



DISABILITY AND WORK IN CANADA

Strategy-in-Action

December 4 & 5, 2019

Delta Ottawa City Centre

International Ballrooms A, B & C

101 Lyon Street North, Ottawa K1R 5T9 Canada

Conference Agenda

Objectives for this conference

To build overall engagement and momentum for implementation of the Pan-Canadian strategy on Disability and Work (DWC)

To identify the most important early steps in implementation



To facilitate collaboration on specific initiatives
by conference participants and others

To identify important gaps or challenges which
need to be addressed

Wednesday, December 4

- 8:15 – 9:00 **Registration**
Full breakfast
- 9:00 – 9:45 **Recognition statement and indigenous prayer**
(Ballroom A&B)
Speaker: Elder Verna McGregor
Welcome
Speaker: The Honourable Carla Qualtrough,
Minister of Employment, Workforce
Development and Disability Inclusion
Objectives for this conference
**High level overview of the strategy and
implementation framework**
- 9:45 – 10:15 **Plenary:** The keys to successful strategy
implementation
Speaker: Yazmine Laroche, Deputy Minister,
Public Service Accessibility
- 10:15 – 10:30 **Table talk** on implementing the strategy:
- Introductions – who I am and why I'm at the conference
 - Open-ended discussion, could include such questions as:



- What part(s) of the strategy are you most interested in?
- Who else should be involved in this implementation?
- What are the risks in the implementation?
- What do you think we can do together to maximize the chance of success?

10:30 – 10:35 Preview of the Parallel Sessions

10:35 – 11:00 Break and room separation (Ballroom C)

11:00 – 12:15 Parallel discussion sessions I

Tools, resources and best practices:

“We know how to do this”

- **Business Case for Recruitment and Retention (Ballroom A)**

Speakers:

- Brian DePratto, Senior Economist, TD Bank
- Rebecca Gewurtz, Associate Professor in the School of Rehabilitation Science, McMaster University
- Meghan Kelly, National Corporate Relations Manager, Canadian Council on Rehabilitation and Work (CCRW)

- Tamira Loewen, Senior Risk Management Professional
- **How do we advocate for stronger support to improve the level of employment for people with disabilities?**
(Ballroom B)

Speakers:

- Bill Adair, Executive Director, Spinal Cord Injury Canada
- Neil Belanger, the Executive Director of the British Columbia Aboriginal Network on Disability Society or BCANDS
- Yutta Fricke, Executive Director, Disabilities Issues Office, Government of Manitoba

12:15 – 1:30 *Lunch & Networking (Ballroom C)*

1:30 – 2:45 **Parallel discussion sessions II**
Tools, resources and best practices:

“We know how to do this”:

- **Addressing unconscious bias and stigma at work and beyond (Ballroom A)**

Speakers:

- Melissa Egan, Coordinator, Episodic Disabilities Initiatives, Realize (Session Chair)



- Steve Mantis, Chair of the Research Action Committee of the Ontario Network of Injured Workers Groups (ONIWG)
- John Mutch, Executive Director, Case Management, WSIB
- Marcy Vautour, Disability Inclusion Strategist
- Tammy Yates, Executive Director, Realize

[Click here to access materials for this session](#)

- **School to Work Transitions (*Ballroom B*)**

Speakers:

- Arif Jetha, Scientist, Institute for Work & Health
- Tammy Strong, Coordinator, Diversity and Respect Unit, Education and Early Childhood Development, Government of New Brunswick
- Boris Vukovic, Director, READ Initiative, David C. Onley Initiative for Employment & Enterprise Development

2:45-3:00 *Break*

3:00 – 4:15 **Parallel discussion sessions III**
Tools, resources and best practices:
“We know how to do this”

- **Sharing best practices for accommodating employees with disabilities (*Ballroom A*)**

Speakers:

- Gillian Axten, Chief Steward of the academic union OPSEU CAAT-A
- Eric Latimer, Research Scientist at the Douglas Mental Health University Institute and Professor in the Department of Psychiatry, McGill University
- Jason Patterson, Disability Rights Caucus, Ontario Public Service Employees Union (OPSEU)

- **Standards and Best Practices to Expand Employment Opportunities (*Ballroom B*)**

Speakers:

