

EARN ANNUAL CONFERENCE



Opening Doors to Inclusion – Diversity and Disability

JUNE 7th, 2019

What is EARN?

The Employment Accessibility Resource Network (EARN) is a community initiative, led by United Way Ottawa, that builds partnerships across communities to improve employment opportunities for people with disabilities. We provide a coordinated access point for education and expertise on employment, accessibility and workplace inclusion for both people with disabilities and employers.

Our Mission

Our mission is to support our network of employers and stakeholders to empower people with disabilities to fully participate in the labour market. Our vision is that workplace is inclusive and accessible for people with disabilities.

Our Partners

Members of the Steering Committee, Leadership Group and Champion Group represent national and local organizations that are committed to diversity and inclusion within their workplace.

Why should you engage?

- Educational events for employers
- Networking opportunities for employers and job seekers with disabilities
- Customized recruitment events and activities
- Promotion of job postings to increase access to a broader talent pool
- The Annual Conference for employers and other partners
- Monthly newsletter with communication on employment, disability topics, video links, tips and other resources
- And much more!

Our goal is to provide our network with the knowledge, resources and the support they need to increase employment opportunities for people with disabilities. As a member of EARN, your organization can take advantage of the following:

Job Match Conference Calls:

EARN hosts monthly Job Match Conference Calls where employers share information regarding current and/or upcoming jobs and where employment service providers highlight potential candidates. The goal is to match job seekers to current and/or upcoming opportunities.

Job Advertisement:

EARN can distribute your job posting to our network of over 25 employment service providers and our college and university partners; highlight the requirements of the position; instruct the candidates to post via your preferred process and provide you the names of the candidates who are associated with our EARN partners.

Tailored Recruitment and Applicant Pre-screening:

In addition to the above, EARN can receive applications on your behalf: conduct a first round pre-screening; and send you the most qualified applicants (or direct them to post to your website). We can work with you to determine how best to support you.

Tailored Recruitment Events:

EARN can also host and/or organize events for your organization inviting the most qualified candidates where you can conduct a first round of interviews and then continue with your process as appropriate.

To learn more about the recruitment supports and how you can leverage EARN in your diversity and inclusion strategy, please contact:

Shannon Bruce, Manager of Business Development/United Way Ottawa
613.228.5790 / sbruce@unitedwayottawa.ca

EARN wishes to thank the generosity and the ongoing support of our presenting sponsor:



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REHABILITATIVE CARE INC.

EARN Annual Conference: Opening Doors to Inclusion – Diversity and Disability

June 7th, 2019 / Ottawa Conference and Event Centre

8:00	Registration and Continental Breakfast
9:00	Opening Remarks Marieke van Noppen, RBC and Michael Allen, United Way
9:20	Welcome by Master of Ceremonies Michael Lifshitz, Founder, Illumabilities
9:30	Keynote Address: “The Imperative for Inclusive Leadership” Kate Morican, Partner Consulting/Human Capital, Deloitte
10:30	Break
10:40	“Shaping A Workplace of Belonging” Kelly McGahey, Senior Manager, Stakeholder Relations, Hire Immigrants Ottawa
11:40	Buffet Lunch
12:30	“Shaping a Workplace of Belonging” Activity - Kelly McGahey, Hire Immigrants Ottawa
1:15	Break
1:30	“Accommodation for Everyone” Shannon Bruce, Manager of Business Development, EARN and Debbie Orme-Rego, Senior Director Human Resources, United Way Ottawa
2:30	“Making It Happen” Louise Reid, Facilitator and Empowerment Coach
2:55	Closing Remarks Kelly Mertl, Director Community Initiatives, United Way Ottawa
3:00	End

EARN wishes to thank the generosity and the ongoing support of our following sponsors:



Supported by:



MICHAEL LIFSHITZ, MC



Michael was born with a condition called Multiple Congenital Musculoskeletal Abnormalities. In addition to wearing an artificial leg, he walks with a cane and uses a wheelchair for longer distances. Contrary to what many would believe possible, he became a chartered accountant and also obtained a MBA from Edinburgh Business School.

He has built and sold successful accounting and financial planning practices. Today, in addition to continuing a successful career in finance and accounting as CFO and co-founder of Breakaway Experiences, a gift experience company, he uses speaking, comedy and writing to not only educate people as to what people with disabilities can do, but to also inspire them to overcome their own challenges and live their life to the fullest of their abilities. Michael is now an active member of the EARN Leadership Group.

KATE MORICAN, KEYNOTE SPEAKER



Kate Morican is a Human Capital Consulting Partner, leading Deloitte Canada's services in Strategic Transformation and Change. Kate has over 25 years of experience advising CXO teams in private and public sector organizations around the globe on the alignment of talent programs to achieve strategic business objectives. Kate is a strong advocate for diversity and inclusion strategies within Deloitte and has acted as an advisor to executives and boards on these topics. She is the co-author of the 2016, 2017, and 2018 Canadian edition of the Human Capital trends report and the Deloitte lead for the Carleton University Benchmarking Study on the progress of Women in Leadership in Canada.

