

DC Metro Business Leadership Network

Monthly Newsletter: February 2017



We Are Growing!

The DC Metro BLN Leadership has gotten off to a great start! In addition to our completely full Board of Directors we are pleased to welcome these five New Advisory Board Members:

- Rikki Epstein, *The Arc of Northern Virginia*
- Tisha Herne, *Audio Eye*
- Karen Herson, *Concepts Communication*
- Dorothy Meekins, *Evolver, Inc.*
- Bryan Moseley, *TCS Associates*

Do you have an interest in disability inclusion and want to support the DMV's premier Business Led B2B organization to expand outreach, education and Millennial engagement? Contact [Katherine McCary](#) to learn more!

TABLE OF CONTENTS

- [Member Announcements](#)
- [2017 Programs](#)
- [2017 Membership](#)
- [In the News - Articles of Interest](#)
- [Upcoming Events in the DC Metro Area & Beyond](#)
- [About Us](#)

MEMBER ANNOUNCEMENTS

COMMITTEE OPPORTUNITIES

Join a Committee! We have current openings for members to volunteer! Get to know other members and network!

- The Gala Committee: Co-Chairs: Andrea Hall, Misty Koper
- The Wounded Warrior Program Committee: Co-Chairs: Ron Drach, Sophie Howard
- The Membership Committee: Co-Chairs: OPEN
- The Triple AAA Program Committee: Co-Chairs: Brooke Thomas, Eduardo Meza-Etienne

Contact [Katherine McCary](#) to learn more!

2017 DC METRO BLN PROGRAMS

Registration is OPEN!

February



eSSENTIAL
ACCESSIBILITY.

[Register](#)

Title: Fixing the Digital Customer Experience for People with Disabilities

Webinar

Date: February 8, 2017

Time: 11:30 – 12:30 ET

March

Booz | Allen | Hamilton

strategy and technology consultants

[Register](#)

Title: Millennials with Disabilities: Recruiting and Retaining Top Talent

Program

Date& Time: March 8, 2017 ----8:30 am – 12:00 pm

Location: Booz Allen Hamilton

One Preserve Parkway, Rockville, MD

April



[Register](#)

Title: 5th Annual AAA Symposium and Expo (Accessibility, Accommodations and Assistive Technology)

Program

Date& Time: April 26, 2017 ---- 8:30 am – 12:00 pm

Location: Lockheed Martin

Global Vision Center 2121 Crystal City Drive, Arlington VA

May



[Register](#)

Title: **Making Connections: Corporate and Community Leaders Strategic Roundtable**
Program

Date & Time: May 16, 2017 --- 9:30 am – 1:30 pm

Location: Northrop Grumman

2980 Fairview Park Drive, Falls Church, VA

No Virtual Attendees

June



[Register](#)

Title: **6th Annual Wounded Warrior Program**

Program

Date & Time: June 20, 2017 --- 8:30 am – 12:00 pm

Location: General Dynamics

2941 Fairview Park Drive Falls Church, VA

July



[Register](#)

Title: **Autistic Talent: Recruiting, Interviewing and Retaining Top Talent (JAN)**

Program

Date: July 13, 2017 --- 8:30 am – 12:00 pm

Location: Capital One

1680 Capital One Drive. McLean, VA

August

USBLN 20th Annual Conference

[Registration](#) is Open

No DC Metro BLN Programming

September



[Register](#)

Title: ***Mental Illness: Stay at Work/Return to Work Strategies for Employers (JAN)***

Program

Date: September 12, 2017 --- 8:30 am – 12:00 pm

Location: Evolver, Inc.

1943 Isaac Newton Square E # 260, Reston VA

October

DC Metro BLN 3rd Annual Gala

Date and Location Pending

No DC Metro BLN Programming

November

Topic: **4th Annual Federal Updates: ODEP, OFCCP, EEOC, VETS**

Program

***Host, and Date Pending*

If you want to host a November program, please contact [Katherine McCary](#). Our programs feature the Host's Disability Leadership, a keynote speaker and a Share Forum.

