

National Educational Association of Disabled Students

# 2006 National Conference

November 10 – 12, 2006  
Delta Ottawa Hotel and Suites, Ontario

*Creating our Future: On Campus and Beyond*



*Celebrating 20 Years*





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is driven by corporate values that foster a diverse workforce and an equitable, supportive workplace in which all employees are given the opportunity to meet their professional goals.

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BMO  Financial Group

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## Our Thanks

We would like to offer our thanks for generous sponsorship from the following organizations: Equity Through Education/BMO Capital Markets; BMO Financial Group, Scotiabank Group (Platinum Sponsors); Braille Jymico, CHUM Limited, Delta Ottawa Hotel and Suites, TD Bank Financial Group (Silver Sponsors); Travel Cuts (Bronze Sponsor); and in-kind sponsorship from JobPostings magazine. This conference has been made possible, in part, by grant funding support from the Social Development Partnerships Program (SDPP), Government of Canada. This project is funded by a contribution from the Canadian Council on Learning.

We are grateful to the members of the 2006 NEADS Conference Planning Committee for their commitment in developing the conference agenda and special events. Committee members are: Lena Cook, Kim Gerritsen, Jason Mitschele, Paulo Monteguodo, Rachael Ross and Mahadeo Sukhai. Thank you to Jennifer Gaulin who organized and coordinated volunteer services.

The conference program was written and edited by Neil Faba, with assistance from Frank Smith and Chris Gaulin. Layout and design of this publication was completed by ALDI Design. Chris Gaulin, NEADS' Website Architect, developed the conference website. InterpretCan completed the French translation. Alternate format production of conference materials was provided by Braille Jymico.

# Welcome to the Conference



Dear Delegates:

It is my great pleasure to welcome everyone to our nation's capital for the National Educational Association of Disabled Students' (NEADS) 20<sup>th</sup> anniversary national conference *Creating our Future: On Campus and Beyond*.

Our conference theme was selected to communicate the power we, as disabled individuals, have to positively impact our own futures, as well as the collective future for all post-secondary students with disabilities both during and after their education experience. I believe everyone has the capacity to create their future, on campus and beyond, and I hope this conference can assist you to reach your goals whether in academics or the employment market.

Thanks to a generous donation from BMO Capital Markets and its Equity Through Education program, we will be offering an exciting workshop called "Job Search Strategies: Competing in the Employment Market." This workshop, which is one of a series of forums we are holding across Canada over a two-year period, will give students and recent graduates with disabilities the skills to find employment in today's competitive job market and thus the power to shape their own futures.

The post-secondary educational experience is always changing, with the effects and benefits of new technologies, new accommodations in the learning environment and other programs that support full access. In addition our changing national and global economic climate, to some extent, determine how, what and why we learn. The national conference workshop "Looking into the Future of Post-Secondary Education" gives both students and professionals the chance to glimpse new innovations in the delivery of education and support of disabled students in Canadian college and university settings.

"Creating Leaders for the Future" is an interactive, skills-based workshop that will address how individuals with disabilities can affect positive changes for our collective future. Through practical sessions with individuals who have successfully demonstrated a leadership role on their campuses, participants will have an opportunity to develop similar skills.

The "New Developments in Disability Studies" workshop will provide an opportunity for several individuals – students and a faculty member – to present their research and experiences in the area of disability studies. This should be an exciting and thought-provoking workshop.

I am looking forward to sharing this inspiring weekend with you.

**Kim Gerritsen**

2006 Conference Chairperson and  
Alberta Representative, NEADS

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# **Creating our Future: On Campus and Beyond**

# Welcome to Delegates



It is with great pleasure and enthusiasm that I welcome you, the delegates, to this year's NEADS National Conference, *Creating Our Future: On Campus and Beyond*.

This year's conference holds special significance for both the organization and the national post-secondary advocacy movement, as a celebration of NEADS' 20<sup>th</sup> anniversary and service to students and graduates across Canada.

NEADS has grown as an organization over the years, adapting to, embracing and, at times, challenging the significant changes our country has undergone in the areas of post-secondary education and transition to employment for students with disabilities.

NEADS first organized in 1986, starting with the impetus of a campus group at Carleton University. Students at Carleton saw a need to have a national organization, one founded on Canadian values and policies. So, it was that year, *The Foundation* was organized - a conference that brought about 100 delegates together to establish a Canadian foundation to address the issues of post-secondary students with disabilities in this country. It was there that NEADS was truly born, as its first Board of Directors was elected. To quote Frank Smith, National Coordinator: "An organization is the product of its people." I couldn't agree more. It is from the strength, dedication

and insight of so many of the organization's staff and board members, that we have grown, and continued to serve the changing needs of students and graduates with disabilities over the past two decades. We are fortunate to be joined this weekend by four past board members who will be sharing with you their experiences with the organization and journey through advocacy. I would also like to recognize the incredible commitment and dedication Frank Smith has given to the organization. Frank is the rock this organization leans on.

I would like to share the immense positive impact this organization – its people and the issues we have faced together – has had on me personally. This is my sixth year with the organization. During my time with NEADS, I have met people who have truly enriched my life; and have had the opportunity to learn, understand and experience advocacy in a personal and effective way. This organization has allowed me to grow as a young leader and advocate – and I know it can do the same for each of you.

I am sorry I can't be at this year's conference, however, I look forward to working with the new Board of Directors, elected over the weekend. Although NEADS has been integral in improving access to campuses and education for students with disabilities across Canada for 20 years, NEADS has only begun its journey. The organization has new legacies to leave, new leaders to create and more barriers to break.

Enjoy *Creating Our Future: On Campus and Beyond!*

Sincerely,

**Rachael Ross**

President, NEADS

# Overview of the Weekend

Friday, November 10		
15:00 – 20:00	Registration	Delta Hotel Lobby
15:00 – 19:00	Hospitality Suite Open	
19:00 – 22:00	Opening Plenary Reception	Algonquin Room

Saturday, November 11		
08:00 – 09:00	Late Registration	Delta Hotel Lobby
09:00 – 17:00	Exhibits	Delta Room Foyer
09:00 – 12:15	Workshops	
12:15 – 13:30	Lunch (on your own)	
13:30 – 16:15	Workshop	
17:45 – 18:30	Meet the Candidates	Confederation Room
18:30 – 19:15	Meet and Mingle	Algonquin Room
19:15 – 22:00	Celebrating 20 Years of NEADS Banquet	Algonquin Room

Sunday, November 12		
08:00 – 09:00	NEADS General Membership Meeting	Delta Room
09:00 – 17:00	Exhibits	Delta Room Foyer
09:00 – 12:00	Board of Directors Elections	Confederation Room
09:30 – 11:45	Workshops	
12:00 – 13:00	Lunch (on your own)	
13:00 – 15:15	Workshops	
15:30 – 16:00	Closing Plenary	Delta Room

## Conference Information

### Hotel Information

The Delta Ottawa Hotel and Suites is located in downtown Ottawa, and is in the centre of the capital's major sites and attractions. It is just minutes from Parliament Hill, the Supreme Court and the World Exchange Tower, and adjacent to shopping at the Sparks Street Mall.

