

## A Message from John D. Kemp USBLN® Executive Director & General Counsel



We are very pleased to announce the release of three new toolkits aimed at creating quality connections between USBLN® affiliates, employers, and students with disabilities eager to gain the skills needed to enter the competitive workplace. Each of these three toolkits provides guidance on creating or expanding quality internship and mentoring programs as well as student advisory councils to provide direct career development to the next generation of employees.

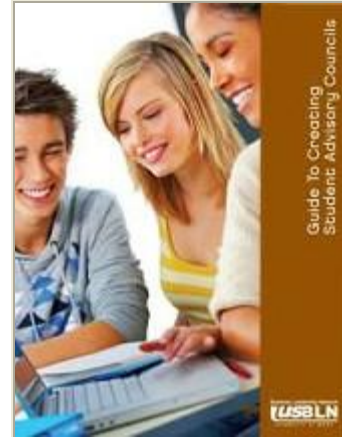
The creation and release of these toolkits, which are key components of our TOWER™ Initiative, directly support the USBLN® mission to assist in career preparation for and employment of people with disabilities. We are proud to provide our network of affiliates and employers with these content-rich guides that contain actionable advice, instructions and sample information that can be readily implemented to engage students with disabilities today.



[Guide To Business-Branded Internships](#)



[Guide To Business-Branded Mentoring](#)



[Guide To Creating Student Advisory Councils](#)

All three toolkits provide comprehensive information on the tools on work and employment readiness needed by both students with disabilities and employers. Each of these toolkits also outlines the benefits to USBLN® affiliates, employers, and students with disabilities for participating in quality student-focused programs. To learn more about the TOWER™ Initiative or to inquire about customized solutions, please contact Gary Goosman, Director of the TOWER™ Initiative, at 202-349-4259 or [gary@usbln.org](mailto:gary@usbln.org).

*Sincerely,*



*John D. Kemp*

## USBLN® Affiliate Spotlight: New Jersey Business Leadership Network - Disabilities At Work Radio



The New Jersey Chamber of Commerce Foundation, home of the New Jersey Business Leadership Network (NJBLN), recently launched an Internet Radio Show called Disabilities At Work Radio. The show airs weekly and focuses on areas of interest to people with disabilities, their advocates and their employers. Disabilities At Work Radio spotlights businesses that support people with disabilities through philanthropy, or that go ‘beyond compliance’ in finding and hiring qualified people with disabilities. The show features corporate VIPs, successful service providers, educators, people with disabilities who have interesting stories, authors, researchers, government officials, elected representatives, and celebrities who have reasons to be involved.

Disabilities At Work Internet Radio is seeking partners to help develop shows that would be of value to its audience and which align with Disabilities At Work’s unique focus on issues dealing with employment of people with disabilities.

Join other companies and organizations that have already been on the shows: Merck, Wakefern Corporation, Ernst & Young, AT&T, Costco, Drugstore.com, Capital One Bank, Prudential Financial, the US Business Leadership Network, the US Chamber of Commerce, Cornell University, the John J. Heldrich Center, the Kessler Foundation, the Mental Health Association of America, the Sarah Jane Brain Foundation, the Louisiana Workforce Commission, AtWork Washington, the Virginia Department of Rehabilitative Services, and others.

“Companies that hire qualified people with disabilities and support the disabled community in other ways should be recognized and praised,” said Dana Egreczky, president of the NJBLN and Disabilities At Work. “One of the goals of Disabilities At Work Radio is to do just that.”

Disabilities At Work Internet Radio airs every Wednesday at Noon EST on the VoiceAmerica Business Channel. All shows are archived and available at [www.DisabilitiesAtWork.org](http://www.DisabilitiesAtWork.org). As an added bonus, archived shows are also available to the public as free downloads on iTunes.

Listeners from all 50 states and 48 countries have tuned in to hear about topics such as: Making Mental Health a Business Priority, Diversity and Inclusion in the Workplace, Breaking Through Employment Barriers, Customized and Supported Employment, Connecting to Autism, Acquired Brain Injury, Working with a Disability, Creating a Level Playing Field for Disabled-Owned Businesses, Using Business Principles to Create Ventures Focused on Social Change, and more.

