Disability and Work in Canada 2020 Virtual Conference

# **The Strategy-in-Action—Pathways and Impacts**

# **November 25th & 26th and December 1st – 2nd, 2020**

# **Conference Program**

## **Day 1 - Wednesday, November 25, 2020, 12:30 – 3:40 ET**

## **Theme: The Big Picture--Challenges and Opportunities**

**Links to streaming URLs for captions (live sessions), November 25th**

12:30pm to 3:40pm ET (Main sessions, and Parallel Session 1 and Panel Session 1). Captioner Diane Leblanc. URL LINK : [https://www.streamtext.net/text.aspx?event=DWC2020MainSession1](https://linkprotect.cudasvc.com/url?a=https%3a%2f%2fwww.streamtext.net%2ftext.aspx%3fevent%3dDWC2020MainSession1&c=E,1,ZVd741FY30JCFtl48gmdPpVsLfNhYTNsu_gW363Lqt5H0X34BDt04Yv6me8ms7isxEpMMpY_IxcI7gbJok4_Oo4cVmOdDOjmHtv6z-yfCBZj8TbA14tblgUb&typo=1)

Parallel session 2 and Panel Session 2. Captioner Denise Agard. URL LINK : [https://www.streamtext.net/text.aspx?event=DWC2020MainSession2](https://linkprotect.cudasvc.com/url?a=https%3a%2f%2fwww.streamtext.net%2ftext.aspx%3fevent%3dDWC2020MainSession2&c=E,1,gcPDrqm1a_zcraLl2z_F96Q3zFjJyO4zDw6HLqRBWgOvIAE83Rk7Gsd-g3B9RS8tmJd4C6LvomwkxcyF4HqaKjxbMmXiz3lru1pdicJytb5ut86YHzEllg9HMzTT&typo=1)

Parallel session 3. Captioner Lori Baert. URL LINK : [https://www.streamtext.net/text.aspx?event=DWC2020MainSession3](https://linkprotect.cudasvc.com/url?a=https%3a%2f%2fwww.streamtext.net%2ftext.aspx%3fevent%3dDWC2020MainSession3&c=E,1,OQ9sJn2Ym6sxnmGCPr9B_yVTqzyIve8RVSE_yJJncSNpaSe-ZR65rJ_oAMvmSKt9WlVz_3SBljlLc80rrEI19wdmWKbI0jfLLudzxnzxLa3i8he63RyKiw,,&typo=1)

**12:30 to 12:40 Check-in and Opening Welcome**

*MC:*Tammy Yates, Executive Director, Realize

**12:40 to 12:50 Indigenous Land Acknowledgement**

*Speaker:*Stephen Lytton, Board President, British Columbia Aboriginal Network on Disability Society (BCANDS)

**12:50 to 1:20 Keynote:** Challenges and opportunities for progress on the employment of persons with disabilities: How the UN Convention on the Rights of Persons with Disabilities can contribute (with Q&A)

*Keynote Speaker:* Bob Rae, Ambassador and Permanent Representative of Canada to the United Nations

*Commentator:* Steve Estey, Human Rights Consultant

**1:20 to 2:20 Parallel Sessions (with Q&A)**

**1:20 to 2:20 Parallel session 1:** Major Initiatives from Selected Provinces

*Speakers:*

Ron Saunders, Adjunct Scientist, Institute for Work & Health

Yutta Fricke, Executive Director, Disabilities Issues Office, Province of Manitoba

Catherine Shortall, Acting Director, Disability Policy Office, Province of Newfoundland and Labrador

Joseph Giulione, Director, L’Arrimage, Quebec; President of Regroupement des Organismes Spécialisés pour l’Emploi des Personnes Handicapées

**1:20 to 2:20 Parallel session 2:** Disability Community Experiences in Relation to Work given COVID-19 Pandemic

*Speakers:*

Pamela Lahey, Research Advisor, Employment and Social Development Canada

Krista Carr, Executive Vice President (CEO), Inclusion Canada Mahadeo Sukhai, Head of Research and Chief Accessibility Officer, Canadian National Institute for the Blind (CNIB)

