

Disability and Work in Canada 2022
Disability, inclusion, and belonging in the Canadian Workplace
Agenda

Day 1: Disability in the workplace

Tuesday November 29, 2022, at 12:15-3:30 EST

12:15 to 12:25	Check-in and Opening Welcome MCs: Ingrid Palmer, CEO & Founder, Focus On Ability & Director of Agency, Partnerships and Learning, Up With Women Heather Walkus, National Chair, Council of Canadians with Disabilities (CCD) Des interprètes français-anglais seront disponibles / French-English interpreters will be available
12:25 to 12:30	Indigenous Land Acknowledgement Introduction: Steve Mantis, Chair - Research Action Committee, Ontario Network of Injured Workers Groups Speaker: Nookamis Roberta Oshkawbewisens Des interprètes français-anglais seront disponibles / French-English interpreters will be available
12:30 to 1:00	Keynote: Disability and Work in Canada, a federal lens on moving forward. Speaker: Carla Qualtrough, Minister of Employment, Workforce Development and Disability Inclusion Moderator: Maureen Haan, President & CEO, Canadian Council on Rehabilitation and Work (CCRW) Des interprètes français-anglais seront disponibles / French-English interpreters will be available
1:00 to 1:05	Vignette
1:05 to 1:10	Break
1:10 to 2:25	4 Parallel Sessions + Networking Sessions

1:10 to 2:05

Parallel Session 1: The Pandemic Pandora's Box: Long COVID, Episodic Disability & Employment

Moderator:

Melissa Egan National Lead, Episodic Disabilities, Realize

Presenters:

Jessica DeMars, Physiotherapist, Breathe Well Physio

Kiera McDuff, Research Coordinator, University of Toronto

Shari Ingalls, Independent Storyteller

Tanya Houghton, Director Special Care Services, WorkSafeBC

Des interprètes français-anglais seront disponibles / French-English interpreters will be available

2:05 to 2:25

Networking Huddle 1:

Moderator: Tammy C. Yates-Rajaduray

Question: What opportunities for collaboration do you envision in this area and what resources, in your opinion, need to be developed in this area and for whom?

1:10 to 2:05

Parallel Session 2: Diverse work arrangements and the impact on people with disabilities

Moderator:

Sophie Von Teichman, Research Assistant, McMaster University

Presenters:

Kristina Fuentes, Postdoctoral Fellow, Bloorview Research Institute, Holland Bloorview Kids Rehabilitation Hospital

Julia Holmes, Research Coordinator, McMaster University

Mahadeo Sukhai, Vice-President Research and International Affairs & Chief Accessibility Officer, Canadian National Institute for the Blind (CNIB)

Rebecca Gewurtz, Associate Professor, McMaster University

Upasana Panda, Research Coordinator, McMaster University

2:05 to 2:25

Networking Huddle 2

Moderator: Emile Tompa

Question: What is your experience with remote work? What can employers do better to accommodate worker needs, in light of experiences from COVID-19?

1:10 to 2:05 **Parallel Session 3: Disability Agenda: What Canadian Employers are doing around Disability Planning**
Moderator: Stephen Irish, Business Services Manager, INNoVA
Presenters:
Mark Chapeskie, Vice President of Program Development,
Electricity Human Resources Canada
Tanya Hickey, Senior Manager: Health & Safety Strategies, Ontario
Power Generation
Tammy Morris, Neurodiversity Center of Excellence Leader, EY
Canada

2:05 to 2:25 **Networking Huddle 3**
Moderator: Maureen Haan
Question: What is the one thing you want employers to know
about your journey and how they can best support you?

1:10 to 2:05 **Parallel Session 4: Understanding barriers to employment through research involving lived experience**
Moderator:
Eryka Kaminsky, Training Specialist, Mohawk College
Presenters:
Andrea Whiteley, Research Coordinator, University of Calgary,
Department of Pediatrics
Anne Marie Langlois, Outreach Consultant - EAF Project, Canadian
Hard of Hearing Association
Eryka Kaminsky, Training Specialist, Mohawk College
Lori Cooper, Outreach Specialist, Employment Access Framework
Project
Chloe Atkins, Primary Investigator, Associate Professor (status-
only/statut d'observateur), The PROUD Project, University of
Toronto

2:05 to 2:25 **Networking Huddle 4**
Moderator: Steve Mantis
Question: What is your experience? What works to remove
barriers to employment?

