

Disability Employment Awareness Conference

October 15 – 16, 2019

Speaker Bios and Presentation Descriptions



John C. Pavao, Diversity Program Coordinator, State Human Resources Division

John provides leadership and direction to Montana state government in the areas of equal opportunity policy and program development, the American's with Disabilities Act, affirmative action, diversity, and the Family and Medical Leave Act.

John's educational background includes a Bachelor's Degree in Workforce Education and Development from Southern Illinois University, a Master's Degree in Human Resources Management from Webster University, and a Master's Certificate in Human

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Resource Management from Villanova University.

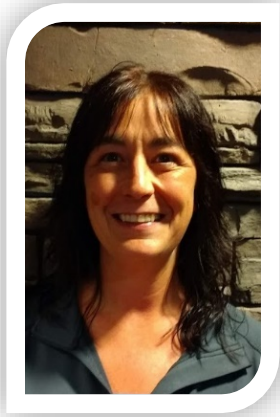
In addition, John has accumulated over 2,800 hours of training in the areas of equal opportunity, diversity and inclusion, the Family and Medical Leave Act, alternative dispute resolution, and leadership and management.

John spent most of his working life with the United States Air Force where he served in a variety of capacities. His work experience includes over 22 years directly related to managing EEO compliance, diversity, and affirmative action. John's experience includes oversight and management of these programs on both a military, civilian, and public sector level across the country.

John serves as Historian for the Interagency Committee for Change by Women, and Program Coordinator for the Helena Chapter of the Society for Human Resource Management.

John C. Pavao

Diversity Program Coordinator
State Human Resources Division
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**Alice Flesch, ADA Coordinator,
Montana Department of
Transportation**

Alice manages the Americans with Disabilities Act (ADA) program to ensure reasonable accommodations are provided for known physical or mental limitations of otherwise qualified employees or applicants with disabilities so they are afforded an equal opportunity in job application procedures, hiring, firing, advancement, compensation, job training, and other terms, conditions, and privileges of employment.

Alice has been employed with MDT since 1999 with all of those years working in the Office of Civil Rights. Alice has been the ADA Coordinator since 2006. Alice provides all new employees of MDT a 2-hour presentation on the ADA and non-discrimination as well as specialized trainings upon request of MDT staff.

Alice's 20 years of employment with MDT has involved coordination with the Family Medical Leave Act and the Workers Compensation as well. Alice has been involved in many aspects of the ADA including organizing ADA celebration days to Disability awareness conferences. Alice is a certified trainer through the Rocky Mountain ADA Center and has received numerous hours of training from the Equal Opportunity Commission.

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**Jason Corning, 3 Monkeys
Communication**

As the founder and CEO, Jason establishes Three Monkeys Communication in mid-2018 with the mission of taking down communication barriers for people with disabilities. Jason, deafblind since birth, resides in Maryland. He applies his knowledge and expertise by serving and chairing on two

government advisory boards offering advice on how the government can better serve people with disabilities. Jason attended the Wisconsin School for the Deaf and later transferred to the Wisconsin School for the Blind and Visually Impaired, where he received his high school diploma. Jason was active in a variety of school sports such as wrestling, swimming, track and field, and goal ball. Demonstrating his leadership skills, he served as captain on the

Session Description: Jason will present about his life experiences as a person who is deafblind. He will talk about his experiences that prepared him to work and live in the community after high school, and share tools and strategies that he uses to be independent in life. Jason will discuss tools for self-advocacy that allowed him to navigate the sighted world as a person who is deafblind.

wrestling and swimming teams. Moving on from high school, Jason majored in Information Technology receiving a bachelor's degree with honors from the University of Wisconsin. To further achieve his interests and goals, while working for the federal government, Jason pursued an advanced degree graduating from Johns Hopkins University with a master's in Information Systems. Jason strives to make positive impacts on the Deafblind community.

