# **Disability and Work in Canada 2021**

## **Achieving equality of opportunity and choice in careers, jobs and work**

## **Conference program, version November 30**

## **Day 1, December 1: Fully including persons with disabilities in the COVID19 recovery**

**11:45 to 12:15 Conference Hall.** Explore the DWC2021 website, watch short pre-recorded presentations, attend exhibitor booths

**12:15 to 12:25 Check-in and Opening Welcome**

**MC:** Mahadeo Sukhai, Head of Research and Chief Accessibility Officer, CNIB

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

**12:25 to 12:30 Indigenous Opening**

**Speaker:** Laura Calmwind, Traditional Knowledge Keeper and Practitioner

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

**12:30 to 1:00 Keynote: Disability Inclusion in Employment: The Path Forward**

**Speaker:**

Carla Qualtrough, Minister of Employment, Workforce Development and Disability Inclusion, Government of Canada

**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 with Q and A, including Networking Sessions at 2:05pm to 2:25pm**

#### **1:10 to 2:05 Accessibility Standards Canada-funded research projects: An update and description of next steps**

**Moderator:**

Arif Jetha, Scientist, Institute for Work & Health

**Speakers:**

Mahadeo Sukhai, Head of Research and Chief Accessibility Officer, CNIB

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

Vera Roberts, Senior Manager, Inclusive Design Research Centre

**Discussion question:** What are the main barriers to employment that could be addressed by the Accessibility Act and Standards?

#### **1:10 to 2:05 Episodic Disabilities and Post-COVID Recovery**

**Moderator:**

Melissa Egan, National Lead, Episodic Disabilities, Realize

**Speakers:**

Helen Anderson, Director, Information and Support, Arthritis Society

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

Melissa Egan, National Lead, Episodic Disabilities, Realize

Lacey Croft, Research Assistant, University of Guelph

Faraz Vahid Shahidi, Associate Scientist, Institute for Work & Health

**Discussion question:** What have we learned during the pandemic about supporting people with episodic disabilities?

#### **1:10 to 2:05** **The Convention on the Rights of Persons with Disabilities (CRPD): how are we doing?**

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

**Moderator:**

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

**Speakers:**

Eppo Maertens, Dir AE clients travail âges - Dir EI Clients Older Workers, ESDC

Stephanie Austin, Director of Policy and Engagement, Office of Public Service Accessibility

Mitchell Drydak, Employment Facilitator, Canadian Council on Rehabilitation and Work (CCRW)

Steven Estey, Consultant, Self-employed

**Discussion question:** Employment initiatives – what can the government and the civil society be doing differently to ensure employment for people with disabilities is realized?

#### **1:10 to 2:05 COVID-19 impacts on persons with disabilities: What the statistics tell us**

**Moderator:**

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

**Speakers:**

Kristiann Man, Knowledge Translation Specialist, Canadian Council on Rehabilitation and Work (CCRW)

Marni Lifshen, Research Assistant, Canadian Council on Rehabilitation and Work (CCRW)

Deborah Stienstra, Jarislowsky Chair in Families and Work, University of Guelph

Gregor Sharp, Senior Research Associate, The Angus Reid Institute

Carrly McDiarmid, Analyst, Statistics Canada

**Discussion question:** What data/information/statistics do we need to support economic recovery from the pandemic for persons with disabilities?

**2:25 to 2:30 Vignette**

**2:30 to 3:30 4 Parallel Sessions with Q and A and Closing for the Day**

#### **2:30 to 3:30** **International Business Leaders Forum: COVID-19 recovery for People with Disabilities with an international scope**

**Moderator:**

Steven Estey, Consultant, Self-employed

**Speakers:**

Murteza Khan

Francis Bilodeau, Senior Assistant Deputy Minister, Strategy and Innovation Policy Sector at Innovation, Science and Economic Development Canada, Government of Canada

Stefan Tromel, Senior Disability Specialist, International Labour Organization

#### **2:30 to 3:30 What stops us from working? Increasing the Participation of Persons With Disabilities in Expanding Employment Opportunities for Canadians With Disabilities**