If you have suggestions for Webinar Speakers or 2017 Gala Speakers, please let us know!!

2017 MEMBERSHIP

2017 Annual Membership Levels

Level	Annual Fee	Program Registration
Platinum	\$10,000	No Program Fees
Diamond	\$5,000	\$65
Gold	\$3,000	\$65
Corporate	\$1,500	\$65
Non-Profit	\$750	\$65
Small Business	\$750	\$65
Individual	\$175	\$65
Individual/SHRM	\$150	\$65
Student	\$50	\$30

- Virtual Program Registration (As Available): \$45
- Webinar Attendee: \$25
- Webinar Attendee - Member : \$15

- Non-Member:

\$125

Effective 2017, Membership Dues may be combined with Gala Sponsorship* for ONE combined annual invoice! Contact us to receive an invoice!

Gala Sponsorships are available

Platinum \$10,000

Diamond \$5,000

Gold \$2,500

Silver \$1000

Crystal \$500

***The 2017 Gala will continue the work of the Millennial Employer Collaborative! Stay tuned for details! Sponsors receive Gala tickets and 2018 Program Passes.**

MILLENNIAL SPOTLIGHT: RESEARCH OPPORTUNITY



Catherine Jampel, PhD Candidate

Graduate School of Geography, Clark University

National Science Foundation Graduate Research Fellow

cjampel@clarku.edu

Greetings DC Metro BLN community! My name is Catherine Jampel and I'm a PhD student researching disability and inclusion in the workplace. I'm also a Millennial with a disability.

My research examines how disability inclusion leads to the transformation of workplace culture in terms of everyday practices and everyday spaces. For example, what needs to change in advance of increased disability diversity? What unexpected transformations come from disability inclusion? How do inclusion commitments lead to changes in teamwork? What can we learn to support disability inclusion throughout the employee lifecycle?

Imagine a career fair for undergrads – even one focused on disability recruitment, like one I attended last spring. You want to find the best talent. Yet although some of your open positions involve working in a quiet office, the career fair is as loud as can be. A few first-time recruiters are wearing their favorite perfumes, and several top candidates with chemical sensitivity don't make it to your table. Although there's ample space for wheelchairs, there are no extra chairs for young people with chronic fatigue to sit down. What would transform an overwhelming career fair into a space of connection? Would it look like a blood drive, with quiet booths that make it more possible for people with hearing loss, on the autism spectrum, or with ADHD to participate? Would recruiters have screens where people can view magnified versions of the pamphlets on the table? What do transformed spaces look like, smell like, sound like, feel like? And how do we work in those spaces?

You are an essential part of this research. Ways you can be involved include:

Participation: I am seeking people who work in the field for individual interviews about your experiences creating transformation in your workplaces. I also am seeking groups, either formal ERGs or self-selected groups, that would like to participate in a focused discussion.

Collaboration: I am seeking to build long-term relationships with exceptional organizations on the leading edge of disability inclusion in order to examine what success looks like.

Learning: Whether or not you and your colleagues are able to participate or collaborate, I can come to your workplace to present my research and/or experiences as a Millennial. I also welcome ideas about resources you would like to see published.

Clark University's Internal Review Board (IRB), which ensures research ethics, has approved my study. Please don't hesitate to contact me, and looking forward to hearing from you.

Note from the Executive Director: As we kick off our ME Collaborative in 2017, we have added a spotlight article each month written by a Millennial that focuses on Millennials with disabilities in school and at work. We will be drawing from the tremendous talent joining us in the ME Collaborative- some of whom will be seeking the next step in their professional careers. If you have an article to submit, please send to [Katherine McCary](#) no later than the 15th of each month for the next month's news.

2017 DISCUSSION BOARD

We are looking for your Opinions and Ideas!

All members have access to the Discussion Board where they can comment on topics including veterans, accommodations, youth and accessibility. Or add your own topic and start a discussion!

