA Z301, Equity, Diversity, Inclusion and Accessibility in Apprenticeship Programs standard** (*Confederation 3)*

**Presenters:**

* McKenna Goodwin, Apprentice, UBCJA Local 93
* Jennifer Mei, Founder, Lead Accessibility & Inclusion Strategist
* Valerie Vanderwyk, Community Engagement Coordinator, Training Services Representative, Aboriginal Apprenticeship board, WHSC

**Breakout Session 21: Lightning talks** (*Provinces)*

**Employment Supports for Racialized Workers with Disabilities**

* Eakam Grewal, Research associate with Inclusive Design for Employment Access Social Innovation Laboratory (IDEA SIL)

**Assessment of employment environment preparedness to hire people with vision disability: A strategy for job retention**

* Tosin Ogedengbe, Research Advisor at Wittich Vision Impairment Research Laboratory, Université de Montréal

**What disabled employees/ entrepreneurs in Canada, the US, the UK, France and Belgium with disabilities can teach us about disability inclusion in the workforce?**

* Chloe Atkins, Director, PROUD Project

***1:45* – *2:15 Coffee Break***

**2:15 – 2:45 Disability and Work in Canada: Looking towards the Canada Disability Benefit and the Disability Employment Pillar** *(Confederation 1 and 2)*

**Presenters:**

* Elisha Ram, Senior Assistant Deputy Minister, Income Security and Social Development, Government of Canada
* Colette Kaminsky, Senior Assistant Deputy Minister of Skills and Employment Branch at Employment and Social Development Canada, Government of Canada

**2:45 – 3:00 Q&A (Disability and Work in Canada: Looking towards the Canada Disability Benefit and the Disability Employment Pillar)**

**3:00 – 3:45 Navigating the Horizon: Trends and Challenges in Future Talent, Disability, and the Workplace**

* A panel of Canadian business leaders

**3:45 – 4:15** **Conference Closing**

Ingrid Palmer, IDEAL Chief Officer at Realize Canada, 1st vice chair of CCD

Heather Walkus, National Chair, Council of Canadians with Disabilities (CCD)