**Moderator:**

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

**Speakers:**

John Rae, Human Rights Advocate

John Stapleton, Principal, Open Policy

#### **2:30 to 3:30 Forecasting strategies for inclusion in the future of work**

**Moderator:**

Arif Jetha, Scientist, Institute for Work & Health

**Speakers:**

Arif Jetha, Scientist, Institute for Work & Health

Kay Nasir, Research Coordinator, Institute for Work & Health

Ali Shamaee, Research Coordinator / Foresight Specialist, Institute for Work & Health

Ayesha Zubair, Senior Product Manager, Enterprise Learning Strategy and Innovation, RBC Royal Bank

#### **2:30 to 3:30 DWC Governance Discussion**

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

**Moderators:**

Ron Saunders, Adjunct Scientist, Institute for Work & Health

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

**Speaker:**

Michael Prince, Landsdowne Professor of Social Policy, University of Victoria

**3:30 to 4:00 Conference Hall.** Watch short pre-recorded presentations, attend exhibitor booths

## **Day 2, December 2: Making inclusive workplaces a reality**

**11:45 to 12:15 Conference Hall.** Watch short pre-recorded presentations, attend exhibitor booths

**12:15 to 12:30 Summary of Day 1 and overview of Day 2**

**MC:** Doramy Ehling, CEO, Rick Hansen Foundation

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

**12:30 to 1:00 Keynote: How can we make deep change in the workplace for the full inclusion of persons with disabilities?**

**Moderator:**

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

**Speakers:**

Lily Chang, Secretary-Treasurer, Canadian Labour Congress

Carlos Sosa, a person with a disability active with the United Food and Commercial Workers.

Steve Mantis, an injured worker active with the Ontario Network of Injured Workers’ Groups and a member of the DWC Steering Committee

**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 with Q and A, including Networking Sessions at 2:05pm to 2:25pm**

#### **1:10 to 2:05 Disability, Women, Youth and Employment**

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

**Moderators:**

Yasemin Tuncer, Youth Initiatives Coordinator, DAWN Canada

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

**Speakers:**

Tara Steeves, Youth the Future National Supervisor, Canadian Council on Rehabilitation and Work (CCRW)

Bonnie Brayton, National Executive Director, DAWN-RAFH Canada

Anna Paz Arellano, Employment Facilitator, Canadian Council on Rehabilitation and Work (CCRW)

Ikrame Rguioui, Coordonnatrice du Comité consultatif femmes

**Discussion question:** Given the greater impact of COVID on women with disabilities in employment, what are some of the strategies we can consider during COVID recovery, specific to a gender framework?

#### **1:10 to 2:05 Funding Employment Services to Create Sustainable Employment Opportunities for Persons with Disabilities**

**Moderator:**

Rebecca Gewurtz, Associate Professor, McMaster University

**Speakers:**

Dan Samosh, Postdoctoral Research Fellow, University of Toronto

Jillian Hardie, Executive Director, Challenge Disability Resource Group

Lexi (Alexandria) Whyte, Owner and Animal Trainer, On Cue Animal Training

Bob Vansickle, Principle Consultant, Bob Vansickle & Associates

**Discussion question:** What types of financial incentives are most useful for supporting the employment and career success of persons with disabilities? When and how do they work best?

#### **1:10 to 2:05 Supporting Inclusive Employment for People with Intellectual Disabilities and Autistic Persons in the Federal Public Service of Canada**

**Moderator:**

Keenan Wellar, Co-Leader and Director of Communications, LiveWorkPlay.ca

**Speakers:**

Anna Nelson, Director of Employment Supports, LiveWorkPlay.ca

Mary Gusella, Chair of the Federal Employment Strategy Group (FESG), LiveWorkPlay.ca

Rose-Marie Rivard, Human Resources Coordinator, Classification Organizational Design and Classification Centre of Expertise Human Resources Branch, Corporate Management Sector, Innovation, Science and Economic Development Canada

Elizabeth Desjardins, HR Branch, A/Manager, Innovative Recruitment & Assessment, Innovation, Science and Economic Development Canada

**Discussion question:** How can an employer foster an inclusive workplace culture for persons with disabilities? Specifically, what kind of training and information is most important for managers and for employees?

#### **1:10 to 2:05 Moving Through the Plays: A Journey in Accommodation and Inclusion Management**

**Moderator:**

Stephen Irish, Service Manager, Business Solutions, Canadian Council on Rehabilitation and Work (CCRW)

**Speakers:**

Wendy Porch, Executive Director, Centre for Independent Living in Toronto

Barbara Virley, Manager, Clinical Services, Layla Care

Amuna Baraka-Clarke, Sr. Director, People & Culture, LOFT Community Services

**Discussion question:** What are some of your experiences in arranging appropriate accommodations in the workplace for a person with a disability? How did you overcome barriers?