[DC Metro BLN Discussion Board](#)

IN THE NEWS Articles of Interest

VETERANS CORNER

Veterans Retention in Employment



Ron Drach, President, Drach Consulting, LLC

We have read and heard over the past few years that there may be problems for veterans who obtain employment but have some issues retaining their employment. I believe there is a lot of thinking that this is negative and reflects poorly on veterans' ability, who once employed have problems on the job which results in the veteran leaving the job.

There is little research that has been done on this subject. The Center for a New American Security (CNAS) issued a report in November 2016 *ONWARD AND UPWARD Understanding Veteran Retention and Performance in the Workforce* (<https://www.cnas.org/publications/reports/onward-and-upward>)

This report reflects the most comprehensive information that I have been able to find on this subject. An earlier study The VetAdvisor/IVMF Veterans Job Retention Survey provides data on how veterans find their initial post-military job and the reasons why they choose to leave those positions for new jobs (<http://myvetadvisor.com/vetadvisorivmf-veterans-job-retention-survey-results/>).

Both reports provide similar findings and it is not all bad news. Yes, there may be high exits from the first job following military service but for most it is because they leave for a better job, higher salaries (which could result from a better job), more responsibility (which could also result from a better job). In all likelihood the three are mutually inclusive although the study does not come to that conclusion.

The report states "However, low initial retention rates for veterans do not *necessarily* indicate a problem so much as reflect a general trend seen in the workforce..." (see [VetAdvisor report](#)).

"There appears to be lower turnover among veterans once they have found the correct fit, indicating that securing a role in a desired field is one of the strongest factors increasing retention of veterans". Although not specifically mentioned in either report the following is taken from an unknown source that I came across in preparing for this article. It is not specific to veterans: "Employees stay when they are: 1) Paid well; 2) Mentored; 3) Challenged; 4) Promoted; 5) Involved; 6) Appreciated; 7) Valued; 8) On a mission; 9) Empowered; 10) Trusted."

Although not related to the CNAS report or veterans' retention Richard Branson hit the nail on the head - "Train people well enough so they can leave, treat them well enough so they don't want to" .

I am sure we can all relate to those issues and possibly have changed jobs or made career choices based on one or more of these. I know I have. I actually left two jobs because of four or more of the above were lacking all at the same time.

There is not a lot known about why individual employees leave because employers don't track reasons for leaving. "What gets reported, gets measured". Employers are required to collect and track a lot of data (especially federal contractors) but retention and causes for separation is not one of the data elements. CNAS is somewhat "critical" that the data collection mandates only those who meet the definition of "covered veteran" as defined by VEVRAA and does not include all veterans. Thus, we are not getting a clear view of the total population of veterans' economic status. CNAS is also concerned that the data collection requirement applies to only federal contractors – "a significant part of the economy, but a minority of companies nonetheless".

Education appears to play a role in retention. The CNAS report finds "Veterans without college degrees are more likely than their college-educated counterparts to leave their first post-transition job within nine months. Veterans with bachelor's degrees are more likely than those without degrees stay in their first jobs for 10 months or more". Is this possible, in at least part, because those with a bachelor's degree are more likely to be in a job that is more suitable to their skill sets? What do you think?

Later in the report CNAS mentions that veterans with a Master's degree more than half (53.1%) found a job within three months. Only a little more than one third (36.4%) with a high school/GED could say the same.

From my experience and talking with veterans and transitioning servicemembers over the last 15 years tells me there are other factors impacting the time it takes to find a job. Sometimes long periods of unemployment immediately following discharge may be "self inflicted". They want/need to take some time off. If they have financial support from spouses or other family members coupled with unemployment insurance allows a little comfort level that allows the veteran to be more selective about their first job. This could also be true for military retirees who have a retirement income.

Female veterans are faring less well and CNAS found that "10 percent fewer female veterans reporting finding a position within three months, and 10 percent more needing a year or greater to secure employment".

Veterans' underemployment is a likely cause for leaving a job. If someone in your employ is not in the right "seat on the bus" it is likely they are not exposed to the 10 elements of retention mentioned above.