Disabilities At Work also uses its social networking sites to promote its partners and its show topics. Disabilities At Work has seen an 85% increase in the number of friends on its Facebook site since the show first aired in April, and that number is growing daily. Please contact Patty Cullinane at 908-975-3211 or [patty.cullinane@njchamber.com](mailto:patty.cullinane@njchamber.com) for more information.

Friend us on Facebook at [Disabilities At Work](https://www.facebook.com/DisabilitiesAtWork) and join our Tweem at [disabilitiesat](https://twitter.com/disabilitiesat).

*Source: New Jersey Business Leadership Network (NJBLN)*

## Georgetown University Conference on Employment of People with Disabilities

The USBLN<sup>®</sup> was proud to sponsor the Georgetown University Conference on Employment of People with Disabilities held Tuesday, October 12, 2010 at the Rafik B. Hariri Building of the McDonough School of Business. This conference examined the challenges and opportunities in the area of employment of people with disabilities. Legendary ABC Newsman Sam Donaldson served as emcee. Two panels of experts in the areas of public policy, business and technology examined the history and future of disability employment.

In celebration of the 20th Anniversary of the passage of the Americans with Disabilities Act, Georgetown University presented the Human Spirit Award to The Honorable Tony Coelho for his outstanding contribution to the independence and employment of people with disabilities. Congressman Coelho was original US House of Representative sponsor of the Americans with Disabilities Act (ADA) and is a lifelong advocate for the employment of people with disabilities.

The Georgetown Conference panelists included prominent members of the policy and business community who are leaders in the area of disability employment and drastically affecting the movement through their understanding, efforts, and in many cases technology that could not have been anticipated by the ADA 20 years ago.



Above: John D. Kemp, Executive Director & General Counsel, USBLN<sup>®</sup> standing next to ABC Newsman, Sam Donaldson alongside Georgetown University Conference attendees. Also in attendance, not pictured above, were Beth Butler, USBLN<sup>®</sup> Chair & Accommodations Management Consultant, Wells Fargo; Frances West, USBLN<sup>®</sup> Board member & Director, IBM Human Ability & Accessibility Center; and Keith Wiedenkiller, SVP & Chief People Officer, AMC Entertainment Inc. along with additional members of the USBLN<sup>®</sup> Corporate Advisory Board (CAB).

Source: DC Metro Business Leadership Network (DC BLN)

## The Valued Employees You're Missing: People With Disabilities

By Joy Buchanan - Nov 18, 2010, [DiversityInc.com](http://DiversityInc.com)



John D. Kemp, Executive Director  
& General Counsel, USBLN®

In the disability community, John Kemp, executive director of the US Business Leadership Network (USBLN®), is in the minority. He started life with his disability—which he manages now with two prosthetic arms and two prosthetic legs—but just 17 percent of people with disabilities are born with their disabilities. The other 83 percent acquired a disability along life's path. That, Kemp explained to DiversityInc's audience of chief diversity officers and executives at our two-day [diversity event](#) in Washington, D.C., is why most people with disabilities do not identify with the disability community.

"Why do we have to make a business case that we belong?" Kemp asked. "Our employees should look like our customers, like our suppliers, like our shareholders."

In October, the percentage of people with disabilities in the labor force was about 21 percent. That percentage hasn't changed since the passage of the Americans with Disabilities Act in 1990. Many workers with disabilities—particularly [disabilities that are not easily seen](#)—do not disclose their disability to employers or coworkers. Kemp said that this "hiding" takes considerable effort and, thus, hurts productivity. "We have a long way to go to create safe environments for employees with disabilities."

The good news is that progress is possible. Kemp recommended that employers emulate children in being open. "Children confront us; adults avoid us," he said. "Children are the ones doing it right. They ask, 'Can you drive?' 'Can you play basketball?' 'Can you hold this?' That's OK. It's the separation, distance and avoidance that cause problems."

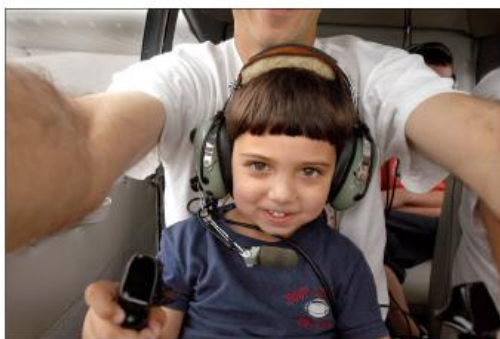
Employers should also avoid making assumptions about a person's abilities. "People who aren't disabled, when confronting disabilities, think it's worse than it actually is. 'I don't think this person can do the job,'" Kemp said. "Ask and let the person tell you what he or she can or cannot do."