**2:25 to 2:30 Vignette**

**2:30 to 3:30 4 Parallel Sessions with Q and A and Closing** for the Day

#### **2:30 to 3:30 Tools and Strategies to Support Employers' Efforts to Include Persons Living with Disabilities in the Workforce**

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

 **Moderators:**

Andrea Whiteley, Postdoctoral Fellow, The PROUD Project, Department of Political Science, University of Toronto

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

**Speakers:**

Chloe Atkins, Primary Investigator, Associate Professor (staus-only/statut d'observateur), The PROUD Project, University of Toronto

Andrea Whiteley, Postdoctoral Fellow, The PROUD Project, Department of Political Science, University of Toronto

Helen Grantis, Consultant, Public Service Commission

Christine Morin, Researcher and Development Manager,
CRISPESH

#### **2:30 to 3:30 Re-imagining accessible environments**

**Moderator:**

Tim Rose, Senior Consultant, Accessibility, CIBC

**Speakers:**

Christopher Sutton, CEO, Wavefront Centre for Communication Accessibility

Jenny Blome, Director, Accessibility Advisory Services, Rick Hansen Foundation

Louise Pichette, Manager, Innovation Adoption, MaRS Discovery District

Katie Ross, Associate, Design and Qualitative Analysis, MaRS Discovery District

Tim Rose, Senior Consultant, Accessibility, CIBC

#### **2:30 to 3:30 Disability Confidence: A Business Journey in Accessible Workplaces**

**Moderator:**

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

**Speakers:**

Jennifer Popkey, Diversity Inclusion Talent Partner - People with Disabilities, TD Bank Group

Tammy Morris, Neurodiversity Center of Excellence Leader, EY Canada

Mark Chapeskie, Vice President of Program Development, Electricity Human Resources Canada

Bert Floyd, Senior Manager, Assistive Technologies, TD Bank, TD Bank

#### **2:30 to 3:30 Supporting the transformation of inclusive and accessible workplaces**

**Moderator:**

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

**Speakers:**

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

Natalie Rose, Accessibility Specialist, Left Turn Right Turn Accessibility

Cara Wilkie, Principle, Left Turn Right Turn Accessibility

Naomi Fraser, Senior Research Associate, Social Research and Demonstration Corporation

Amelie Coulombe-Boulet, Senior Advisor, Talent Management and HR Marketing, VIA Rail

**3:30 to 4:00 Conference Hall.** Watch short pre-recorded presentations, attend exhibitor booths

## **Day 3, December 6: Ensuring secure and comprehensive supports for persons with disabilities**

**11:45 to 12:15 Conference Hall.** Watch short pre-recorded presentations, attend exhibitor booths

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

**MC:** Krista Carr, Executive Vice-President, Inclusion Canada

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

**12:30 to 1:00 Keynote: The Public Service of Canada - and update on leadership in inclusive employment**

**Moderator:**

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

**Speaker:**

Yazmine Laroche, Deputy Minister, Public Service Accessibility, Treasury Board of Canada Secretariat

**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 with Q and A, including Networking Sessions at 2:05pm to 2:25pm**

#### **1:10 to 2:05 Experiences, Impacts and Service Needs for injured workers in the WSIB process in Northwestern Ontario**

**Moderator:**

Steve Mantis, Chair - Research Action Committee, Ontario Network of Injured Workers Groups (ONIWG)

**Speakers:**

Janet Paterson, President, Ontario Network of Injured Workers Groups (ONIWG)

Monique Mercier, Psychological Associate, Kindful Psychology

Deborah Scharf, Associate Professor of Psychology, Lakehead University

**Discussion question:** How can service providers partner effectively with system partners? What is the best way to measure & evaluate success Integrating & Co-ordinating Services?