Jason Corning

CEO & Founder Three Monkeys
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Chris Clasby, Summit Independent Living Center

Chris Clasby is lifelong Montanan living in Missoula where he works as a community social worker and counselor. He is a graduate of Helena High School,

University of Montana, and Walla Walla University. He is also a currently a Licensed Clinical Social Worker. In his

free time, Chris loves camping, fishing, hunting, and travel. His opportunities and experiences have far exceeded his

expectations, which he attributes to having great people in his life.

One month after high school in 1990, Chris was introduced to disability when he broke his neck in an MVA and became quadriplegic. With support of so many others, he was able to fulfill his college plan and subsequently taught public high school English before earning his graduate degree and pursuing licensure as a counselor. His other employment has been with a community rehabilitation provider, the Montana Assistive Technology Program, and now with a Montana Center for Independent Living.

Outside of work but related to disability employment, Chris has served on the Montana VR Council, Job Training Partnership Task Force, SSA Work Incentives Beneficiary Voice Planning Committee, and Medicaid Infrastructure Grant Coalition.

Session Description: Chris Clasby will discuss what he believes to be the most untapped or under-tapped workforce

group, which are individuals with disabilities despite some of their unique positive attributes. Discussion will explore possible explanations for that discrepancy and what contributes to it. He'll address the range of barriers to employment for and by individuals with disabilities, ways of working around them, and the importance of fully informing everyone involved in an employment scenario. The discussion will include ways employers can promote a more inclusive workplace environment for individuals with disabilities as well as helpful resources. Discussion will also include examples of successful workers with disabilities and how they were accommodated and/or otherwise worked around apparent barriers.

Chris Clasby, LCSW

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Louis Orslene, Job Accommodation Network

As the Job Accommodation Network's (JAN) Co-Director, Louis Orslene leads the premier national resource for free, expert and confidential guidance on workplace accommodations and disability employment. Louis has earned Master's degrees in Public and International Affairs and Social Work, an undergraduate degree in Human Resource Management, and a Certification in Disability Management. His presentations are informed through collaborations with JAN customers as well as groups such as the Disability IN (formerly US Business Leadership Network), Disability Management Employers Coalition, Assistive Technology Industry Association, and the American Association of People with Disabilities among others. Louis is committed to increasing the employability of persons with disabilities. This commitment is continuously deepened through the exploration of the nexus between the needs of employers and abilities of persons with disabilities.

Session Description: The World Health Organization (WHO 2011)

reports that globally there are more than 1 billion people with disabilities. Increasingly, chronic health conditions and disabilities are becoming more common in the workplace. Therefore, creating workplaces inclusive of people with disabilities is a business imperative for both the private and public sector. Inclusion results when good accommodation processes and practices are normalized by the employer. Normalizing inclusion requires numerous tools, techniques, and technologies. In this session, participants will gain access to tools and techniques included within the JAN Workplace Accommodation Toolkit. This Toolkit packages JAN's deep knowledge into an online platform with the information organizations need to create inclusive workplaces while complying with disability-related employment laws. Participants will also learn of inclusionary technologies such as the Mobile Accommodation Solution App, a first-generation mobile workplace

accommodation case management app. Embracing best and emerging tools, techniques, and technologies enables organizations to normalize their accommodation process, create an inclusive workplace culture, and benefit from an innovative and productive workforce.

Program Objectives: This program is designed to provide you with the knowledge and skills necessary to:

- Learn tools for designing, developing, and sustaining accommodation processes
- Identify and apply best and emerging techniques to enhance your accommodation practices
- Practice using the JAN Workplace Accommodation

Toolkit and Mobile
Accommodation Solution
technology to institutionalize
accommodation best practices

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Sarah Howard, Rocky Mountain ADA Center

Sarah is the Training Facilitator for The Rocky Mountain ADA Center (RMADAC). RMADAC serves a six-state region: Colorado, Wyoming, Utah, Montana, North Dakota and South Dakota. RMADAC provides free technical support and training on the Americans with Disabilities Act. Sarah educates and motivates individuals and organizations about their rights and responsibilities under the ADA and other disability laws.

Sarah has a bachelor's degree in English and Psychology and a Master's in Education from Truman State University. Promoting inclusion, diversity, equity, and access are the foundation of her professional work. Her hobbies include copious reading, training and performing with Edward and Mabel, her Cardigan Welsh Corgis, and attempting to be outdoorsy by hiking

and exploring the natural wonders of Colorado.