**1:20 to 2:20 Parallel session 3:** Using the COVID19 Recovery to Increase Employment of Persons with Disabilities

*Speakers:*

Shawn de Raaf, Research Director, Social Research & Demonstration Corporation

Laura Celeste, Researcher for the evaluation of the BC Partners in Workforce Innovation – Increasing Employment Through Inclusive Workplaces

Elisabeth Harrison, Research Associate, University of Guelph

Lacey Croft, Research Assistant, University of Guelph

Carla Rice, Professor, Principal investigator and Co-Director, From Invisibility to Inclusion project

Max Brault, Vice President, Accessibility Consulting Services & National practice lead for Accessibility, BDO

**2:20 to 2:30 Break with Vignette**

**2:30 to 3:20 Panel Sessions (with Q&A)**

**2:30 to 3:20 Panel session 1:** Income Security for Persons with a Disability (Part 1)

*Speakers:*

John Stapleton, Innovation Fellow, Metcalf Foundation

Sherri Torjman, Social Policy Consultant and Policy Associate, Maytree

Tom McDowell, Instructor, Ryerson University

**2:30 to 3:20 Panel session 2:** Driving Change; Inclusive Hiring During a Pandemic

*Speakers:*

Jamie Millar-Dixon, Inclusive Workforce Consultant, BC Partners in Workforce Innovation

Jasmine Marchant, Inclusive Workforce Consultant, BC Partners in Workforce Innovation

Magda Trespalacios Rubio, Organizational Development Consultant, ICBC

Susanna Tam, Organizational Development Consultant, ICBC

**3:20 to 3:35 Presentation**

*Speaker:*The Honourable Carla Qualtrough, Minister of Employment, Workforce Development and Disability Inclusion

**3:35 to 3:40 Closing for the Day**

*MC:*Tammy Yates, Executive Director, Realize

## **Day 2 - Thursday, November 26, 2020, 12:30 – 3:30 ET**

## **Theme: Progress in the Workplace**

**Links to streaming URLs for captions (live sessions), November 26th**

12:30pm to 3:30pm ET (Main sessions, parallel session 1 and panel session 1). Captioner – Diane. URL LINK: [https://www.streamtext.net/text.aspx?event=DWC2020MainSession1](https://linkprotect.cudasvc.com/url?a=https%3a%2f%2fwww.streamtext.net%2ftext.aspx%3fevent%3dDWC2020MainSession1&c=E,1,s40c3guhTarXlAbcYZSLjuRbdoTKy_hqx_2t2ffjPcPRfoBbTOwoSnWc1ogsGXNUmsg0m3g2q_nQjBekBPjDlDTr9fgT8ee8LfTTcC35GJp4VKTVLR_uQg,,&typo=1)

Parallel session 2 and panel session 2. Captioner – Kristi Purnell. URL LINK: [https://www.streamtext.net/text.aspx?event=DWC2020MainSession2](https://linkprotect.cudasvc.com/url?a=https%3a%2f%2fwww.streamtext.net%2ftext.aspx%3fevent%3dDWC2020MainSession2&c=E,1,MtTrq2iJJ8EYD3kKwVBEUe1cPkYu91TiBsT4NcEoD0wANtTR8sYUCdiUoFyT2qRQ6Xmqtqqcis9mRnRVKsCf7zG0t6C3--m5JRp4L1xrYF-YbR7P&typo=1)

Parallel session 3 and panel session 3. Captioner – Shaayna Fuerst. URL LINK: [https://www.streamtext.net/text.aspx?event=DWC2020MainSession3](https://linkprotect.cudasvc.com/url?a=https%3a%2f%2fwww.streamtext.net%2ftext.aspx%3fevent%3dDWC2020MainSession3&c=E,1,qajrrKI5_KszVeEDNfVAeyVMRtxSfDWuDLUTvPPyMzwTjxfgqfIeWYQHMzn_WOnHDmUhCL0vC7qAMrp4Z6rNtsq7fj76gizqL5OL4g1X42-jXHULB2FBa7XbUfRZ&typo=1)