The Delta is an ideal location for our conference because it is an accessible venue. In order to enable delegates to easily participate in the four workshop sessions, we are making use of two large meeting rooms for workshops. Both the Delta Room and the Champlain Room are located on the main level of the hotel. The conference displays are located in the Algonquin Room on Friday night, and in the Delta Room foyer the rest of the weekend. The reception will be held on Friday evening in the Algonquin Room. The conference banquet will take place on Saturday evening, also in the Algonquin Room.

### Registration

On-site registration takes place on Friday, November 10, between 15:00 and 20:00 in the lobby of the Delta. Late registration will be held on Saturday, November 11, from 08:00 to 09:00 in the same location. All aspects of conference registration are provided by Golden Planners.

### Wake-Up and Check Out

If you need a wake-up call, inform the front desk of the hotel. The hotel staff would be pleased to let you know about fast check out or the possibility of late check out in your room. Please call the hotel operator for details. We hope that conference participants will make these arrangements so that they do not miss afternoon workshops on Sunday.

## **Transportation**

For those who don't want to pay a \$25.00 cab fare from the airport to the hotel, there is a shuttle bus that goes to all the downtown hotels at a cost of \$9.00 one way and \$18.00 round trip. The shuttle bus leaves from the Hotel at 10 minutes after the hour and 20 minutes to the hour.

All transportation arrangements for the meeting, for those delegates who request adapted transportation from the airport or train station, will be arranged by Golden Planners (through Paratranspo). Paratranspo can be reached at 613-244-7272. There is a cost of approximately \$3.00 for a one-way trip with Paratranspo.

Blue Line Taxi (613-238-1111) offers accessible taxis upon request.

## **Interpretation/Technical Support**

Simultaneous French/English language interpretation is being provided by InterpretCan and will be offered in the Delta Room throughout the conference. All technical equipment and services, including amplification for hard of hearing delegates, will be supplied by Advantage Audio Visual. Sign language interpreters will be provided during the workshops. Delegates who require these services will be provided with an interpreting team in their groups.

## **TTY Access**

The Delta offers TTYs for your convenience. Arrangements must be made in advance with the conference staff. The hotel will bring a TTY to your room, based on availability.

## **Scent-Free Event**

Please note that in consideration of those with allergies and respiratory problems, this conference is a scent-free event. Participants are asked to use unscented products in lieu of scented toiletries and detergents, and to refrain from wearing perfumes and colognes.

## **Social Functions**

There is one social function included with the registration fee. Friday evening at 19:00 there will be an opening reception hosted by the NEADS Board of Directors and held in the Algonquin Room.

On Saturday evening, November 11, NEADS will be celebrating its 20<sup>th</sup> anniversary at the conference banquet with a terrific meal followed by the reminiscences of former board members who have served the Association from 1986 to the present, including: Bruce Mesman, Stephanie Pollock, Steve Estey and Susan Vida.

The conference banquet will be held in the Algonquin Room, beginning with cocktails at 18:30.

If you requested a banquet ticket with your registration, it will be provided to you with your conference program. If you have not reserved a ticket, you may purchase one from the registration desk.

## **Hospitality Suite**

Please remember there will be a hospitality suite (Room 1511) open to the delegates on Friday, Saturday and Sunday evening, providing an opportunity to relax and meet informally.

## **Board of Directors Election**

Voting for a new Board of Directors will take place at the Delta Ottawa Hotel and Suites on Sunday, November 12 from 09:00 to 12:00 in the Confederation Room. Nomination forms for board positions will be received at the conference registration table until 17:00 on Saturday, November 11.

The positions available for election are ten provincial representatives (e.g. British Columbia Rep., Ontario Rep., Nova Scotia Rep. etc.), one territorial representative and an 'Open' Representative.

The election will be conducted by representatives from Elections Canada. All regular members are entitled to vote in the election. If you are unable to attend the election in person, you can identify another member in good standing to act as a proxy and vote on your behalf.

## **General Membership Meeting**

Chaired by members of the NEADS executive, this session will serve as a General Meeting of members. Representatives of the current Board of Directors and staff will participate in this forum, which will address present and future NEADS project work and activities. Join us on Sunday morning in the Delta Room for this meeting.

## **Conference Report**

A detailed report of the conference proceedings, along with PowerPoint presentations and audio recordings, will be available on the conference website following the event.

# About Our Platinum Sponsors



BMO's people strategies focus on the importance of talented, engaged and high performing employees. Developing an equitable and supportive workplace, which reflects the diversity of the communities in which BMO does business, are objectives that are explicitly aligned with strategic initiatives from the top and, which, are carefully measured and connected to performance.

BMO has been a leader in the area of diversity and workplace equity since they first launched their Task Force on the Employment of People with Disabilities in 1992. It was the third in a series of Task Forces launched by the President and CEO Tony Comper. Others were The Advancement of Women (1991), The Advancement of Aboriginal Employment (1992) and The Advancement of Visible Minorities (1995). A direct result of the findings from this report is BMO's innovative, centralized workplace accommodation policy created to ensure the provision of support to people with disabilities from recruitment to ongoing employment. The policy covers the cost of individual accommodations such as JAWS software, workplace modifications, technological support for the learning disabled, and ASL interpreters.

Learning and professional development continues to be a high priority and is a central part of BMO Financial Group's Corporate Values. BMO seeks to accelerate individual employee performance through access to job specific knowledge and skills learning opportunities. BMO is committed to fostering an environment where all colleagues receive consistent and candid feedback from their managers on how to build their current capabilities to enhance performance and develop new skills that provide potential opportunities for advancement.

Established in 1817, as BMO, BMO Financial Group (NYSE, TSX: BMO) is a highly diversified financial services organization. With more than 34,000 employees, BMO provides a broad range of retail banking, wealth management and investment banking products and solutions. BMO Financial Group serves clients across Canada and in the United States through its Canadian retail arm BMO Bank of Montreal, Chicago-based Harris Bank, a major U.S. mid-west financial services organization which also has wealth management offices across the United States, and BMO Capital Markets, one of Canada's leading full-service investment firms.



Scotiabank is one of North America's premier financial institutions, with almost 49,000 employees worldwide, including affiliates. It is also Canada's most international bank with more than 2,000 branches and offices in some 50 countries. We strive to ensure that the makeup of our workforce reflects the diversity of the communities we serve – and to guarantee that dignity, respect, fairness and flexibility characterizes our workplace.

