

KYBLN's DiversAbility News

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Director's Corner

Definition of *Network*: An extended group of people with similar interests or concerns who interact and remain in informal contact for mutual assistance or support.

I was recently asked why the KYBLN needed chapters. How could chapters have an effect on employment for people with disabilities? I realized that the questioner didn't really have a true grasp of the method by which the KYBLN anticipates change throughout Kentucky. The KYBLN is a network. Our chapter in Lexington is the core of the network. Alone, our Lexington central offices mean very little. The meaning and activities of the KYBLN must be carried out through our chapters. Basic premises upon which all KYBLN members agree are the unique cultures, topography, social climates, supports, and capital of the various counties and regions in Kentucky. We have several chapters throughout Kentucky that are developing. Northern Kentucky is an outstanding example of interagency collaboration and business buy-in. The Gap and Saint Elizabeth's Medical Center are just two of several highly motivated businesses in Northern Kentucky who are helping to lead this effort. Their issues and activities might well be very different from those in Bowling Green or Paducah, where additional chapters are developing. One area might have concerns about the lack of transportation for employees with disabilities. Another might be apprehensive about local support systems (employment agencies for job seekers with disabilities) when hiring job seekers with disabilities. Other communities could be anxious about liability, employer and employee rights, or types of accommodations that may be needed. These types of issues can only be addressed at the local level. Our staff and members in Lexington have been offering resources, speaking services, and technical assistance to our chapters as requested. However, our chapter leaders and members have tremendous expertise and really know and understand their local businesses and their needs. We have all been working together to:

- assist business leaders to better understand the abilities of job seekers with disabilities,
- assist human resource personnel in locating qualified workers with disabilities through our on-line job bank, and
- promote better communication and rapport between all employees in a given work setting.

This is an exciting adventure for all of our membership. Development of a bona fide network is extremely difficult to accomplish. However, the KYBLN, through the outstanding efforts of our business and human service leaders throughout the state, is approaching the true intention of *network* as defined above. We anticipate increased employment for Kentucky citizens with disabilities over the next few years and more businesses approaching us as a "clearinghouse" for resources and assistance in finding even more job seekers with disabilities!

Claudia Ernharth – State Director, Kentucky Business Leadership Network

NEWS

KYBLN Brown Bag Forum – The Benefits of Work-Ability: A Panel Discussion



This luncheon meeting will feature a panel of employers who have hired individuals with disabilities as well as some of their employees. Discussion will focus on issues surrounding the successful employment of individuals with significant disabilities. June 25th 12 - 1:30 at Lexington Holiday Inn North. There is no cost for KYBLN members. Non-members may attend their first

forum free of charge. For more information contact Katie Wolf Smith at 257-3586 x 2. To register go to:
<http://www.kybln.org/members/forums/index.htm>

Northern Kentucky Chapter of KYBLN

The steering committee for the Northern Kentucky chapter has been meeting since October 2002. The business leaders currently serving as members of this committee include representatives from Gap, Inc., McHale's Catering and Event Specialists, The Transit Authority of Northern Kentucky, St. Elizabeth Medical Center, Drawbridge Inn, Gateway Community and Technical College, Northern Kentucky Chamber of Commerce, Comprehensive Educational Services, Bank of Kentucky and Winegardner & Hammons, Inc. In addition to the businesses, our steering committee includes members from each agency that provides Supported Employment services in the region, the Department of Vocational Rehabilitation, and core personnel from the KYBLN. At this time, we are continuing to recruit business leaders for the steering committee while we are working towards an October kickoff event for the local chapter. It is an exciting time for all of us!

- Kim Kremer, Northern Kentucky Chapter Chair

Technology in the Workplace – Live Webcast



Learn from how to develop an accessible technology plan which includes strategies, needs analysis, purchasing criteria, training, and rollout. Find out what options are available and which technology solutions are right for you and your company. This webcast will explore practical tools and best practices of technology in the workplace to enhance the way everyone in your organization communicates, collaborates, and contributes. Presenters: Mylene B. Padolina, Gary Moulton, Ellen Meyer, Microsoft

Corp. Live webcast on June 23rd, 2 - 2:45 PM can be viewed at the KYBLN's conference room in downtown Lexington. Seating is limited, registration required. Those interested in attending can contact Katie Wolf Smith at 257-3586 x 2 or email at kwolf@uky.edu

DOL Announces Grant Solicitations Totaling \$3.0 Million For Home Modification

Two grant solicitations were published in the May 29, 2003 Federal Register by the Office of Disability Employment Policy. The grants, totaling \$3.0 million, will be available for Home Modification and Working for Freedom, Opportunity and Real Choice through Community Employment (WorkFORCE) Action. For people with disabilities, an often-cited barrier to participation in work and community life is the lack of affordable home modifications, such as ramps, widened doorways, lowered countertops and cabinetry accessible to those who use wheelchairs.