Parallel session 4 and panel session 4. Captioner – – Heidi Kostick. URL LINK: [https://www.streamtext.net/text.aspx?event=DWC2020MainSession4](https://linkprotect.cudasvc.com/url?a=https%3a%2f%2fwww.streamtext.net%2ftext.aspx%3fevent%3dDWC2020MainSession4&c=E,1,22YqM6j93Qe7ozT4ZberezekQ_n3FCtyj6TF9vLrcizuOrI4j87OsK0ScPKH70uVZBDn06f_cR8VfM4n1XZs0ut0zI4UlLVZWy11szc8nlrlB-AJwQw,&typo=1)

**12:30 to 12:40 Opening Remarks**

*MC:* Evelyn Huntjens, National Coordinator, British Columbia Aboriginal Network on Disability Society (BCANDS)

**12:40 to 1:10** **Keynote (with Q&A):** Equity, Diversity and Inclusion at Canada Post

*Speakers:*

David Soltis, Director, Talent Acquisition and Employee Policy, Canada Post

Jannet Nguyen, Advisor, Equity, Diversity and Inclusion, Canada Post

**1:10 to 1:15** **Vignette**

**1:15 to 2:15 Parallel Sessions (with Q&A)**

1:15 to 2:15 **Parallel session 1:** Workplace Guidance for COVID-19 Responses and Return to Work: A focus on the needs and experience of workers with disabilities

*Speakers:*

Vignette on new employment barriers and opportunities created for persons with disabilities by COVID19

Victoria Arrandale, Assistant Professor, University of Toronto, Dalla Lana School of Public Health

Emile Tompa, Senior Scientist, Institute for Work & Health and Director, Centre for Research on Work Disability Policy

Michelle Demery, Chief Operating Officer, Accessibility Standards Canada

Meghan Kelly, National Manager, Business Solutions, Canadian Council on Rehabilitation and Work (CCRW)

**1:15 to 2:15 Parallel session 2:** The Community Journey to work: Unpacking Indigenous, Newcomer and Mental Illness Experiences

*Speakers:*

Mario Calla, Executive Director, COSTI Immigrant Services

Sultana Jahangir, Executive Director, South Asian Women's Rights Organization

Rachelle Nimegeers, Employment Engagement Coordinator, British Columbia Aboriginal Network on Disability Society (BCANDS)

Joseph Giulione, Executive Director, L’Arrimage

**1:15 to 2:15 Parallel session 3:** Tools for Return to Work with Mental Health Challenges

*Speakers:*

Tamira Loewen, Senior Risk Management Professional

Louise St-Arnaud, Professor, Laval University

Ellen MacEachen, Professor and Interim Director, University of Waterloo

**1:15 to 2:15** **Parallel session 4:** School-to-Work Transitions (Part 1): Promising Practices to Support Transitions into the Labour-Market

*Speakers:*

Tanya Kett, Career Counsellor, McMaster University

Aryeh Gitterman, Adjunct Professor, Ryerson University

Jenna Lambert, Student Advisor, ACT to Employ, Carleton University

Judith Wright, Principal, B.G.& E. Consulting

Barry Pervin, Trustee, Bloorview School Authority

**2:15 to 2:30 Break with Vignettes**

**2:30 to 3:25 Panel Sessions (with Q&A)**

**2:30 to 3:25 Panel session 1:** Promoting Inclusion in the Workplace and in the Research Process

*Speakers:*

Sandra Small, Professor, Memorial University

Arif Jetha, Scientist, Institute for Work & Health

Laurie Proulx, Canadian Arthritis Patient Alliance

**2:30 to 3:25 Panel session 2:** Financial Incentives for Employers to Promote Hiring and Retaining People with Disabilities: When and how do they work?