Many, if not all of you reading this have veteran affinity groups or ERGS. CNAS is silent on ERGs but indicate that veterans' affinity groups was "a resource that was believed to aid in retention". If you don't have one please consider establishing one.

CNAS provides recommendations starting on page 19. Without going into details what follows is just the headings:

- Improve Data Collection and Usage
- Understand Veterans in the Context of the Broader Population
- Change the Metrics of Success from Hiring Veterans to Retaining Veterans
- Articulate the Economic Value Proposition
- Improve Transition
- Increase Financial Literacy
- Support the Role of Management/HR

Drach Consulting, LLC is a service disabled veteran owned firm that was established after a successful career that includes 28 years with the Disabled American Veterans (DAV) and more than 8 years with the U.S. Department of Labor's Veterans' Employment and Training Service (VETS). Ron Drach, President of Drach Consulting, LLC has nearly 50 years experience working on veteran's issues including employment, affirmative action, vocational rehabilitation, homelessness, transitioning service members, and disability issues.

ADA In Focus Webinar Series



The Mid-Atlantic ADA Center and TransCen, Inc. will present 2 webinars this month as part of the ADA In Focus Webinar Series:

Wednesday, February 15, 2017

12:30 - 1:00 PM ET

Brown Bag Lunch and Learn: What Every Tenant and Landlord Needs to Know About ADA Access Violations

Thursday, February 16, 2017

2:00 - 3:30 PM ET

Self-Evaluations and Transition Plans: Some Considerations

Session Details

Brown Bag Lunch and Learn: What Every Tenant and Landlord Needs to Know About ADA Access Violations

Wednesday, February 15, 2017 - 12:30 - 1:00 PM ET

What are your responsibilities under Title III of the ADA if you are landlord or a tenant? The answer may surprise you. This lunchtime webinar will cover everything you need to know, including:

- ADA access requirements and common misconceptions
- Who is responsible for access violations on a leased property
- Best practices for landlords and tenants to avoid lawsuits
- Common conflicts between landlords and tenants about accessibility issues and how to avoid them
- Strategies for dealing with drive-by lawsuits

Our speaker, Minh Vu, is a partner and leader of the ADA Title III Team at Seyfarth Shaw, LLP. She is a national expert who has represented both landlords and tenants in hundreds of access lawsuits. She also oversaw the enforcement of Title III of the ADA at the U.S. Department of Justice.

For more information and to register visit: [What Every Tenant and Landlord Needs to Know About](#)

[ADA Access Violations](#)

Self-Evaluations and Transition Plans: Some Considerations

Thursday, February 16, 2017 - 2 - 3:30 PM ET

This is the companion session to our January webinar, *ADA Coordinators: Roles & Responsibilities*.

Are you one of those public entities that are slightly behind in doing a self-evaluation and transition plan? Are you asking yourself, "What is a self-evaluation and transition plan?" Well then, this is the session for you. All public entities subject to Title II of the ADA must complete a self-evaluation. For public entities that have 50 or more employees, there is also a requirement to have in place a transition plan that addresses structural changes that are necessary for achieving program accessibility. Learn more about how to approach conducting a self-evaluation and how to integrate the information gathered into a transition plan.

Speaker:

Sally Conway, Former Deputy Chief, Disability Rights Section, Civil Rights Division, U.S. Department of Justice

For more information and to register visit: [Self-Evaluations and Transition Plans: Some Considerations](#)

PERSONAL PERSPECTIVES

Everyone Has a Little Magic Inside Themselves

[Andy Arias](#)

My journey to becoming a disability and policy professional has been unconventional, and growing up, I definitely did not think I would follow the career path I did.

I was taken away from my parents and put into the foster care system when I was 6 years old. From an early age, I focused on being self-sufficient and independent. I knew I had to depend on myself in order to accomplish my goals. The people in the foster care system simply saw me as a child with a significant disability (cerebral palsy) who needed others to do things for me. They also had no idea how to provide an accessible foster home and I ended up in a lot of group homes.