Finally, positive psychology and identifying with the core values of the disability movement—including heightened acceptance of differences, interdependence, humor and future orientation—can help bridge those gaps. There has been some progress as [younger workers with disabilities](#) are more willing to disclose their status and ask for what they need to be productive, but the problem isn't solved, Kemp said. "We've got a long way to go and it will take a long time."

Link to article: <http://www.diversityinc.com/article/8127/The-Valued-Employees-Youre-Missing-People-With-Disabilities/>

Source: DiversityInc.com, [www.DiversityInc.com](http://www.DiversityInc.com)

## Including Samuel – A Documentary Film by Dan Habib



# INCLUDING SAMUEL



A DOCUMENTARY BY DAN HABIB

When Dan Habib shows his award-winning documentary film *Including Samuel* around the country, audience members sometimes ask about his son Samuel's job prospects once he enters the workforce. "It's great that Samuel is fully included in school alongside his peers," they say of Habib's 10-year-old son, who uses a wheelchair. "That way maybe they'll think to hire him when he graduates."

Habib turns the presumption on its head. "Actually, Samuel plans to own the Red Sox when he is older, so he'll be hiring them."

Before his son Samuel was diagnosed with cerebral palsy, photojournalist Dan Habib rarely thought about the inclusion of people with disabilities. Now he thinks about inclusion every day. Shot and produced over four years, Habib's Emmy-nominated documentary film, *Including Samuel*, chronicles the Habib family's efforts to include Samuel in every facet of their lives.

The film honestly portrays his family's hopes and struggles as well as the experiences of four other individuals, including Keith Jones, an artist and disability rights activist living in Boston. In the film, Jones looks back on how inclusive education prepared him for the workforce. "You can't box people up in a 20 by 20 room, eight hours a day, and expect them to learn social interaction skills," Jones says in the film.

*Including Samuel* is a highly personal, passionately photographed film that captures the cultural and systemic barriers to inclusion. The film was broadcast nationwide on public television stations in Fall 2009. The film has been screened at universities, national conferences and independent theatres across the country. Including Samuel has also been featured on NPR's "All Things Considered", "Good Morning America", as well as in the *Washington Post* and the *Boston Globe*. The DVD is now available with 17 language translations, closed captioning and audio description.

*Including Samuel – A Documentary Film by Dan Habib – continued from page 5*

“People with disabilities have always existed,” Habib says, “but in the past they were marginalized much more than now. We still have a long way to go, but I think people understand that people with disabilities are a part of the natural diversity of humankind.”

Even though Samuel is only 10, Habib and his wife, Betsy McNamara, think ahead to opportunities for higher education and employment. “As long as society continues to evolve and fully include people with disabilities in all aspects of our workforce, schools and community,” Habib said, “Samuel can have an incredibly fulfilling life and career. But whatever passion he chooses to pursue – whether it be running a NASCAR team, working for NASA or becoming a paleontologist – a high quality education, in a fully inclusive classroom, will be his foundation.”

Additional info:

Dan Habib is the Filmmaker in Residence at the Institute on Disability at the University of New Hampshire. Until joining UNH in April of 2008, Habib was the photography editor of the Concord (NH) Monitor. In 2006 and 2008, he was named the national Photography Editor of the Year for papers with a circulation under 100,000. He has been a judge of the Pulitzer Prizes, Pictures of the Year, Best of Photojournalism and White House News Photographer's Association. He is a six-time New Hampshire photographer of the year and his freelance work, including extensive documentary work in China, has appeared in numerous publications, including Time, Newsweek, Yankee, Life and the New York Times.

Habib and his wife, Betsy, live in Concord, New Hampshire, with their sons Isaiah, 13, and Samuel, 10. To contact Habib and learn more about *Including Samuel*, go to [www.includingsamuel.com](http://www.includingsamuel.com).

