

ODEP/NILG Alliance Report

10.19.16 – 10.19.18

Reporting Period: October 19, 2016 – March 19, 2018

I. Alliance Background

Date Signed 10.19.18

Overview

The U.S. Department of Labor, Office of Disability Employment Policy (ODEP) and the National Industry Liaison Group (NILG) recognize the value of establishing a collaborative relationship to promote the employment of individuals with disabilities. ODEP understands that NILG is entirely a volunteer board, with limited resources. ODEP further understands the special relationship NILG has with the local industry liaison groups (ILG) in that NILG is in a position to share and encourage ILG participation but does not exercise authority over the ILGs.

ODEP and NILG hereby form an Alliance to provide ILGs and the federal contractor community with information, guidance, and access to resources that will help them to recruit, hire, retain, and advance workers with disabilities. In developing this Alliance, ODEP and NILG recognize that ODEP and NILG are an integral part of a national effort to promote equal opportunity for people with disabilities.

ODEP and NILG work together to achieve the following **training and education goals**:

- Disseminate training and education materials related to the recruitment, hiring, retention, and advancement of individuals with disabilities to ILGs.
- Identify effective employer policies and practices related to workers with disabilities and disseminate to ILGs.
- Share employment expertise on effective practices to employ individuals with disabilities within key industries.

ODEP and NILG work together to achieve the following **technical assistance goals**:

- Promote ODEP-funded technical assistance services, such as the Job Accommodation Network and the Employer Assistance and Resource Network.
- Identify specific issues of concern among the federal contractor community to which the Alliance should direct particular attention and resources.
- Identify activities that demonstrate, evaluate or replicate model disability employment strategies.

ODEP and NILG work together to achieve the following **outreach and communication goals**:

- Develop communication strategies on how best to communicate training and education materials and effective practices to federal contractors (e.g. print and electronic media, electronic assistance tools and ODEP's and the NILG's Web sites). Specific emphasis will be placed upon ensuring communications are provided in accessible format(s).
- NILG will participate at ODEP events and invite ODEP to participate in NILG events meetings, or other relevant events.
- Demonstrate commitment to employment of individual with disabilities when addressing diversity, affirmative action, equal opportunity issues with ILGs and the federal contractor community.
- Develop and disseminate case studies from the federal contractor sector illustrating the business value of employing individuals with disabilities and publicize their results.
- Collaborate with other Alliance participants on employer issues, where appropriate, that are identified through the Alliance Program.

The ODEP/NILG Implementation Team members:

NILG: Kevin Carpenter, Wells Fargo HR and NILG Treasurer/Pacific Region; Virginia Leonard, Sr. HR Representative Labor and Employee Relations, Memphis Light, Gas and Water.

ODEP: Michael Murray, Renee Tajudeen, Katherine McCary, Tiffany Jolliff, Carol Dunlap.

II. Implementation Team Meetings

10.5.16
1.9.17
4.3.17
5.2.17
6.5.17
7.10.17
7.24.17
8.7.17
9.11.17
10.2.17
11.6.17
12.4.17
1.8.18
2.5.18
3.5.18
4.18.18

III. Outcomes

- 1.3.17 Webinar: Building a Disability-Inclusive Talent Pipeline
Presenters:
Brett Sheats (Moderator), National Project Director, EARN
Susan Picerno, Policy Advisor, U.S. Department of Labor, Office of Disability Employment Policy (ODEP)
Katherine McCary, President, C5 Consulting, LLC
Kathy West-Evans, Director of Business Relations, National Employment Team (NET), Vocational Rehabilitation (VR)
- 4.4.17 Kevin requested the link to JAN's toolkit. . Here it is:
<http://prod.askjan.org/toolkit/>
- ODEP NILG Alliance webpage created on ODEP's website
<http://www.dol.gov/odep/alliances/nlg.htm>
- 5.11.17 NILG promoted this Twitter Chat to members:

Join the Campaign for Disability Employment and the Association of University Centers on Disabilities (AUCD) on Thursday, May 11, 2017 from 1:00-2:00 p.m. ET for a Twitter chat in recognition of Mental Health Month. Titled “#CDEMENTalHealth: Supporting People with Mental Health Disabilities in the Workplace,” the chat will feature special guest Andy Imparato, Executive Director of AUCD. Don’t miss this chance to engage with Andy and others in an online discussion about the importance of supporting the employment success of people with mental health disabilities, along with workplace strategies for doing so effectively. To participate in the conversation, please use the hashtag #CDEMENTalHealth.

Sample Tweets:

Join @CDETTweets & @AUCDNews 5/11 @ 1pm ET for a Twitter chat on supporting employees with mental health disabilities! #CDEMENTalHealth
On 5/11 @ 1pm ET, @CDETTweets & @AUCDNews are hosting a chat with featured guest @AndyAUCD. Use #CDEMENTalHealth to join!
From 1-2pm ET on 5/11 join @CDETTweets & @AUCDNews's #CDEMENTalHealth chat on supporting people w/ mental health disabilities in workplaces.

