



 **pennsylvania**
HUMAN RELATIONS COMMISSION

2023

dis **ABILITY**
CONFERENCE

Everyone has the right to be successful in the workplace!

Thursday, July 20, 2023
Hosted at the Harrisburg Hilton
One North Second Street
Harrisburg, PA

Keynote Speaker:
Michael Kiel, author of
"Challenge the Moment"





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**SESSION DESCRIPTIONS &
SPEAKER BIOS** 9-23

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GREETINGS FROM

M. JOEL BOLSTEIN, ESQ.

PHRC CHAIR



I am pleased to welcome you to the first-ever Pennsylvania Human Relations Commission Disability Conference.

As you know, the Pennsylvania Human Relations Commission (PHRC) was created in 1955 to enforce the PA Human Relations Act (PHRA). The PHRA gives the PHRC the power to investigate claims of discrimination in Education, Employment, Housing, and Public Accommodations.

During the 2021-2022 financial year, the top complaints of discrimination in Housing, Public Accommodation, and Education were disability-related. In Employment, it was second (the top complaint was retaliation).

To eradicate disability discrimination, it is going to take all of us working together to increase accessibility and provide reasonable accommodations. To see people for who they are and not reduce them to their disability.

This conference brings together individuals with disabilities, advocates, legislators, human resource managers, supervisors, and disability-related organizations, and we hope you leave today's conference feeling motivated to improve your workplace and community!

I'd like to thank everyone involved in putting together this conference and thank you to the speakers participating today.



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**GREETINGS FROM
CHAD DION LASSITER, MSW
PHRC EXECUTIVE DIRECTOR**



On behalf of the PHRC, it is my pleasure to welcome you to our first-ever Disability Conference in Harrisburg. We are happy to have you here with us today.

The PHRC plays a key role in ensuring justice and opportunities for all citizens of the commonwealth. Discrimination in any situation is illegal. While we investigate thoroughly all claims brought to us, we want those who face discrimination and hate to know that we will be their voice and defend them. Disability discrimination is the most prevalent type of discrimination we see at the PHRC. We see it in housing, schools, public spaces and the workplace.

During today's conference, we will explore good practices employers are implementing to create a workplace environment that is accessible and accommodating. We will also discuss what more can be done across the commonwealth and how we can lead those changes.

I would like to thank our Disability Conference planning team. I am proud of the work that went in to putting together this fantastic event. I know we will all leave feeling energized and inspired! We truly appreciate you taking time out of your busy schedule to attend today's conference.



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PHRC COMMISSIONERS

The PHRC is comprised of independent and nonpartisan commissioners, appointed by the governor and confirmed by the state Senate. The commissioners act as public liaisons, establish policies, and resolve some cases that are not settled voluntarily.



RADHESHYAM M. AGRAWAL, M.D.



MAYUR PATEL, ESQ., SECRETARY



M. JOEL BOLSTEIN, ESQ., CHAIR



ALEENA Y. SORATHIA, ESQ.



MICHAEL HARDIMAN, ESQ.



DR. RAQUEL O. YIENGST, VICE-CHAIR



HON. CURTIS JONES, JR.



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2023 TRAINING PROGRAMS



Are you looking for an informed presenter to speak to your community or organization on subjects affecting their ability to live, work, and learn free from discrimination? PHRC trainers are available to present a variety of social justice programs.

Civil Rights and Filing a Complaint

- Civil Rights Law and PHRC Jurisdiction
- PHRC Overview & How to File a Complaint
- Disability & Reasonable Accommodation

Preventing Discrimination in the Workplace and Schools

- Cross-cultural Communication
- Conflict Resolution
- Sexual Discrimination in the Workplace
- Sexual Harassment Prevention
- Preventing Bullying and Harassment
- SPIRIT Training

Bias, Diversity, Equity and Inclusion

- Unconscious Bias
- Diversity, Equity, & Inclusion (DEI)
- Diversity & Cultural Professionalism
- Bias and Hate Crimes
- Implicit Bias for Law Enforcement

Fair Housing Rights

- Fair Housing Fundamentals
- Fair Housing for LGBTQ+ Individuals
- Fair Housing for Municipal Leaders
- Fair Housing & Criminal Backgrounds
- Fair Housing & Domestic Violence
- Fair Housing & Individuals with Disabilities
- Fair Housing & Hoarding
- Service & Support Animals
- Fair Lending
- Affirmatively Furthering Fair Housing
- Redlining: Yesterday & Today



To learn more, contact bmellinger@pa.gov or classiter@pa.gov, or fill out an online request at <https://www.phrc.pa.gov/EducationandOutreach/>

[PHRC.pa.gov](https://www.phrc.pa.gov)



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TIME	SESSION	SPEAKER/ORGANIZATION
9AM	Opening Remarks	<ul style="list-style-type: none"> Chad Dion Lassiter, Executive Director, PHRC
9:15-10:30AM	Panel Discussion: Employment Services	<ul style="list-style-type: none"> Kait Gillis-Hanna, Owner, Noor Coffee Shop Amy Nieves, Mayor's Office for People with Disabilities, City of Philadelphia Dale Verchick, Disability Rights Pennsylvania Tricia Zeltwanger, Penn-Mar Human Services
10:30AM	Break	
10:45-11:30AM	Demonstration: Susquehanna Service Dogs	<ul style="list-style-type: none"> Deb Tack, Executive Director, Susquehanna Service Dogs
11:30-12:15PM	Keynote Address	<ul style="list-style-type: none"> Michael Kiel, author of the book, "Challenge the Moment."
12:15-1:15PM	Lunch	