*Speakers:*

Tova Sherman, CEO, reachAbility

Mathias Durnford, Director of Human Resources, Farnell Packaging Limited

Michael MacDonald. Manager, Health Services, Jazz Aviation

**2:30 to 3:25 Panel session 3:** Measuring Attitudes - Beyond the Business Case; Unpacking Artificial Intelligence Systems

*Speakers:*

Melissa Egan, National Lead, Episodic Disabilities, Realize

Jon Breen, Postdoctoral Fellow, Dept. of Occupational Science & Occupational Therapy, Faculty of Medicine, University of British Columbia

**2:30 to 3:25 Panel session 4:** The Union Advantage in Strengthening Workplace Integration Programs for Persons with Disabilities – and the importance of Collective Bargaining

*Speakers:*

Emmanuelle Lopez-Bastos, Human Rights, Equity & Diversity Coordinator, UFCW Canada

Léo Lavoie, Directeur CFACQ, Centre de Formation de l'Alimentation et du Commerce du Québec

Josée Moreau, Action Main D’oeuvre – Quebec

Erin Selby, Director of Education and Training, UFCW local 832 – Manitoba

Roberta Hoogervorst, Union Representative, UFCW local 832 - Manitoba

**3:25 to 3:30 Closing for the Day**

*MC:* Evelyn Huntjens, National Coordinator, British Columbia Aboriginal Network on Disability Society (BCANDS)

## **Day 3 - Tuesday, December 1, 2020, 12:30 – 3:30 ET**

## **Theme: Strengthening Supports for Workers**

**12:30 to 12:40 Opening Remarks**

*MC:* Kathy Hawkins, Manager, InclusionNL

**12:40 to 1:10 Keynote: Disrupting through Disability: Taking Charge of the Change (with Q&A)**

*Keynote Speaker:* Al Etmanski, Writer, Community Organizer, Disability Advocate

**1:10 to 1:15 Vignette**

**1:15 to 2:15 Parallel Sessions (with Q&A)**

**1:15 to 2:15 Parallel session 1:** Report from projects funded by Accessibility Standards Canada

*Speakers:*

Mahadeo Sukhai, Head of Research and Chief Accessibility Officer, Canadian National Institute for the Blind (CNIB)

Arif Jetha, Scientist, Institute for Work & Health

Jutta Treviranus, Director of the Inclusive Design Research Centre (IDRC) and Professor, OCAD University

Boris Vukovic, Director, READ Initiative, and Adjunct Research Professor with the School of Industrial Design

Samantha Butler, Research Lead, READ Initiative

Tara Connolly, Assistant Director, Research & Development, READ Initiative

Lorraine Gooden, Instructor II, Arthur Kroeger College of Public Affairs

Janet Mantler, Associate Professor, Carleton University

Mirvat Sanallaah, Project Officer, READ Initiative

Linda Schweitzer, Professor, Sprott School of Business

**1:15 to 2:15 Parallel session 2:** Mentorship, Advancement and Promotion of Persons with Disabilities

*Speakers:*

Dan Samosh, Postdoctoral Fellow, Centre for Industrial Relations and Human Resources

Karen Kelsey, Relationship Manager, Lime Connect

Reno Michel Hache, Project Manager, MentorAbility Canada Project, CASE

Jamie Burton, Chief Business Development Officer, CCRW

Mahadeo Sukhai, Head of Research and Chief Accessibility Officer, Canadian National Institute for the Blind (CNIB)

**1:15 to 2:15** **Parallel session 3:** School-to-work Transitions (Part 2) - A Multidimensional View of the School-to-Work Transitions of Young People with Disabilities: Highlighting Opportunities for Policy and Practice

*Speakers:*

Arif Jetha, Scientist, Institute for Work & Health

Cailen Elliott, National Manager, Youth the Future Program, Canadian Council on Rehabilitation and Work (CCRW)

Roxana Jahani Aval, Doctoral Student, University of Windsor in the Single Juris Doctoral Program

**2:15 to 2:30 Break with Vignettes**

**2:30 to 3:25 Panel Sessions (with Q&A)**

**2:30 to 3:25 Panel session 1:** Strengthening Supports for Employees with Episodic Disabilities

*Speakers:*

Monique Gignac, Senior Scientist and Scientific Co-Director, Institute for Work & Health

Melissa Egan, National Lead, Episodic Disabilities, Realize

Helen Anderson, Director of Information & Support, Arthritis Society

**2:30 to 3:25** **Panel session 2:** Lessons and challenges from the Review of the WCB in British Columbia: The New Directions Report 2019