*Source: Institute on Disability / UCED*



**At work, it's what people can do that matters.**

The Campaign for Disability Employment is a collaborative effort to promote positive employment outcomes for people with disabilities by encouraging employers and others to recognize the value and talent they bring to the workplace. Visit <http://www.whatcanyoudocampaign.org/> for more information and to watch the “I Can” PSA and “Meet Sue” video.

*Source: Campaign for Disability Employment*

## Workforce Flexibility Promotes Employment of People with Disabilities

By Robin Shaffert, Senior Director of Corporate Social Responsibility of the AAPD on October 29, 2010

As we look back on October's celebrations of National Work and Family Month and National Disability Employment Awareness Month, advocates for increasing workforce flexibility and advocates for improving employment outcomes for people with disabilities should recognize the progress we have made. To a far greater extent than a year ago, it is generally agreed today that creating a flexible workplace benefits all employees, but it especially benefits employees with disabilities.

We need to also recognize how far we still have to go to achieve the promise of equal employment opportunity for people with disabilities. A review of data from the American Community Survey presented in the Annual Disability Statistics Compendium 2010, released this week, shows that the percentage of people with disabilities who are employed, 35.3%, is less than half of the percentage of people without disabilities who are employed, 74.3%. Similarly, the unemployment numbers released by the Bureau of Labor Statistics for September 2010 reveal the difficulty that jobseekers with disabilities face today. The unemployment rate for people with disabilities stands at 14.8%, which is staggering even when compared to the far too high 9.0% unemployment rate for people without disabilities.

Recognition of the potential for workplace flexibility to play a role in increasing employment of people with disabilities can be seen this year not only in the work of advocates and the voluntary measures taken by employers, but also in the actions of three agencies of the Department of Labor. The missions of the Office of Federal Contract Compliance Programs (OFCCP), the Office of Disability Employment Policy (ODEP), and the Women's Bureau will all be furthered by promoting increased workforce flexibility. OFCCP is responsible for enforcing, for the benefit of job seekers and wage earners, the contractual promise of affirmative action and equal employment opportunity required of those who do business with the Federal government. ODEP is charged with providing national leadership on disability employment policy. The Women's Bureau safeguards the interests of working women, advocates for their equality and economic security, and promotes quality work environments.

Let's look first at what OFCCP has done this year. In July 2010, while we were celebrating the 20th Anniversary of the signing of the Americans with Disabilities Act, OFCCP initiated a regulatory proceeding to modernize the affirmative action regulations for the hiring, retention, and advancement of people with disabilities by federal contractors. OFCCP issued an Advance Notice of Proposed Rulemaking (ANPRM) seeking comment on eighteen listed items, including as item number 9, "To what extent does workplace flexibility, including flexibility in work schedules, as well as job-protected leave, impact recruitment and retention of individuals with disabilities?"

Many of the over 200 comments filed in response to the ANPRM addressed the importance of workplace flexibility. In the comments filed by the American Association of People with Disabilities, we enumerated a number of ways that workforce flexibility can help federal contractors attract, retain, and advance workers with disabilities. In addition to discussing the importance of providing for changes in the standard hours and place of work, we emphasized that federal contractors should pay particular attention to the needs of low wage and hourly workers for flexibility. As we argued, opportunities for meaningful input into schedules (including the ability to decline overtime), advance notice of scheduled hours, and consistency in the number of hours worked can be essential to low wage and hourly workers with disabilities.

**To read the full article, please visit:**

[http://www.huffingtonpost.com/robin-shaffert/workforce-flexibility-pro\\_b\\_776158.html](http://www.huffingtonpost.com/robin-shaffert/workforce-flexibility-pro_b_776158.html)

Source: *The Huffington Post*, <http://www.huffingtonpost.com>

## Official GMAT Study Guide Series Now Accessible to the Visually Impaired



The Official Guide for GMAT Review series of test-preparation books is now available in a digital talking book format designed expressly to help people with visual impairments and reading-based disabilities prepare for the Graduate Management Admission Test (GMAT).

Based on the Daisy (Digital Accessible Information System) standard, an internationally recognized set of specifications for delivering printed material in an easily navigable format to people with visual impairments, the new digital talking books will provide content identical to the material found in the printed GMAT study guides published by the Graduate Management Admission Council (GMAC). The GMAT is a standardized exam used by thousands of MBA and other graduate management education programs worldwide as part of the admissions process.