The system they call the "social safety net" can be, for some, a social safety trap. The system works to create a sense of security, yet when some people try to break away from it, a lingering negative voice in their head tells them they will never make it. I wanted more for myself, but I didn't know what that was at the time.

Fitting in was never easy for me; I don't know if it may have been because I was



a kid who came from so many different families or whether it was be

cause I was also LGBTQ. During this time, I remember praying to God from early on asking that He let me be just one thing or the other; I didn't want to be gay *and* disabled. It was when I accepted both sides of myself that I started to realize I had a deeper purpose and message to share. I decided the best way to spread this message was through the media, so I ventured into the entertainment industry as an actor and stand-up comedian.

But Hollywood has not always portrayed LGBTQ characters or characters with disabilities in a positive light. It's only in the very current television landscape that we see non-victimized characters with disabilities and non-comic LGBTQ narratives. I often found myself straddling identities as an actor: I was either told to play up my disability or play down my sexual orientation or vice versa.

Eventually, I decided I needed to do something more with my life. I established myself as an advocate working within the disability community to raise a voice for people like me. Working at the Independent Living Centers in California, I helped implement statewide systems change through legislation, along with creating pathways and intersections between disability and LGBTQ communities. I also worked for a Los Angeles law firm as a corporate Americans With Disabilities Act subject matter expert.

When people ask me how I have done so much, my answer is very simple: I made a choice, I never wanted to be a victim, and I never wanted to be seen as less than. It's this motivation and passion that has moved me forward into the position that I hold now as a policy adviser in the federal government. I guess now some people call it "grit."

I dislike preaching to people and would rather lead by example to positively influence those that I meet. I have learned from my troubling past to let as much good in as possible and to seek others' strengths, not exploit their weaknesses. The only times I have truly felt disabled are when I have let negative emotions or mindset get in the way of where I wanted to be. There is no magic pill in life to fix problems, but I believe that everyone has a little bit of magic inside themselves and, if they learn how to use it, they can accomplish great things.

This opportunity to serve as a policy adviser for the Labor Department through ODEP gives me such a sense of accomplishment. I truly believe that everything happens for a reason, and no matter what happens to you in life everyone has a purpose. I hope through my work at ODEP to provide a diverse and dynamic perspective of persons with disabilities that face several intersections in life, and I also hope to become a memorable leader in the disability community.

Andy Arias is a policy adviser in the department's Office of Disability Employment Policy, where one of his main responsibilities is Workforce Innovation and Opportunity Act implementation and guidance.

NEW COMMUNICATIONS TOOLS

Talking to Managers about Disability: New Communication Tools from the Northeast ADA Center



As we outlined in [Painting a Deeper Picture of Disability Inclusiveness: Changing Organization Culture and Climate](#), creating a workplace that includes people with disabilities doesn't happen merely because policies exist within an organization. Organization culture and climate around including people with disabilities must be continually reinforced. In order to support organizational communication around this important topic, the [Northeast ADA Center](#) has created [Talking to Managers about Disability: Communication Tools](#). These tools are designed to be used by organizational leaders (including human resources, diversity and inclusion teams, company owners, and executives) to send out the right messages to the right people in the right way.

- The right messages focus on the importance of disability inclusion to business success.
- The right people are managers and supervisors. They set the tone for disability inclusion in their own teams and across the organization.
- The right way is to use short messages that are simple, clear, relevant, and engaging.

The Northeast ADA Center created communication tool templates on 11 topics. Under each topic, you will find sample communications you can adapt to your own organization. You can use them as is by merely inserting your organization name where indicated or you can use them as a starting point for crafting your own communications. The topics addressed include:

