



Disability and Work in Canada 2024

Virtual Conference

Strengthening the Movement for Inclusive Work for All

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Day 1: November 27th, 2024

12:15-12:25	Welcoming Remarks <ul style="list-style-type: none"> <i>Ingrid Palmer, Realize Canada</i> <i>Heather Walkus, Council of Canadians with Disabilities</i> 			
12:25-12:40	Indigenous Opening <ul style="list-style-type: none"> <i>Steve Mantis, Ontario Network of Injured Workers Groups</i> 			
12:40-1:00	Federal Employment Strategy for Canadians with Disabilities – What This Means to Civil Society <ul style="list-style-type: none"> <i>Hon. Kamal Khera, Minister of Diversity, Inclusion and Persons with Disabilities</i> 			
1:00-1:05	Vignette			
1:05-1:15	Break			
	Parallel Session 1	Parallel Session 2	Parallel Session 3	Lightning Talks 4
1:15-2:15	How Union-Based Persons with Disabilities Groups Contribute to Inclusive Workplaces <ul style="list-style-type: none"> <i>Emmanuelle Lopez, UFCW Canada</i> <i>Tracey Halkyard, OPSEU SEFPO</i> <i>Ashley Baresinkoff, UFCW Local 247</i> <i>Laurie Whyte, CUPE 951</i> 	Learning from our Mistakes- Moving towards real inclusive employment <ul style="list-style-type: none"> <i>Anna Nelson, LiveWorkPlay</i> <i>Keenan Wellar, LiveWorkPlay</i> <i>Phoebe Newhook, Innovation, Science and Economic Development Canada (ISED)</i> <i>Scott MacLellan, Northern Canadian Economic Development Agency</i> <i>Jennier Broad, LiveWorkPlay</i> <i>Mara Wheelehan, Ottawa Mission</i> 	Across the Universe-City: Building Community and Inclusive Practices in the Workplace <ul style="list-style-type: none"> <i>Heather Willis, Toronto Metropolitan University</i> <i>Susan Silver, Toronto Metropolitan University</i> <i>Sandy Carpenter, Toronto Metropolitan University - Athletics</i> <i>James MacKay, Toronto Metropolitan University</i> <i>Sricamalan Pathmanathan, Toronto Metropolitan University</i> 	4a. Challenges to Employment Inclusion for Immigrant Women with Disabilities in Canada <ul style="list-style-type: none"> <i>Sultana Jahangir, South Asian Women's Rights Organization</i> <i>Kishower Laila, South Asian Women's Rights Organization</i> <i>Husna Sweet, South Asian Women's Rights Organization</i> <i>Syeda Yesmin, South Asian Women's Rights Organization</i> 4b. Perspectives on Employment from the Voice of Lived Experience <ul style="list-style-type: none"> <i>Theresa Somerton, Lifetime Abilities</i> <i>Yvonne Spicer, Lifetime Abilities</i> <i>Nicole Flynn, Nicole Flynn Enterprises</i> 4c. The Power of Accommodations <ul style="list-style-type: none"> <i>Quinn J. Jenkins, Human Element Education</i>

Day 1: November 27th, 2024

2:15-2:25	Break			
	Parallel Session 5	Parallel Session 6	Parallel Session 7	Lightning Talks 8
2:25-3:25	<p>Grinding the Gears: The Rough Journey to Inclusive Employment</p> <ul style="list-style-type: none"> • Michael Prince, University of Victoria 	<p>Youth, Episodic Disability, and Work: Insights from a National Environmental Scan</p> <ul style="list-style-type: none"> • Tess Kern, Realize Canada • Lys LeClair, Neurodivergent Interdisciplinary Artist and Advocate for Disability Rights • Raheme Perry, Community Advocate and Website Developer 	<p>Accessibility and Dignity For All: Workers Unite for Disability Justice</p> <ul style="list-style-type: none"> • Roberta Hoogervorst, UFCW Local 832 • Lily Chang, Canadian Labour Congress • Emma Lui, CUPE • Beverly Collins, CUPW 	<p>8a.Examining Employment Supports for Autistic People Across Canada</p> <ul style="list-style-type: none"> • Alexia Ostrolenk, Autism Alliance of Canada <p>8b.Neuro-Inclusion in the Workplace: Where do we go from here?</p> <ul style="list-style-type: none"> • Megan Pilatzke, Specialisterne Canada <p>8c.Understanding Injured Worker Stigma – Supporting the Pan-Canadian Strategy Goals</p> <ul style="list-style-type: none"> • Lynn Cooper, Canadian Injured Workers Alliance • Lauren Reynolds, Lakehead University

