



# Kentucky Business Leadership Network

*"Working Together to Promote Diversity in the Workplace"*

## KYBLN's DiversAbility News

KYBLN Newsletter | Vol. 1 No. 9 | November 2003

KYBLN's lead employer!



### Director's Corner

I recently returned from the National BLN Summit in San Francisco. I traveled out there thinking about how busy I was and kind of wishing I could have skipped the whole thing.

What an experience I had while I was there! The showing of businesses from all over the world was fantastic. It was a wonderful networking and information-sharing opportunity. However, what made it such an uplifting experience for me was the entertainment. The second night of the summit, we were treated to the most remarkable show. Talented people with severe disabilities made us laugh at their jokes and marvel at their dancing abilities. One man who had a significant facial deformity walked to the stage. People were polite but there was a fair amount of averting of eyes. Were we in for a surprise! He was so funny. At the conclusion of his act he asked us: "How many of you are still aware of my deformity?" Each of the acts delivered the same message in different ways. One of our keynote speakers, Denise Bissonnette, encouraged all of us to "look beneath the surface. I am paraphrasing a quote that Denise made attributed to Michaelangelo. Michaelangelo was asked by an admirer (again, paraphrased): How do you make an angel from that piece of stone? Michaelangelo replied: I see the angel in the stone and I chip everything away that's not angel.

I came back to Lexington very refreshed.....

Claudia Ernharth – State Director, Kentucky Business Leadership Network

## CHAPTER NEWS

### KYBLN Brown-bag Forum



#### Employing Individuals with Hearing Impairments

This luncheon meeting on Dec. 1<sup>st</sup> will feature a discussion led by Tom King and Julie Beth Hayden with the KY Department of Vocational Rehabilitation. Participants will gain an understanding of Deaf Culture, how to communicate with individuals with hearing impairments, adaptive equipment, sign language interpreters, and how to access available resources. Register online at <http://www.kybln.org/members/forums/index.htm>

### Northern Kentucky KYBLN Chapter cited in Cincinnati Enquirer

With the national economy ripping along at a pace unseen since 1984, a group of Northern Kentucky business leaders expect that sooner or later, disabled people will get a solid chance at any newly created jobs. See entire newspaper article at <http://www.kybln.org/news/nky-nov-3-2003.htm>

### Northern Kentucky KYBLN Chapter hosts Brown-bag Forum



#### Interviewing and the ADA

Thomas Fricke, the CEO of Comprehensive Educational Services will be the speaker for this luncheon on Jan. 28, 2004 at 11:30. This luncheon meeting features a discussion regarding

working with individuals with disabilities in the context of the ADA. The Holiday Inn is supplying sodas and coffee. They would like to thank Winegardner & Hammons for the gratis room and drinks. Registration online at <http://www.kybln.org/nky/forum-reg.htm>

## Upcoming Chapter Meetings

**Louisville Chapter** - Dec. 8th @ 11 - 12:30 at the Charles W. McDowell Center on Westport Rd. Louisville  
Details on the meeting can be obtained from Brian at [brian3535@earthlink.net](mailto:brian3535@earthlink.net)

**Paducah Chapter** - Dec. 8th at the Courtyard by Marriott. Details can be obtained from Lisa Carrico, [lcarrico@ky-ws.easter-seals.org](mailto:lcarrico@ky-ws.easter-seals.org)

## NATIONAL NEWS



### **Kentucky Department of Vocational Rehabilitation in Top Rankings**

Research conducted and published in the Journal of Rehabilitation Administration indicated that KYDVR ranked 5th in the nation in providing cost effective, outcome-oriented services to individuals with significant disabilities. The average hourly wage for successful KYDVR consumers in FY2003 was \$9.31, substantially higher than the FY2000 national hourly rate of \$7.33 (Rehabilitation Services Administration). In FY 2003 there were 4,773 eligible individuals who successfully entered or reentered the workforce as a direct result of the services provided by KYDVR.

