



KYBLN's DiversAbility News



KYBLN Kicks Off its Newest Chapter in Louisville!

UPS, Kroger, LG&E Energy, Bank One, and Norton Health Care presented a breakfast to kick off the Greater Louisville chapter of the KYBLN. The breakfast, held at Kroger's Catering & Banquet Center, featured Norb Ryan, Kentucky ADA Coordinator, and Lora Griffin, Manager Employee Diversity Affairs for LG&E Energy. Forty five people attended the breakfast to learn about the KYBLN and how employing individuals with disabilities is good for business. An exhibit area of local disability employment service providers was available for employers to browse and network. Regular brown bag forums will begin later this spring. The KYBLN is excited to announce the development of this new chapter in Kentucky's largest city!



Glenn Leveridge, Bank One, Claudia Ernharth, KYBLN Director, Pat Murphy, UPS, Lisa Morley, Bank One, Phil Watson, Kroger, Kim Maffett, Norton Health Care, Lora Griffin LGE&E Energy

Special thanks to Phil Watson, Kroger Co., for hosting this event! The local business board of Pat Murphy, UPS; Phil Watson, Kroger; Lisa Morley, Bank One; Lora Griffin, LG&E Energy; and Kim Maffet, Norton Health Care have worked hard to develop this chapter. Your input is welcome as things really get going in this area! Please contact kwolf@uky.edu for information.

Student Mentoring Program holds Initial Celebration



Project SEAM, a student/employer mentorship program will hold its celebration breakfast April 20th at Keeneland in Lexington. In its first semester five students from Fayette County Public Schools and the University of Kentucky were mentored at: Lexmark, Inc., The Center for Women, Children, & Families, UK— Interdisciplinary Human Development Institute, Growing Together Preschool, and Kentucky Clinic. Each student was able to explore career opportunities in their field of interest and to gain exposure to the world of work. The KYBLN would like to thank everyone who participated in planning and carrying out this mentoring initiative and a special thanks to Keeneland for hosting this year's celebration.

If you are interested in participating as a mentor in the future, please email Katie Wolf Smith at kwolf@uky.edu.

Volume 3, Issue 3

April, 2005

KYBLN Statewide Business Leaders Board

- Glenn Leveridge, KYBLN Chair, Bank One
- Patty Bender, Univ. of Kentucky
- Bill Blue, Bank One
- Mike Curd, Holiday Inn North
- Roberta Dale
- Jerry Hale, Keeneland
- Craig Gruzca, Toyota Motor Mfg. KY
- Steve Jacoby, Small Business Development Center
- Cheryl LaFleur, UK Federal Credit Union
- JoLynn Norfleet, KCTCS
- London Roberts, Lexmark, Inc.
- Rick Stafford, Gatton College of Business, UK
- Jim Staples, Woodford County Government, Retired Banker
- Board Liaisons: Norb Ryan, State ADA Coordinator
- Joyce Lee, KY Office of Vocational Rehabilitation
- Claudia Ernharth, KYBLN State Director
- Katie Wolf Smith, KYBLN State Coordinator

Inside this issue:

| | |
|---|----------|
| KYBLN Happenings | 1 |
| Chapter News & Disability Employment News and Links | 2 |
| Disability: A Key Part of Diversity! | 3 |
| Emergency Preparedness for People with Disabilities | 4 |
| Acknowledgements | 5 |

KYBLN Chapter Lead Employers

**Northern KY
Nancy Spivey,
Northern KY Cham-
ber of Commerce**



**Greater Louisville
Patrick Murphy,
UPS**



**Purchase Area
Izell White,
Jackson Purchase**



Chapter News

Northern KY BLN—Chuck McHale, McHale's Catering & Event Specialists, and Tom Fricke, Comprehensive Educational Services, were featured on Cincinnati's Sunday morning program "Newsmakers" March 20th speaking about the KYBLN and the business benefits to hiring people with disabilities. Congratulations on a great program!

The NKYBLN held a successful forum March 22nd. Norb Ryan, State ADA Coordinator, filled local employers in on tips to being competitive while complying with the ADA.

Purchase Area BLN—The Purchase Area BLN will hold their first brown-bag breakfast May 24, 7:30 a.m. at Jackson Purchase Energy Corporation in Paducah. Betty Spohn, Director of Business Services for Behavioral Medicine Network (BMN) in Lexington, KY, will be the guest speaker. Ms. Spohn, an experienced Human Resources professional, is knowledgeable of the workplace and understands the kinds of issues that challenge employers.