Saturday, November 11		
08:00 – 09:00	Late Registration	Delta Hotel Lobby
09:00 – 17:00	Exhibits	Delta Room Foyer
09:00 – 10:45	Group 1: Job Search Strategies	Delta Room
	Group 2: Looking to the Future of Post-Secondary Education	Champlain Room
10:45 – 11:00	Health Break	
11:00 – 12:15	Group 1: Job Search Strategies	Delta Room
	Group 2: How Accessible are Computer Technologies on Your Campus?	Champlain Room
12:15 – 13:30	Lunch (on your own)	
12:15 – 13:30	One-On-One Assistance with Résumés, Interview Skills and Job Search Strategies	Confederation Room
13:30 – 14:45	Group 1: Looking to the Future of Post-Secondary Education	Delta Room
	Group 2: Job Search Strategies	Champlain Room
14:45 – 15:00	Health Break	
15:00 – 16:15	Group 1: How Accessible are Computer Technologies on Your Campus?	Delta Room
	Group 2: Job Search Strategies	Champlain Room
16:15 – 17:30	One-On-One Assistance with Résumés, Interview Skills and Job Search Strategies	Confederation Room
17:30 – 18:30	Hospitality Suite Open	
17:45 – 18:30	Meet the Candidates	Confederation Room
18:30 – 19:15	Meet and Mingle	Algonquin Room
19:15 – 22:00	Celebrating 20 Years of NEADS Banquet	Algonquin Room

Theme 1	Job Search Strategies: Competing in the Employment Market		
<b>Speakers</b>	Marlie Cappel Aaron Marsaw Stephen McDonnell Julie Ouellette Carole Willans-Théberge	<b>Moderators</b>	Jennifer Dillon, NEADS Job Search Strategies Forums Consultant  Jason Mitschele, Chairperson, NEADS Job Search Strategies Forums Project and Vice-President External

### Workshop Description

The future for many college and university graduates includes a desire to compete for the same employment opportunities as their non-disabled peers. Subjects to be addressed may include:

- First-hand experiences of individuals with disabilities pursuing interesting careers (e.g., in the arts, media, sciences, etc.);
- Disclosing a disability in the workplace;
- Arranging for workplace accommodations;
- Mentorship;
- Opportunities for graduate students.

**Marlie Cappel**

*Controlling Your Own Destiny: Self-Employment in Healthcare*

The focus of this presentation is taking control into your own hands. As a person with a disability, you will have many experiences that make you feel isolated and undermine your confidence. To achieve success, you need to take control of your learning and your life plans. Marlie was told she would probably not graduate from high school, much less make it to post-secondary education. She is now doing very well in post-secondary, having created her own learning strategies, after those taught to her didn't work. She is also working toward taking employment into her own hands, and has already completed the business plan for her private practice.

This presentation will discuss early school experiences that can undermine confidence, strategies to help take control of your life path, and a brief description of the Chiropractic field and Marlie's plan to begin her own venture in it.

**Aaron Marsaw**

*Making the Most of the "Informational Interview" as Part of Your Job Search Strategy*

The "Informational Interview" is an often overlooked, but nonetheless important, career development tool. This presentation will examine what an informational interview is and how one works, taking into account Aaron's personal experiences.

Aaron will demonstrate how the informational interview is a key networking tool, with two important purposes: to market yourself and your skills, and to obtain information about a chosen career path and individual organizations within that field. After being called to the Bar, Aaron went about planning and conducting a series of informational interviews in the Ottawa area, designed to help him make inroads into a career in law. This presentation will discuss some ways to approach organizations to set up informational interviews, what to ask and say in these sessions, and what to take away from them to maximize their potential.

**Stephen McDonnell**

*The Job Search, Accommodation and Beyond*

On top of the common issues that everyone must consider when searching for and locating employment, people with disabilities face additional issues both in employment searching and in the workplace. This presentation will address issues including how to find employers who have inclusive workplaces, when to ask for an accommodation, appropriate ways to deal with disclosure, and issues and concerns that may have to be addressed three months or later into the job.

**Julie Ouellette**

*Career Plans with Purpose: Love What You Do*

Have you ever thought about what you want to be when you "grow up"? What is your dream job? Career development is an ongoing and perpetual process that increases the likelihood that you will find work that you love. This session will highlight some of the key considerations in career planning that may enable future happiness in your career.

**Carole Willans-Théberge**

*The Government of Canada as an Employer of Choice*

As Co-Chair of the National Council of Federal Employees with Disabilities, with first-hand experience as a lawyer with a disability in the federal public service, Carole will discuss the efforts of the Government of Canada to become an employer of choice, and how students with disabilities can benefit.

The Government of Canada offers valuable opportunities for persons with disabilities, which makes it an exciting and challenging place to launch or focus one's career. This presentation will focus both on current circumstances and some new developments arising thanks to the greater visibility of federal public servants with disabilities, and how the National Council of Federal Employees with Disabilities is helping to lead the trend.

Theme 2		Looking into the Future of Post-Secondary Education	
<b>Speakers</b>	Jennison Asuncion Keith Bain Diana Cassie Krystine Donato Catherine Fichten Lianne Fisher Joan Wolforth	<b>Moderators</b>	Kristen McLeod, NEADS New Brunswick Representative  Fraser MacPhee, NEADS Prince Edward Island Representative

### Workshop Description

Post-secondary education offers a wealth of opportunities and challenges for students with disabilities. Topics to be addressed may include:

- On-campus programs that deliver services to students with disabilities in innovative ways;
- Impact of eLearning on students with disabilities;
- New types of adaptive technologies used by students with disabilities;
- Experiences of students with disabilities pursuing options such as distance education, vocational and trade skills.

#### Jennison Asuncion, Catherine Fichten and Joan Wolforth

*College and University Students with Disabilities Speak Out on their eLearning Experiences*

For the last three years, the Adaptech Research Network and our partners, including NEADS, have been conducting an empirical study on the accessibility of eLearning in Canadian post-secondary education. For the purposes of our research, eLearning refers to the range of information and communication technologies that professors use when teaching their courses entirely in the classroom, entirely online, or a combination of both. eLearning includes (but is not limited to) the use of the Internet (e.g., course web pages, lectures delivered live online), CD-ROMs, and presentation tools (e.g., PowerPoint).

This presentation will share what 200+ college and university students with disabilities from across Canada told us about their experiences using eLearning in the courses they have taken. Which forms of eLearning have been the most accessible? Which have been the least accessible? What benefits did students with disabilities tell us they received as a result of using eLearning? What eLearning accessibility problems did they face? What solutions were available to resolve these? We will answer these questions, and engage the audience about their experiences. The Adaptech Research Network conducted this research as part of the Disability and Information Technologies Research Alliance (DIS-IT) initiative.