2:25 to 2:30 **Break**

2:30 to 3:30 **4 Parallel Sessions + Closing for the Day**

2:30 to 3:25

Parallel Session 5: How unions advance disability rights at work and build fairer more inclusive workplaces

Moderator:

Lily Chang, Secretary-Treasurer of the Canadian Labour Congress

Presenters:

Arlene Phillips, Provincial Human Rights Committee, Ontario Public Service Employees Union (OPSEU)

Carlos Sosa, Support Worker, United Food and Commercial Works Local 832

Emmanuelle Lopez- Bastos, Human Rights, Equity & Diversity Coordinator, United Food and Commercial Workers Union Canada

3:25 to 3:30

Closing: Alec Farquhar

2:30 to 3:25

Parallel Session 6: Employment Strategy for Canadians with Disabilities and the Youth Employment and Skills Strategy

Moderator:

Maureen Haan, President & CEO, Canadian Council on Rehabilitation and Work (CCRW)

Presenters:

Eppo Maertens, Policy Director, Employment and Social Development Canada (ESDC)

Pam Lefaive Manager, Policy, Public Safety Canada Employment and Social Development Canada (ESDC)

Des interprètes français-anglais seront disponibles / French-English interpreters will be available

3:25 to 3:30

Closing: Maureen Haan

2:30 to 3:25

Parallel Session 7: Mild cognitive impairment in the workplace – Introduction to an overlooked, emerging disability

Moderator:

Josephine McMurray, Associate Professor, Wilfrid Laurier University

Presenters:

Margaret Oldfield, Independent Social Scientist and Disability Scholar Active

AnneMarie Levy, Research Associate, Wilfrid Laurier University

Rosemary Leslie, Senior Administrative Officer, Environment and Climate Change Canada

Lindsey Simpson, Director - Ability Management, Alberta Health Services

3:25 to 3:30 **Closing:** Krista Carr

2:30 to 3:25 **Parallel Session 8: Attracting and Supporting Employees with Disabilities from Recruitment through Employment.**

Moderator:

Mahadeo Sukhai, Vice-President Research & International Affairs and Chief Accessibility Officer, Canadian National Institute for the Blind (CNIB)

Presenters:

Barb MacLeod, Inclusion Powell River

Leni Goggins, Director of Social Economy and Other Cool Stuff, Inclusion Powell River Society

Lilla Tipton, Inclusion Powell River

Karen Kelsey, Relationship Manager, Canada, Lime Connect

Richard Light, Floor assistant, Inclusion Powell River (Kindred Rebuild)

Janet Newbury, Consultant, Inclusion Powell River

3:25 to 3:30 **Closing:** Mahadeo Sukhai

Day 2: Inclusion in the workplace

Wednesday November 30, 2022, at 12:15-3:30 EST

12:15 to 12:30	Summary of Day 1 and overview of Day 2 MC: Ingrid Palmer, CEO & Founder, Focus On Ability & Director of Agency, Partnerships and Learning, Up With Women Heather Walkus, National Chair, Council of Canadians with Disabilities (CCD) Des interprètes français-anglais seront disponibles / French-English interpreters will be available
12:30 to 1:00	Keynote: Ending Accommodations: Dreaming an Accessible Future Speakers: Jade Pichette (They/Them, Elle) Director of Programs, Pride at Work Canada Moderator: Tammy C. Yates-Rajaduray, Executive Director, Realize Des interprètes français-anglais seront disponibles / French-English interpreters will be available
1:00 to 1:05	Vignette
1:05 to 1:10	Break
1:10 to 2:25	4 Parallel Sessions
1:10 to 2:05	Parallel Session 9: Including diverse young women with disabilities Moderator: Deborah Stienstra, Jarislowsky Chair in Families and Work, University of Guelph Presenters: Deborah Stienstra, Jarislowsky Chair in Families and Work, University of Guelph Yasemin Tuncer, Youth Initiatives Coordinator, DAWN Canada, Kathryn Reinders, PhD student, Graduate research assistant, University of Guelph, Live Work Well Research Centre
2:05 to 2:25	Networking Huddle 5 Moderator: Tammy C. Yates-Rajaduray

Question: What are we not doing now that we should be doing to promote and ensure the inclusion of diverse young women with disabilities in the workplace?

