



PROMOTING HEALTH & SAFETY FOR WORKERS WITH DISABILITIES:

Realizing the Promise of the ADA

SCHEDULE Day 1

June 9, 2015

8:30 - 9:00 AM

REGISTRATION & BREAKFAST

9:00 - 9:15

WELCOME

Tamar Heller, PhD, Professor, Department Head, Department of Disability and Human Development (DHD), University of Illinois at Chicago (UIC)

9:15 - 9:45

KEYNOTE ADDRESS:

Disability, Health, and Employment First

Andrew J. Imparato, JD, Executive Director, Association of University Centers on Disabilities (AUCD)

What are the success stories across the country in relation to Employment First initiatives? How can we promote health and safety for workers with disabilities across employment sectors?

9:45 - 10:30

PLENARY:

Disability, the Ultimate Out of the Box Lens

Carol J. Gill, PhD, Professor, DHD, UIC and Carlene Galanopulo, MSN, RN, CCM Director at Cincinnati Children's Hospital Medical Center (CCHMC)

Who are disabled people in the workplace? What does a person with a disability bring to work? Case scenarios that illustrate important paradigm shifts in understanding disability at work. Developing strategies and resources in the workplace for enriching innovation through flexible policies, supportive programs, and a universally designed environment.

10:30 - 10:45

BREAK: View Exhibits and Networking

10:45 - 12 NOON

WORKSHOPS *(repeated in the afternoon)*

1. **The ADA in the Workplace at 25: How Far Have We Come?**

Human Resources (HR) professionals have been tasked with navigating several federal laws and regulations associated with the recruitment,



PROMOTING HEALTH & SAFETY FOR WORKERS WITH DISABILITIES:

Realizing the Promise of the ADA

SCHEDULE Day 1 *continued*

hiring, and accommodating persons with disabilities, injured workers, and individuals with chronic health conditions in the workplace over the past 25 years. These include but are not limited to the Americans with Disabilities Act of 1990, ADA Amendments Act of 2008 and more recently Section 503 of the Rehabilitation Act. This session will explore how the court interpretation of the laws is shaping practice and provide insight into current policies, practices, and strategies influencing the employment landscape for persons with disabilities.

OBJECTIVES

- a. Review the impact of ADA, ADA Amendment Act of 2008, Section 503 enforced by the Office of Federal Contract Compliance Programs (OFCCP) from 2014 on recruiting, hiring, retaining, and promoting people with disabilities.
 - b. Identify strategies in the workplace that enhance recruitment and retention of workers with disabilities.
 - c. Discuss the influence that case law has on employer HR practices.
 - **Moderator:** Paula Brown, MBA, Manager, Diversity, Inclusion, Community Employment Liaison, Rush University Medical Center
 - **Presenters:** Robin Jones, OT, Director, Great Lakes ADA Center; Barry Taylor, JD, Vice President for Civil Rights and Systemic Litigation and Senior Counsel, Equip for Equality
2. **Protecting Workers and Promoting Worker Health**
Developing health and wellness programs using universal design and universal design instruction (e.g., inclusive of disability and age-friendly practices) Total Worker Health™ (TWH™) – the integration of “occupational safety and health protection and promotion to prevent worker injury and illness and to advance worker health and well-being.” What contributions can be made by the employer and worker to TWH™?



PROMOTING HEALTH & SAFETY FOR WORKERS WITH DISABILITIES:

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SCHEDULE Day 1 *continued*

OBJECTIVES

- a. Review traditional health and wellness programs for people with disabilities.
- b. Identify core concepts of Total Worker Health™ – the integration of occupational safety and health protection and promotion to prevent worker injury and illness.
- c. Review responsibilities of employers in designing TWH™ programs.
- d. Share examples of successful workplace programs.
- e. Discuss the impact of health promotion and worker protection programs for workers with disabilities.
- f. Describe mechanisms used to engage hourly workers.
 - **Moderator:** Sarah Ailey, PhD, RN, Professor, Rush University Medical Center, College of Nursing; Jasmina Sisirak, PhD, MPH, Associate Director of Training & Dissemination, Research Assistant Professor, DHD, UIC
 - **Presenters:** Sheila Fitzgerald, PhD, RN, Director, Occupational and Environmental Health Nursing Program, Johns Hopkins University School of Public Health Educational Resource Center; Ellen Thomson, Director of Participant Engagement, Unite Here Health; Dina Donohue- Chase, CEO, NorthPointe Resources

3. **Employment Protection: *Changing the Conversation in the Workplace***

Rethinking and re-articulating issues of employment protection for people with disabilities in the workforce. Where is the “problem” located? Are we talking about deficits or mismatches? Protection against what? This session focuses on positive, effective changes in the ideas and conversations that drive approaches to disability at work.