Greater Louisville BLN—The GLBLN held a Kick Off breakfast March 24th at Kroger Banquet & Catering Hall. Brown Bag events will be scheduled for later this spring—watch for details! This is a great time to join this new chapter at the early stages of development; don't miss out!

Bluegrass BLN—The Bluegrass BLN is currently re-focusing their initiatives and will begin holding regular forums in the near future. Please watch for details!

Employment-Related Tidbits

Inclusive Workplace How To's

A free online publication from Mobility International USA (MIUSA) that provides information, strategies and resources for organizations to become more inclusive in their hiring practices, administration and policies. Although specifically developed for international development agencies, it has some solid resources for any employer/company including

some interesting material on Website Design and a Guide for Accessible Meetings.

[More information...
www.miusa.org/
publications/freeresources/
hrtoolbox/
humanresourcestltx](http://www.miusa.org/publications/freeresources/hrtoolbox/humanresourcestltx)

Hiring Visually Impaired Workers

A Hire Vision: "What Employers Want to Know About Hiring Visually Imp

aired Workers" is an online video that promotes the benefits of hiring workers who are blind or have low vision, and depicts how visually impaired employees perform their jobs. The video also contains interviews with those employees' supervisors, and explains how AFB can help employers find what they need to recruit, hire, and retain qualified workers with visual impairments. [For more information, click here.](#)

More than 1900 Job Candidates with Disabilities are Ready to Work

Right now there are 1,913 college students with disabilities who are ready to fill summer jobs or permanent positions in both the government and the private sector. Between January and March, recruiters from ODEP and 19 other federal agencies inter-

viewed these students at more than 200 colleges and universities throughout the United States and in Puerto Rico. These candidates have a variety of career interests, skills and abilities. A database summarizing their qualifications is available free of charge to interested employers through ODEP's [Workforce Recruitment Program](#).

2005 NATIONAL ADA SYMPOSIUM AND EXPO

MAY 17 - 19, 2005
Sponsored by the network of ADA & IT Centers regional technical assistance centers, the expo will be held at the Overland Park Convention Center, Overland Park, KS. The National ADA Symposium is designed to meet the specific needs and inter-

Employment-Related Tidbits continued

ests of professionals who are involved in interpreting and implementing the American with Disabilities Act's guidelines and regulations. For more information, including online registration, go to <http://www.adaupdate.org/Symposium.html>

Job Accommodation Network National Conference

Join the Job Accommodation Network (JAN) in San Francisco on September

26-27, 2005. JAN's Annual Conference, *Empowering Employers to Build an Inclusive Workforce*, offers a unique learning opportunity to enhance your organization's ability to accommodate and employ people with disabilities. Interact with JAN staff and national experts during training sessions on accommodation strategies, ADA/legal issues, and innovative employment practices. Visit the 2005 JAN Conference Web site for more details about who should attend,

registration fees, and featured speakers. We hope to see you in San Francisco! <http://conference.jan.wvu.edu/>



Disability: A Key Part of Diversity!

JPMorgan Chase, merging with the KYBLN's lead employer Bank One, is committed to a diverse workforce, including employees with disabilities.

"JPMorgan Chase has seen first-hand the benefits gained with a corporate culture that's actively inclusive, where colleagues are recognized based on their talent and skills, and where diversity is used as a competitive advantage to benefit from the broadest possible pool of employee talent, experiences and perspectives."

-William B. Harrison, Jr. Chairman and Chief Executive Officer

Read more about JPMorgan Chase's commitment to a diverse workforce at <http://www.jpmorganchase.com/cm/cs?pagename=Chase/Href&urlname=jpmc/community/diversity>

10 Steps to Put Ability to Work

When properly implemented, disability initiatives should improve the organi-

zation for everyone. The Virginia BLN has compiled [Strategies for Diversifying Your Workforce by Including People with Disabilities](#).

Interested in implementing a disability initiative in your organization? [Link here](#) for ideas of where to begin and *remember the KYBLN is here as a resource for your company!*

<http://www.vabln.org/toolkits.htm> for more information

Did You Know?

Almost one in five working age Americans (age 16 to 64) has at least one disability (33.2 million people).

-2000 U.S. Census

As the "baby-boom" generation ages, the number of people in the labor force aged 55 to 64 is expected to increase by 51 percent—more than four times the average for all other age groups.