1:10 to 2:05

Parallel Session 10: Telework and Disability: A factor of inclusion in the workplace? / Télétravail et handicap: un facteur d'inclusion dans un milieu de travail?

Moderator:

Normand Boucher, Researcher, Cirris-Université laval

Presenters:

Francis Charrier, Ph.D Student, Cirris

Pascale Chanoux, Coordonnatrice, Comité consultatif personnes handicapées (CCPH)

Sylvain Lemay, Conseiller, UQAM

Des interprètes français-anglais seront disponibles / French-English interpreters will be available

2:05 to 2:25

Networking Huddle 6

Moderator: Alec Farquhar

Question: How can employers ensure that teleworking does not lead to the exclusion or marginalisation of disabled workers? / Comment les employeurs peuvent-ils s'assurer que le travail à distance n'entraîne pas l'exclusion ou la marginalisation des travailleurs handicapés?

1:10 to 2:05

Parallel Session 11 Covid-19 and a New Paradigm of Work: A new perspective of disability, inclusion and belonging to workplaces

Moderator:

Krista Carr, Executive Vice-President, Inclusion Canada

Presenters:

Farshid Sadatsharifi, Operations Project Manager, Accessibrand Inc.

Jolene MacDonald, Founder & Creative Director, Accessibrand Inc.

2:05 to 2:25

Networking Huddle 7

Moderator: Krista Carr

Question: What does it mean to belong to your workplace during COVID recovery? What are the lessons we have learned about belonging during the pandemic?

1:10 to 2:05 **Parallel Session 12: Designing public policy for persons with a disability – the Canada Disability Benefit & future options**

Moderator:

Jonathan Marchand, Chair, Every Canadian Counts

Presenters:

Bruce Bonyhady, Executive Chair and Director, Melbourne Disability Institute, Melbourne Disability Institute

John Stapleton, Principal, Open Policy

Yvonne Yuan, Policy Analyst, Open Policy Ontario

Michael Kendrick, Consultant, Center for Public Representation

2:05 to 2:25 **Networking Huddle 8**
Moderator: Steve Mantis
Question: How do we ensure the new Canada Disability Benefit (CDB) meets the needs of persons with a disability? Might there be other programs brought forward?

2:25 to 2:30 **Break**

2:30 to 3:30 **4 Parallel Sessions + Closing**

2:30 to 3:25 **Parallel Session 13: Disability Stigma in Work for Survivors of ABI and Organizational Approaches to Combatting Stigma**

Moderator:

Mahadeo Sukhai, Vice-President Research & International Affairs and Chief Accessibility Officer, Canadian National Institute for the Blind (CNIB)

Presenters:

Michaela Knot, Research Consultant, CNIB Research

Linda Brown, eLearning and Curriculum Developer, CCRW

Shruti Goenka, Director of Finance, CCRW

3:25 to 3:30 **Closing: Mahadeo Sukhai**

2:30 to 3:25 **Parallel Session 14: Dual Session: 1) Funding Employment Services for Persons with Disabilities, and 2) Accessibility Advisory Committee**

Moderator:

Emile Tompa, Senior Scientist, Institute for Work & Health, Director, Centre for Research on Work Disability Policy (CRWDP) & Executive Director, Inclusive Design for Employment Access (IDEA)

Presenters:

Eppo Maertens, Policy Director, Employment and Social Development Canada (ESDC)

Joseph Giulione, Director, Canadian Association for Supported Employment

Lexi Whyte, Certified Trick Dog Instructor, On Cue Animal Training

Rebecca Gewurtz, Associate Professor, McMaster University

Lucie Kocum, Associate Professor, Co-Chair of the Accessibility Advisory Committee, Saint Mary's University

3:25 to 3:30 **Closing:** Emile Tompa

2:30 to 3:25 **Parallel Session 15: Union support for working parents who have children with disabilities**

