



Tuesday Talks

<http://www.blnofpa.org>

FREE CALLS.... VALUABLE NETWORKING AND EDUCATION

Tuesday Talks with the PA BLN allow companies from across the state and country to quickly learn about a valuable resource or success story related to the employment of people with disabilities. These **free** monthly phone calls are scheduled on the second Tuesday of every month from 12-1 p.m. EST.

Participants are also able to have discussions with their peers about topics that address: ideas for accommodations; ways to improve recruitment and/or retention; ideas for becoming a company of choice for employees and customers; strategies for compliance; financial incentives available to businesses; and more!

Interested parties should pre-register to gain access to these conference calls controlled by the PA BLN. To register, contact Stacy Kyle at 717-763-0968 ext. 115 or stacy.kyle@blnofpa.org.

The Pennsylvania Business Leadership Network (PA BLN) is an employer driven program designed for business leaders to promote hiring practices that enable qualified people with disabilities to enter and succeed in the workplace. The emphasis of the PA BLN is to create opportunities where employers can communicate, peer-to-peer, to provide candid and frank assessments of hiring successes and challenges.

This network not only provides employers with access to a network of their peers, it also provides opportunities for training, positive public relations, an increased number of applicants with a disability, and a centralized source of information.

AHEDD has been coordinating the PA BLN since its inception in 2000.

SCHEDULE FOR TUESDAY TALKS

2011 Topics Scheduled to Date

- **January 11, 2011- DISABILITY ERG'S : ISSUES, OPPORTUNITIES AND BEST PRACTICES**

Our presenter will be Nadine Vogel, President of Springboard Consulting, LLC. Springboard is a global expert in working with multi-national corporations, federal governments and national organizations on appropriately and successfully supporting the disability community in the workforce, workplace and marketplace. In this work, Nadine and her team have worked with many companies on strategically starting and/or growing their Disability Employee Resource or Affinity Groups. While there are many similarities to developing other affinity groups, there are also many differences. Nadine will address the most common questions such as, "Should there be one group for all disability segments or one for employees with disabilities, another for veterans with service related disabilities and yet another for parents who have children with special needs? Should the group focus on support and networking or core business issues or both?". She will also address unique opportunities and the best practices of "Employers of Choice" relative to this large, loyal segment of the population.

- **February 8, 2011- GETTING SUPPORT, SUPPORTING OTHERS: A HANDBOOK FOR WORKING WITH NON-VISIBLE DISABILITIES** – Our presenter will be Lori Golden, AccessAbilities Leader at Ernest & Young. Ms. Golden will give attendees an overview of this handbook that has been published by Ernst & Young as a resource for individuals with disabilities, their co-workers and supervisors, and HR professionals. Ernst & Young wanted to help all stakeholders understand issues of disclosure and how to handle interpersonal challenges that may arise when an employee has a non-visible disability. The handbook is available by clicking on the following link [Ernst & Young Handbook](#) . While this handbook is not intended to be legal advice, it does give the reader many things to prepare for and consider in the workplace. Providing such a handbook to your company's HR staff and employees is just one way to help in creating a culture that is welcoming to people with disabilities. Perhaps an employer could use this handbook to start a dialogue about the company's job accommodation process and how to better help everyone work to their best level.

- **March 8, 2011- CREATING AN INCLUSIVE WORKPLACE AND LIMITING RISK: TIPS FOR CREATING AN ACCOMMODATION PROCESS.** Our presenter will be Linda Carter Batiste, J.D., Principal Consultant with the Job Accommodation Network (JAN). JAN is a free service of the U.S. Department of Labor's Office of Disability Employment Policy. JAN's mission is to improve the employment outlook of people with disabilities by serving as a comprehensive resource for information about job accommodations and the Americans with Disabilities Act (ADA). Over the years JAN has learned that by providing effective workplace accommodations employers can create an inclusive environment for people with disabilities, increase productivity and return to work rates, and improve compliance with the ADA. To help employers successfully accommodate employees with disabilities, JAN developed a model accommodation process that employers can adapt for their own workplaces. Join Linda on March 8 for a discussion of this model process and the free services and tools JAN offers. Learn more about JAN by clicking on this link: <http://askjan.org> .

- **April 12, 2011- CREATING AN EFFECTIVE INTERNSHIP PROGRAM.** Companies that utilize internship programs have been proven to reduce recruiting costs, attract better talent and experience greater creativity and innovation. Join this Tuesday Talk with Jessica Diehl, President of Knovex, LLC as she shares insight on how to create and manage a successful internship program. Whether you plan to hire one student or are looking to start a large formal program, this program will help you maximize the benefits of your initiative.

Participants will learn:

- How to effectively market your internships to recruit the best and brightest in your field
- How to utilize internship programs to increase your workplace diversity
- The five reasons internships go bad
- Tips for creating your own successful internship initiative

Knovex, LLC is a full service HR services company headquartered in Gettysburg, PA. In addition to their staffing and training capabilities, they specialize in assisting corporate and government clients in recruiting and retaining emerging leaders in their respective field, including the design and management of internship programs. For more information visit www.knovex.com or email info@knovex.com.

