



KYBLN's DiversAbility News

KYBLN's New Education Committee!



The [KYBLN Education Committee](#) was established in February, 2004. With the help and guidance of Kentucky schools and employers, this committee is really going to make "things happen" in Kentucky for students with disabilities. One of the activities that this committee intends to undertake is National Disability Mentoring Day (NDMD). The committee has decided to offer ongoing mentoring and job shadowing experiences to students with disabilities in the Greater Lexington area. They are planning a formal kick-off of activities in October. Details to follow! Kentucky has several other NDMD coordinators and the KYBLN hopes to work cooperatively with them to impact the entire Commonwealth. For more information about NDMD, please link to <http://www.dmd-aapd.org/index.html>.



KYBLN Chapter Update

Attention KYBLN Chapters: Please send Chapter information to cernhar@uky.edu. This is an area to tell what you've been up to and to highlight an employer, i.e. sponsors of forums or meetings or those who have made hires. This is a great way to share good news!

Northern Kentucky (<http://www.kybln.org/chapters/nky/index.htm>) News from Kim Kremer.

The Northern Kentucky Business Leadership Network is pleased to announce the election of Nancy Spivey, Vice President with the Northern Kentucky Chamber of Commerce, as the Chair Person of our chapter; Shawn Curran, Senior Director with Gap, Inc, as Chair-Elect; and Kim Kremer will continue as Chapter Coordinator. Their terms will officially began July 1, 2004.

On Thursday, July 22, 2004, The Gap, Inc. hosted the Northern KYBLN Chapter's Brown Bag Forum entitled "Let's Get Reasonable" presented by Dr. Marlene Huff. This was an extremely well received session that was thoroughly enjoyed by northern KY businesses.

Bluegrass Chapter Brown-Bag Forum I've Tried Everything I Can Think of—What Now?

July 29, 2004, Sponsored by Lexmark, Lexington, KY

This was a fun, fact-filled presentation by Patty Bender, Assistant Vice President of Affirmation Action and Linda Gallichio, HR Manager, Univer-

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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, Bank One
- Steve Jacoby, KY Small Business Development Center
- Cheryl LaFleur, UK Federal Credit Union
- JoLynn Norfleet, KCTCS
- Rick Stafford, Gatton College of Business, UK
- Jim Staples, Retired Banker, Woodford County Government
- Board Liaisons: Norb Ryan, State ADA Coordinator
- Robin Ritter, KY Office of Vocational Rehabilitation
- Claudia Ernharth, KYBLN State Director
- Katie Wolf Smith, KYBLN State Coordinator

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Bluegrass and Paducah Chapters

sity of Kentucky. The discussions focused on the termination of em-



ployees, both with and without disabilities. Our thanks to both presenters and to London Roberts at Lexmark for her hospitality!

Paducah (contact Lisa Carrico) The KYBLN sponsored a videoconference between KYBLN Paducah chapter organizers, Bob Ryan from Northern KY, and Claudia Ernharth in Lexington. This was a great way for all to have an opportunity to "put a face to a name" and really plan for Paducah's future. Lisa Carrico is leading Paducah's effort. KYBLN's Katie Wolf Smith spoke at Paducah's SHRM meeting on the 28th.

Future videoconferences are planned. For more information, please contact [Lisa Carrico](#).

Employment-Related Tidbits

Resolving Workplace Disputes Involving Individuals with Disabilities

College of Business and Public Administration, University of Louisville, Louisville, KY

August 12-13, 2004 - Presented by the Institute for ADA Mediation. The agenda includes topics on: the impact of ADA requirements in medication, the disability perspective, building skills for ADA me-

diation, and mediation simulation and group role play. For registration and more information, please visit www.win.net/accessada or contact Mary Ellen Harned at 502-458-9675, info@accessada.win.net. **Institute for Community Inclusion Brief -- State Agency Systems Collaboration** <http://www.communityinclusion.org/publications/>

pub.php?page=rp37 "Some states acknowledge the benefits of interagency collaboration but have trouble putting it into action. ICI researchers worked with local offices to help them improve the One-Stop Career Center network for people with disabilities. This brief gives an "in the trenches" view of tools that worked."

Access Loans Available

Members of the American Association of People with Disabilities (AAPD) can join Digital Federal Credit Union to take advantage of Access Loans for any product, device or building modification designed to assist someone with a disability. Customers can borrow from \$1,500 to \$25,000 or more for up to

72 months with no down payment. The borrower need not be the beneficiary of the purchase. For more information: <http://www.dcu.org/prodserv/loans/access.html> **Employability Skills Training and Implementation Program**

The Employability Skills Training and Implementa-

tion Program (ES-TIP) is a software-based learning system that helps consumers with little to no work experience and/or academic skills build self-esteem, work ethics and workplace success. Originally developed by the Florida Department of Education, ES-TIP addresses the skills and knowledge necessary for an effective

"The Kentucky Business Leadership

Network (KYBLN) developed a comprehensive approach to attaining its mission of 'expanding diversity in the workplace through dynamic exchanges of information...'"

"An important part of KYBLN's approach was the development of a web site containing practical information forjob seekers with disabilities"

The Final Report on the Presidential Task Force on Employment of Adults with Disabilities, presented to the President of the United States, July 26, 2002.

