



## Diversity, Equity, Inclusion & Accessibility

### Disability Proposal

Purpose: A critical component of any DEIA program must include individuals with disabilities as part of the initiative. This group is underrepresented in the workforce, with the lowest employment rate next to those that are Native American.

What I Bring to the Table: (to start us off I will share some short storytelling about good and bad employment experiences and takeaways)

- I am a quadriplegic of 39 years, injured when I was 16. I finished high school, graduated college, graduated law school, practiced law for the federal government at high levels, and now have my own consulting business. I have a real- life story to share about living with a disability and the work world.
- Worked for the Federal Government, Inspector General Community, for 25 years, 19 at HHS OIG in the Office of Counsel, Special Assistant to the IG (10 years) and Senior Advisor to the Deputy Assistant Inspector General for Audit (3 years)
- I am a disability advocate with extensive knowledge of disability laws and hiring procedures.
- I am an active member of many disability organizations including the Christopher and Dana Reeve Foundation where I serve as an Ambassador, Regional Champion, peer mentor, grant reviewer, and seminar presenter. I served as VP of the Center for Independent Living in Arlington, Virginia. I am a blogger and columnist for New Mobility Magazine, part of United Spinal, the most read disability magazine. I was named a Woman's Health Ambassador for the US Department of Health and Human Services, Office of Minority Health.
- I am a breast cancer survivor and speaker to over 15,000 people at various events.

### **Topline Synopsis of What We Will Cover**

What You Can Do to Be an Inclusive Employer for Individuals with Disabilities

1. What data do you have about individuals with disabilities in your organization;
2. Interview Tips (discussing accommodation, how you address disability in an interview without being intrusive or violating the law);
3. What are the common pitfalls that employers make (inaccessible gatherings, use of language, lack of flexibility, equal treatment);

4. Benefits of employing individuals with disabilities (loyalty factor, investment pays off, equal treatment regardless of disability; you still need to have the ability to do the essential functions of the job).
5. How your work can incorporate DEIA; this will have a direct impact on the lives of individuals with disabilities and great opportunity for potential partnerships with other agencies and interest groups. Enhanced publicity for your work.

Presentations/Training can be customized based on the needs of your organization. Additionally, I am able to provide presentations that satisfy CLE requirements. Consultations to discuss what your organization may need are free.

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