#### Keith Bain

*Liberated Learning: Accessibility Through Speech Recognition Technology*

In this presentation, Keith will describe the evolution of the Liberated Learning concept, the collaborative model that supports interaction amongst the partners, and accomplishments to date, as well as outline work underway at consortium partners that will bring further benefit to the disabled community.

The Liberated Learning concept was born in 1998, at the Atlantic Centre of Research, Access, and Support for Students with Disabilities, at St. Mary's University in Halifax. The concept became the foundation for collaboration between St. Mary's and IBM Research resulting in a revolutionary Speech Recognition technology platform, currently known as IBM ViaScribe. In Liberated Learning classrooms, lectures are transcribed in real time using automated speech recognition and projected to the class, enabling students to "read" the lecture as it is spoken. After class, comprehensive, software-generated notes are provided in a variety of formats via the Internet.

Universal Liberated Learning extends the Liberated Learning concept beyond the classroom with an overall goal to create barrier free learning environments for Canadians with disabilities, in all layers of society.

**Diana Cassie**

*A Course for Post-Secondary Students with LD/ADHD*

This presentation details a unique and targeted undergraduate university course designed to address challenges faced by post-secondary students with LD/ADHD. The course content features topics relevant to success in post-secondary learning environments and promotes reflective investigation that enhances students' positive self-regard, self-efficacy, coping skills, personal understanding, insight and action. Diana will support the presentation with an academic article (in process but ready for the conference), with a PowerPoint outline and with interactive components enabling participants to share ideas and challenge the content of the presentation.

**Krystine Donato and Lianne Fisher**

*Alleviating the Stress of Presentations Through the Use of Technology*

Live oral presentation demands can present a barrier to full participation in graduate education. But there are technological alternatives. Specifically, this presentation will describe the process of pre-recording an oral presentation portion of a master's thesis defense, and coordinating its presentation with an accompanying PowerPoint overview. The presenters will examine the benefits of such a presentation process, and the reactions of faculty hearing it. They will also discuss additional adaptation possibilities, including the use of captioning, split screen and web-based presentation.

<b>Adaptech Workshop</b>	<b>How Accessible Are Computer Technologies on Your Campus?</b>
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The Adaptech Research Network, in collaboration with its partners, including the National Educational Association of Disabled Students (NEADS), is developing a bilingual, online survey that will give students with disabilities an opportunity to let their colleges and universities know just how available and accessible computer technologies are to them. This applied research project is funded in part by a contribution from the Canadian Council on Learning. Our goal is to create this survey so that individual post-secondary institutions across the country can collect such information. Campus staff and administration can then use the results to identify "what's working" and "what needs improvement" when it comes to making sure that all students, including those with disabilities, have the same access to computer technologies.

The session will be used to inform NEADS members about the project. We will then lead a discussion to find out, from students with disabilities in particular, what their current experiences are when it comes to seeking out and using computer technologies at their colleges and universities. This discussion will help in developing questions to include on the survey. At the close of the session, we will extend an invitation to those interested, to get involved with us in our work.

Sunday, November 12		
08:00 – 09:00	NEADS General Membership Meeting	Delta Room
09:00 – 17:00	Exhibits	Delta Room Foyer
09:00 – 09:30	Voting Break	Confederation Room
09:30 – 10:30	Group 1: Creating Leaders for the Future	Delta Room
	Group 2: New Developments in Disability Studies	Champlain Room
10:30 – 10:45	Health Break	
10:45 – 11:45	Group 1: Creating Leaders for the Future	Delta Room
	Group 2: New Developments in Disability Studies	Champlain Room
11:45 – 12:30	Voting Break	Confederation Room
12:00 – 13:00	Lunch (on your own)	
13:00 – 14:00	Group 1: New Developments in Disability Studies	Delta Room
	Group 2: Creating Leaders for the Future	Champlain Room
14:00 – 14:15	Health Break	
14:15 – 15:15	Group 1: New Developments in Disability Studies	Delta Room
	Group 2: Creating Leaders for the Future	Champlain Room
15:15 – 15:30	Health Break	
15:30 – 16:00	Closing Plenary	Delta Room
18:00 – 24:00	Hospitality Suite Open	

Theme 3 <b>Creating Leaders for the Future</b>			
<b>Speakers</b>	Ryan Klomp Julia Munk Rose Mariana Robb Yolaine Ruel	<b>Moderator</b>	Mahadeo Sukhai, NEADS Open Representative and Secretary/ Treasurer

**Workshop Description**

The key to developing future leaders is to provide practical information that can be applied immediately. Our goal is to make this workshop skills-based, interactive and innovative, including opportunities for participants to practice skills and to get immediate feedback. Subjects to be addressed may include:

- Experiences of students successfully advocating for change on their campus, including lessons learned;
- Effective strategies for dealing with campus media, on-campus departments and organizations;
- Working with the mainstream student movement;
- Lobbying university/college administration;
- Public speaking tips and tricks;
- Negotiation skills;
- Writing a press release.

**Ryan Klomp and Yolaine Ruel**

*Developing Student Leaders*

Universities and colleges have a responsibility to help guide the development of responsible community leaders. This holds true for disability service offices working with students with disabilities. This workshop will present case-studies that students can refer to in the context of their relations with peers, faculty and university/ college administration. By approaching leadership in a process that balances the individual and the system, student leaders will be able to achieve consensus, build networks and achieve meaningful change in their institutions.

**Julia Munk**

*Autonomy and the Struggle for Social Change*

This presentation will provide an understanding of disability politics on post-secondary campuses within the context of a larger socio-political framework. By drawing out the key issues that are shared historically amongst new social movements, this work brings disability issues to

the forefront of the debates between “old” and “new” social movements. When disability politics is fundamentally understood by mainstream theorists as having shared a common struggle with other, more established new social movements, we can see a shift in the role that academia plays in activism.

**Rose Mariana Robb**

*The Access Game: Create a Dynamic Advocacy Group on Your Campus*

This presentation will include a brief summary of the Access Game Plan, and will include participants in scenarios likely to be encountered during the start-up and building of an effective advocacy group. Access UVic grew from zero to 100 members in two years, secured long-term stable funding and has developed a high profile dynamic presence on campus. Despite great success, mistakes were made and many lessons learned. The presentation will feature the Access Top Ten Practical Tips, including start-up, team building, fundraising, backlash prevention, alliance building and more.