Tidbits, continued

job search while promoting positive strategies and attitudes essential for job retention and career advancement. For more information go to the Vocational Research Institute's web page <http://www.vri.org>.

New Harris Poll: People with Disabilities Still Lag Behind in Quality of Life
Americans with disabilities are at a critical disadvantage compared to other Americans in ten key areas of life, according to the recently released 2004 National Or-

ganization on Disability/Harris Survey of Americans with Disabilities. Only 35 percent of people with disabilities reported being employed full or part time, compared to 78 percent of those who do not have disabilities. Three times as many live in poverty with annual household incomes below \$15,000 (26% versus 9%). People with disabilities remain twice as likely to drop out of high school (21% versus 10%).

New Free Newsletter from NCWD/Youth

Intersection, a new free electronic newsletter for and about the workforce development system and working with youth with disabilities is available through the National Collaborative on Workforce and Disability for Youth (NCWD/Youth) website at <http://www.intersectionnewsletter.org/intersection>. This website also includes useful information for youth with disabilities, families of youth with disabilities, workforce development professionals, youth service providers, em-

ployers and policymakers. To sign up to receive Intersection, go to http://www.ncwd-youth.info/intersection/signup_form.php

"Disability Studies for Teachers"

This website developed by the Center for Human Policy at Syracuse University contains lesson plans and materials designed to help teachers integrate disability stud-

ies into social studies, history, literature, and related subjects in grades 6-12. The plans and materials also can be adapted for use in postsecondary education. Lesson plans & essays on "disability studies" examine disability as a social, cultural, & political phenomenon. Among the topics: a history of deaf education, efforts to reform poorhouses in the 1840s & 1850s, P.T.

Barnum & "freak shows," & conscientious objectors during World War II who exposed horrific conditions at state institutions, & an introduction to disability studies. <http://www.disabilitystudiesforteachers.org/>. For further information contact the Center Human Policy, School of Education, Syracuse Univ. info@disabilitystudiesforteachers.org.

July 26, 2004 Marked the 14th Anniversary of the Signing of the ADA!

'Disability Matters', with Joyce Bender. An international talk radio shows with real-time captioning focused on the employment and empowerment of people with disabilities. Hear prominent disability leaders senior executives from the private sector every Tuesday from 2:00pm-3:00 pm ET on www.voiceamerica.com.

The 2004 Paul G. Hearne/AAPD Leadership Awards Competition Announced. The American Association of People with Disabilities (AAPD) recently announced the availability of the application for the "emerging leader" awards. Up to 3 people with disabilities who are emerging as leaders in

their respective fields will be awarded \$10,000 each through the program to help them continue their progress and development as a leader. The deadline is September 10, 2004. For complete application instructions see the AAPD Web site http://www.aapd-dc.org/awards/awards04/hearne_app04.html.



In Washington D.C. on July 9, Tom Donahue, President of the US Chamber of Commerce thanks Claudia Ernharth, KYBLN State Director, for her work with the USBLN Steering Committee during 2003-04



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
<http://www.kybln.org>

Working Together to Promote Diversity in the Workplace



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- 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.



Special Thanks to the Interdisciplinary Human Development Institute at UK for their steadfast support of the Kentucky Business Leadership Network
<http://www.ihdi.uky.edu/>

Secretary Chao Selects "You're Hired! Success Knows No Limitations!" as October's National Disability Employment Awareness Month Theme

U.S. Secretary of Labor Elaine L. Chao has selected "You're Hired! Success Knows No Limitations!" as the official theme for October's National Disability Employment Awareness Month.

"The theme, 'You're Hired! Success Knows No Limitations!' emphasizes one of President George Bush's top priorities—economic opportunity through job creation," said Secretary Chao. "It also builds upon the accomplishments of the President's **New Freedom Initiative** which has created many opportunities for persons with disabilities to be fully included in the 21st Century workforce."

The Office of Disability Employment Policy (ODEP) specifically addresses policies that impact the employment of people with disabilities. It acts as a catalyst to stimulate new ideas about employment through research and development, policy analysis, grant awards, technical assistance and the promotion of effective business practices.

"People with disabilities are an untapped source of both capable employees and valued customers," said Roy Grizzard, Assistant Secretary of Labor for Disability Employment Policy (ODEP). "The theme 'You're Hired! Success Knows No Limitations!' will help federal, state and local governments, advocacy

groups and the business community plan events and programs throughout October's National Disability Employment Awareness Month that highlight the talents and skills of job seekers and working Americans who have disabilities."



SAVE THE DATE!

**October 4th, 2004
Holiday Inn Airport
Erlanger, Kentucky**

[OCTOBER 2004]

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31						

IMPACT YOUR BOTTOM LINE:

*Tap an Untapped Market....
Individuals with Disabilities*

**Annual
Kentucky Business
Leadership Network Conference**

- *Business Success Stories*
- *Learn how to create plans to diversify your workplace*
- *Attend KYBLN Awards Luncheon-recognizing businesses that employ Kentuckians with disabilities*
- *Interact with exhibitors– learn more about accommodations and (often free) supports available for employers and employees with disabilities.*

**Register online at www.kybln.org
Or call 859-257-3586 for more information**