- [Topic 1. Why this matters - How disability inclusiveness helps our business](#)
- [Topic 2. Setting the tone - The importance of managers and supervisors](#)
- [Topic 3. Building trust - Making it safe to come forward with a disability](#)
- [Topic 4. Defining disability - Obvious and non-obvious disabilities](#)
- [Topic 5. Working together - Interacting with people with disabilities at work](#)
- [Topic 6. Getting talent - Recruiting and hiring people with disabilities](#)
- [Topic 7. Disclosing a disability - When an employee tells her manager about a disability](#)
- [Topic 8. Federal Contractors - Encouraging employees to self-identify as a person with a disability](#)
- [Topic 9. Questions about accommodation at work?](#)
- [Topic 10. Our managers' resources - Disability information, contacts and services for managers in our workplace](#)
- [Topic 11. Our employees' resources - Disability information, contacts and services for employees in our workplace](#)

Remember, if you have questions about any of the communication tools, you can always contact the [Northeast ADA Center](#) or our fellow [ADA Centers](#) at [800-949-4232](tel:800-949-4232).

For questions about disability employment practices and policies or to learn more about customized training and consultation contact us:

Email: yti-employerpractices@cornell.edu

US ACCESS BOARD SECTION 508



U.S. Access Board Publishes Updated ICT Requirements in the Federal Register

In today's *Federal Register*, the U.S. Access Board published a [final rule](#) that updates accessibility requirements for information and communication technology (ICT) covered by Section 508 of the Rehabilitation Act and Section 255 of the Communications Act. The Board released an advance copy of the rule on its website last week.

The rule jointly updates and reorganizes the Section 508 standards and Section 255 guidelines to advance accessibility, facilitate compliance, and harmonize the requirements with other standards in the U.S. and abroad. The Section 508 standards apply to ICT procured, developed, maintained, or used by federal agencies. The Communications Act guidelines cover telephones, cell phones, pagers, computers with modems and other telecommunications equipment.

Further information, including an [overview](#) of the rule, is available on the Board's [website](#).

NOD DISABILITY INCLUSION TRACKER

The deadline to submit responses is March 1, 2017



The 2017 Disability Employment Tracker™ is now open. Sign up today to gain immediate access to the Tracker.

In the race for talent, the Disability Employment Tracker™ gives your company an immediate edge. Using the National Organization on Disability's proprietary approach, this free and confidential online assessment provides essential analysis you won't find elsewhere.

Receive a complimentary Scorecard benchmarking where your company ranks in relation to other participants in each of the six key aspects examined:

- Climate and Culture
- Talent Sourcing
- People Practices

- Workplace & Technology
- Strategy & Metrics
- Veterans Employment (optional)

Even more, companies receive information on leading practices and high-level trends and demographic data drawn from all participating companies.

BENEFITS

- Use the benchmarking Scorecard to identify areas of strength and opportunities for improvement
- Re-enroll annually to measure improvement across key areas
- For federal contractors, demonstrate that you are taking tangible steps toward meeting Labor Department employment targets
- Take a deep-dive into your results with the [Disability Inclusion Accelerator™](#), which offers extensive benchmarking, a customized plan to progress, and a playbook to gain internal buy-in
- New in 2017! Completion of the Tracker is required to be eligible for the [DiversityInc Top 50 Companies for Diversity](#)

NOD LEADING DISABILITY EMPLOYER SEAL

Be recognized for your company's disability practices and performance. The [Leading Disability Employer Seal™](#) is awarded annually based on performance on the Tracker. Winners can use the award mark to burnish their employer brand and attract candidates with disabilities.

[Learn more and find out the winners of the 2016 NOD Leading Disability Employer Seal.](#)



For more information on the Disability Employment Tracker™, contact us at tracker@NOD.org.

JOB ACCOMMODATION NETWORK



JAN's Workplace Accommodation Toolkit

The Job Accommodation Network (JAN), the leading source of free, expert and confidential guidance on

workplace accommodations and disability employment issues, has developed an online tool to help U.S. businesses successfully recruit, hire and retain applicants and employees with disabilities. The newest addition to JAN's suite of products, the Workplace Accommodation Toolkit packages JAN's deep knowledge into an online platform with the information businesses need to create inclusive workplaces while complying with disability-related employment laws.

