



# Disability and Work in Canada 2023

**The Westin Ottawa**

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

**CONFERENCE PROGRAM**

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**TAMMY YATES RAJADURAY**

Executive Director, Realize

# Day 1: November 29th, 2023

	<b>Confederation 1 &amp; 2</b>		
8:00-8:45	<b>Registration &amp; Full Breakfast</b>		
8:45-9:05	<b>Welcoming Remarks</b> <ul style="list-style-type: none"> <li>• Ingrid Palmer, IDEAL Chief Officer at Realize Canada, 1st Vice Chair of CCD</li> <li>• Heather Walkus, National Chair, Council of Canadians with Disabilities</li> </ul>		
9:05-9:20	<b>Enabling Canadians with Disabilities to be Full Participants in the Workforce</b> <ul style="list-style-type: none"> <li>• Hon. Kamal Khera, Minister of Diversity, Inclusion and Persons with Disabilities</li> </ul>		
9:20-10:10	<b>An Accessible Canada – How Are We Getting There?</b> <ul style="list-style-type: none"> <li>• Philip Rizcallah, Chief Executive Officer and Deputy Head of Accessibility Standards Canada</li> <li>• Stephanie Cadieux, Chief Accessibility Officer</li> </ul>		
10:10-10:30	Table Talk Networking		
10:30-10:35	Vignette		
10:35-11:05	<b>Break</b>		
	<b>Confederation 1 &amp; 2</b>	<b>Confederation 3</b>	<b>Provinces</b>
11:05-11:55	<b>Recommendations to Address Barriers and Facilitators to Participation in the Labour Force for Canadians Living with Sight Loss</b> <ul style="list-style-type: none"> <li>• Ashley Shaw, CNIB</li> <li>• Christine Hochbaum, IDEA</li> <li>• Kathy Beitz, CNIB</li> <li>• Peter Field, CNIB</li> </ul>	<b>Evaluating an Immersive Learning Pilot on Living and Working with Episodic Disabilities</b> <ul style="list-style-type: none"> <li>• Melissa Egan, Realize</li> <li>• Sunny Wang, Realize</li> <li>• Sree Nallamotheu, TNC</li> </ul>	<b>Enabling Change - Tools, Success Stories &amp; Lessons Learned</b> <ul style="list-style-type: none"> <li>• Dragana Marjanovic, EHRC</li> </ul> <b>Innovation in Action: The MaARS and CIBC Inclusive Design Challenge</b> <ul style="list-style-type: none"> <li>• Shilpa R. Sharma, MaRs Discovery District</li> </ul> <b>BDO Accessibility Spotlight</b> <ul style="list-style-type: none"> <li>• Max Brault, BDO</li> </ul>
11:55-12:55	<b>Lunch (will be provided)</b>		

# Day 1: November 29th, 2023

	Confederation 1 & 2	Confederation 3	Provinces
12:55-1:45	<p><b>The School to Work Transition and Career Success: Current Practices and Future Directions</b></p> <ul style="list-style-type: none"> <li>• Arif Jetha, IWH</li> <li>• Daniel Samosh, Queen's University</li> <li>• Kim Atwood, IDEA</li> <li>• Sinead McCarthy, YES</li> <li>• Susan Pogue, York University</li> </ul>	<p><b>A Pan-Canadian Approach to the Recruitment, Hiring, and Advancement of People with Intellectual Disabilities and Autistic Persons in the Public Service Workforce</b></p> <ul style="list-style-type: none"> <li>• Amond Mckenna, Government of New Brunswick</li> <li>• Angela Black, Government of New Brunswick</li> <li>• Anna Nelson, LiveWorkPlay</li> <li>• Daniel Carleton, Department of Finance Canada</li> <li>• Joëlle Perrier, LiveWorkPlay</li> <li>• Keenan Wellar, LiveWorkPlay</li> <li>• Mary Gusella, LiveWorkPlay</li> <li>• Michelle Kovacevic, Department of Finance Canada</li> <li>• Nadine Ghadie, Department of Finance Canada</li> </ul>	<p><b>Working with Disabilities: From Consultation to Practice</b></p> <ul style="list-style-type: none"> <li>• Dr. Haley Gienow-McConnell, Left Turn Right Turn</li> </ul> <p><b>Introduction to the Disability Screen Office</b></p> <ul style="list-style-type: none"> <li>• Winnie Luk, Disability Screen Office</li> </ul> <p><b>The Four Pillars of Accessible Employment - CAN WiN Solutions for Business</b></p> <ul style="list-style-type: none"> <li>• Jamie Millar-Dixon, CAN WiN</li> </ul>
1:45-1:55	<b>Break</b>		