*Speakers:*

Jim Parker, Labour Relations Officer, WCB Advocacy, BC Nurses’ Union

Janet Patterson, Retired Labour Lawyer, BC

**2:30 to 3:25 Panel session 3**: Bridging the Gap between Workers with Disabilities and Employers who want an Inclusive Workplace but lack the Tools and Knowledge: The Inclusive Employment Advocacy Project

*Speakers:*

Video on the inclusive employment advocacy project

Yin Brown, Toronto Chapter Member, past Chapter President and Project Director, Alliance for Equality of Blind Canadians

Minette Samaroo, National Vice-President and President, Toronto Chapter, Alliance for Equality of Blind Canadians

Christine Zannier, Secretary, Toronto Chapter, Alliance for Equality of Blind Canadians

**2:30 to 3:25 Panel session 4:** Closing the Autism Employment Gap in Canada

*Speakers:*

Vanessa Tomas, PhD Student, University of Toronto

Stephanie Côte, Research and Policy Analyst, Canadian Autism Spectrum Disorder Alliance (CASDA)

Corey Walker, Project Lead, Success in the Workplace, Sinneave Foundation

**3:25 to 3:30 Closing for the Day**

*MC:* Kathy Hawkins, Manager, InclusionNL

## **Day 4 – Wednesday, December 2, 2020, 1:00 – 3:55 ET**

## **Theme: Moving Forward Together**

**1:00 to 1:10 Opening Remarks**

*MC:* Mahadeo Sukhai, Head of Research and Chief Accessibility Officer, Canadian National Institute for the Blind (CNIB)

**1:10 to 2:10 Parallel Sessions (with Q&A)**

**1:10 to 2:10 Parallel session 1:** Income Security for Persons with a Disability (Part 2)

*Speakers:*

Michael Prince, Landsdowne Professor, University of Victoria

Neil Belanger, Executive Director, British Columbia Aboriginal Network on Disability Society (BCANDS)

Laura Cattari, Senior Policy Analyst, Hamilton Roundtable for Poverty Reduction

**1:10 to 2:10 Parallel session 2:** How are we doing? Monitoring and Measurement of Progress on Implementing Policies and Programs

*Speakers:*

Jeff Willbond, Director General, Proactive Compliance Branch, Canadian Human Rights Commission

Steven Tobin, Executive Director, Labour Market Information Council

Jillian Hardie, Executive Director/CEO, Challenge Disability Resource Group and Career Industries, Whitehorse, Yukon

**1:10 to 2:10 Parallel session 3:** Gender-Based Analysis Plus – Opportunities Fund

*Speakers:*

Renata Sharkey, Policy Analyst, Opportunities Fund for Persons with Disabilities (OF) Team, Employment and Social Development Canada (ESDC)

Jessica Stark, Senior Analyst, Strategic Integration and Corporate Affairs (SICA) Directorate, Employment and Social Development Canada (ESDC)

Khaddouj Souaid, Manager, Opportunities Fund for Persons with Disabilities (OF) Team, Employment and Social Development Canada (ESDC)

Thomas Bergbusch, Senior Policy Analyst, Opportunities Fund for Persons with Disabilities (OF) Team, Employment and Social Development Canada (ESDC)

**2:10 to 2:15 Vignette**

**2:15 to 2:45 Joint Keynote:** A fireside chat with Perrin Beatty and Hassan Yussuff

*Speakers:*

Hassan Yussuff, President, Canadian Labour Congress

Hon. Perrin Beatty, President and CEO, Canadian Chamber of Commerce

**2:45 to 3:00 Break with Vignette**

**3:00 to 3:30** DWC Steering Committee Reflections

**3:30 to 3:50 Closing Plenary:** In the Works: A Dynamic Strategy

*Speaker:* Michael Prince, Landsdowne Professor, University of Victoria

**3:50 to 3:55 Closing for the Day**

*MC:* Mahadeo Sukhai, Head of Research and Chief Accessibility Officer, Canadian National Institute for the Blind (CNIB)