#### **1:10 to 2:05 Career Access Professional Services – Campus and community partnerships, an inclusive foundation during the student journey and beyond convocation**

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

**Moderator:**

Katherine Hesson-Bolton, Diversity Employment Coordinator, Student Success Centre, McMaster University

**Speakers:**

Katherine Hesson-Bolton, Diversity Employment Coordinator, Student Success Centre, McMaster University

Aditi Pathengay, Student, McMaster University

Karen Clarke, Founder and CEO, ASpectrum

Kate Brown, Accessibility Program Manager, AccessMac Program, Network Coordinator, Employee Accessibility Network, Equity and Inclusion

#### **1:10 to 2:05 Exploring Differences between Advocates and Transitional Navigators**

**Moderators:**

Corrine Gannon, Board of Directors, Canadian Council on Rehabilitation and Work (CCRW)

Terrence Syvenky, Director of Services, Momentum Employment Supports

**Speakers:**

Terrence Syvenky, Director of Services, Momentum Employment Supports

Khushbo Jaria, Case Manager/Navigator, The Aga Khan Council for Canada

Bud Massey, President, Alberta Career Institute

Linda Crockett, Founder, Canadian Institute of Workplace Bullying Resources

Renate Burwash, Director of Diversity & Inclusion, Gateway Association

Sahana Parameswara, Executive Director, Gateway Association

Tammy Dunnett, CEO and Founder, Communication Coach / Workplace Conflict & Bullying, Relationship Revolution

**Discussion question:** How do we support employment destined Canadians with disabilities to identify Navigators who will participate in their transition to achieve employment retention?

#### **1:10 to 2:05 Income Supports for people and workers with disabilities**

**Moderator:**

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

**Speakers:**

Krista Carr, Executive Vice-President, Inclusion Canada

Rabia Khedr, Disability Without Poverty

Anne MacRae, National Executive Director, Independent Living Canada

**Discussion question:** What do people with disabilities, living in Canada, require from a federal income support system? What does the federal initiative need to consider?

**2:25 to 2:30 Vignette**

**2:30 to 3:30 4 Parallel Sessions with Q and A and Closing for the Day**

#### **2:30 to 3:30 Making Canada’s complex web of disability supports easier to navigate – We want to hear from you**

####  **Faciliter la navigation du labyrinthe des soutiens aux personnes handicapées du Canada – Nous voulons votre avis**

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

**Moderator:**

Margaret Oldfield, Independent Disability Scholar

**Speakers:**

Margaret Oldfield, Independent Disability Scholar

Marcy Vautour, Founder/CEO, Disabilities without Limits

Alexis Buettgen, McMaster University

Yvonne Yuan, Research Associate, Open Policy Ontario

Normand Boucher, Chercheur, Centre interdisciplinaire de recherche en réadaptation et intégration sociale (CIRRIS)/Université Laval

#### **2:30 to 3:30 End the Wait: Addressing the Shortfall in Disability Supports and Services in Canada**

**Moderator:**

Jonathan Marchand, Co-founder and chairperson, Coop ASSIST – Quebec Cooperative for Independent Living

**Speakers:**

Max Brault, Vice President, BDO Canada & Every Canadian Counts

Jonathan Lai, Executive Director, Canadian Autism Spectrum Alliance

Michelle McDonald, Executive Director, Brain Injury Canada

Deanne Groetzinger, Manager, Neurological Health Charities of Canada

William Cowie, Executive Director, Every Canadian Counts

Corey Walker, Director, Canadian Autism Spectrum Disorders Alliance

Maddy Dever, Director, Board of Directors, Canadian Autism Spectrum Disorder Alliance

#### **2:30 to 3:30 "Change!"- A call for non-punitive, ethical, evidence-based and person centred supports for workers with Substance-Use Disorder**

**Moderator:**

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

**Speakers:**

Charlotte Ross, Registered Nurse, Registered Psychiatric Nurse, Health Researcher, Educator, Douglas College

Byron Wood, Founder & Board Member of Workers for Ethical Substance Use Policy Society (WESUP)

Jonathan Chapnick, Lawyer, Portage Legal Services

**3:30 to 4:00 Conference Hall.** Watch short pre-recorded presentations, attend exhibitor booths

## **Day 4, December 7: Moving forward together towards full inclusion in employment**

**11:45 to 12:15 Conference Hall.** Watch short pre-recorded presentations, attend exhibitor booths

**12:15 to 12:30 Summary of Day 3 and Overview of Day 4**

**MC:** Tammy Yates, Executive Director, Realize

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

**12:30 to 1:00 Keynote: Indigenous disability and employment -- barriers and opportunities**

**Moderator:**

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

**Speaker:**

Neil Belanger, Executive Director, B.C. Aboriginal Network on Disability Society (BCANDS)