“GMAC is committed to helping anyone interested in business education achieve their dreams regardless of the disabilities they may face,” said Kendra Johnson, director of GMAT test accommodations for the Council. “We are very excited to be able to tap the latest advances in accessible technology to make our GMAT study guides available to people with visual impairments.”

The computerized study guides feature a host of innovations designed to help visually impaired people prepare for the GMAT exam.

- A synthesized voice can be commanded to read any portion of text in the guides and employs advanced technology to provide audio descriptions of quantitative material and geometric figures.
- The talking books enable people to control the speed of the computer’s voice.
- Users can magnify text and images to multiple times their normal size.

The Official Guides from GMAC are the only GMAT test-preparation books that feature actual test questions used in the past on the exam. The series includes a comprehensive study guide as well as books focused on the quantitative and verbal sections of the exam. Each guide contains detailed explanations of the answers to each included GMAT question.

“Every person who wants to pursue a graduate management education is our top priority,” said Dave Wilson, president and chief executive officer of GMAC. “This series of talking books reflects our dedication to matching people with opportunities for them to grow and succeed, no matter the challenges that may stand in the way.”

The digital talking books were developed in collaboration with assistive technology pioneer gh LLC. GMAC also consulted with ACT Inc.—which manages development of the GMAT exam under contract to GMAC—the National Center for Accessible Media (NCAM) at Boston public broadcaster WGBH, and members of the visually impaired community. The digital talking book editions of the Official Guide series will be available to people with reading-based disabilities at the same price as the printed versions of the guides. Contact [testingaccommodations@gmac.com](mailto:testingaccommodations@gmac.com) or visit: <http://gmac.mediaroom.com/index.php?s=43&item=119> for further information.

Source: The Graduate Management Admission Council, [www.gmac.com](http://www.gmac.com)

## Improve your Supplier Diversity Program with Certified Disability-Owned Businesses

The USBLN® Disability Supplier Diversity Program<sup>SM</sup> (DSDP) offers major corporations and government entities a reliable source for identifying potential suppliers that are disability-owned businesses, including businesses owned by service disabled veterans. Through the DSDP, your organization can connect with a growing pool of qualified suppliers while meeting objectives for inclusion of entrepreneurs with a disability.

Eleven major corporations have already made the commitment to include certified disability-owned businesses in their supply chain, and have joined as USBLN® DSDP - Founding Partners. If you would like your company to join **Ernst & Young LLP, SunTrust Bank, KPMG, IBM Corporation, Merck & Co. Inc., Southwest Airlines, Microsoft, Marriott, Qualcomm, Freddie Mac and Wellpoint, Inc.** as a Founding Partner, please contact Aditi Dussault, Director of Affiliate Relations and the Disability Supplier Diversity Program, at [aditi@usbln.org](mailto:aditi@usbln.org) or 202.487.5868.

Source: US Business Leadership Network (USBLN®)

## Call for Disability-Owned Businesses

The USBLN® is pleased to announce the launch of the Disability Supplier Diversity Program<sup>SM</sup>! This program offers businesses that are owned by an individual(s) with a disability, including service disabled veterans, an exciting opportunity to increase their access to potential contracting opportunities with major corporations, government agencies, and one another. If you or someone you know is a business owner with a disability, and would like to learn more about how to get Disability-Owned Business Enterprise Certification through this program, please contact Aditi Dussault, Director of Affiliate Relations and the Disability Supplier Diversity Program, at [aditi@usbln.org](mailto:aditi@usbln.org) or 202.487.5868.



Source: US Business Leadership Network

An advertisement for AOL. On the left, a man with a prosthetic right leg is running. He is wearing a red and black athletic top and black shorts. The background is white with a black border. The text on the right reads: "What makes each of us unique makes us all better." followed by a paragraph: "AOL celebrates who each of us is, Our right to be fully, freely ourselves Both in the workplace And in the world. That's why we strive to make Our products richer and broader, Helping our consumers To meet their needs and interests. That's why we work to create An environment where every employee Feels supported by colleagues. And that is why we are committed to realizing a time When everyone cheers coming out, living out, and thriving out - Because it brings out the best we have to give." Below this is the AOL logo and the text "We give strength to each other." At the bottom left is "corp.aol.com" and at the bottom center is "Diversity. Inclusion. Community." The entire advertisement is set against a background of orange and white circles.