Moderator:

Shellie Bird, National Coordinator of the CUPW Child Care Fund

Presenters:

Donna Michal, Special Needs Project Advisor

Gail Holdner, Coordinator of the Special Needs and Moving On Projects

Jennifer Hutcheson, CUPW member parent in the Special Needs Project

Shellie Bird, National Coordinator of the CUPW Child Care Fund

Des interprètes français-anglais seront disponibles / French-English interpreters will be available

3:25 to 3:30 **Closing:** Doramy Ehling

2:30 to 3:25 **Parallel Session 16: Forecasting strategies for inclusion in the future of work: Preliminary findings from a Delphi Survey**

Moderator:

Maureen Haan, President & CEO, Canadian Council on Rehabilitation and Work (CCRW)

Presenters:

Arif Jetha, Scientist, Institute for Work & Health

Kay Nasir, Research Coordinator, Institute for Work & Health

3:25 to 3:30 **Closing:** Krista Carr

Day 3: Belonging in the workplace

Wednesday December 7, 2022, at 12:15-3:30 EST

12:15 to 12:30 **Summary of Day 2 and Overview of Day 3**

MCs:

Ingrid Palmer, CEO & Founder, Focus On Ability & Director of Agency, Partnerships and Learning, Up With Women

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

Des interprètes français-anglais seront disponibles / French-English interpreters will be available

12:30 to 12:35 **Break**

12:35 to 1:05 **Networking Sessions**

- **Room 1:** What does belonging in the workplace look like to you?
 - **Moderators:** Tammy C. Yates-Rajaduray & Alec Farquhar
 - **Des interprètes français-anglais seront disponibles / French-English interpreters will be available**
- **Room 2:** What public policies help or hinder belonging in the workplace?
 - **Moderators:** Maureen Haan & Doramy Ehling
- **Room 3:** How can we best counter systemic ableism (and other isms) to increase belonging in the workplace?
 - **Moderators:** Mahadeo Sukhai & Emile Tompa
- **Room 4:** How can we measure success at belonging in the workplace?
 - **Moderators:** Steve Mantis & Krista Carr

1:05 to 1:10 **Break**

1:10 to 2:25	4 Parallel Sessions + Networking Sessions
1:10 to 2:05	<p>Parallel Session 17: Barriers to belonging with an Indigenous perspective</p> <p>Moderator: Krista Carr, Executive Vice-President, Inclusion Canada</p> <p>Presenters: Neil Belanger, Executive Director, B.C. Aboriginal Network on Disability Society (BCANDS)</p>
2:05 to 2:25	<p>Networking Huddle 9</p> <p>Moderator: Krista Carr</p> <p>Question: How can we ensure we start using an intersectional framework for employment for the Indigenous, First Nations, Inuit and Métis populations in order to breakdown barriers to employment?</p>
1:10 to 2:05	<p>Parallel Session 18: National Survey of Workers with Disabilities: Sneak Peek Discussion</p> <p>Moderator: Jon Callegher, Project Director, George Brown College</p> <p>Presenters: Benjamin Millard, Project Director, Q.i. Value Systems Inc. Mahadeo Sukhai, Vice-President Research and International Affairs & Chief Accessibility Officer, Canadian National Institute for the Blind (CNIB) Paul VanderGreindt, Research Assistant, George Brown College</p>
2:05 to 2:25	<p>Networking Huddle 10</p> <p>Moderator: Mahadeo Sukhai</p> <p>Question: What policy and practices approaches can we undertake to influence employees with disabilities' attitudes in the workplace?</p>
1:10 to 2:05	<p>Parallel Session 19: Expanding our Reach: Improving Cultural Diversity and Building Careers</p> <p>Moderator: Sinthea Chowdhury, National Project Coordinator, Ready willing and able</p> <p>Presenters: Anna Wong, Executive Director, Community Family Services of Ontario</p>

Carolyn Tinglin, Executive Director, The Youth Alliance for Intersectional Justice (YAIJ).

Delaney King, Owner/Founder, Ready Willing & Able (Preventative Measures Ltd.)