- 6.15.17 ODEP NILG Webinar: **Ensuring Your Virtual Doors are Open: A Key Component of Disability Inclusion**/1:00 pm – 2:00 pm EDT

Brett Sheats (Moderator), National Project Director, EARN

Josh Christianson, Project Director, Partnership on Employment & Accessible Technology (PEAT)

Paul Albano, Senior Manager, Canon USA

Wendy Ofer, Specialist, Diversity & Inclusion Corporate Human Resources, Canon USA

Kevin Carpenter, NILG, Treasurer Vice President and EEO Consultant Corporate AA/EEO Compliance Department, Wells Fargo Corporate HR

- 8.7.17 Four NILG members expressed interest in being part of ODEP’s GSEI employer interviews: Cynthia Collver, Virginia Leonard, Valerie Vickers and Paul McGovern.

- 10.12.17 ODEP NILG Webinar: **Strategies for Retaining Talent after Injury or Illness**/1:00 pm – 2:00 pm EDT

Presenters:

Brett Sheats (Moderator), National Project Director, EARN

Kevin Carpenter (Opening Remarks), Vice President and Operational Risk Consultant, Operational Risk and Compliance, Wells Fargo

Jennifer Sheehy, Deputy Assistant Secretary, Office of Disability Employment Policy (ODEP)

Virginia Leonard, Acting Manager, Employment Services, Memphis Light, Gas and Water

Meredith DeDona, Senior Policy Advisor, U.S. Department of Labor Office of Disability Employment Policy (ODEP)

<https://www.askearn.org/news-events/webinars/strategies-retaining-talent-injury-illness/>

1.31.18 NILG issues announcement regarding updated website:

Dear ILG Chairs (or use whatever salutation we have used in the past or depending upon our audience. It would be great if it goes to our entire contact list)

The NILG continues to improve its website and offer helpful resources to members. To that end, the NILG has added an Advancing Disability Employment page below the Resources tab. This page offers a variety of resources and tools to advance disability employment among NILG members, including links to the U.S. Department of Labor's Office of Disability Employment Policy (ODEP) and the Employer Assistance and Resource Network (EARN) on Disability Inclusion. In addition, this page features a new toolkit for disability inclusion in the workplace and a section devoted to disability employment success stories among NILG members. A direct result of our alliance with ODEP, The Disability Inclusion Toolkit addresses topics such as federal disability laws and accessibility and outlines a range of effective strategies that employers, including federal contractors and sub-contractors, can use to recruit, hire, retain, and advance skilled workers with disabilities. "Including people with disabilities in the workplace leads to innovation," said ODEP's Deputy Assistant Secretary Jennifer Sheehy. "Together, NILG and ODEP are working to expand access to resources and information that foster an inclusive workforce and increase employment opportunities for people with disabilities."

Please follow the link herein to this new resources page. <http://www.nationalilg.org/odep-news/>

If you have any questions or comments, please direct them to Kevin Carpenter - kcarpent@wellsfargo.com<<mailto:kcarpent@wellsfargo.com>>

As we continue to provide disability inclusion resources to members through this alliance, we would like to hear from you regarding additional information and resources that would help you in your efforts to build a workplace where all workers succeed.

4.19.18 <https://blog.shrm.org/blog/7-ways-to-make-your-hiring-process-more-inclusive-and-accessible>

This article appeared in ODEP's News Brief and was sent to the full Board. The topic was one of many that came up during the face-to-face meeting 4.18.18.

Twitter chat opportunities were also forwarded to the Board: We invite you to join us next week for a series of Twitter Chats held in conjunction with our ongoing [Work Matters: Harnessing Innovation to Advance Workforce Opportunities Online Dialogue](#). We are hosting these events in support of our continued efforts to enhance employment opportunities for people with disabilities and to increase awareness around state policy efforts to improve accessibility of transportation, technology and the built environment.

- **On April 23rd at 1:00pm ET**, the National Council on Independent Living and the United Spinal Association are partnering with us to discuss state policies pertaining to accessible transportation to and from the workplace.
- **On April 25th at 1:00pm ET**, the Partnership on Employment & Accessible Technology (PEAT) is partnering with us to discuss state policies pertaining to accessible technology in the workplace.
- **On April 27th at 1:00pm ET**, the Job Accommodation Network (JAN) is partnering with us to discuss state policies pertaining to accessibility of the built environment in workplaces, including Universal Design and the elimination of architectural barriers.

Joining our Twitter Chats is easy. Just login into Twitter and search the hashtag #EPWChat to participate in the conversation. By adding the hashtag #EPWChat to your tweets, our partners and other participants will be able to see any ideas or comments you post.

7.31.18-8.3.18 NILG Conference/ Anaheim,CA/ Navigating the Waves of Change ODEP JAN EARN booth plus Workshop 3: Contractor Best Practices: Disability Inclusion- Successful Tips to Attract and Develop Your Pipeline for Success Michael Murray (ODEP), Katherine McCary (C5 Consulting, LLC), and Tammy Summers (Starbucks).