<b>Theme 4</b>		<b>New Developments in Disability Studies</b>	
<b>Speakers</b>	Nathan Chan Jennifer J. Paterson Dolkar Peljor Nancy Hansen	<b>Moderator</b>	Kimberley Gerritsen, NEADS Conference Chairperson and Alberta Representative

**Workshop Description**

Disability Studies is an important field experiencing growing interest on Canadian campuses. This workshop will showcase research or research-in-progress in this area and will offer both student and faculty perspectives.

**Nathan Chan**

*Disability Studies, Huh? – Experiences in Higher Education as a Student In Disability Studies*

Disability Studies has been evolving over the last thirty years and it is rapidly emerging as a worthy interdisciplinary field of scholarship that critically examines issues related to the dynamic interplays between disability and various aspects of culture and society. As a field, the outlook on disability is becoming a whole lot more than wheelchairs, seeing-eye dogs, crutches, and canes. For example, there is much more of a formal recognition of persons with invisible disabilities, such as those with learning and mental health disabilities.

However, as Nathan has been immersed in the Disability Studies field, he has found that there are many understudied or overlooked areas of study which are worthy of scholarly attention. Through his presentation, he aims to share some of his experiences in managing his own personal identity as a student with an invisible disability in a Disability Studies program and the only Canadian student currently in his program. He will also highlight some of his research undertakings which illustrate the flexibility of Disability Studies as a field of research. His presentation will convey that his research interests are highly unique and diverse and it will serve as an encouragement to all persons considering a Disability Studies education to go for it!

He will touch briefly on his research undertakings (including but not limited to):

(1) Managing AIDS in the Workplace, (2) Identity Construction of Persons Who Stutter, (3) Participatory Action Research and Praxis: Mechanisms to Challenge Community-based Service Provision and Public Policy for People with Psychiatric Disabilities, (4) Fatness as a Disability: Questions of Personal and Group Identity.

**Jennifer J. Paterson**

*Reflections on the Sex(y) Disability Studies and the Inclusion of Disability in Sex-Positive Communities*

This presentation will report a portion of Jennifer's qualitative research on sexuality and disability. The project looks at the perspectives of people with disabilities and their experiences in sex-positive communities. It will acknowledge that people with disabilities experience significant sexual exclusion because of the prevalent stereotype that people with disabilities are asexual.

An overview of some themes and issues within sexuality and disability will be presented, including some of the research that has already been done. It will also present information on the research project, and explore the results of research into the extent to which disability is included in sex-positive communities and spaces, and barriers people with disabilities experience that prevent their sexual autonomy.

**Nancy Hansen**

*Disability Studies: Changing the Landscape and Shaping Our Future*

People with disabilities in academia are becoming more commonplace. Our very presence is changing the campus landscape and the community beyond. Disability Studies as an emerging discipline is an important element in the *change* process. This presentation will explore the roots of Disability Studies, how it is changing the research process, and new developments in this field of research. Finally this presentation will discuss how the presence of academics with disabilities is reshaping the landscape of the academy and creating a space that 'fits'.

**Dolkar Peljor**

*Disability Research Through a Community-based Project: An Example of One DisAbled Student*

Dolkar will share her experiences as a student with a disability conducting disability research through a community-based project with the Trent Centre for Community-based Education. Her presentation will discuss her research, determining the programming needs of young adults with Down Syndrome in the local community, which is being conducted in conjunction with a Down Syndrome support group. She will discuss the process of interviewing members of the support group and service providers for persons with developmental disabilities, share findings of her research, and explore the empowering effects of undertaking disability studies on students with disabilities.

# NOWS

## NEADS ONLINE WORK SYSTEM

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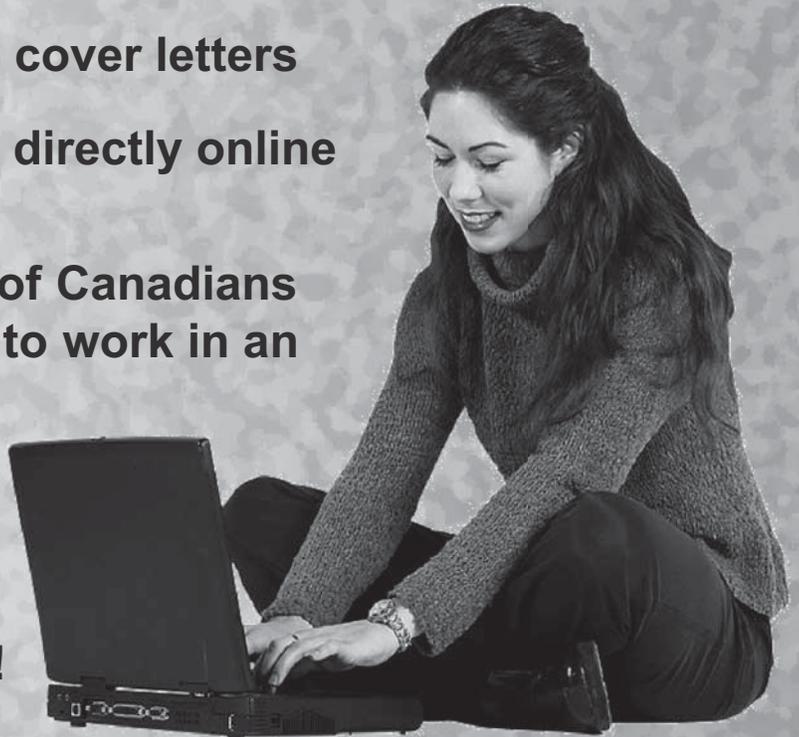
### *LOOKING FOR MEANINGFUL EMPLOYMENT ?*

If you answered yes, then make the NEADS Online Work System part of your job search. Use NOWS absolutely free of charge to:

- Search for opportunities with progressive employers seeking students and graduates with disabilities
- Post your resumés and cover letters
- Apply for opportunities directly online

Join the growing number of Canadians with disabilities choosing to work in an inclusive workplace.

For more information on NOWS or to register, log on to [www.nows.ca](http://www.nows.ca) today!



## Speakers' Biographies

### Jennison Asuncion

Jennison co-directs the Adaptech Research Network and is the Project Manager for the eLearning study being presented. He holds an M.A. in Educational Technology from Concordia University, and has been conducting research on computer technologies and post-secondary students with disabilities for over eight years.

### Keith Bain

Keith is the International Manager of the Liberated Learning Consortium, hosted at Canada's Saint Mary's University. Keith began his professional career as a special education teacher in Edmonton, and then spent a year teaching and consulting in Asia, gaining valuable cross-cultural experience. He has been with the Atlantic Centre of Research, Access, and Support for Students with Disabilities, at Saint Mary's, for seven years. In 1998, he helped implement and coordinate the pilot project that propelled the Liberated Learning concept to the national and international stage. Recently, Keith was awarded a National Education Award from the Learning Disabilities Association of Canada for his leadership in innovation and education. Keith holds a B.Ed from the University of Alberta, and an MBA from Saint Mary's University, concentrating in Project Management, Knowledge Management, Strategy, as well as a project with IBM Global Services.