Dharshi Polio, Director, Human Resources, SAAAC Autism Centre

2:05 to 2:25 **Networking Huddle 11**
Moderator: Maureen Haan
Question: How can we ensure careers are a focus for people with intellectual disabilities or autism? Share your experiences and hear from others in this interactive huddle.

1:10 to 2:05 **Parallel Session 20: Neurodivergence in the Workplace**

Moderator:

Gail Kessler, Project Manager, NorQuest College

Presenters:

Angela Taylor, CEO (Founder), Inspire Community Outreach
Annie Jollymore, Systemic Advocate (PACE), People Advocating for Change through Empowerment, Inc., Ret. (PACE)

Brytani McLeod, Inclusion & Accessibility Consultant, Autism CanTech!

Kristina Vyskocil, Career Coach, NorQuest College - Autism CanTech!

Des interprètes français-anglais seront disponibles / French-English interpreters will be available

2:05 to 2:25 **Networking Huddle 12**
Moderator: Doramy Ehling
Question: How can leadership support neurodivergent-affirming workplaces?

2:25 to 2:30 **Break**

2:30 to 3:30 **4 Parallel Sessions + Closing**

2:30 to 3:25 **Parallel Session 21: Belonging in the Workplace: A Map for Success**

Moderator:

Mike Cyr, National Program Manager, Canadian Council on Rehabilitation and Work (CCRW)

Presenters:

Daniel Samosh, Assistant Professor, Queens University,

Elvin Dobani, Support Assistant, City of Toronto: Parks, Forestry and Recreation Division

Lorene Bodiam, Community Advocate, Former City of Toronto Now and Independent Community Advocate

Des interprètes français-anglais seront disponibles / French-English interpreters will be available

3:25 to 3:30 **Closing:** Krista Carr

2:30 to 3:25 **Parallel Session 22: Advancing Inclusive Employment - Accessibility meets Innovation**

Moderator:

Meghan Kelly, Director, INNOVA

Presenters:

Jenelle Sobey, CEO and Co-Founder, Riddl

Kim Donaldson, Pathways Lead, Fable

3:25 to 3:30 **Closing:** Maureen Haan

2:30 to 3:25 **Parallel Session 23: “Behind the Stage”: The Invisible Labour & Mentorship behind Inclusive Disability-led Research on Employment**

Moderator:

Mahadeo Sukhai, Vice-President Research & International Affairs and Chief Accessibility Officer, Canadian National Institute for the Blind, CNIB

Presenters:

Michaela Knot, Research Consultant, CNIB Research

Ainsley Latour, Researcher, CNIB

Mahadeo Sukhai, Vice-President Research & International Affairs and Chief Accessibility Officer, Canadian National Institute for the Blind, CNIB

Michael Trolio, Consultant, Technical Writer, CNIB

Tosin Ogedengbe, Masters Student, Université de Montreal

Kathy Beitz, Lead, Knowledge Translation, CNIB

3:25 to 3:30 **Closing:** Emile Tompa

2:30 to 3:25 **Parallel Session 24: The transition between inclusive post-secondary education and decent work and the role of mentorship**

Moderator:

Morgan Ineson, Manager, Education, Fighting Blindness Canada (FBC)

Presenters:

Evan Wicklund, Manitoba Office Lead and Senior Research Officer, Eviance

Olivia Boonstra, Senior Research Officer and Knowledge Mobilization Coordinator, Eviance