# JAN

Job Accommodation Network

Practical Solutions • Workplace Success

Answers to questions about workplace accommodations and the Americans with Disabilities Act (ADA)



**AskJAN.org**  
**(800) 526-7234 (V)**  
**(877) 781-9403 (TTY)**

A service of the U.S. Department of Labor's Office of Disability Employment Policy.  
[www.dol.gov/odep/](http://www.dol.gov/odep/)



**USBLN<sup>®</sup> Lead Media Member**

# DiversityInc.com

**Now with eSSENTIAL Accessibility!**



eSSENTIAL Accessibility Inc. is the provider of a software-based service that makes online environments fully accessible to individuals with physical disabilities.

## **DiversityInc.com features:**

- More than 1 million unique monthly visitors
- A digital version of *DiversityInc* magazine
- The most effective online diversity recruiting solution, the DiversityInc Career Center
- Diversity facts and figures
- Diversity-management best practices and how-to's
- Nationally acclaimed Ask the White Guy blog

## Disability Community News Corner - *Upcoming Events*

- The Conference Board - **Diversity & Inclusion Training and Development on November 30 - December 1, 2010**. This two day seminar will focus on how to examine an organization's current status and how to comprehensively address its training needs.
  - November 30 — Workshop I: Assessment, Design, Delivery, and Evaluation
  - December 1 — Workshop II: Next Practice Examples of Diversity & Inclusion Training that Works

To register, or for more information: please visit: [www.conference-board.org/diversityseminars](http://www.conference-board.org/diversityseminars) or call (212) 339-0345 or email [customer.service@conferenceboard.org](mailto:customer.service@conferenceboard.org).

- Webinar - **Flying with Wheelchairs: Knowing Your Rights & Responsibilities at 32,000 Feet** on Tuesday, **December 7<sup>th</sup>, 2010** from 2:00–3:30 pm (EST). The Association for Airline Passenger Rights (AAPR) will host an informative webinar on the Air Carrier Access Act (ACAA), specifically as it relates to flying with wheelchairs. The webinar is being held in collaboration with the ADA National Network (formerly DBTACs). Learn from industry experts with personal experiences about flying on domestic and international flights for passengers using wheelchairs. To register, visit: <http://www.flyfriendlyskies.com/events.html>

- [UCLA's Leadership Institute for Managers with Disabilities](http://www.anderson.ucla.edu/x27613.xml) is a five month leadership development program that combines a 3-day onsite campus experience bookended by leadership assessments, web conferences and individual coaching. Exploring such topics as organizational savvy, effective negotiations, leadership and strategy to achieve the extraordinary, and mentoring and networking, the program is designed for managers and leaders who want to increase their value to their organizations and advance their careers. On Campus Session tentatively scheduled for: **January 18-21, 2010**. Event details: <http://www.anderson.ucla.edu/x27613.xml>

