
Supported Employment Works: Virtually

December 9, 2021

All times Eastern
Speaker bios to follow agenda

**9:30 – 10:45 Opening Session**
**On the Way, But Not Quite There: Reflections on Practice, Power, and Pride**Wally Tablit, AtWork! Chief Mission & Diversity Officer; National APSE Board Member
The Employment First movement has made many strides and achieved many great accomplishments in recent years, and while it is important to celebrate the milestones of success, we unfortunately also have to acknowledge that we still have a long way to go. Especially when we stop to consider who we might not be inviting to the table or including in the conversation. Together we will look at our work through the lens of Equity, Diversity, and Inclusion to identify some of the powerful and positive things that have happened, how we can put new things into practice, and how we can get proud so we can get to where we need to be.

**11:00 – 12:15 3 Concurrent Sessions\***

**Building Business Relationships is Easy!**Deb Russell, Deb Russell, Inc.
Become a part of the business community - rather than defining ourselves as part of a separate community. Integration relieves tension and a need to “convince” an employer to hire the candidate. Use simple ways to develop and maintain relationships and status within the business community allowing you to grow and leverage your network. The exponential opportunity for maintaining a simple network throughout the year can significantly shrink the amount of effort needed for each placement. This session will provide the formula behind why network development is so crucial and truly a time-saver and practical tips, scripts and other tools.

**Just Tessa Things**
Tessa Wilkerson, Mclean County Schools
Hello everyone! My name is Tessa Wilkerson. During this presentation, I will be discussing obstacles that I have had to overcome throughout my life and how I have not let these obstacles, or my disability define who I am. I live with a form of muscular dystrophy called Spinal Muscular Atrophy type 2. Thanks to OVR, I was able to go to college, earn my bachelor’s degree in social work, buy my own vehicle, get a job helping others with disabilities, move to a full time position with my local school district, and much more. Even though I have a disability, I am not my disability!

**Trans Inclusive Workplace 101**
Adrian Silbernagel, Queer Kentucky
This presentation provides information on why trans-inclusivity matters from a human and business perspective, grounded in the latest research. We will cover basic terms and definitions that you need to know as a trans-inclusive employer, such as gender identity, gender expression. We will discuss intersectionality, and the ways in which sexism and white supremacy are inextricably linked with transphobia. And finally, we will go over best practices for making your company/org trans-inclusive, on the structural/administrative as well as the human/cultural level. This will include a discussion of implicit bias and microaggressions: what they are and how to avoid them.

**12:45 – 2:00 3 Concurrent Sessions\***

**Lead with Emotional Intelligence**
Lindsay Satterfield, Satterfield & Company
This session explores emotional intelligence and provides simple techniques for strengthening it. Research in the last 20+ years points to the finding that when it comes to personal and professional success, emotional intelligence has an outsized impact. Emotional Intelligence is the ability to recognize, understand and productively manage one’s emotions; and recognize, understand, and productively influence and work with the emotions of others to achieve a specific goal or outcome. To lead and have an impact, strong emotional intelligence is essential. It's needed for all the things leaders do: motivate, inspire, influence, and engage others.

**Adriene’s Story: Getting to the Comfort Zone**
Adriene Gibson, IPS supported employee/PIER Recover Community Center; Beth Lewis, Mental Health America; Tom Spicer, PIER Recovery Community Center; Mindy Sponseller, Mental Health America
This session will be about Adriene's experience with the IPS program, the people who helped her get to where she is today, and how it has affected her life.

**Employment Support Strategies for individuals with the Most Significant Disabilities**
Rob Kimmel, Boggs Center on Developmental Disabilities – Rutgers University
Supported Employment (SE) providers have the honor and challenge of working with individuals with disabilities, connecting them with jobs that allow them to unleash their full potential. This population comes in all shapes and sizes, with unique needs and strengths. Sometimes these needs, especially those with the most significant disabilities, call into question for even the best SE providers if there is a way to move forward. This session will focus specifically on those with the most significant disabilities, their unique challenges, and providing concrete tools for SE providers to properly support those with the utmost need as they pursue and obtain competitive, integrated employment.