- Paul-Claude Bérubé, Chair, Canadian Accessibility Standards Development Organization (CASDO)
- David Brown, Medical Director, CIBC; Vice Chair, Canadian Standards Association (CSA) Work Disability Management System Standard Technical Committee
- Jordana Globerman, Research Advisor, Innovation Lab, Employment and Social Development Canada
- Vincent Russell, Director, Strategic Engagement, WorkSafeBC



[Click here to access materials for this session](#)

4:15 – 6:00 *Reception: Light Refreshments and Cash Bar
(Ballroom C)*



Thursday, December 5

8:00 – 8:45 *Full breakfast*

8:45 – 9:00 **Welcome back; overview of Day 2**
(Ballroom A&B)

9:00 – 9:30 **Update on the Convention on the Rights of Persons with Disabilities (CRPD)**

Speaker: Steve Estey, Chair of International Committee of the Council of Canadians with Disabilities

9:30 – 10:30 **How will we know if we're making progress?**

Speakers:

- Mike Burns, Chief, Disability and Accessibility, Diversity and sociocultural statistics, Statistics Canada / Government of Canada
- Gail Fawcett, Senior Research Advisor, Social Research Division, Strategic & Service Policy Branch, Employment and Social Development Canada (ESDC)
- Pamela Lahey, Research Advisor, Social Research Division, Strategic & Service Policy Branch, ESDC

- Stuart Morris, Senior Analyst, Diversity and sociocultural statistics, Statistics Canada / Government of Canada
- Tabatha Tranquilla, Senior Policy Advisor, Canadian Human Rights Commission

10:30 – 11:00 Proposal for the strategy implementation process

11:00 – 11:30 Break & Room Separation (Ballroom C)

11:30 – 12:45 Parallel sessions on strategy implementation

- *Session topics:*
 - Disability-Confident Workplaces (*Ballroom A*)
 - Comprehensive Supports (*Ballroom B*)
 - Partnerships (*Ballroom C*)
- *Session objectives:*
 - To facilitate collaboration on specific initiatives by conference participants
 - To identify important gaps or challenges that need to be addressed
 - Where possible, to develop high level plans for some key initiatives and obtain commitments for involvement and follow up

12:45 – 1:45 *Lunch & Networking & Room Unification
(Ballroom C)*

1:45 – 2:30 **Report back from the Day 2 parallel sessions
(Ballroom A&B)**

2:30 – 2:50 **Table talk**

- *Questions for discussion:*
 - Taking into account the complexity of all this, how do we ensure real progress?
 - What is the one most important thing you like to say to the whole group?

2:50 – 3:05 *Break*

3:05 – 4:10 **Plenary discussion on implementation**

- Open discussion chaired by DWC Steering Committee
- Maximum two minutes per person to present your most important recommendation on strategy implementation

4:10 – 4:30 **Next steps and closing remarks**



Speaker: Mary Reid – Vice Chair, Canadian Accessibility Standards Development Organization (CASDO)



Accessibility Services at the Disability and Work in Canada 2019

The following have been arranged for delegates at the conference:

- ASL Interpretation
- CART services
- Volunteers to assist when and where needed
- Professional Attendant care
- Materials provided in various formats (I.E.: braille, plain font documentation, Word), if arranged prior to November 25th
- Allergy and sensitivity food available upon request, if arranged prior to November 25th
- Accessible venue
- Water bowls available for service animals

Please note: while we have tried to diligently cover all areas of accessibility, we may have overlooked your specific need. If this is the case, please speak with one of the conference organizers and we will endeavour to accommodate your request.

Disability & Work in Canada Planning Committee (alphabetically by last name)

Alec Farquhar, Centre for Research on Work Disability Policy:
www.crwdp.ca

Maureen Haan, Canadian Council on Rehabilitation and Work:
www.ccrw.org

Kathy Hawkins, Inclusion NL (Employer Support Services):
www.inclusionnl.ca

Steve Mantis, Ontario Network of Injured Workers Groups:
www.injuredworkersonline.org/injured-workers-community/ontario-network-of-injured-workers-groups-oniwg

Kathy Padkapayeva, Centre for Research on Work Disability Policy: www.crwdp.ca

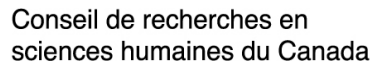
Ron Saunders, Institute for Work & Health: www.iwh.on.ca

Emile Tompa, Centre for Research on Work Disability Policy:
www.crwdp.ca

Monica Winkler, Canadian Council on Rehabilitation and Work.
www.ccrw.org



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