



DISABILITY EDUCATION SERIES

# Inclusive Hiring Practices

Wednesday, February 13, 2019  
Okemos Conference Center





# **WELCOME & PROGRAM OVERVIEW**

**TEDI PARSONS**  
**Founder/Chair**

**MiDEC**

**MICHIGAN DISABILITY  
Empowerment Coalition**



MICHIGAN DISABILITY  
Empowerment Coalition

# COUNCIL MEMBERS

- Tedi Parsons, Founder & Chair, MiDEC
- Feliz Rodriguez, Vice-Chair, Community Mental Health- CEI
- Stacy Hickox, Esq., Michigan State University
- Rachel Mularz, MBA, Selective Case Management
- Kristina Tennant, Mary Free Bed at Sparrow
- Cindy Whittum, Davenport University



MICHIGAN DISABILITY  
Empowerment Coalition

# MISSION & VISION

## MISSION

*Empower and enable persons with disabilities to gainful employment by preparing employers and employees for mutual success.*

## VISION

*We envision a welcoming and affirming community with more inclusive hiring practices which remove barriers to entry for persons with disabilities.*

# A G E N D A

8:30 AM	Welcome & Program Overview Tedi Parsons, Founder/Chair - MiDEC
8:50 AM	Keynote Presentation: <i>Please Don't Use the "D" Word</i> Lucia Rios, The Source
9:20 AM	Panel Discussion Moderated by Scott Derthick, Peckham, Inc.
9:55 AM	Break – Time to Refresh
10:05 AM	Panel Q & A – Open Discussion Moderated by Scott Derthick, Peckham, Inc.
10:20 AM	Presentation: <i>Creating an Inclusive Environment Through the Lens of Diversity</i> Meegan Winters, Able Eyes
10:45 AM	Presentation: <i>Five Myths of the ADA: What you Really Need to Know</i> Stacy Hickox, MSU/MiDEC
11:15 AM	Open Discussion   Q&A Moderated by: Tedi Parsons, MiDEC
11:25 AM	Breaking News! What's Next...
11:30 AM	Closing Remarks - Tedi Parsons, Chair, MiDEC

# Ground Rules

- Listen with Respect
- **Honor Confidentiality**  
Like when in Vegas, “*What happens or is said here, stays here*”
- Speak to the Group (Not in Side Conversations)
- Speak from Your **Own Experiences** and not Others!!
- Have Respect for Each-Others Past Experiences/Journey
- Respect Each-Others Space & Place
- No Pressure to Disclose any Personal Information or Beliefs
- Expect to be Uncomfortable, this is Part of the Process

# Using our Pronouns

- **He/His**  
(Singular, usually masculine specific)
- **She/Hers**  
(Singular, usually feminine specific)
- **They/Them**  
(Singular, the most common gender nonspecific pronouns)
- **Ze/Hir**  
(Singular, gender nonspecific pronouns)



# PRESENTER

## Keynote Presentation

### LUCIA RIOS

*Resources Navigator*

the  
SOURCE

Leveraging Resources, Creating Opportunities, Keeping Promises



# PANEL DISCUSSION

**Moderated by:**

**SCOTT DERTHICK**  
*Chief People & Culture Officer*





# PANELISTS

- Kellie Blackwell, Disability Network Capital Area
- Dax Carpenter, Michigan Department of Transportation
- Alexander Gobbo, Peckham, Inc.
- Charles Pruden, Disability Network Capital Area



# PRESENTER

**MEEGAN WINTERS**  
Co-Founder & CEO





# PRESENTER

**STACY HICKOX**

Associate Professor  
Michigan State University



# OPEN FORUM



Let's Talk...

**TEDI PARSONS**  
Founder & Chair  
MiDEC



# WHAT'S NEXT

## SESSION III

## SAVE THE DATE

**Wednesday, April 24, 2019**

# THANK YOU!

"Life is a journey to be experienced,  
not a problem to be solved."



-Winnie the Pooh

# MiDEC

MICHIGAN DISABILITY  
Empowerment Coalition

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