Session Description: “Often discrimination happens in organizations, and specifically in hiring practices, because of ingrained stereotypical thoughts and ideas we have been taught to believe as true. These ideas are so embedded in our brains we actually believe they are “natural” or the “norm.” Based on leading-edge research in bias mitigation, we know that the most effective anti-bias training incorporates strategies on both the personal and institutional levels. This leadership training provides solutions to both. Participants are invited to consider their own biases and the unintended consequences of those biases. Strategies will be provided for ameliorating personal biases, and those that are situated in the policies and practices of the organization. The workshop offers a path toward a more culturally inclusive organizational environment. This training will be focused on awareness of disability bias.”

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**Julaine Beatty LCSW, Office of the
Mental Health Ombudsman**

Julaine works at the state part- time in the Mental Health Ombudsman’s Office where she assists people around the state in finding the appropriate mental health resources. She is a Licensed Clinical Social Worker with a private practice in the Helena

community. When Julaine is not working, she enjoys spending time with many wonderful friends, travel, and being mom to two sassy Corgis.

Session Description: This presentation was developed to answer some basic questions about mental health, build awareness, fill in some knowledge gaps and provide a basic framework for supporting employees or co-workers experiencing mental health symptoms. The goal is to reduce the discomfort around talking about mental health and help people create a healthy and safe work environment for everyone.

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**William R. Tamayo, Equal
Employment Opportunity
Commission (EEOC)**

William R. Tamayo was named director of the EEOC’s San Francisco District Office in June 2015 and oversees the agency’s investigations and operations

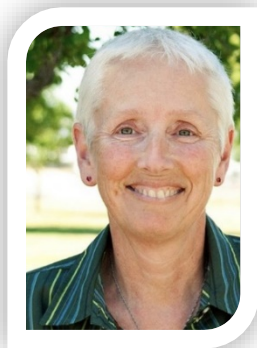
in Northern California, Northern Nevada, Oregon, Washington, Alaska, Idaho and Montana. From 1995 to 2015 he served as the Regional Attorney for the EEOC’s San Francisco District (which prior to 2006 included Northern and Central California, Hawaii, American Samoa, Guam and the Commonwealth of the Northern Mariana Islands). During his tenure as Regional Attorney, his office recovered over \$300 million dollars for victims of discrimination, including a \$2.5 million racial harassment settlement against Lockheed Martin, \$1.85 million in a sexual harassment case of a farm worker against the largest lettuce grower in the world, \$2.3 million in a sexual harassment and

retaliation case against Fry's Electronics, and \$250 million for disabled public safety officers in an age discrimination case against the California Public Employee Retirement System. His office's work on behalf of farm workers is featured in the Frontline documentary, Rape in the Fields, which aired on PBS and Univision. Before joining the EEOC, Tamayo was a managing attorney for the Asian Law Caucus, Inc., where he specialized in civil and voting rights litigation and advocacy on employment discrimination and immigrant rights. There he represented four dozen battered

immigrant women in immigration proceedings and co-authored a memo to Congress creating self-petitioning provisions of Violence Against Woman Act.

William R. Tamayo, J.D.

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Ona Lepard, Family Outreach

Ona is an advocate at Family Outreach to help persons with disabilities find jobs.

She taught elementary school in rural settings for a number of years and then

went to work for Helena Industries in 2006 as a part time job coach.

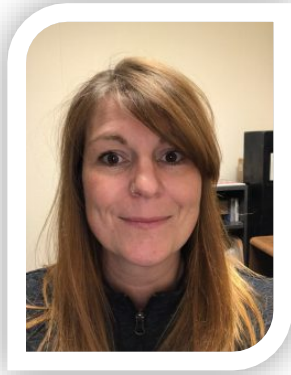
In 2011, Ona became the Director of Community Programs. When Helena Industries closed in April of 2018, Family Outreach opened their doors to her Supported Employment crew.