**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 with Q and A**

#### **1:10 to 2:05 Realizing Leadership and Employment of Youth with Disabilities & The impact of race and ethnicity on school and work outcomes among youth and young adults with disabilities**

**Moderator:**

Tammy Bernasky, Research Officer, Canadian Centre on Disability Studies (operating as Eviance)

**Speakers:**

Sally Lindsay, Senior Scientist, Holland Bloorview Kids Rehabilitaiton Hospital

Maheleqa Jadgal, Youth Leadership Intern, Eviance

Evan Wicklund, Senior Research Officer, Canadian Centre on Disability Studies (o/a Eviance)

Chloée C. Godin-Jacques, Research Associate, Eviance

#### **1:10 to 2:05 Shifting from sheltered work towards inclusive employment in Canada**

**Moderator:**

Kory Earle, Past President, People First of Canada

**Speakers:**

Samuel Ragot, Senior Policy Analyst and Researcher, IRIS - Institute for Research and Development on Inclusion and Society

Ken Pike, Director of Social Policy, New Brunswick Association for Community Living

Dewlyn Lobo, President of the Board of Directors, People First of Canada

Gordon Fletcher, Treasurer for the Board of Directors, People First of Canada

Shelley Fletcher, People First of Canada

Cheryl Wiles Pooran,Human Rights, Labour and Employment Lawyer, PooranLaw Professional Corporation

#### **1:10 to 2:05 Employabilité, intégration et maintien en emploi: contribution des environnements capacitants**

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

**Moderators:**

Isabelle Feillou, Professeure adjointe en ergonomie au département des relations industrielles. Chercheure au CIRRIS, Université Laval

Aline Lechaume, Professeure, Université Laval

 **Speakers:**

Marie-Ève Rioux-Massie, Master student, Université Laval

Savanah Laurence, Student, University Laval - Étudiante en ergonomie et auxiliaire de recherche

Isabelle Feillou, Professeure adjointe en ergonomie au département des relations industrielles. Chercheure au CIRRIS, Université Laval

Aline Lechaume, Professeure, Université Laval

Kim Lajoie, Étudiante à la maîtrise en relations industrielles avec mémoire, Université Laval

Marie Laberge et Martin Chadoin (vidéo pré enregistrée, ne seront pas présents)

#### **1:10 to 2:05 Cross-Disability Accessibility and Diverse Intersectionality at Work**

**Moderator:**

TerriLynn Hulett, Accessibility Talent Specialist, City of Toronto

Melanie Marsden, Consultant, Circle insights

**Speakers:**

TerriLynn Hulett, Accessibility Talent Specialist, City of Toronto

Melanie Marsden, Consultant, Circle insights

Brittany Manu, Anti-racism, Policy Consultant at Toronto Transit Commission (TTC), Toronto Transit Commission (TTC)

Keya Osborne, Team Lead, Program Development & Program Lead, Youth Empowerment at CNIB Foundation, CNIB

**2:05 to 2:20 Break**

**2:10 to 2:20 Vignette – followed by Plenary**

**2:20 to 2:50 Plenary: Employee Engagement and Workplace Culture: exemplary movements going forward for engagement of employees with disabilities**

 **Moderator:**

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

**Speakers:**

Jason Brommet, Head of Modern Work & Security, Microsoft Canada

Todd Peters, Owner/Operator River City Remanufacturing

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

**2:50 to 2:55 Disability & Work in Canada Initiative Governance**

**Speaker:** Emile Tompa, Senior Scientist, Institute for Work & Health, Director, Centre for Research on Work Disability Policy (CRWDP)

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

**2:55 to 3:15 Responses from participants**

**Moderator:** Emile Tompa, Senior Scientist, Institute for Work & Health, Director, Centre for Research on Work Disability Policy (CRWDP)

 **Speakers:** Responses from conference participants

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

**3:15 to 3:30 Closing remarks and conference closing**

**Introduction:**

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

**Speaker:**

Michael Prince, Landsdowne Professor of Social Policy, University of Victoria

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

**3:30 to 4:00 Conference Hall.** Watch short pre-recorded presentations, attend exhibitor booths