Presentation: The Imperative for Inclusive Leadership

KATE MORICAN, DELOITTE

Action Items:

Suggested Resources

“What if the road to inclusion were really an intersection?” www2.deloitte.com/content/dam/Deloitte/us/Documents/about-deloitte/us-inclus-deloitte-diversity-inclusion-road-to-inclusion-really-an-intersection....pdf

“The future belongs to the bold”

www2.deloitte.com/ca/en/pages/insights-and-issues/articles/the-future-belongs-to-the-bold-new.html

“Leading the social enterprise: Reinvent with a human focus”

www2.deloitte.com/insights/us/en/focus/human-capital-trends/2019/leading-social-enterprise.html

Presentation: Shaping a Workplace of Belonging

KELLY MCGAHEY, HIRE IMMIGRANTS OTTAWA

Key Theme:

Create a workplace where diversity is more than just a policy leading to improved engagement, performance, team dynamics and retention of employees.

Action Items:

Presentation: Accommodation for Everyone

SHANNON BRUCE, EARN AND DEBBIE ORME-REGO, UNITED WAY OTTAWA

Key Theme:

Creating workplaces where employees can thrive.

Action Items:

Additional Notes

'Making it Happen' Worksheet

Initiative or idea that you can bring to your workplace:

Goal:

Is it SMART (Specific, Measureable, Attainable, Realistic, Timebound)?

Lead:

Partner(s):

Workplace influencers who need to be engaged:

Allies (who's onside?):

Detractors (who's not?):

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Existing programs and initiatives that align with the goal:

--

Potential roadblocks:

--

Plans for sustainment and reinforcement:

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EARN Conference 2019 Bios

MICHAEL ALLEN

CEO, United Way Ottawa

Following a career that saw him practicing law and then working on Parliament Hill, Michael was drawn to United Way Ottawa by the opportunity to help others in his community. Michael's tenure at United Way has been marked by milestones in moving both the organization and the community sector to more evidence-based, research-driven approaches to addressing the circumstances of Ottawa's most vulnerable people.

MARIEKE VANNOPPEN

Royal Bank of Canada (RBC)

Marieke joined the United Way EARN Steering Committee in 2014, as an opportunity to work with others who share her passion to actively support eliminating barriers to employment for people with disabilities.

Marieke has benefited from have a diverse career path working in business development, strategic planning, analytics and client services as well as varying levels of management roles in both the private and public sector. Currently, Marieke lives south of Ottawa with her family and works in Toronto for RBC Royal Bank as Senior Director of Business Financial Service Capacity and Strategic Analytics.

KELLY MCGAHEY

Hire Immigrants Ottawa

Kelly is the Senior Manager of Stakeholder Relations for Hire Immigrants Ottawa, a Community Wide Initiative of United Way Ottawa. Kelly leads the development and execution of outreach and engagement strategies for HIO, engaging, convening and managing relationships with employers, policy-makers, and the broad range of other stakeholders vital to the labour market integration of immigrants. Kelly is a frequent facilitator, moderator, and presenter at a wide variety of forums, events and conferences.

SHANNON BRUCE

Employment Accessibility Resource Network (EARN)

Shannon is the Manager of Business Development for the Employment Accessibility Resource Network (EARN). Shannon's goal is to broaden the network to provide more organizations with the knowledge, resources and the support they need to increase employment opportunities for people with disabilities. Prior to working with EARN and the United Way, Shannon spent over 18 years working at a major financial institution and understands the challenges and opportunities that exist within the employer community when it comes to creating more accessible and inclusive workplace cultures.

DEBBIE ORME-REGO

United Way

Debbie is currently the Senior Director for Human Resources and Organizational Development for the United Way Prescott-Russell, Ottawa, Lanark and Renfrew counties. In this role she leads an HR team in reinforcing strong company culture and employee engagement which includes accommodation, diversity and inclusion, and employee wellness.

Before joining United Way, Debbie was the HR Manager for the Nipissing Parry Sound Catholic District School Board. Debbie has her CHRL and holds a Bachelor of Commerce and a Masters of Industrial Relations, both from Queen's University.

LOUISE REID

Facilitator, Radio Host and Empowerment Coach

With over 15 years of experience working with people closely in business, Louise passionately helps individuals and organizations "up their game" both at work and in their personal lives. Her clients leave empowered with a personalized roadmap, a confident mental model/mindset, and with a set of tools which can be applied to solve and overcome all personal and work challenges that arise.

KELLY MERTL

United Way Ottawa

Kelly joined United Way Ottawa in the role of Director, Community Initiatives in 2013 where she works with volunteers and key community stakeholders to move forward strategies for labour market inclusion of people with disabilities and newcomers and to help reduce social isolation of seniors in Ottawa.

Kelly has over 25 years of talent acquisition, people management and training and facilitation experience in the private sector. Her breadth of experience and expertise, particularly in recruitment, diversity and inclusion initiatives, has been driven by her passion and desire to help make change happen in our community.

EARN WISHES TO THANK



for sponsoring the conference program.

THANK YOU FOR YOUR ONGOING SUPPORT!

To find out more about the EARN network and our employer and service provider partners, please contact:

Shannon Bruce

Manager of Business Development | United Way Ottawa
613.228.5790 | sbruce@unitedwayottawa.ca

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