Ona graduated from the University of Montana in 1985 and grew up on the West Coast.

She spends her free time hiking to waterfalls and kayaking and loves Montana!

Ona Lepard, Family Outreach

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Chanda Hermanson-Dudley

Chanda Hermanson-Dudley serves as the Administrator of the Disability Employment and Transitions Division at the Montana Department of Public Health and Human Services.

The disability Employment and Transitions Division is comprised of two bureaus and multiple programs which include:

- Vocational Rehabilitation and Blind Services Bureau. Montana operates a combined general and blindness vocational rehabilitation program. There

are two sections within the combined program, one for general and one for Blind and Low Vision Services. Chanda Hermanson-Dudley serves as the Bureau Chief.

- Disability Determination Services Bureau. This bureau decides who gets disability benefits through the Social Security Administration. Jennifer Nottingham serves as the Bureau Chief.

- Multiple Programs. The Division's programs include the Montana Telecommunications Access Program, State Independent Living Services, the Extended Employment Program, ASPIRE Montana, MonTech Assistive Technology, and the Department's public transportation coordination.

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Dave Ketelhohn, Workforce Consultant

As a Workforce Consultant, Dave Ketelhohn has more than 10 years' experience with Job Service. A former advocate at Disability Rights MT, Dave continues to fight for the rights of people with disabilities. He actively assists job seekers and employers to make connections they need to succeed. Dave believes every job seeker has their own, unique set of skills...and he

wants to help you with the tools you need to get employed.

Job Service MT's Disability Resources
<http://wsd.dli.mt.gov/job-seeker/disability-resources>

Whether you are an Employer or a Job Seeker, if you have questions related to employment and disabilities, contact us for assistance. We can connect you to resources to answer those questions.

Job Service can assist you with information in the following topics:

1. Job Listings and Referrals
2. Resume Assistance
3. Community Resource Information
4. Americans with Disabilities Act
5. Resource Library and Computers

6. Child Care Information
7. Labor Market Information
8. Career Exploration
9. Job Search Assistance
10. Career Planning
 - Occupational Training Information
 - Copier, fax, TTY services, accessible space and computers

Dave Ketelhohn, Workforce Consultant

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Shannon "Shan" Spencer, U.S. Department of Veterans Affairs

Session Description: VR&E is VA's comprehensive program for Veterans and transitioning Servicemembers with service-connected disabilities and an employment handicap. The purpose of the VR&E program is to help participants prepare for, find, and maintain suitable employment, and to live more independently when an employment goal is not feasible. Services may include vocational

counseling, training, job placement assistance, and other special rehabilitation services that help participants live as independently as possible.

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Luke Urick, Montana Vet Program (MVP) Program Director

Luke Urick served as a Scout Sniper in the Marine Corps. During his 8-and-a-half-year career, he deployed to Iraq three times, including operation Phantom Fury (the retaking of Fallujah). Later, Luke reenlisted and became a Mountain Scout Sniper instructor at the Marine Corps Mountain Warfare Training Center in Bridgeport, CA. As an instructor, Luke trained U.S. military and NATO forces in a wide variety of skills, including high angle precision fire, man-tracking, rappelling, skiing, mountain movement, and survival.

After his time in the Marine Corps, Luke, his wife, and their three kids moved back to Montana where he attended college at the University of Providence earning a Bachelor of Art degree in Psychology and a Master of Science in Organizational Management.

During his time in school, Luke started the Montana Vet Program (MVP); whose mission is to provide Veteran Led Therapeutic Adventure Trips (VLTAT) to

Montana's and surrounding state's struggling veterans to promote healing through comradery, physical activity, adventure, and tough-minded healing. At the heart of MVP's VLTATs, is the 75lbs. "Pig-Egg" (a bag containing the 6,930 dog-tags from the men and women who honorably gave their lives serving in Iraq and Afghanistan) that our veteran team leaders and our veteran participants hike or float over moderate distances (20-30 miles). The program's motto is, "Suffer Well".

Currently, Luke works for Global Strike Command under the 341 Missile Wing at Malmstrom Missile base in Great Falls Montana.

Luke Urick

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