Day 2: November 28th, 2024

12:15-12:30	Welcome Back Day 2 <ul style="list-style-type: none"> • <i>Ingrid Palmer, Realize Canada</i> • <i>Heather Walkus, Council of Canadians with Disabilities</i> 			
12:30-1:00	The Golden Apple of an Accessible Legal Workplace, The Triumphs and Trials of Helping Smaller Law firms achieve the Power and the Glory of Genuine Diversity <ul style="list-style-type: none"> • <i>Mohammed Elshafie, Conway Baxter Wilson</i> 			
1:00-1:05	Vignette			
1:05-1:15	Break			
	Parallel Session 9	Parallel Session 10	Parallel Session 11	Lightning Talks 12
1:15-2:15	L'Académie de formation d'une entreprise adaptée : Un modèle pour l'inclusion professionnelle <ul style="list-style-type: none"> • <i>Savanah Laurence, University Laval - Étudiante en ergonomie et auxiliaire de recherche</i> • <i>Sami Fettah, Université de Montréal</i> • <i>Marie Laberge, Université de Montréal</i> • <i>Philippe Sénécal, Université de Montréal</i> 	The Government of Canada as an Employer: Disability Inclusion Through Innovation <ul style="list-style-type: none"> • <i>Alicha Keddy, Government of Canada</i> • <i>Tina Namiesniowski, Employment and Social Development Canada</i> • <i>Alfred McLeod, Government of Canada</i> • <i>André Baril, Government of Canada</i> • <i>Nadine Charron, Shared Services Canada</i> 	Empowering Inclusive Employment <ul style="list-style-type: none"> • <i>Elizabeth White, Work Wellness Institute</i> • <i>Tara Beaton, Work Wellness Institute</i> 	12a. Creating an Inclusive Culture for Employees in Practice <ul style="list-style-type: none"> • <i>Mandi Crespo, BDO Canada</i> • <i>Lizna Husnani-Puchta, Coast Capital Savings</i> 12b. Disclosure and Accommodations in the Workplace Guide <ul style="list-style-type: none"> • <i>Kelci Archibald, University of Toronto</i> • <i>Steven Lappano, University of Toronto</i> 12c. Persistent gaps in hiring and retaining employees with speech disabilities <ul style="list-style-type: none"> • <i>Glenda Watson Hyatt, Queen's University</i>
2:15-2:25	Break			