- **May 10, 2011- ONBOARDING: PREPARING THE WORKPLACE FOR EMPLOYEES WITH DISABILITIES** - Listen to the best practices of companies like Walgreen's and MPadolina & Associates LLC. Both businesses will get the dialogue rolling about how to build a culture of inclusion among all employees and share ideas for how to welcome new employees with disabilities to the workplace. As we all know, proper planning increases your chances of success. Attendees should feel free to ask questions and come prepared to share their own best practices. Our presenters will be: Angela Mackey, Career Outreach Coordinator, at Walgreen's Distribution Center in South Carolina and Mylene Padolina, Lead Consultant at MPadolina & Associates LLC in the Greater Seattle Area.
- **June 14, 2011- LEADING PRACTICES ON DISABILITY INCLUSION: A MESSAGE FROM THE USBLN AND US CHAMBER OF COMMERCE.** Jill Houghton, Acting Executive Director of the USBLN® will highlight the findings of the April 12, 2011 Summit entitled, "Corporate Disability Employment Summit: Leading Practices on Disability Inclusion". Hosted by the USBLN and US Chamber of Commerce, senior leadership from Fortune 500 companies, small business, financial services, marketing, media and the U.S. Congress shared policies, programs and practices that employers can embrace to improve their workforce and increase their customer base. Ms. Houghton will also share a new USBLN®/U.S. Chamber publication, "[Leading Practices on Disability Inclusion](#)," that was released at the summit. The newly released "Leading Practices on Disability Inclusion," highlights 20 successful corporate strategies that can be used by businesses of all sizes to create a more inclusive workplace, marketplace, and supply chain. Real-life examples, such as those outlined in the booklet, are important to help businesses realize the wide range of opportunities available and the potential for replicating success. The companies and leaders featured in the publication provide valuable insights on the successes they have realized through the inclusion of people with disabilities in all aspects of their corporate enterprises as well as in their marketing."
- **JULY 12, 2011- "Real Successes Using Real Resources: How State Vocational Rehabilitation Can Support Businesses"**. Kathy West Evans, CSAVR and Ralph Roach, PA OVR

- **August 9, 2011 – TENTATIVE TOPIC- PEOPLE WITH AUTISM AS CUSTOMERS AND EMPLOYEES- STRATEGIES FOR BUSINESS.** Presenter will lead attendees through a discussion on how Autism can affect your business. This expert will cover topics including: 1. What is Autism?; 2. Traits seen in children with Autism; 3. Traits seen in adults with Autism; and 4. Strategies to support customers and employees. A representative from the Lancaster Public Library will also share a bit about their efforts to better serve patrons with Autism."
- **September 13, 2011- ADA- What Employers Need to Know-** Linda Hollinshead- Duane Morris
- **October 11, 2011- "THE 10 BIGGEST MISTAKES IN DIVERSITY MANAGEMENT—WHY BEST PRACTICES IN DIVERSITY AREN'T ENOUGH!"**-Our presenter will be Roseanna DeMaria, MA, J.D., Founding Principal of the DeMaria Group (www.demariagroup.com) and Associate Adjunct Professor at NYU. Diversity best practices are tools to prevent the marginalization of minorities in the workplace. When these best practices become compliance goals, they become an end in themselves. They are then self-defeating. The solution to the problem is inclusion which requires strong leadership to foster a culture that unleashes the power of minority voices by inviting differences on all levels. Any minority group - whether it be those with disabilities or others - is empowered by inclusion and performs better. Join Roseanna on October 11 for a discussion of the value of inclusion as an effective operating model to unleash the untapped performance potential of people and business. Read her article on the subject at <http://demariagroup.com/downloads/10Biggest.pdf>
- **NOVEMBER 5, 2011- USERRA: Honoring Our Nation's Military and Knowing Our Legal Responsibilities-** Catherine Walters, Attorney for Saul Ewing
- **DECEMBER 13, 2011- PROJECT SEARCH-** Lancaster General Hospital and Lancaster Lebanon IU.

2010 TOPICS INCLUDED:

- AUTISM IN THE WORKPLACE
- TRANSFORMING STRESS INTO STRENGTH: BRIDGING THE GAP FOR RETURNING VETERANS AND COMMUNITIES
- ADHD/ADD: RECOGNIZING SIGNS AND MAXIMIZING TALENTS
- WORKING TOGETHER: DEAF AND HEARING PEOPLE
- THE DO'S AND DON'TS OF INTERVIEWS
- ARE YOUR SOCIAL NETWORKING EFFORTS INCLUSIVE TO PEOPLE WITH DISABILITIES?
- HOW CAN THE BUSINESS COMMUNITY ACCOMMODATE SOMEONE WITH MULTIPLE SCLEROSIS (MS) AND STILL GET THE JOB DONE?
- TOOLS AND STRATEGIES FOR GETTING YOUR EMPLOYEES AND BUSINESS COLLEAGUES TO "THINK BEYOND THE LABEL"!
- NAVIGATING LIFE AND WORK WITH NO VISION
- LISTENING TO EMPLOYEES WITH DISABILITIES

- INTERESTED IN OTHER METHODS AND RESOURCES FOR ENSURING COMPLIANCE AND BUILDING YOUR FUTURE WORKFORCE?
- WHAT SHOULD WE UNDERSTAND ABOUT BRAIN INJURY?

**For more information or to suggest topics, contact Stacy Kyle
at 717-763-0968 ext. 115 or stacy.kyle@blnofpa.org**