"Recently JAN has seen an increase in requests for guidance related to the reasonable accommodation process and creating disability-inclusive workplaces. The Toolkit was designed to respond to these requests," said Lou Orslene, JAN co-director. It includes sample accommodation procedures, examples of policies and forms from leading U.S. businesses, training presentations, roleplay videos and best practices for creating an inclusive workplace for people with disabilities. The Toolkit provides inclusive practices at various phases of the employment life cycle for recruiters, hiring managers, and supervisors; human resource professionals; accommodation consultants; and allies of employees with disabilities. Checklists are also available to help keep track of the accommodation process.

The "Interviewing an individual on the Autism Spectrum" training video featuring a person with autism along with the "Managing the performance of an employee with a non-apparent disability" featuring a person with a mental health condition can be found at: <http://prod.askjan.org/toolkit/#tools-for-consultants:videos>

The JAN Workplace Accommodation Toolkit was developed in consultation with Deb Dagit, from Deb Dagit Diversity, Inc.

The JAN Workplace Accommodation Toolkit can be accessed at: <http://AskJAN.org/toolkit>

For more information contact Lou Orslene @ [800-526-7234 Ext. 135](tel:800-526-7234) or Anne Hirsh Ext. 112.

We are happy to publish newsworthy articles that address the business perspective of disability issues.

Share your news via email kmccary@dcmetrobln.org for the March 2017 Newsletter no later than February 20, 2017.

[Back to the top](#)

Upcoming Events in the DC Metro Area & Beyond

GALLAUDET UNIVERSITY SPRING INTERNSHIP AND JOB FAIR

**Friday, March 3, 2017
11 AM - 3 PM
Field House Gymnasium**

The Career Center is excited to announce our Spring 2017 Internship and Job Fair! Participating in this event will provide employers with opportunities to recruit from hundreds of eager and qualified candidates, add to diversity recruitment strategies, and increase or maintain visibility at the world's only university in which all programs and services are specifically designed to accommodate deaf and hard of hearing students.

Register today to secure a spot!

We provide our guests with convenient free on-site parking and access to comfortable accommodations at the Gallaudet University Kellogg Conference Center and Hotel (for those traveling to Washington, DC). All exhibitors will be served a continental breakfast and a hot lunch. Registration also includes two representatives, booth, free Wi-Fi, and electrical hook up (if requested prior to the event).

To register, please do the following:

Returning Employers:

1. Go to <https://gallaudet-csm.symplicity.com/>
2. Click "employers"
3. Log in using your user name and password
4. Click "Career Fairs" under the EVENTS tab located on the left side bar.
5. Click "Register" under "Internship & Job Fair March 3, 2017"
6. Complete the registration form and Click "submit" (note: you will be asked to confirm your registration)

New Employers:

1. Go to <https://gallaudet-csm.symplicity.com/employers/index.php>
2. Click [Register] located on the right side of the page
3. Once you have registered you will receive an email confirming your email address. You will also be emailed your log in information in a separate email.
4. Once you receive your user name and password, please log in and complete the steps above (returning employer).

Registration Fees

Business and Government

- *Regular Registration Fee: \$550.00*
- *Late Registration: \$650.00 (after February 3, 2017)*
- *Extra Reps:\$50.00 each*

Education and Non-Profit

- *Regular Registration Fee: \$300.00*
- *Late Registration: \$400.00 (after February 3, 2017)*
- *Extra Reps:\$50.00 each*

Cancellation Policy

Request for registration cancellation/refunds must be made in writing by 5:00 pm on Thursday, February 2, 2017

. Please send your request to monica.garvin@gallaudet.edu. Employers that do not attend the day of the fair are still responsible for paying the registration fee in full if their request is not received by the cancellation deadline.

Shipping Materials

Fair materials may be shipped in advance of the fair. Please make sure that your shipping labels read as follows:

Gallaudet University Career Center
800 Florida Avenue, NE
Washington, DC 20002
ATTN: Monica Garvin
(Your Employer Name, Fall 2016 Internship & Job Fair)

Transportation/Directions

Gallaudet provides shuttle bus service to the campus. The shuttle picks up and drops off passengers between the Gallaudet campus and the Florida Avenue/Gallaudet University and the Union Station Metro stops. A shuttle schedule can be found [here](#)

Please use [Google Maps to get driving directions](#) to campus. Parking permits will be emailed 1-week prior to the fair.