OBJECTIVES

- a. Review current models of employment disability programs;



PROMOTING HEALTH & SAFETY FOR WORKERS WITH DISABILITIES:

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SCHEDULE Day 1 *continued*

- b. Identify strengths, opportunities, and barriers related to worksite retention and promotion efforts for people with disabilities; and,
- c. Discuss the impact of “valued-added disability services” for people with disabilities, chronic conditions, and work-related injuries on worker retention and promotion.
 - **Moderator:** Sue Davis, PhD, RN, Professor Emeritus, University of Cincinnati College of Nursing and Cincinnati Children’s Hospital Medical Center
 - **Presenters:** Carol J. Gill, PhD and Carlene Galanopulo, MSN, RN, CCM

4. **Universal Design: Creating Healthy and Safe Work Environments**

Creating environments for all workers including people with disabilities and chronic health conditions.

OBJECTIVES

- a. Review universal design principles;
- b. Identify strategies for incorporating universal design in workplace;
- c. Discuss the impact of universal design on the retention of people with disabilities and chronic conditions; and,
- d. Describe available resources and supports for people with disabilities/chronic conditions/age-related issues.
 - **Moderator:** Lisa Brosseau, ScD, Professor, Director of Industrial Hygiene, Division of Environmental & Occupational Health Sciences, UIC School of Public Health, Co-Director Illinois ERC
 - **Presenters:** Glenn Hedman, MS, PE, CPE, ATP, RET, Director, Assistive Technology Unit, DHD, UIC and Clive D’Sousa, PhD, Assistant Professor, University of Michigan, Center for Occupational Safety & Health Engineering

12 NOON - 12:10 PM

BREAK: View Exhibits and Networking



PROMOTING HEALTH & SAFETY FOR WORKERS WITH DISABILITIES:

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SCHEDULE Day 1 *continued*

12:10 - 1:00

LUNCH

1:00 - 1:30

AFTERNOON KEYNOTE ADDRESS:

Total Worker Health™ and Inclusion of Workers with Disabilities

Moderator: Lisa Brosseau, ScD, Professor, Director of Industrial Hygiene, Division of Environmental & Occupational Health Sciences, UIC School of Public Health, Co-Director Illinois ERC

Keynote Presenter: Chia C. Chang, MBA, MPH, Coordinator for Strategic Partnerships, Office for Total Worker Health™, National Institute of Occupational Safety & Health (NIOSH)

Overview of NIOSH Total Worker Health™ and strategies for inclusion of workers with disabilities. Discuss examples of how to foster an inclusive organizational culture of worker safety, health, and well-being.

1:30 - 2:45

WORKSHOPS: 4 repeating workshops from the morning

2:45 - 3:00

BREAK: View Exhibits and Networking

3:00 - 4:00

SHARING CHALLENGES & SUCCESSES:

OBJECTIVES:

- a. Describe successfully tailored policies and programs
- b. Offer strategies for organizational change
 - **Moderator:** Linda Balsamo, PhD, MBA, Consultant, Program Development, NorthPointe Resources
 - **Presenters:**
 1. Jaime Parent, EnAbleD Vet Program, Rush University
 2. Sondra Haney, LCSW, CADC, Disability Resource Coordinator, Workforce Development Department, LWIA-1 Lake County, IL
 3. John McIlwain, Vice President for Advancement and Marcia Gordon, Vice President of Aspire Careers, Aspire



PROMOTING HEALTH & SAFETY FOR WORKERS WITH DISABILITIES:

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SCHEDULE Day 1 *continued*

4:00 - 4:15

UIC CONTINUING EDUCATION PROGRAM

The online continuing education program will be a 1-year, four course program for non-degree seeking individuals interested in health, disability, and employment to create a more flexible, supportive, innovative workplace environment that values the unique contributions of all workers.

PRESENTERS

- Beth Marks, PhD, RN, Research Associate Professor DHD, UIC
- Joseph Zaroni, PhD, MILR, Director of Continuing Education & Outreach, Illinois ERC, UIC School of Public Health, Division of Environmental & Occupational Health Sciences

4:15 - 4:30

EVALUATION



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SCHEDULE Day 2

June 10, 2015

SITE VISITS

OBJECTIVES:

Observe and discuss practical application of developing, implementing policies, procedures, and universal design to create inclusive, healthy, and safe worksites for people with disabilities, injuries, and chronic conditions.

8:00 - 11:30 AM

HEALTH CARE: RUSH UNIVERSITY MEDICAL CENTER

12 NOON

LUNCH

1:00 - 2:30 PM

NON-PROFIT: ACCESS LIVING