http://www.halftheplanet.org/departments/new_content/dol_grant.html

Career Opportunities for Students with Disabilities (COSD)

COSD is a consortium universities, corporations, and government agencies that focuses on employment of college graduates with disabilities. Microsoft sponsored and hosted their 4th Annual Meeting in May on the Microsoft campus. For more information visit the COSD Website at www.cosdonline.org

SHRM Survey: Better Understanding of Tax Incentives Could Increase Hiring of Disabled



The Society for Human Resource Management (SHRM) conducted the new Employer Incentives for Hiring Individuals with Disabilities Survey in conjunction with the Cerebral Palsy Research Foundation (CPRF), the University of Texas at San Antonio (UTSA), and Wichita State University (WSU) . . .

<http://messaging.shrm.org/publicaffairs/notice-description.tcl?newsletter%5fid=8160>

Speech to Speech Telephone Service

If you have a speech disability and live in the USA (including Puerto Rico and the Virgin Islands), you can now use a new, free telephone service 24 hours a day. This service, called Speech to Speech (STS), provides communication assistants (CAs) for people with difficulty being understood by the public on the telephone. The Federal Communications Commission (FCC) in Washington DC regulates relay service: STS is a form of relay

service. a list of U. S. Speech-to-Speech access numbers go to:
<http://www.stsnews.com/RelayNews/STSDialUpTelnumbers.html>

TECHNOLOGY

Studying the Employment of Persons with Disabilities – Live Webcast

Wednesday, June 18, 2003, 2:00 PM CT, Join Peter Blanck, Ph.D., J.D., Lisa Schur, Ph.D., J.D. and Douglas Kruse, Ph.D. online for a real time discussion of issues surrounding employment of persons with disabilities. Webcast is free of charge!

<http://www.ilru.org/online/handouts/index.html>

Windows XP - Step by Step Tutorials for Accessibility



These Step by Step Tutorials introduce you to some of the most commonly used accessibility features. The instructions show you how to use the mouse or keyboard to navigate, select options, and change settings. This information is presented in a side by side format so that you can see at a glance how to use the mouse, the keyboard, or a combination of both.

WinXP - <http://www.microsoft.com/enable/training/windowsxp/default.aspx>

Other Microsoft products - <http://www.microsoft.com/enable/training/default.aspx>

EDUCATION

ADA Insights

A Fact Sheet is for people who have a disability and believe they have been treated unfairly by an employer because of their disability. It answers important questions about how you can get protection from discrimination in work-related situations. It covers the federal law called the Americans with Disabilities Act (ADA) and the experiences of people with disabilities who have used that law.

<http://www.adainsights.org/adaguide.html>

Wheelchair Transportation Research Study

Investigators at the University of Pittsburgh are conducting a new research study under a grant from the National Institute for Disability and Rehabilitation Research to identify the frequency and nature of injuries to wheelchair riders involved in motor vehicle accidents. Persons who use wheelchairs or scooters as their primary means of mobility are eligible to participate. Get \$20 for helping in the research.

<http://upwd.net/wheelchairsurvey.html>

Kentucky Disabilities Coalition

Familiar with the Kentucky Disabilities Coalition? Kentucky Disabilities Coalition (KDC) is a mechanism for Kentucky's disability-related groups and organizations to work together on legislation and issues concerning Kentuckians with disabilities and their families. KDC is a tax-exempt, non-profit organization which is governed by a Board consisting of one representative from each of its member organizations and four individual members from each region of Kentucky. Through the hard work of its member groups and individual advocates in working with legislators who want to do the right thing for all Kentuckians, KDC has been a major player in numerous legislative, regulatory & budget successes.

<http://www.geocities.com/kydisabilitiescoalition/>

New High School/High Tech Manual

The High School/High Tech Program, sponsored by the Department of Labor's Office of Disability Employment Policy, provides opportunity for students with disabilities to explore careers in science, mathematics and technology. The new training manual is now available on-line at: <http://www.ncwd-youth.info/>

Featured Job Seekers

Computer Network Technician

Associate Degree Electronic Engineering. Currently work study as computer network technician. Ranked 6th in USA for wheelchair tennis league. On the job training and tax credit eligible. See resume titled 'Computer Network Technician'

Computer Repair/Programming

Associate degree-University of Cincinnati-Computer courses. Currently attending Cincinnati State -seeking work study experience. Experience building and repairing computers at home. Other exp.-Dietary department, Theater usher. Tax credit eligible. See resume titled 'Computer Repair/Programming'.

The KYBLN Job Bank can be located at <http://jobs.kybln.org>

KYBLN's lead employer



To access past newsletters or sign up for future newsletters please see our newsletter archive at <http://www.kybln.org/news/newsletter/index.html>

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