**Speaker  
Biographies**

# Day 1: November 29th, 2023

	Confederation 1 & 2	Confederation 3	Provinces
1:55- 2:45	<p><b>From Barriers to Possibilities: Rethinking Conventional Assumptions About Career Pathways for Workers with Disabilities</b></p> <ul style="list-style-type: none"> <li>• Kerri Deir, CCRW</li> <li>• Mike Cyr, CCRW</li> <li>• Selena Jodha, CCRW</li> <li>• Noor Al-Azary, CCRW</li> </ul>	<p><b>Using Research Partnerships for Change: The Research Action Alliance on the Consequences of Work Injury</b></p> <ul style="list-style-type: none"> <li>• Steve Mantis, ONIWG</li> <li>• Marion Endicott</li> <li>• Orlando Buonastella, IWC</li> </ul>	<p><b>The Gig Economy in Canada for People with Disabilities: Facilitators and Barriers to Healthy and Safe Work</b></p> <ul style="list-style-type: none"> <li>• Sydney Penner, WWi</li> </ul> <p><b>Reimagining Funding: Form Decent Work to a Decent Life</b></p> <ul style="list-style-type: none"> <li>• Ingrid Palmer, Realize</li> <li>• Sree Nallamothu, TNC</li> </ul> <p><b>WorkAbility</b></p> <ul style="list-style-type: none"> <li>• Scott White, York University</li> </ul>
2:45-3:15	<b>Coffee Break</b>		
3:15-4:05	<p><b>Progressing in Your Career: From Pre-Employment to Career Advancement</b></p> <ul style="list-style-type: none"> <li>• Andrew Depedro, ISED</li> <li>• Anna Nelson, LiveWorkPlay</li> <li>• Drew Barclay</li> <li>• Frank Fagan, RWA</li> <li>• Rakhee Chowdhury, RWA,</li> <li>• Sinthea Chowdhury, RWA</li> <li>• Tanya Mcleod, Sinneave</li> </ul>	<p><b>Intersections Race and Disability</b></p> <ul style="list-style-type: none"> <li>• Raihanna Hirji-Khalfan, Race and Disability Canada</li> </ul>	<p><b>Advancing Leadership for Youth with Disabilities: Summative Reflections and Future Areas for Leadership</b></p> <ul style="list-style-type: none"> <li>• Eric Wicklund, Eviance</li> <li>• Olivia Boonstra, Eviance</li> <li>• Chloe C. Godin-Jacques, Eviance</li> </ul> <p><b>The Canadian Youth Success Strategy</b></p> <ul style="list-style-type: none"> <li>• Jennifer Crowson, ODEN</li> </ul> <p><b>Expect More: Moving from Inclusion to Contribution</b></p> <ul style="list-style-type: none"> <li>• Hon. Mike Lake, PC, MP, Edmonton-Wetaskiwin</li> </ul>
4:05-4:10	<b>Wrap-up</b>	<b>Wrap-up</b>	<b>Wrap-up</b>
4:30-6:00	<p><b>Reception (Floor Twenty Two)</b>            Light Refreshments and Cash Bar            Dress code: Come as you are</p>		

# Day 2: November 30th, 2023

	<b>Confederation 1 &amp; 2</b>		
8:00-8:45	<b>Full Breakfast</b>		
8:45-9:10	<b>Welcome Back</b> <ul style="list-style-type: none"> <li>• Ingrid Palmer, IDEAL Chief Officer at Realize Canada, 1st vice chair of CCD</li> <li>• Heather Walkus, National Chair, Council of Canadians with Disabilities</li> </ul>		
9:10-9:25	<b>International Disability Rights</b> <ul style="list-style-type: none"> <li>• Sara Minkara, Special Advisor on International Disability Rights, U.S. Department of State's comprehensive strategy</li> </ul>		
9:25-9:55	Table Talk Networking		
9:55-10:00	Vignette		
10:00-10:10	<b>Break</b>		
	<b>Confederation 1 &amp; 2</b>	<b>Confederation 3</b>	<b>Provinces</b>
10:10-11:00	<b>Rooting Resilience in the Workplace – Peer Support Towards Systemic Change</b> <ul style="list-style-type: none"> <li>• Bonnie Brayton, DAWN Canada</li> <li>• Evelyn Huntjens, DAWN Canada</li> <li>• Michelle McCaugherty, ILCK</li> <li>• Valérie Grand'Maison, DAWN Canada</li> </ul>	<b>Innovation for Employment Readiness in the Federally Regulated Postal and Courier Service Sector</b> <ul style="list-style-type: none"> <li>• Angie Conrad, Canada Post</li> <li>• Dr. Charles Anyinam, Nipissing University</li> <li>• Chloée C. Godin-Jacques, NEADS</li> <li>• Fayza Abdallaoui, SLC</li> <li>• Dr. Imma Antony, UofT</li> <li>• Katja Newman, NEADS</li> <li>• Rachel Maislin, CVRP</li> </ul>	<b>MyJobMatch: Cluster, Collaborative and a Whole Community Approach to Disability Employment</b> <ul style="list-style-type: none"> <li>• Angela Bradley, CLT</li> <li>• Sarah MacDonald, CLT</li> </ul> <b>Flexible and Transparent: Autistic youth's perspective on good Quality of Work, assured income and impact on Quality of Life</b> <ul style="list-style-type: none"> <li>• Brooke Leifso, NorQuest College</li> </ul>
11:00-11:10	<b>Break</b>		

