

ADVANCING EMPLOYMENT for PERSONS w/DISABILITIES:

THE ROLE OF TECHNOLOGY

MODERATOR: RODGER DEROSE
SPEAKERS: SUZANNE SHANAHAN •
CECILIA ELIZALDE BULANTI •
DANIELLE DITALIA • SUNDAY PARKER •
THOMAS FRANTZ

ADVANCEMENTS IN AI-BASED TOOLS

AI HAS the POTENTIAL to **EMPOWER...**
...in THE COMMUNITY
...in THE CLASSROOM
...AT WORK

2021: AI for ACCESS PROGRAM: AWARDS GRANTS TO BUILD ACCESSIBLE TECH!

...IN ALL SORTS OF TECH EXPERIENCES!

- ☑ CAPTIONS
- ☑ READING TOOLS
- ☑ PPT DESCRIPTIONS

WE HAVE ACCOMPLISHED SO MUCH, BUT THERE is MORE TO DO!

ZOOM PEOPLE USE MICROSOFT 365- LET'S MAKE OFFICE CONTENT ACCESSIBLE to MORE!

AI SUPPORTS this!

"BLUE SKIES & A CUTE BLACK DOG"

SEEING AI APP: INTELLIGENT CAMERA TELLS YOU DESCRIPTIONS OF PEOPLE, ENVIRONMENT AROUND YOU!



LOOKING to the FUTURE... LIKE META: USING DATA to CLASSIFY & BUILD TAILORED EXPERIENCES.

DISABILITIES ARE OUTLIERS, BUT AI LOOKS FOR STATISTICAL NORMS!

I WORRY ABOUT RECRUITMENT!

...AI BUCKETS MAY NOT CATCH SKILLS of DISABLED PEOPLE!

FUTURE SOLUTIONS WILL EFFECT MY KIDS!

WHEN YOU ARE INTENTIONAL, YOU CAN BUILD INCLUSIVE EXPERIENCES!

GRANT to ONTARIO COLLEGE of ART to STUDY BIAS in AI AGAINST DISABILITIES!

START w/TRAINING. EG: IBM

WE NEED ACCESS to EXPERTS in THIS!

PRACTICAL STRATEGIES to ENSURE an ACCESSIBLE WORKPLACE

2 BUILD & BUY SOFTWARE w/a UNIVERSAL DESIGN APPROACH.

DESIGN w/REQUIREMENTS UP FRONT!

ACCESS

DISABILITY IS A STRENGTH!

...IT IS A CATALYST to OPEN DOORS!

WE HAVE MOMENTUM!!

1 MAXIMIZE ACCESS FEATURES on OUR CURRENT PLATFORMS

WE HAVE to SOCIALIZE THEM!

THIS IS AN OPPORTUNITY to TEACH the WHY!

EG: eLVNA: NEW TOOL to SUPPORT TRANSLATORS @ UN.

WE MUST INCLUDE COMMUNITY in DEVELOPMENT & TESTING!

INCLUSION MENTALITY IS A CORE VALUE at the UN!

BUT 2 BLIND TRANSLATORS COULD NOT USE IT!

WE WANT our TOOLS to BE A UNIVERSAL EXPERIENCE! THEY ARE USED GLOBALLY!



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OVER 1B. PEOPLE IN THE WORLD LIVE W/DISABILITIES. THIS IMPACTS EMPLOYMENT!

TECH SOLUTION SUCCESS STORIES

@JPMORGAN CHASE: WE ARE SO PROUD OF THE WORK WE HAVE STARTED!

WE HAD TO PIVOT OUR MINDSET!

JUST LIKE CYBER-SECURITY - AN ACCESSIBLE WORK-PLACE IS A **NON-NEGOTIABLE.**

WE LEVERAGE OUR **BUYING POWER** W/ TECH PARTNERS!

WE MUST BE **FORCE MULTIPLIERS!**

WE MUST HOLD OURSELVES **ACCOUNTABLE!**

WE WANT TO **SCALE THIS!**

@SALESFORCE: WE HAVE A **TEAMING AGREEMENT!**

the **DISABILITY PERSPECTIVE** IS SO HELPFUL FOR ALL!

THIS **MUST BE** A PART OF OUR **CULTURE!**

THIS IS NOT A **ONE TIME INVESTMENT**, IT IS A **NEW WAY OF THINKING!**

TECHNOLOGY IS **CENTRAL** TO OUR WORK

WE MUST **MITIGATE RISK & BECOME MORE RESILIENT!**

TECH SOLUTIONS FOR REMOTE WORKING

THE PANDEMIC WAS A **PARADIGM SHIFT!**

LESSON: **GEOGRAPHY IS NOT A BARRIER!** THIS SHOULD OPEN EMPLOYMENT!

WE KNOW THERE ARE **GAPS** BUT PLATFORMS HAVE **UNIQUE VALUE ADDS!**

- HOW WE:
- WORK
 - COMMUNICATE
 - HANDLE REMOTE WORK

the **WHOLE WORLD** GOT A **CRASH COURSE!**

DATA PRIVACY

101100 10101111
101000 011100
111010 10001
0111

WE MUST PROTECT PEOPLE W/ **DISABILITIES - GLOBALLY!**

ACCESSIBILITY IS **EVERYONE'S RESPONSIBILITY. LISTEN!**

WE NEED TO MAKE RESOURCES MORE **SPECIFIC & INVITING!**

the **UN'S ROLE** IS TO **AMPLIFY HUMAN RIGHTS!**



MODERATOR: JIM SINOCCHI
PANELISTS: ELAINE KATZ • TABITHA HALY • THERESE FITZPATRICK • LYKKE ANDERSON • SHIRIN KIANI • LUCIANO COSTANTINO

ADVANCING EMPLOYMENT FOR PERSONS W/DISABILITIES:

POST-COVID RETURN-TO-WORK

WE MUST BE MINDFUL & ADDRESS STRESSORS FOR PEOPLE W/ MENTAL HEALTH ISSUES!