**2:15 – 3:30 3 Concurrent Sessions \***

**Confronting Ableism in Disability & Employment Services**
Alli Strong-Marin, Lifeworks Services, Inc.
This session will lead participants through a discussion on how ableism unintentionally permeates disability and employment services. Many providers of disability services are not required to learn about ableism, intersectionality, disability history, or disability identity/culture. Historic exclusion has resulted in minimal exposure and experience living and working alongside people with disabilities equitably. Because of this gap in lived experience and/or acquired knowledge, we need to make intentional efforts to re-examine the systems we uphold and operate within. This session intends to address this gap and create dialogue for those who care about advancing disability equity in employment and in our communities.
***This session will offer 1.25 for CRC Ethics.***

**Job Planning Meetings: Helping chart the course for employment**
Zac Sappenfield, Down Syndrome Louisville
The job planning meeting is an essential element of job development. This meeting helps one to plan the initial visits one does with a worker when looking for employment. We will be covering the mechanics of holding a meeting and reviewing a few real-life examples.

**Parenting with Significant Disabilities: The Next Frontier for Providing Supports**
Davie Matheis, Center for Accessible Living; Jason Jones, UK-HDI; Morgan Hughes; Carrissa Johnson, Center for Accessible Living; Ivanova Smith; Lindsay Brillhart
The foundation for this session is the book, “A Celebration of Family: Stories of Parents with Disabilities,” recently published by the Center for Accessible Living and the Advocado Press. The book contains 30 stories of families in which one or both parents have disabilities. This session will focus on how four of the parents featured in the book used natural and paid supports to become successful parents. Background on how the book came to be will be provided. Bias and discrimination against parents with disabilities will also be discussed.

**3:45 – 4:45 Closing Session**

**Kentucky APSE Awards Presentation**

**Managing our Mental Wellness**Kristen Dahl, UK-HDI National & Kentucky Centers on Mental Health Developmental Disabilities
Compassion fatigue, burnout, stress, trauma, toxic positivity…the list goes on. Do you feel like you are running on empty? We are part of a collective trauma and we continue to face challenges that may be stressful or overwhelming for us, our families and those we serve. In this session will discuss ways to prioritize our mental wellbeing while providing our best services to clients, caring for our families, and caring for ourselves.

**Final Door Prizes**

\*Each of the 9 concurrent sessions will be recorded and available through the end of February for registrants.

**Speaker Bios**

**Opening Keynote – Wally Tablit**Wally Tablit is the current Chief Mission and Diversity Officer with organization called AtWork! in WA State where he oversees their individualized employment and community inclusion services. Wally is a recognized leader in the field of Supported Employment with over 24 years’ experience working with people with disabilities, and he is recognized as a strong collaborator and colleague among his peers.

Wally is past-president of the WA APSE Board, and was elected to the National Board of APSE in 2017. He was recently elected as the Equity, Diversity, and Inclusion Officer on the National Board. And if you haven’t joined him when he’s hosting Karaoke at the National APSE Conference - you are missing out.

Wally lives in Seattle with his husband Steve and their dog Sammy, and they enjoy exploring every off-leash dog park and new restaurants together. Wally believes everyone should have a place in their community, a mission for their life, and a signature theme song.

**Closing Keynote – Kristen Dahl**Kristen Dahl is a Licensed Professional Clinical Counselor and a Certified Health Education Specialist. Kristen serves as a Program Manager for the Human Development Institute at the University of Kentucky. She is passionate about advocating for mental health and wellness, loves to read fiction and has a huge collection of fidgets to help her stay still and in camera range on Zoom Meetings.

**Speakers listed in order of sessions above:**

**Building Business Relationships is Easy! – Deb Russell**Deb Russell bridges the gap between business and disability.

The business-value foundation of her philosophy has influenced tens of thousands and impact the way business and disability communities approach disability inclusive competitive employment.

The first half of her career focused on serving people with disabilities through government and non-profit agencies. After 7 years at Walgreens (creating their groundbreaking and successful efforts to increase inclusion of people with disabilities across the enterprise at a substantial and sustainable scale), she has devoted the past 8 years to assisting employers in connecting with the disability community and assisting the disability community in connecting with employers. And since then, has consulted with over 100 companies to improve their disability inclusion.

Deb continues to drive change through thought leadership and practical strategies. The principles she developed while shepherding the first and most effective disability hiring initiatives are the basic tenets of every successful disability inclusive workforce program in the world.

Deb is a sought-after international speaker and has testified before the US Congress.

[www.debrussellinc.com](http://www.debrussellinc.com)

**Just Tessa Things – Tessa Wilkerson**Tessa Wilkerson is a 24 year old female, born with spinal muscular atrophy type II. Throughout the many obstacles life has thrown at her it has not stopped her. She is the mental health provider for her local school district and just bought a house. Tessa is also attending Western Kentucky University pursuing her LCSW and is taking classes through the University of Kentucky for a school social worker certificate. Yes, you are reading the correct full-time student and employee.