Day 2: November 28th, 2024

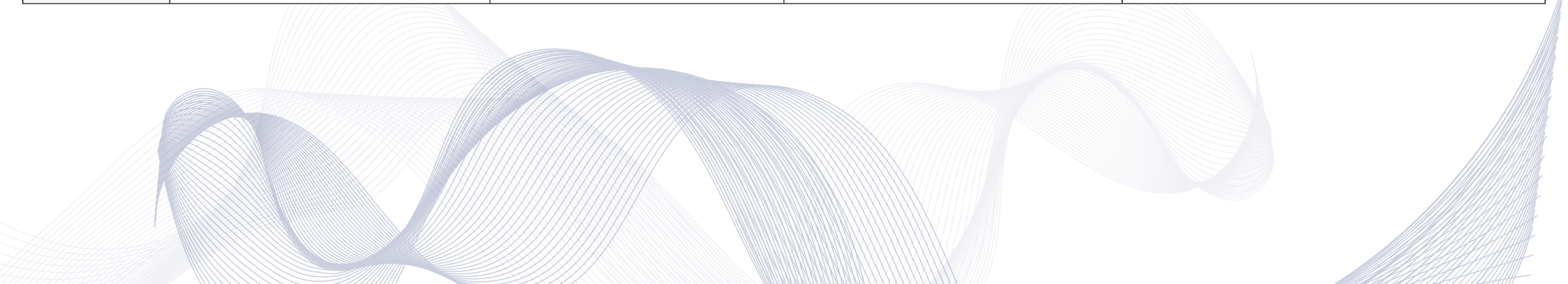
	Parallel Session 13	Parallel Session 14	Parallel Session 15	Lightning Talks 16
2:25-3:25	<p>Not just a tourist: Mapping Tourism Competencies for Inclusive Futures of Persons with Disabilities in Canada</p> <ul style="list-style-type: none"> • <i>Andy Livingston, CNIB</i> • <i>Mahadeo Sukhai, IDEA-STEM Consulting</i> • <i>Jasmine Qi, Tourism HR Canada</i> • <i>Peter Field, CNIB</i> 	<p>Building Disability-Confident Workplaces: Insights and Strategies from SME Leaders</p> <ul style="list-style-type: none"> • <i>Paul Leckey, University Pension Plan Ontario</i> • <i>Vanessa Wideski, Low Entropy</i> • <i>Meghan Kelly, INNoVA</i> • <i>Tim Holmes, Faith's Furever Pet Needs & Resort</i> 	<p>Supporting Racialized Jobseekers with Disabilities: An Intersectional Pilot Project</p> <ul style="list-style-type: none"> • <i>Sahana Parameswara, Gateway Association</i> • <i>Emma Kieftenbeld, Gateway Association</i> • <i>Judy Sillito, Multicultural Health Brokers Cooperative</i> 	<p>16a. Better Business Through Inclusion; Diverse Talent for a Competitive Advantage</p> <ul style="list-style-type: none"> • <i>Mitch Lawson, CATALYST</i> <p>16b. Lessons from the UK's Disability Confident Program</p> <ul style="list-style-type: none"> • <i>Sherri Torjman, Sherri Torjman Associates</i> <p>16c. NEUROinclusive Workforce Solutions</p> <ul style="list-style-type: none"> • <i>Sarah Darrell, Sinneave Family Foundation</i> • <i>Emma Duffy, Sinneave Family Foundation</i>

Day 3: December 4th 2024

12:15-12:30	Welcome Back Day 3 <ul style="list-style-type: none"> • <i>Ingrid Palmer, Realize Canada</i> • <i>Heather Walkus, Council of Canadians with Disabilities</i> 			
12:30-1:00	Did We Increase Disability and Employment By 3% Over The Last 5 Years? Understanding Employment Measurement for Workers with Disabilities Using an Intersectional Framework <ul style="list-style-type: none"> • <i>Krista Carr, Inclusion Canada</i> • <i>Neil Belanger, Indigenous Disability Canada</i> • <i>Bonnie Brayton, DAWN Canada</i> • <i>Vanessa Sinclair, CCRW</i> • <i>Statistic Canada - Tentative</i> 			
1:00-1:05	Vignette			
1:05-1:15	Break			
	Discussion Room 1	Discussion Room 2	Discussion Room 3	Lightning Talks 17
1:15-2:15	What Gets Measured Is Achieved: Next Steps For Measuring Accessible Employment In Canada <u>Questions to Discuss:</u> <ol style="list-style-type: none"> 1. What are the most important elements of inclusive employment that we need to measure with performance indicators? Such as, employment rates, job satisfaction, retention, advancement, promotion, job level; person-centered measures; institutional or organizational measures. 2. What data should be used to dig deeper to track the real employment situation for persons with disabilities? Such as disability group and intersectional factors such as race, gender and indigeneity? 3. How do we ensure that persons with disabilities are fully involved in formulating the performance indicators and tracking them? 		17a. Building Capacity: Tracking Outcomes and Impact in Inclusive Employment Left Turn Right Turn Ltd. <ul style="list-style-type: none"> • <i>Haley Gienow-McConnell, Left Turn Right Turn Ltd.</i> 17b. Measuring the Effectiveness of "Disability in the Workplace" Training Sessions <ul style="list-style-type: none"> • <i>Jonathon Breen, University of British Columbia</i> 17c. Why advocacy failed to create equity to disabled people <ul style="list-style-type: none"> • <i>Michael Aguayo, Disabled Activist Services</i> 	
2:15- 2:25	Break			