STRATEGIES TO ADDRESS MENTAL HEALTH IN THE WORKPLACE



BEST PRACTICES FOR A MORE INCLUSIVE WORKPLACE

THIS IMPACTS DAILY LIFE!

IMPORTANCE OF MENTAL HEALTH

THERE IS A MENTAL HEALTH PANDEMIC FOLLOWING THE COVID PANDEMIC...

WE MUST CONSIDER 3 KEY ELEMENTS IN OUR STRATEGY

THERE IS NO SHAME!

INCLUSION BEGINS AT THE FRONT DOOR! ... AND SO DOES ENFORCEMENT!

AN INCLUSIVE CULTURE MUST BE LIVED!

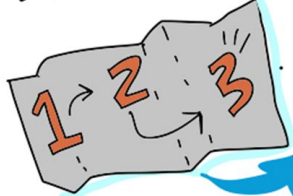
MANAGERS MUST DRIVE THIS!

THEY MODEL THE BEHAVIORS!

IN OUR JORDAN UNICEF OFFICE...
 2/3 NOT SLEEPING
 1/3 TAKING MED.
 1/3 SEEKING OUT A THERAPIST.



ESPECIALLY FOR PEOPLE W/ DISABILITIES



STIGMA: PEOPLE ARE FEELING A LOT OF GUILT!

BE MINDFUL OF LANGUAGE

1 END STIGMA THIS TAKES A SYSTEM-WIDE APPROACH!

- POLICIES
- ACCOMMODATIONS
- TRAINING FOR MANAGERS



TOP DOWN

PERSONS WITH DISABILITIES NEED TO FEEL SUPPORTED TO ASK FOR ACCOMMODATIONS!

THIS REQUIRES AN OPEN DIALOGUE!

1 ACCESS TO CARE

- PEOPLE FEEL BETTER KNOWING THEY HAVE SOMEONE TO TALK TO!
- OFFER FLEXIBLE WORK OPTIONS!

2 WELL-BEING SELF-ASSESSMENTS

- HELP KEEP PEOPLE AWARE OF HOW THEY ARE FEELING!

2 SUPPORT WE MUST SUPPORT OUR TEAMS VIA TRAINING!

3 PREVENTION

- FLEXIBLE WORK CONDITIONS
- AUTONOMYZE SCHEDULING!
- WORK LIFE BALANCE
- TOP-DOWN CULTURE CHANGES!



PROMOTE VISIBILITY AROUND FLEXIBLE SCHEDULES & ENCOURAGE CLEAR CONVERSATIONS!



3 TRAIN MANAGERS ON HOW TO TALK ABOUT MENTAL HEALTH IN THE WORKPLACE!



WE MUST NORMALIZE PRIORITIZING OUR MENTAL HEALTH



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POST-COVID RETURN-TO-WORK

COVID is a SERIOUS COMPLICATION for PEOPLE w/DISABILITIES!

this CONVERSATION IS NOT GOING AWAY!

CRITICAL ISSUES to ENSURE a SAFE RETURN

EMPLOYEES HAVE MULTIPLE CONCERNS...

- 1 SAFETY:** PROTOCOLS, POINT PERSON, CLEAR PLAN, CLEAR & SAFE TRANSPORTATION...
- 2 FLEXIBILITY:** CAN I MAKE MY ROLE HYBRID?
- 3 MY CAREER:** ARE THERE GAINS to BEING in PERSON? SAME ACCESS to TECH?

COVID HAS CHANGED EVERYTHING in OUR LIVES!

EMPLOYERS are MANAGING MULTIPLE RISKS!



THIS IS A HUMAN RIGHTS IMPERATIVE!

SUPPORTING RECRUITMENT & RETENTION

UNDP: TALENT PROGRAM for YOUNG PEOPLE w/DISABILITIES

- ✓ CHANNELS NEW TALENT
- ✓ OFFERS EXPOSURE & DEVELOPS LEADERSHIP SKILLS.

WE WANT to ATTRACT PERSONS w/DISABILITIES to our TALENT PIPELINE!

REMOTE WORKING ALLOWS for MORE INCLUSION for PERSONS WITH DISABILITIES



PERSONS w/DISABILITIES HAVE HUGE TALENTS!

...DRIVERS of CHANGE & INNOVATION BASED on PERSONAL EXPERIENCES!

INITIATIVES to REMOVE BARRIERS

- ✓ TARGETED OUTREACH
- ✓ SOCIAL MEDIA CAMPAIGNS
- ✓ PARTNERSHIPS
- ✓ ACCESSIBILITY CHECKLIST & GUIDELINES for OFFICES

WE WANT to TRULY CULTIVATE PEOPLE, as LEADERS!

NEED to FOLLOW HUMAN RIGHTS APPROACH!

TIPS for PROVIDING EFFECTIVE ACCOMODATION

WEMAP: INITIATIVE to HELP REASONABLE ACCOMODATION

TRANSPORTATION

TECH

TRAVEL

WORKSPACE

FOCUS: EMPOWER PEOPLE in 360°!

UNFPA MEASURES

- ✓ TOOLS & RESOURCES
- ✓ ACCOUNTABILITY FRAMEWORK
- ✓ PHYSICAL & ATTITUDINAL INFORMATION



THIS is FEATURED on EACH PAGE of our WEBSITE!

