



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

2010 Topics Scheduled to Date

- **January 12, 2010- LISTENING TO EMPLOYEES WITH DISABILITIES.** Join us as the PA BLN has a discussion with some successful employees with disabilities. Hearing their perspectives about their journey to employment will help us all to improve our recruitment, training and other inclusion efforts.
- **February 9, 2010- INTERESTED IN OTHER METHODS AND RESOURCES FOR ENSURING COMPLIANCE AND BUILDING YOUR FUTURE WORKFORCE?** Our presenter will be Leslie Wilson of Wilson Resources. Her company received the 2009 USBLN “Partner of the Year” award. Ms. Wilson will highlight the paid internship program of the Florida Business Leadership Network. This internship program is used by companies like Blue Cross and Blue Shield of Florida, the Federal Reserve Bank, and Holland and Knight Law Firm. The no-risk program offers employers free labor and exposure to qualified interns in their workplaces. It provides job seekers with disabilities the opportunity to gain experience and build their resumes.

Ms. Wilson will also share info about the Social Security Administration’s Ticket to Work “Employer Partner” Program. It is a FREE AND SIMPLE program that can allow companies to easily connect with qualified job seekers with disabilities and help federal contractors to ensure compliance with OFCCP regulations.

- **March 9, 2010- WHAT SHOULD WE UNDERSTAND ABOUT BRAIN INJURY?**- Join us as Rick Franklin helps us to become more familiar with this serious and widespread disability and gives us guidance on better “accommodations” for people living with brain injuries. Mr. Franklin teamed up with Lyell Davies to create a documentary about the impact that brain injury has had on himself and other survivors. This documentary is called BRAIN INJURY DIALOGUES. Trailers from this documentary and info about purchasing the DVD can be accessed at www.braininjurydialogues.org .
- **April 13, 2010- NAVIGATING LIFE AND WORK WITH NO VISION-** Join us a Nino Pesce shares his story about navigating life and work with blindness. Nino is an effective and knowledgeable speaker that has provided businesses and schools educational and motivational speeches throughout the United States. He is truly someone that can help others to overcome their nervousness when communicating with someone with a disability. Mr. Pesce can be contacted for in-house training/consultation at 215-245-7503 or npesce35@verizon.net .
- **May 11, 2010- TOOLS AND STRATEGIES FOR GETTING YOUR EMPLOYEES AND BUSINESS COLLEAGUES TO “THINK BEYOND THE LABEL”!** Join us as a representative from Health & Disability Advocates highlights the national marketing campaign, Think Beyond The Label. The digital hub for this campaign, www.thinkbeyondthelabel.com , is a great resource for connecting companies to business support in each state. It also includes tools that can help you to educate your fellow businesses/employees AND define yourself as a disability friendly business. Get involved and visit this digital hub! If you haven’t already seen the commercials, go to <http://www.youtube.com/watch?v=iLpwWUKm6KA> before this Tuesday Talk.

- **June 8, 2010- HOW CAN THE BUSINESS COMMUNITY ACCOMMODATE SOMEONE WITH MULTIPLE SCLEROSIS (MS) AND STILL GET THE JOB DONE?** Our presenter will be Christina L. Forster, MA, CRC, Employment Services Manager for the Greater Delaware Valley Chapter of the National Multiple Sclerosis Society. Join the PA BLN as Ms. Forster leads businesses through a presentation about the prevalence of MS, examples of ways MS impacts employment, various accommodations that might be possible solutions in the workplace, and much more. Multiple sclerosis is an unpredictable disease of the central nervous system that varies greatly from one person to the next, even day to day for certain individuals. Ms. Forster will help us to better understand MS and support people that have workplace needs which are not always easy to see.
- **JULY 13, 2010- ARE YOUR SOCIAL NETWORKING EFFORTS INCLUSIVE TO PEOPLE WITH DISABILITIES?** Our presenter will be Bob English, Chief Operating Officer of TecAccess, LLC (www.tecaccess.net).

Websites like Facebook, LinkedIn, YouTube and Twitter can be valuable business tools when used correctly. Many businesses use these tools to run successful marketing plans and recruit top talent. But there are significant risks! These sites are not typically accessible to many people with disabilities. While the tools themselves have some accessibility shortcomings, there are practices we can use to optimize accessibility. Savvy corporations, federal and state agencies and educational institutions are realizing that their 'social networking' sites are in integral part of their public presence and the fastest path to customers and employees. As such, it is mission critical to employ good accessibility practices. Of course, for some organizations accessibility is not just smart business, its legally mandated. Section 508 requires that Federal agencies' electronic and information technology is accessible to people with disabilities. This Tuesday Talk will review the issues, the platforms and the future of social networking; and why it is beneficial to all organizations to include their social media sites when addressing accessibility.

- **August 10, 2010 – TBD**
- **September 14, 2010- WORKING TOGETHER: DEAF AND HEARING PEOPLE-** Join us as Regina Kiperman-Kiselgof and Lynne Morley from the NTID Center on Employment at Rochester Institute of Technology help us to: understand hearing loss; identify strategies for integrating employees that are Deaf or Hard-of-Hearing; and learn about accommodations for employees that are Deaf or Hard-of-Hearing.
- **October 12, 2010- ADHD/ADD: RECOGNIZING SIGNS AND MAXIMIZING TALENTS** - Experts estimate that somewhere between 5 and 10 percent of the population has Attention Deficit/Hyperactivity Disorder (ADHD), also commonly called ADD. This complex and often misunderstood condition affects an estimated 8 million adults in the US alone, nearly 85 percent of whom are not diagnosed or treated. Because traditional management practices can be less effective with individuals with ADHD, Coach Lynne Edris will discuss some common signs of the condition in adults, the positive side of some ADHD traits, and practical management strategies and everyday solutions. Learn more about Lynne Edris and her company, Coaching ADDvantages at www.coachingadvantages.com .
- **NOVEMBER 9, 2010- TRANSFORMING STRESS INTO STRENGTH: BRIDGING THE GAP FOR RETURNING VETERANS AND COMMUNITIES-** The definition of trauma is helplessness or any moment we are unable to respond effectively to a threat. IEDs induce that kind of response as does enduring deployment as a single mother. Moreover, every segment of society, every person in today's world is affected by profound stress of one kind or another. So it's vital in

this social movement of “veteran reintegration” not to point out the veteran as the only one who has endured the kind of stress that produces prolonged change in brain, body, behavior and world view. The same kinds of symptoms we see in returning veterans we see inside of families, schools, businesses, and healthcare. Join ONE Freedom founder and Executive Director, Elizabeth Hawkins, as she shares ways to address organizational stress and working with the American veteran. www.onefreedom.org

- **DECEMBER 2010**- TBD

2009 TOPICS INCLUDED:

- Where does your company buy its goods and services? Supplier Diversity
- The ADA Amendments Act- What It Means for Businesses
- The Business Case for Hiring People with Disabilities
- Do You Know the Benefits of Hiring our Nation’s Heroes?
- AAPD’s Disability Mentoring Day
- Employee Resource Groups/Affinity Groups- How can one focused on disability be beneficial to your company?
- Is Your Workplace Prepared for an Emergency?
- Telework – How Can Businesses Benefit From Such a Flexible Work Arrangement?
- Tapping Into the Talent of Our Military: Proven Best Practices for Recruiting & Onboarding
- Tips for Planning Accessible Meetings and Training- How does your company ensure that guests and employees feel welcome and can participate in planned events?

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