### Marlie Cappel

Marlie is a student with a learning disability, currently completing her final year in the Chiropody Program at The Michener Institute for Applied Health Sciences in Toronto. Prior to that, she was enrolled in the Orthotic and Prosthetic Technician program at George Brown College in Toronto. She is working toward a career in sports injury rehabilitation, and has served in several job roles in the orthotics and sports instruction fields.

### Diana Cassie

Diana is a Learning Disabilities Counsellor and Registered Psychologist (Candidate Register) at Dalhousie University's Counselling Centre. Her work with Dalhousie students involves screening for learning disabilities and Attention Deficit/Hyperactivity Disorder, and providing personal counselling for students with LD/ADHD. Her research interests span career-relevant learning, life transitions and self-efficacy. Diana holds a Ph.D. in Counselling Psychology from the Ontario Institute for Studies in Education of the University of Toronto.

### Nathan Chan

Nathan Chan is fascinated by the issues persons with disabilities face in the workplace and recognized the potential that persons with disabilities have through his undergraduate studies. Nathan holds a B. Commerce (concentrations in Human Resources/Organizational Behaviour and Entrepreneurship) from McGill University and a M.A. in Critical Disability Studies from York University. He has also co-produced a documentary, entitled "Disability and Society," that serves as a commentary about how persons with disabilities have yet to be given full human rights. Nathan is currently working towards his PhD in Disability Studies at University of Illinois at Chicago.

### Krystine Donato

Krystine graduated from the honours program of Child and Youth Studies at Brock University in 2002. Currently, she is in the Masters of Child and Youth Studies, also through Brock University. Krystine's areas of focus include: students with disabilities in post-secondary institutions, training for faculty members on issues surrounding teaching students with disabilities and human rights training for individuals with disabilities. Krystine is also a member of the Niagara Region's Accessibility Committee and Brock University Accessibility Committee.

### Steven Estey

Steven is Chair of the International Committee of the Council of Canadians with Disabilities (CCD), as well as North American Representative on the World Council of Disabled Peoples' International. Steven joined the CCD's International Committee more than 10 years ago, and in that time has developed extensive experience in the area of international development, human rights and disability. He has worked with NGOs, governments and multilateral agencies around the world for over a decade to advance the human rights and economic situation of people with disabilities. He has testified before several parliamentary committees and spoken at the United Nations, where he has most recently been a member of Canada's delegation to the ongoing negotiations on a new human rights treaty for disabled people. Steven has written and spoken widely on the emergence of disability as a Human Rights issue.

Steven has an undergraduate degree in Philosophy from St. Francis Xavier University and a Masters in International Development Studies from St. Mary's University. During his MA studies, he was president of NEADS.

### **Catherine Fichten**

Catherine holds a Ph.D. in Psychology and has been researching disability-related issues for many years. She is a professor in the Department of Psychology at Dawson College and in the Department of Psychiatry at McGill University. She co-directs the Adaptech Research Network.

### **Lianne Fisher**

Lianne Fisher has an honours degree in Psychology from Simon Fraser University. She is currently a part-time M.A. candidate in the Department of Child and Youth Studies at Brock University and is completing a Certificate in Women's Studies. These multidisciplinary programs have facilitated and informed her interest in the process of education and the learning needs of post-secondary students. She has worked as an assistant to a learning strategist and has completed an Advanced Certification as a Teaching Assistant through Brock's Centre for Teaching, Learning, and Educational Technologies.

### **Nancy Hansen**

Dr. Nancy Hansen is Acting Director of the Interdisciplinary Master's Program Disability Studies at the University of Manitoba. Nancy obtained her PhD from the University of Glasgow. Her thesis examined the impact of education and social policy on the employment experiences of women with physical disabilities. Nancy's Post-Doctoral Research examined women with disabilities' access to primary health care. Nancy received an Einstein research fellowship examining Disability Studies and the Legacy of Nazi Eugenics. She is president of the Canadian Disability Studies Association (CDSA). In June 2006, she was Awarded Ireland Canada University Foundation Sprott Asset Management Scholarship to examine the history of people with disabilities in Ireland. Nancy has been actively involved with various Canadian disability groups for many years.

### **Ryan Klomp**

Ryan has been an active member of the Adaptech Research Network's eLearning Study Team since 2004. He is the Coordinator of Learning Technologies at the University of Ottawa's Access Service. Ryan has more than 10 years of adaptive technology and transcriptions experience, and is actively involved in a number of projects aimed at improving access to materials for individuals with a print disability.

### **Aaron Marsaw**

Aaron is a lawyer with the Department of Justice, providing legal counsel to the Department of Indian Affairs and Northern Development. After earning

a B.A. from Laurentian University, he attended the University of Oxford on a Rhodes Scholarship. Aaron returned to Canada to pursue a law degree at the University of Toronto and was called to the Bar in November 2002.

Prior to joining Justice, Aaron held a variety of jobs, including night court prosecutor for the City of Toronto, student employment officer for what was then Human Resources and Development Canada, research assistant, Parliamentary guide, and camp counselor at the CNIB Lake Joseph Centre. As well, he has a long record of volunteer and pro bono participation with community and outreach organizations.

Aaron lost his sight in 1985, due to a brain tumour and cysts behind the optic nerve. He possesses approximately two per cent peripheral vision in his right eye only. To assist in performing tasks both at home and work, Aaron uses a variety of adaptive technologies, including closed-circuit television (CCTV) magnification, computer screen magnification as well as screen reading software, and a scanner.

### **Stephen McDonnell**

Stephen is Senior Advisor, Diversity and Workplace Equity, Corporate Human Resources at BMO Financial Group. Over a twenty year career, Stephen has recruited people with disabilities and held positions in retail operations including branch management and credit throughout the Greater Toronto Area.

He is a native Torontonian and has been a community volunteer for over 17 years. Stephen is former Chair of LOFT Community Services in Toronto, offering housing, outreach, and community support services to vulnerable and homeless people, seniors, youth at risk and people with disabilities. His volunteer activities have been recognized by the Toronto Chapter of the CFRA and the Canadian Red Cross Society for supporting their national strategy to provide emergency support to the homeless.

Stephen has served on the board of directors of the AIDS Committee of Toronto, Canada's largest AIDS service organization and has consulted with them on issues relevant to workplace accommodation and employment. He currently sits on the board of the Ontario HIV Treatment Network, an initiative of the Ministry of Health, supporting their diversity initiatives. Stephen's background is in pastoral care and theology, and he has worked in Ottawa and the nine northern counties of Mississippi in the United States.