If you have any questions, please contact Monica Garvin at monica.garvin@gallaudet.edu or [202-651-5438](tel:202-651-5438)

2017 USBLN AFFILIATE MEETING SCHEDULE

Want to learn more about the USBLN Affiliates? If your organization is a member of the DC Metro BLN, then you are welcome to listen in each month to hear affiliates around the US share their ideas and best practices to engage their business community.

Is your organization national? Are your employees in other locations involved in a local affiliate? Here is the opportunity to learn more!

Affiliate Call Dates for 2017 (third Friday of the month 1:00-2:30 EST)

Topics to follow

- January 20th- 1:00-2:30pm EST
- February 17th- 1:00-2:30pm EST
- March 17th- 1:00-2:30pm EST
- April 21st 1:00-2:30pm EST
- May 19th 1:00-2:30pm EST
- August 11th 1:00-2:30pm EST (second week instead of the third because of the conference)
- September 15th 1:00-2:30pm EST
- November 17th 1:00-2:30pm EST

Have a question? Contact Lynn Kirkbride for details and topics at lynn@usbln.org.

StatsRRTC State of the Science Conference



Institute on Disability / UCED at the University of New Hampshire



[REGISTER](#)

The State-of-the-Science Conference under the [Rehabilitation Research and Training Center on Disability Statistics and Demographics \(StatsRRTC\)](#) will be held February 13, 2017 at the [National Academy of Sciences Building](#) in Washington DC. This conference, ***Disability Statistics: Lessons in Data Collection and Application to Policy and Practice***, will discuss data collection strategies in the morning sessions and practical applications of disability data in the afternoon. The goal will be to bring together scientists, administrators and staff from disability programs, and leaders from disability policy and advocacy communities to discuss the state of disability statistics and how to move the field forward.

This year we have created a two-day event and combined the State of the Science conference with the release of the [2016 Annual Disability Statistics Compendium](#) on February 14, 2017, also at the National Academy of

Sciences Building. The Compendium is a web-based tool that pools disability statistics published by various federal agencies together in one place. When working on legislative and other matters relating to persons with disabilities, the Compendium will make finding and using disability statistics easier. The event includes a roll-out of new data and statistics, and a panel of government agencies discussing trends and data usage.

Address: National Academy of Sciences Building, 2101 Constitution Avenue, NW

Contact: Penny Gould

Email: disability.statistics@unh.edu

Website: <http://www.ResearchonDisability.org>

Phone: 603-862-4320

[View Draft Agenda](#)

About the National Academy of Sciences Building

Dedicated in 1924, National Academy of Sciences Building is on the National Register of Historic Places. The Albert Einstein Memorial, unveiled in 1979 to commemorate the centennial of the great scientist's birth, is located on the Academy grounds.

REGISTER FOR THE 20th NATIONAL USBLN CONFERENCE



[REGISTRATION IS OPEN!!](#)

2017 USBLN 20th Annual Conference and Biz2Biz EXPO Orlando, August 21-24

Please join the USBLN on August 21 – 24 for our 20th Annual National Conference & Biz2Biz Expo entitled, “Disability: A Catalyst for Innovation.” The USBLN is the only business-to-business NATIONAL membership organization, with local affiliates, that focuses on sharing and developing proven strategies for including people with disabilities in the workplace, supply chain and marketplace.

This premier event provides the best and brightest in disability inclusion with cutting-edge educational sessions, enhanced networking, exciting interactive programming plus high-profile speakers. We look forward to seeing you in Orlando!

ABOUT US

The DC Metro Business Leadership Network is an employer led non-profit that uses a business-to business model offering education, training programs and resources to **change attitudes and address concerns** of businesses so that they learn how to proactively include people with disabilities in the workforce, marketplace and supplier diversity.

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