*Source: Submissions provided to the US Business Leadership Network (USBLN®)*

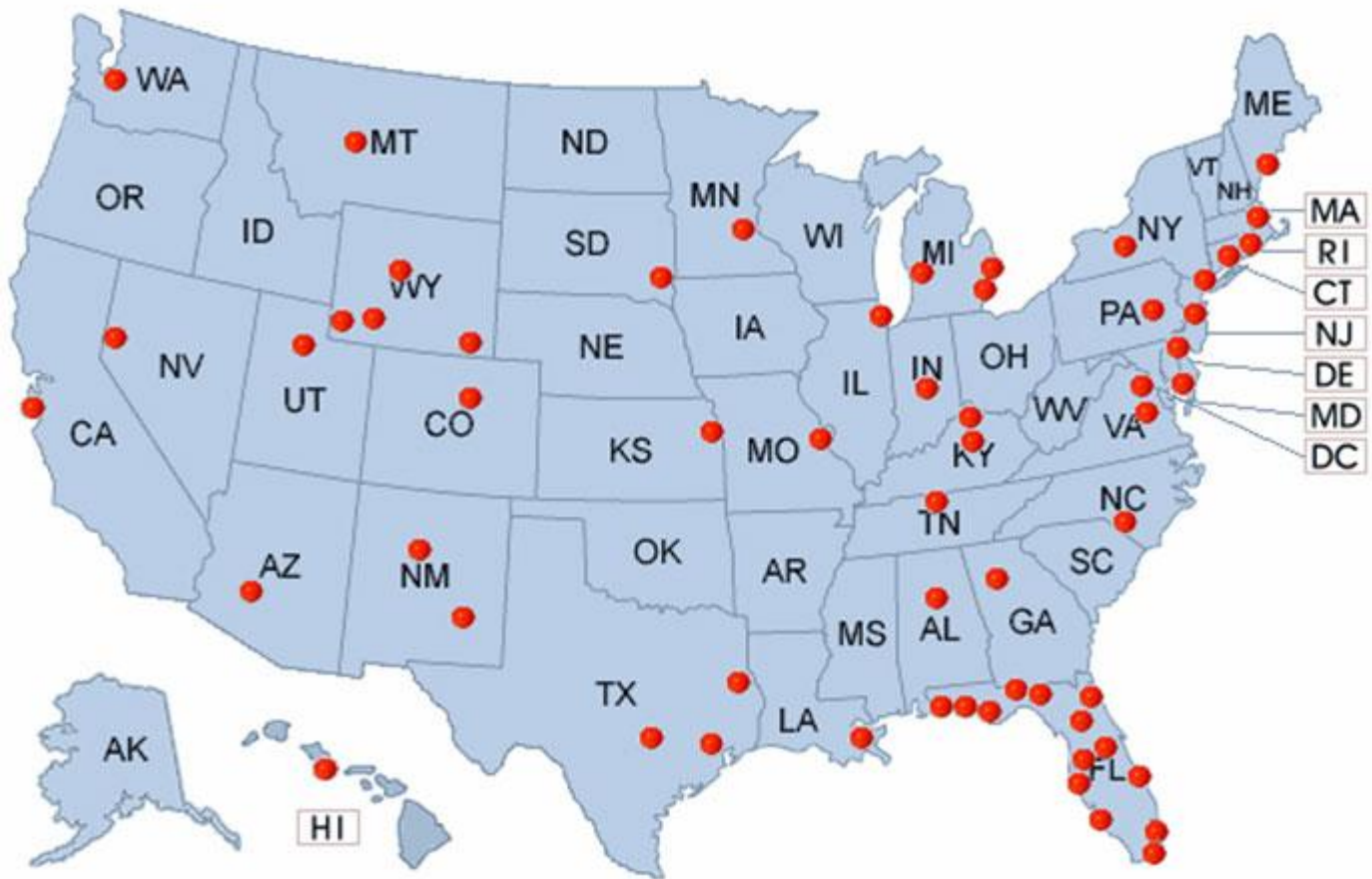
## Employer Assistance & Resource Network (EARN)

The USBLN® is a partner in a cooperative agreement awarded to Cornell University's Employment and Disability Institute, School of Industrial and Labor Relations to establish a National Technical Assistance Center for employers on employment of people with disabilities. Funded by the U.S. Department of Labor's Office of Disability Employment Policy (ODEP), the purpose of the Center is to conduct innovative research, assist ODEP in developing demand-side policy, and share best practices with employers on the recruitment, hiring, retention and advancement of people with disabilities. To link with the National Technical Assistance Center, go to <http://www.earnworks.com>.

**Monthly EARNWorks Employer Newsletters:** <http://www.earnworks.com/news/newsletters.asp>

*Source: Employer Assistance & Resource Network (EARN)*

## Join the fastest growing national network of employers...BLN Affiliates



Learn more online at <http://www.usbln.org/affiliates.html>

### Become a BLN Affiliate

The BLN is an educational organization. Members engage in networking discussions to increase their knowledge of community outreach, recruiting and interviewing, the accommodation process and barriers to employment. By participating in a business to business dialog, employers learn how to leverage their organizations for success. Being a part of the BLN sends a message to the community that the business is committed to including people with disabilities in the workforce. For more information on becoming a BLN Affiliate, please contact Aditi Dussault, Director, Affiliate Relations & Disability Supplier Diversity Program [aditi@usbln.org](mailto:aditi@usbln.org) or 202.487.5868.

Source: US Business Leadership Network (USBLN®)