Day 3: December 4th 2024

	Parallel Session 18	Parallel Session 19	Parallel Session 20	Lightning Talks 21
2:25- 3:25	<p>Inclusive Hiring Practices: Lived Experience and Evidence-based Strategies</p> <ul style="list-style-type: none"> • Valerie Martin, Université du Québec A Montréal • Genevieve Sauve, Université du Québec A Montréal • Pascale Caidor, Université du Québec A Montréal 	<p>Inclusive Postsecondary Education as a Pathway for Decent Employment</p> <ul style="list-style-type: none"> • Evan Wicklund, Eviance • Olivia Boonstra, Eviance • Nicole Collier, Eviance • Susan Hardie, Eviance • Chloée C. Godin-Jacques, NEADS 	<p>Two Strategies, One Purpose: Working Together for Disability Inclusive Employment</p> <ul style="list-style-type: none"> • Eppo Maertens, Employment and Social Development Canada (ESDC) • Emile Tompa, IDEA • Mike Perry, ESDC -Skills for success 	<p>21a. Amplifying the voice of injured and disabled workers</p> <ul style="list-style-type: none"> • Steve Mantis, Ontario Network of Injured Workers Groups <p>21b. Do the Rights Thing: Understanding Employment Equity for Women with Disabilities and Deaf Women as a Multi-Sector Issue</p> <ul style="list-style-type: none"> • Kathy Hawkins, Empower -The Disability Resource Centre • Maggie Lyons-MacFarlane, DAWN Canada • Nashwa Lina Khan, DAWN Canada <p>21c. Who's Who in the Disability Zoo</p> <ul style="list-style-type: none"> • Heather Walkus, Council of Canadians with Disabilities (CCD)



Day 4: December 5th 2024

12:15-12:30	Welcome Back Day 4 <ul style="list-style-type: none"> <i>Ingrid Palmer, Realize Canada</i> <i>Heather Walkus, Council of Canadians with Disabilities</i> 			
12:30-1:00	Disability, Intersectionality and the Current World of Work in Canada <ul style="list-style-type: none"> <i>Rabia Khedr, Disability Without Poverty</i> <i>Liza Arnason, Ase Community Foundation for Black Canadians with Disabilities</i> <i>Ingrid Palmer, Realize</i> <i>Julia McEathron, Indigenous Disability Canada (IDC)</i> 			
1:00-1:05	Vignette			
1:05-1:15	Break			
	Parallel Session 22	Parallel Session 23	Parallel Session 24	Lightning Talks 25
1:15-2:15	Inclusive Futures: Advancing Disability Employment through Cutting Edge Tools and Resources <ul style="list-style-type: none"> <i>Jeffrey Normore, CCRW</i> <i>Julianna Cogle, CCRW</i> <i>Brianne Dallas, CCRW</i> 	Inclusivity from Day One: Attracting Diverse Talent & Enhancing Interview Practices. <ul style="list-style-type: none"> <i>Rebecca Gewurtz, McMaster University</i> <i>Kelly Stewart, Gowan Consulting</i> <i>Logan Wong, BSW, MSW RSW</i> 	A Decade of Learning in Supported Employment <ul style="list-style-type: none"> <i>Anna Nelson, LiveWorkPlay</i> <i>Sinthea Chowdhury, Ready, Willing & Able</i> <i>Joanna Patsakos, LCBO</i> <i>Philip Delangy</i> 	25a. Building Disability Confidence: Pathways to Inclusive Workplaces <ul style="list-style-type: none"> <i>Melanie Green, Government of New Brunswick</i> 25b. “Pobodies Nerfect” - Ability Acceptance and Creating Accessible Workplaces <ul style="list-style-type: none"> <i>Mitchell Daniels, Grandview Kids</i> 25c. The Hamilton Disability Employment Network’s Accessible Recruitment Pilot Project <ul style="list-style-type: none"> <i>Elaine Logie, The Career Foundation</i> <i>Kelly Sward, St. Joseph's Healthcare Hamilton</i>
2:15-2:25	Break			
2:25-2:55	Call to Action <ul style="list-style-type: none"> <i>DWC Steering Committee</i> 			
2:55-3:25	Conference Closing Remarks <ul style="list-style-type: none"> <i>Ingrid Palmer, Realize Canada</i> <i>Heather Walkus, Council of Canadians with Disabilities</i> 			

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