-Bureau of Labor Statistics

Emergency Preparedness for People with Disabilities—resources regarding this important issue

Office of Disability Employment Policy Report on Emergency Preparedness for People with Disabilities

Research and experience in the last decade demonstrate that the needs of federal and private sector employees with disabilities are often omitted during the emergency preparedness planning process. However, since the tragic events of September 11, 2001, the specific needs of people with disabilities have been of keen interest, stimulated by accounts of people in wheelchairs being trapped and left to die in the smoke-filled stairwells of the World Trade Center in New York.

The ability to evacuate and/or find shelter during an emergency situation for an employee with a disability can be a daunting task not only for the person with the disability, but also for his or her employer.

Like other federal agencies, the Department of Labor has been actively preparing its office spaces and buildings for emergency situations for all employees, including employees with disabilities. While much has been done, there remains much to do, in the Department of Labor and throughout the federal Government, in the Washington, DC area and, particularly, in the regions. The Seminar of Exchange and this Summary Report are a significant step forward.

Find the entire summary report at <http://www.dol.gov/odep/pubs/ep/index2.htm>

Job Accommodation Network's Employer's Guide to Including Employees with Disabilities in Emergency Evacuation Plans

Interest in emergency evacuation planning has increased dramatically since the September 11 terrorist attacks. In turn, the Job Accommodation Network (JAN) started receiving more calls from employers requesting information about their legal obligation to develop emergency evacuation plans and how to include employees with disabilities in such plans. Whether mandatory or voluntary, many employers decide to develop emergency evacuation plans. The linked document provides steps for including employees with disabilities in those plans <http://www.jan.wvu.edu/media/emergency.html>

The Disability Preparedness Center

The Disability Preparedness Center is focused on helping ensure that all individuals are included in the development of and inclusion in plans for protection from both natural and man-made emergencies. In almost all cases, emergency planning, including evacuations and sheltering during natural disasters, attacks of terrorism, industrial and highway accidents has not taken into consideration the communication, transportation and medical needs of persons with disabilities, and other special populations.

<http://www.disabilitypreparedness.org/>

Conference on Emergency Preparedness for People with Disabilities: Virtual Binder

The National Organization on Disability's Emergency Preparedness Initiative announces the public release of all materials related to the National Capital Region Conference on Emergency Preparedness for People with Disabilities. The conference was sponsored by the National Capital Region with support of the U.S. Department of Homeland Security in partnership with N.O.D. With registration full at 400 people and late registrants regrettably having to be turned away, the first conference on Emergency Preparedness for People with Disabilities took place on September 22-24, 2004 in Arlington, VA. The popularity of the conference and the cooperative, enthusiastic spirit of participants signal how important an event this was, and the strong commitment of the participants to addressing the emergency needs of people with disabilities in the National Capital Region and beyond.

[View the Virtual Binder from the Conference on Emergency Preparedness for People with Disabilities http://www.nod.org/epiconference2004/index.html](http://www.nod.org/epiconference2004/index.html)



Kentucky Business Leadership Network

University of Kentucky IHDI
1 Quality Street
Suite 722
Lexington, KY 40507

Phone: 859-257-3586
Fax: 859-257-4459
E-mail: cernhar@uky.edu

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

- Acknowledgements: The KYBLN editorial staff would like to thank Maggie Roffee, ODEP, for her periodic updates from Washington. Thanks as well to "Monday Morning in Washington DC," a newsletter published by the Inclusion Research Institute of Washington, DC, and to "Diversity World," www.diversityworld.com, from which we have excerpted several announcements.
- To access past newsletters or sign up for future newsletters please see our newsletter archive at <http://www.kybln.org/news/newsletter/index.html>
- Please forward this email to associates who may benefit from this information. If you did not receive this email from us directly and would like to be added to our newsletter listing, please go to the link above.
- To be removed from our e-newsletter list send email to listserv@lsv.uky.edu with the following text in the message body: signoff kybln
- Disclaimer: The KYBLN publishes information about issues and events that we believe to be important and likely to be of interest to advocates and others interested in employment of persons with disabilities. However, the KYBLN does not necessarily endorse all events, sponsoring organizations and reports which appear.

Interdisciplinary Human Development Institute

Promoting Independence, Productivity and Integration for All People

Special Thanks to the Interdisciplinary Human Development Institute at UK for their steadfast support of the Kentucky Business Leadership Network