**Bruce Mesman**

Bruce began his journey in higher education and disability services when he attended the first NEADS conference here in Ottawa in 1986, and the inaugural board meeting a few months later in Calgary. It was during this meeting that he assumed the role of the Western Rep. and board secretary. He continued with NEADS and the board for two terms, during which time he completed his Associate's Degree in Therapeutic Recreation. During this period he was also the co-founder and president of BCEADS, a provincial organization that focused on disability-related access to post-secondary education. While working in the post-secondary system as a disability coordinator/advisor, educational advisor, faculty member and course designer, Bruce completed his Masters Degree in Education and an Instructor's Diploma in Adult Education. Bruce is currently working as a technology coordinator, facilitating technology assessments for individuals needing assistive technology on the job or in an academic environment.

**Julia Munk**

Julia Munk is the coordinator of the University of Toronto Access Centre, and one of the founders of Canada-Wide Accessibility for Post Secondary Students, CANWAPSS. In 2002, Julia started Students for Barrier-free Access, an association of students with disabilities and their allies. As Vice-President Equity of the Students' Administrative Council from 2003-05 and constituency coordinator for the Canadian Federation of Students, Julia built extensive coalitions and greatly raised the profile of the student disability rights movement.

Upon successfully campaigning for a student levy to fund Students for Barrier-free Access, it was decided that the Access Centre should be opened to provide non-academic accommodations and advocacy for students with disabilities at the University of Toronto. The opening of the Access Centre represents a historic leap forward for students with disabilities at U of T. Julia is also a student of Political Science and Equity Studies, and plans to attend graduate school to pursue her interests in the field of disability studies.

**Julie Ouellette**

Julie is a Disabilities Counsellor at the Paul Menton Centre for Students with Disabilities at Carleton University in Ottawa. Previously, she worked in the Career Services Department at Carleton, and at the University of Guelph's Centre for Students with Disabilities. Julie's educational background includes a Master's in Education from the University of Ottawa, specializing in Educational

Counselling, as well as a B.A. from the University of Guelph, with majors in psychology and French.

**Jennifer J. Paterson**

Jennifer is a Master's student in the Critical Disability Studies program at York University in Toronto. Previously, she obtained a Bachelor of Arts in Disability Studies from Toronto's Ryerson University. She is also currently working as a research assistant at the Centre for Voluntary Studies Sector Studies, on a project on disability and volunteering, and previously was involved as research assistant on the Canadian Disability History Archives Project. Jennifer's background in disability advocacy and student support includes a term as student representative on the Canadian Disability Studies Association board, and providing employment and life skills information for students through a local employment resource centre.

**Dolkar Peljor**

Dolkar is a recent graduate of Trent University, where she successfully completed the Bachelor of Arts (Hons) program in political studies and business administration. Despite having physical and sensory disabilities due to Marfan syndrome, she has many accomplishments to be proud of in addition to overcoming barriers faced by persons with disabilities. Dolkar served as a director on Trent's student union when elected as the Special Needs Issues Commissioner, participated in the summer experience program with the Ontario Ministry of Natural Resources, and enjoys playing the piano. Currently, Dolkar is a Master of Public Administration candidate at Queen's University.

**Stephanie Pollock**

In 1992, while attending St. Thomas University in Fredericton New Brunswick, Stephanie was asked to join NEADS as New Brunswick Representative. In 1994, she was elected to serve as NEADS President. Stephanie graduated from STU in 1993 with a BA and in 1994 obtained a Bachelor of Education from the university. Stephanie served as past president during her final two years with NEADS (1996-1998). She is currently working for the provincial Department of Finance as a tax program officer, and enjoys reading, public speaking, watching TV and playing with her three cats.

**Rose Mariana Robb**

Rose Mariana is a mature student with a disability at the University of Victoria. She is the Director of Access UVic!, a disabled students' advocacy group, and is also a parent advocate for her daughter, who has a severe learning disability. Since successfully pursuing a discrimination case

through the BC Human Rights Tribunal on behalf of her daughter, Rose Mariana has made advocacy and disability rights the focus of her academic and professional work. She lives in Victoria and is on the scenic route to a university degree in history.

### **Yolaine Ruel**

Yolaine Ruel has worked at the University of Ottawa since 1988, acting as Head of its Access Service since 1999. She also coordinates activities and resources involved in the preparation, follow-up on and writing of the Annual Accessibility Plan under the *Ontarians with Disabilities Act, 2001 (ODA)* and the *Accessibility for Ontarians with Disabilities Act, 2005 (AODA)*. Yolaine supports values related to equity, diversity, accessibility and environmental protection. She is a member of the Advisory Committee on Employment Equity, the Advisory Committee on Security on Campus, the Advisory Committee on Sustainable Development and the Sustainable Development Committee and the United Way Organizing Committee at the University of Ottawa. At the provincial and national levels, Yolaine is a member of Ontario's Inter-University Disability Issues Association (IDIA) and Vice-President of the Canadian Association of Disability Service Providers in Post-secondary Education (CADSPPE).

### **Susan Vida**

Susan is a communications manager at the CNIB in Montreal. She holds a B.A. in Modern Languages & Linguistics and also completed a Graduate Diploma and M.A in Communications at Concordia University. Her work at the CNIB involves community development, public education and promoting CNIB's services across Quebec. Susan also runs her own business in the area of transportation. She served on the NEADS board of directors from 1998-2002 as Quebec Representative and Vice-President Internal.

### **Carole Willans-Théberge**

Carole is Co-Chair of the National Council of Federal Employees with Disabilities, a group recognized by the Government of Canada as representing the interests of federal public servants with disabilities across Canada. A lawyer and hard of hearing, Carole is a well-known disability advocate who joined the Public Service in 1992 after ten years in private practice. After spending the first 14 years of her public service career in various positions within the Department of Justice Canada, she is currently Chief, Constitutional and Legal Affairs (Intergovernmental Affairs, Privy Council Office). Carole is also the President of the Canadian Hard of Hearing Association and Vice-President of Reach Canada, the latter group offering a referral service to persons with disabilities in need of legal advice relating to disability issues.

### **Joan Wolforth**

Joan is Director of the Office for Students with Disabilities at McGill University. She has been involved with NEADS since its inception and carries out research on post-secondary education, on eLearning, and on learning disabilities, especially dyslexia.