# Day 2: November 30th, 2023

	Confederation 1 & 2	Confederation 3	Provinces
11:10-12:00	<p><b>How Unions Are Taking Action to Address Violence and Harassment Facing Persons with Disabilities at Work</b></p> <ul style="list-style-type: none"> <li>• Arlene Phillips, CLC</li> <li>• Dr. Adriana Berlingieri, CREVAWC</li> <li>• Mélanie Stafford, CLC</li> </ul>	<p><b>Moving Forward: The Future of Supported Employment</b></p> <ul style="list-style-type: none"> <li>• Christine Riley</li> <li>• Darren Persaud</li> <li>• Justin Eweka</li> <li>• Kyla Gagné</li> <li>• Matt Walsh</li> </ul> <p>Easter Seals NS</p>	<p><b>Working While Black: The Intersectional Experiences of Black, Disabled, and Gendered</b></p> <ul style="list-style-type: none"> <li>• Liza Arnason, ASE</li> </ul> <p><b>Deaf Community Job Coach Skills Development and Career</b></p> <ul style="list-style-type: none"> <li>• Monte Hardy, BRCED</li> </ul> <p><b>Indigenous Disability and Employment</b></p> <ul style="list-style-type: none"> <li>• Neil Belanger, IDC/BCAND</li> </ul>
12:00-12:55	<b>Lunch (will be provided)</b>		
12:55-1:45	<p><b>Employment Works: Sharing a Data Informed Approach to Employment Training</b></p> <ul style="list-style-type: none"> <li>• Ian Humphreys, Sinneave</li> <li>• Jillian Dowding, Sinneave</li> <li>• Drew Barclay, Cashier/Self-Advocate</li> </ul>	<p><b>Introducing the CSA Z301, Equity, Diversity, Inclusion and Accessibility in Apprenticeship Programs standard</b></p> <ul style="list-style-type: none"> <li>• Jennifer Mei, 4th House Consulting</li> <li>• McKenna Goodwin, UBC</li> <li>• Valerie Vanderwyk, AABO</li> </ul>	<p><b>Employment Supports for Racialized Workers with Disabilities</b></p> <ul style="list-style-type: none"> <li>• Eakam Grewal, IDEA</li> </ul> <p><b>Assessment of employment environment preparedness to hire people with vision disability: A strategy for job retention</b></p> <ul style="list-style-type: none"> <li>• Tosin Ogedengbe, Université de Montréal</li> </ul> <p><b>What disabled employees/ entrepreneurs in Canada, the US, the UK, France and Belgium with disabilities can teach us about disability inclusion in the workforce?</b></p> <ul style="list-style-type: none"> <li>• Chloe Atkins, PROUD Project</li> </ul>

# Day 2: November 30th, 2023

	<b>Confederation 1 &amp; 2</b>
1:45-2:15	<b>Coffee Break</b>
2:15-2:45	<b>Disability and Work in Canada: Looking towards the Canada Disability Benefit and the Disability Employment Pillar</b> <ul style="list-style-type: none"><li>• Elisha Ram, Senior Assistant Deputy Minister, Income Security and Social Development, Government of Canada</li><li>• Colette Kaminsky, Senior Assistant Deputy Minister of Skills and Employment Branch at Employment and Social Development Canada, Government of Canada</li></ul>
2:45-3:00	<b>Q&amp;A (Disability and Work in Canada: Looking towards the Canada Disability Benefit and the Disability Employment Pillar)</b>
3:00-3:45	<b>Navigating the Horizon: Trends and Challenges in Future Talent, Disability, and the Workplace</b> <ul style="list-style-type: none"><li>• A panel of Canadian business leaders</li></ul>
3:45-4:15	<b>Conference Closing Remarks</b> <ul style="list-style-type: none"><li>• Ingrid Palmer, IDEAL Chief Officer at Realize Canada, 1st vice chair of CCD</li><li>• Heather Walkus, National Chair, Council of Canadians with Disabilities</li></ul>



**Post Conference  
Survey**



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Rick Hansen  
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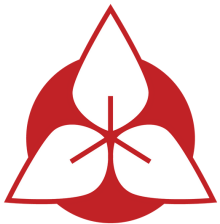
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