**Trans Inclusive Workplace 101 – Adrian Silbernagel**Adrian Silbernagel is a queer transgender man who lives in Louisville. He is a workshop facilitator and columnist at QueerKentucky, a Louisville-based non-profit publication and consulting service. Adrian is also a coffee shop manager and a published writer. He has a BA in English and an MA in Philosophy.

**Lead with Emotional Intelligence – Lindsay Satterfield**Lindsay Satterfield is a productivity trainer and coach. She helps professionals and executives boost their productivity to achieve the results they want. She does this through in-person and online training, coaching, consulting and facilitation. For over 15 years, she’s coached and trained thousands of professionals and executives globally. She helps people regain control, make space, find time, get clear, maintain focus, work collaboratively, and accomplish the things that are important to them – while staying calm, cool, and collected. She trains groups and coaches professionals about how to be productive and energy-efficient in a fast, fascinating, and messy world.

Lindsay draws on findings in behavioral economics, brain science, and the social sciences to help executives make accomplishment a daily routine. She believes in productivity by design, that is, productivity that works with how we're designed, not against it.

Lindsay serves professionals seeking to make a difference in the public, private, and government sectors. A sampling of her clients includes The World Bank, the African Development Bank, the International Finance Corporation, NASA, National Institute of Health, USAID, United Way, Sodexo, Medtronic, National Park Service, InterAmerican Development Bank, and Public Health Institute.

Her work is also available to individuals through online training, individual coaching, virtual events, and public in-person courses. You can learn more about her work at www.lindsaysatterfield.com

**Adriene’s Story: Getting to the Comfort Zone – a panel
Adriene Gibson** is a participant in IPS supported employment and works at the PIER Recovery Community Center;
**Beth Lewis** is an IPS Employment Specialist with Mental Health America;
**Mindy Sponseller** is the IPS program supervisor at Mental Health America;
**Tom Spicer** is the Team Lead at the PIER Recovery Community Center where Adriene works.

**Employment Support Strategies for individuals with the Most Significant Disabilities – Rob Kimmel**Rob Kimmel is a Training and Consultation Specialist for the Employment and Transition projects at The Boggs Center on Developmental Disabilities. The Boggs Center is New Jersey’s federally designated “University Center for Excellence in Developmental Disabilities” which provides community and student training, offers technical assistance, conducts research, and disseminates information and educational materials.

**Confronting Ableism in Disability & Employment Services – Alli Strong-Martin**Alli Strong-Martin (she/her), Disability Inclusion Consultant at Lifeworks, develops offerings that educate and train employers, disability organizations, and community members on disability rights and disability inclusion in the workplace and in the community at-large. Alli holds a M.A. in Human Rights from the University of Minnesota and a B.A. in Nonprofit Leadership from Murray State University. She is dedicated to educating herself and others about the intersectionality of disability rights issues, while working towards a more inclusive and equitable future in which every person is able to enjoy their right to participate fully and authentically in their communities.

**Job Planning Meetings: Helping chart the course for employment – Zac Sappenfield**Zac Sappenfield has worked as an Employment Specialist for Down Syndrome of Louisville for six years. He has completed the MG&A Leadership Series and also has attained his licensure as a CESP, or Certified Employment Service Professional. Prior to this, he worked in public education in Ohio.

**Parenting with Significant Disabilities: The Next Frontier for Providing Supports – a panel
Dave Matheis** is a retired administrator of the Kentucky Office of Vocational Rehabilitation and a part-time employee of the Center for Accessible Living. He compiled and edited “A Celebration of Family: Stories of Parents with Disabilities.”
**Jason Jones** is a Disability Specialist at the Human Development Institute at the University of Kentucky. He lives in Lexington with his wife, Jessica, and their two sons, Micah and Bryce.

**Morgan Hughes** is a survivor of brain cancer. Originally from Washington state, Morgan now lives in Florida with her husband and their two sons, Royal and Roger.

**Carrissa Johnson** is the Satellite Office Manager for the Center for Accessible Living. She and her husband, Ben, have an adopted son, Will. The family lives in Murray, Kentucky.

**Lindsay Brillhart** lives in Cincinnati, Ohio, with her partner, and her two daughters, Juli and Sara. She is a disability advocate and a member of the National Board of Directors for The Association for Successful Parenting (TASP).

For the first five years of her life, **Ivanova Smith** lived in an orphanage in Latvia. She now lives in Tacoma, Washington, with husband, Ian, and their two daughters, Alexandria and Hildegard. She is a disability advocate and a member of the National Board of Directors for The Association for Successful Parenting (TASP).