## Exhibitors

**BMO Financial Group**

**Scotiabank**

**TD Canada Trust**

**Microcomputer Science Centre Inc.**

**Alliance for Equality of Blind Canadians (AEBC)**

**TravelCuts Toronto and Ottawa Region**

**National Educational Association of Disabled Students (NEADS)**

**Accessibility Standards Advisory Council (ASAC) – Accessibility Directorate of Ontario**

## Restaurant Guide

### **The Southern Cross**

Open for breakfast, lunch and dinner seven days a week, the Southern Cross specializes in sizzling fajitas, mouth watering ribs, Mexican favourites, charbroiled steaks, fish dishes, Louisiana fare and deep-fried ice cream

Located at 402 Queen Street inside the Radisson Hotel.

Tel: 613-230-0400

### **The Bay Street Bistro**

The Bay Street Bistro offers a taste of fine contemporary Italian cuisine. Hungry for lunch? Try the all-you-can-eat Italian Feast of pastas, pizza and salad.

Located at 160 Bay Street (Off the lobby of the Albert at Bay Suite Hotel)

Tel: 613-234-1111

### **101 Café**

Café 101 blends over 101 handpicked ingredients for the dishes it serves. The themed luncheon buffet is particularly popular – each weekday features a different culinary theme, running the complete gamut from Italian to Asian.

Located at 101 Lyon Street (Off the lobby of the Crowne Plaza Hotel)

Tel: 613-237-3600

### **Mystique Cafe Restaurant**

Mystique offers a menu with old favourites and contemporary dishes, all of which draw on select local produce and are prepared with creative flair. Come and sit back, enjoy the ambiance, the delicious flavours of the food and the friendly service.

Located off the Delta Hotel lobby.

### **The Capital Dining Room**

Savour the finest dishes from around the world, while sampling tantalizing selections such as Nunavut Caribou Carpaccio with Black Truffles, Cold Smoked Australian Rack of Lamb, Seared Ostrich Medallions with Ginger Crème Brûlée. The Capital Dining Room offers an exquisite blend of culinary flavours complimented by a fine selection of world-renowned vintage wines.

Reservations are recommended for lunch and dinner.

Located off the Delta Hotel lobby.

Tel: 613-238-2582

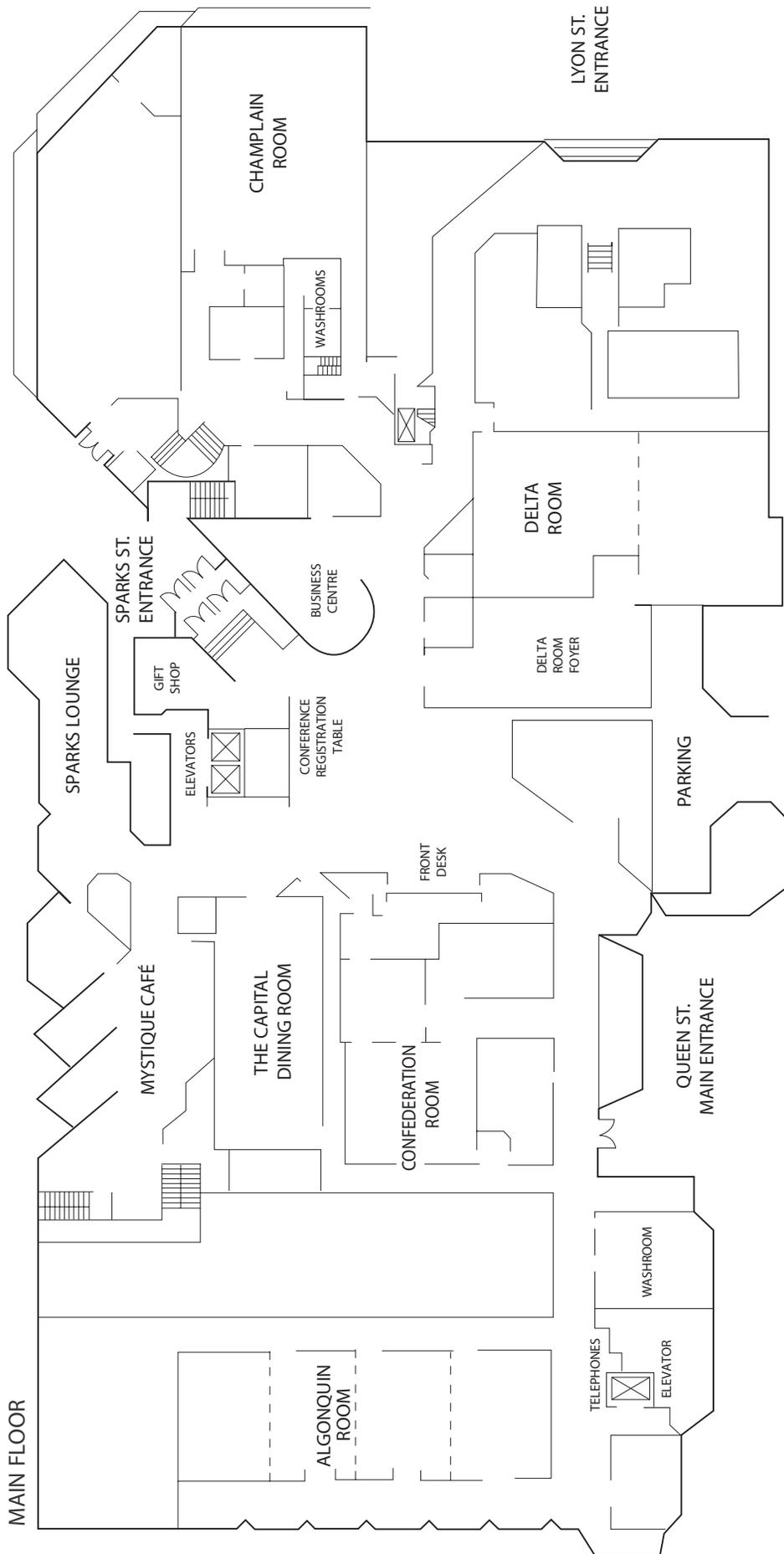
### **Sparks Lounge**

Slip out of your day and into comfortable armchairs. Whether you want to have some quiet time or enjoy the company of friends, the casual ease of Sparks is the perfect setting. Enjoy light meals and snacks along with an extensive selection of wine and fine scotches.

Located off the Delta Hotel lobby.

### **Sparks Street Mall**

A number of restaurants are located in the Sparks Street Mall as well.



MAIN FLOOR

SPARKS LOUNGE

SPARKS ST. ENTRANCE

GIFT SHOP

ELEVATORS

CONFERENCE REGISTRATION TABLE

CHAMPLAIN ROOM

WASHROOMS

ALGONQUIN ROOM

CONFEDERATION ROOM

FRONT DESK

DELTA ROOM

DELTA ROOM FOYER

LYON ST. ENTRANCE

TELEPHONES

WASHROOM

ELEVATOR

QUEEN ST. MAIN ENTRANCE

PARKING