Mary-Kate Fraser, Project Manager, Hospital

3:25 to 3:30

Closing: Alec Farquhar

Day 4: Moving forward together towards full inclusion in employment

Thursday December 8, 2022, at 12:15-3:30 EST

12:15 to 12:30	Summary of Day 3 and Overview of Day 4 MCs: Ingrid Palmer, CEO & Founder, Focus On Ability & Director of Agency, Partnerships and Learning, Up With Women Heather Walkus, National Chair, Council of Canadians with Disabilities (CCD) Des interprètes français-anglais seront disponibles / French-English interpreters will be available
12:30 to 1:00	Keynote: Unlocking the Power of Disability Towards New Horizons Speaker: Tim Rose, Senior Consultant, Accessibility, CIBC Moderator: Maureen Haan, President & CEO, Canadian Council on Rehabilitation and Work (CCRW) Des interprètes français-anglais seront disponibles / French-English interpreters will be available
1:00 to 1:05	Vignette
1:05 to 1:10	Break
1:10 to 2:05	4 Parallel Sessions
1:10 to 2:05	Parallel Session 25: Is DEI Fatigue Impacting Inclusive Hiring in Your Organization? Moderator: Maureen Haan, President & CEO, Canadian Council on Rehabilitation and Work (CCRW) Presenters: Jamie Millar-Dixon, Principal Consultant at MacLeod Silver HR Business Partners and Inclusive Workforce Consultant, BC Partners in Workforce Innovation (BC WiN), Kristin Bower, Partner, Leda HR.

1:10 to 2:05

Parallel Session 26: Building Capacity at the Intersection of Race and Disability: For us, By us approach to real change And Addressing Diversity in Your Resume

Moderator:

Tanya Kett, Career Counsellor, McMaster University

Presenters:

Bei Evely, Social Sciences Master's student, McMaster University
Katherine Hesson-Bolton, Diversity Employment Coordinator, Student Success Centre, McMaster University

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
Paige Maylott, Library Accessibility Services Assistant, McMaster University

Tanya Kett, Career Counsellor, McMaster University

1:10 to 2:05

Parallel Session 27: Promoting Employer Capacity for Disability Inclusion

Moderator:

Emile Tompa, Senior Scientist, Institute for Work & Health, Director, Centre for Research on Work Disability Policy (CRWDP) & Executive Director, Inclusive Design for Employment Access (IDEA)

Presenters:

Dan Samosh, Assistant Professor, Queens University

Elisabeth Harrison, Research Associate, ReVision Centre, University of Guelph

Francis Fung, National Manager, Rehabilitation and Clinical Services, March of Dimes Canada

Michael MacDonald, Manager, Health Services, Jazz Aviation

Rebecca Gewurtz, Associate Professor, McMaster University

Lacey Croft, PhD Candidate/Research Assistant, ReVision Centre for Art and Social Justice

1:10 to 2:05

Parallel Session 28: Dispositif virtuel pour soutenir l'inclusion à l'emploi des personnes en situation de handicap

Moderator:

Alejandro Reyes, Membre étudiant du Centre interdisciplinaire de recherche en réadaptation et intégration sociale (Cirris) de l'Université Laval.

Presenters:

Alexandre Menard, Étudiant au 2e cycle en ergonomie à l'Université Laval

Dominique Michaud, Étudiante au 2e cycle en design à l'Université Laval

Isabelle Feillou, Professeure en ergonomie à l'Université Laval

Jocelyne Kiss - Professeure en arts et technologies à l'Université Laval

Jonathan Proulx-Guimond, étudiant en deuxième cycle en design à l'Université Laval

Rency Inson Michel, Étudiant au 3e cycle en intelligence artificielle à l'Université Laval

Des interprètes français-anglais seront disponibles / French-English interpreters will be available

2:05 to 2:20

Break

2:20 to 2:50

Plenary: Making progress on employment of persons with disabilities in Canadian workplaces: Opportunities for collaboration between employers and unions

Moderator:

Alec Farquhar, Chair, Engagement, Centre for Research on Work Disability Policy (CRWDP)

Presenters:

Bea Bruske, Secretary-Treasurer, UFCW Local 832

Perrin Beatty, President and CEO, Canadian Chamber of Commerce

Des interprètes français-anglais seront disponibles / French-English interpreters will be available

2:50 to 3:15

Indigenous Thanksgiving Closing

Moderator: Steve Mantis, Chair - Research Action Committee, Ontario Network of Injured Workers Groups

Presenter: Nookamis Roberta Oshkawbewisens

Des interprètes français-anglais seront disponibles / French-English interpreters will be available

3:15 to 3:35

Closing remarks

MCs:

Ingrid Palmer, CEO & Founder, Focus On Ability & Director of Agency, Partnerships and Learning, Up With Women

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

Des interprètes français-anglais seront disponibles / French-English interpreters will be available

3:25 to 3:30

Conference closing

Speaker: Steve Mantis, Chair - Research Action Committee, Ontario Network of Injured Workers Groups