Source: Kentucky Department of Vocational Rehabilitation

### **Annual TASH Conference: Possibilities | Chicago, IL**

The TASH conference, December 10-13, 2003, is the largest and most progressive international conference that focuses on strategies for achieving full inclusion for people with disabilities. This invigorating event, which brings together the best hearts and minds in the disability movement, features over 450 breakout sessions, exhibits, roundtable discussions, poster sessions, and much more. <http://www.tash.org/2003conference/>

### **Help Celebrate 3rd Annual National Inclusive Schools Week**

The 3rd Annual National Inclusive Schools Week will be celebrated December 1-5, 2003, in classrooms, schools, and communities throughout the country to highlight the nation's progress in providing a quality education to an increasingly diverse student population, particularly to those who have disabilities. To help schools and communities plan events and activities for the Week, the National Institute is offering an updated Celebration Kit containing publications that outline the benefits of inclusive schools, suggested readings for children and adults, celebration ideas and lesson plans, and materials to use in promoting the Week. The 2003 kit also includes specific ideas for family, classroom, and school celebrations that honor the diverse heritages and cultures of the nation's children, and suggestions for improving family-school partnerships. More online at <http://www.inclusiveschools.org/kit2003.html>

### **Send an Online Holiday eCard Free with Easter Seals**

Children's art holiday e-cards are now available! Easter Seals has created free holiday e-cards for our supporters and special friends. The e-card designs were created by young Easter Seals clients. Each card is a magical way to say "happy holidays" to friends, family and others. Send a holiday e-cards today at <http://www.easterseals.com/ecards>

## TECHNOLOGY

### **Verizon Offers New Disability Related Products**

Verizon Communications, one of the world's leading communications services providers, recently opened in California a Center for Customers with Disabilities, which provides a full range of communications products and services for people with hearing, vision, mobility, speech and cognitive disabilities. The Center is the second of

its kind (the first in located in Marlboro, MA) and will eventually serve customers with disabilities from Hawaii to Florida. See their new online center at: <http://www.verizon.com/disabilities>

### **Wireless Pagers Become Lifeline for People Who are Deaf**

Cell phone-size messaging gadgets like the BlackBerry and the T-Mobile Sidekick have caught on quickly with people who are hearing impaired or deaf since being introduced a few years ago, giving them freedom to move around and communicate like never before. See entire article at [http://story.news.yahoo.com/news?tmpl=story&cid=528&ncid=528&e=1&u=/ap/20031120/ap\\_on\\_hi\\_te/silent\\_revolution\\_1](http://story.news.yahoo.com/news?tmpl=story&cid=528&ncid=528&e=1&u=/ap/20031120/ap_on_hi_te/silent_revolution_1)

## **EDUCATION**

### **Internship Program for College Students with Disabilities**

Administered by AAPD and sponsored by the Mitsubishi Electric America Foundation (MEAF), second-semester sophomores through first-semester seniors interested in working on Capitol Hill are encouraged to apply. Accepted candidates will work in congressional offices in Washington, DC. Roundtrip air travel and housing will be provided to interns, and each student will receive a stipend of \$1,500. For additional information and an application, visit: <http://www.aapd-dc.org>

### **U.S. Department of Education/U.S. Chamber of Commerce release Employment Guidebook**

In recognition of National Disability Employment Awareness Month 2003, the U.S. Department of Education, in partnership with the U.S. Chamber of Commerce, today released a guidebook to acquaint business leaders with programs and resources available to assist them in hiring people with disabilities. You can get a free copy of the Guidebook at <http://www.ed.gov/about/offices/list/osers/products/employmentguide/index.html>

### **Identifying and Treating Attention Deficit Hyperactivity Disorder: A Resource Guidebook for School and Home**

This resource guide from the U.S. Department of Education, designed for families and educators, provides information on how attention deficit hyperactivity disorder (ADHD) is identified and treated. The guide includes sections on legal requirements, treatment options, and helpful hints about improving the quality of life at home and at school for a child identified with ADHD. Get your copy of the guidebook at <http://www.ed.gov/teachers/needs/speced/adhd/adhd-resource-pt1.pdf> Adobe Acrobat Reader software is required to view the guidebook. If you do not have Adobe Acrobat Reader you can download the software for free at <http://www.adobe.com/products/acrobat/readstep2.html>

### **Job Applicants and the Americans with Disabilities Act (October 2003)**

The U.S. Equal Employment Opportunity Commission (EEOC) has released a new fact sheet designed to educate job applicants on how Title I of the Americans with Disabilities Act (ADA) protects their rights throughout the hiring process. The new publication also explains the ADA's rules on when employers may seek medical information from applicants. The fact sheet reviews the types of questions that are prohibited during interviews and on applications, and discusses what questions an employer may ask of applicants with obvious disabilities, such as deafness or loss of a limb. <http://www.eeoc.gov/facts/jobapplicant.html>

**Join a Rapidly Growing and Meaningful Organization, the KYBLN!  
Help your business and support your diversity program!  
Go to <http://www.kybln.org/occ/employer/join.htm>**

**Want to contribute to our organization? See your contribution at work!  
Call us at 859-257-3586, x 1 and we'll tell you how your dollars will be spent.  
Contributions are tax-deductible!**

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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