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TIME	SESSION	SPEAKER/ORGANIZATION
1:15-2:00 PM	Panel Discussion: Government Services	<ul style="list-style-type: none"> • Janetta Green, Chief Executive Officer, Center for Independent Living of Central PA • Ryan Hyde, Executive Director, Pennsylvania Office of Vocational Rehabilitation • Pennsylvania Rep. Ismail Smith-Wade-EL, 49th District (Lancaster County)
2:30-2:45PM	Break	
2:45-3:30 PM	Demonstration: United Cerebral Palsy Central PA	<ul style="list-style-type: none"> • Marci Walborn, Director of Childhood and Ancillary Services, UCP Central PA • Jacqueline Wardle, Assistive Technology Specialist, UCP Central PA
3:30-4PM	Closing Remarks	<ul style="list-style-type: none"> • Mayur Patel, PHRC Secretary



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M. JOEL BOLSTEIN PHRC CHAIR



M. Joel Bolstein was appointed to serve as Interim Chair of the PHRC on April 18, 2016, and named Chair in October 2018.

Bolstein is currently a partner in the law firm of Fox Rothschild, LLP, where his practice consists of environmental law and governmental affairs. His environmental-related construction issues, including permit procurement, erosion and sedimentation controls, and environmental assessments and remediation. He also advises clients on permit and enforcement actions and regulatory compliance. He also represents buyers, sellers, lenders, and public entities in corporate and real estate transactions.

Bolstein's government affairs practice focuses on obtaining legislative, regulatory, and administrative solutions for clients at all levels of government. He has assisted clients on matters involving legislation, permits, enforcement actions, contracting, and procurement challenges.

Bolstein served three terms on the U.S. EPA's National Advisory Council for Environmental Policy & Technology. From January 1995 to July 1997, he was Deputy Secretary for Special Projects at the Pennsylvania Department of Environmental Protection. He was involved in a wide variety of areas, including permit and enforcement decisions and the development of policies and regulatory initiatives. He served as a trouble-shooter between the Department of Environmental Protection and the regulated community and worked on projects involving the reuse of industrial sites and the promotion of economic development. As Deputy Secretary, he managed the implementation of Pennsylvania's Land Recycling Act (Act 2 of 1995) and helped write the regulations for the land-recycling program. He also represented the commonwealth in the Republican Governors Association Task Force on CERCLA reform.

Bolstein is a former member of the American Bar Association's (ABA) Standing Committee on Environmental Law. He is also a past officer in the ABA's Section on Natural Resources, Energy, and Environmental Law (now SEER), and currently serves as vice-chair of the Committee on Innovation, Management Systems and Trading and the Committee on Science & Technology. He is listed as one of the top environmental lawyers in Pennsylvania in the Chambers Guide USA, Best Lawyers, and PA Super Lawyers.

In 1995, he received the Pennsylvania Department of Environmental Protection's Award for Excellence. In 1999, he was presented with the Excellence in Environmental Achievement Award from Bethlehem Steel Company for his work on the Bethlehem Works Project, the largest brownfield site in the country. In January 1999, Governor Ridge appointed Bolstein to a five-year term on Pennsylvania's Human Relations Commission, which is responsible for developing state policy and regulations and adjudicating claims alleging discrimination in the areas of housing, employment, and educational opportunities. He was reappointed by Governor Rendell in 2005 and 2010.



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CHAD DION LASSITER, MSW PHRC EXECUTIVE DIRECTOR



Chad Dion Lassiter is a National Expert in the field of American Race Relations. Mr. Lassiter has worked on race, peace, and poverty-related issues in The United States, Africa, Canada, Haiti, Israel and Norway.

He is the current Executive Director of the Pennsylvania Human Relations Commission, where he has developed and launched a 'No Hate in Our State Townhall' to address the surge of White Nationalism in Pennsylvania, a 'Social Justice Lecture Series' providing an outlet for the communities to discuss imperative issues and serves as a Racial Reduction Response team for those communities impacted by hatred. He has also developed programs under his appointment, such as a 'Global Social Justice Initiative,' 'Black and Jewish Beloved Community Dialogue,' and the 'College Race Dialogue Initiative.'

Mr. Lassiter received his Master's degree from the University of Pennsylvania Graduate School of Social Work, where he was the A. Phillip Randolph Award winner in 2001 and was the recipient of the prestigious Dr. Martin Luther King, Jr. Community Involvement Award in 2008.

Mr. Lassiter is a co-founder and current president of the University of Pennsylvania's School of Social Policy & Practice's Black Men at Penn, the first Ivy League Black male group of social workers. In 2019, he was inducted into the School of Social Policy and Practice Alumni Hall of Fame.

Mr. Lassiter was recently chosen as National Association of Social Workers, Pennsylvania Chapter Social Worker of the Year for 2022 and has been recognized by the Philadelphia Tribune as "The Most Influential African American Leader from 2010-2022."



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MAYUR PATEL PHRC SECRETARY



Mayur Patel is co-founder and principal of Laughner Patel Developers (LPD). LPD provides real estate development services, including the search, design, development, and construction of projects ranging from medical and commercial office buildings to hotels.

Prior to founding LPD, Mayur served as general counsel to Hersha Hospitality Trust, a publicly traded hospitality REIT. During his time there, Mayur helped Hersha move from the AMEX to the New York Stock Exchange, and grow from 19 hotels located primarily in the Northeastern United States to 85 hotels located throughout the country. As general counsel, Mayur completed more than 100 real estate and financial transactions and assisted in the development of real estate projects throughout the East Coast, including New York City, Philadelphia, and Harrisburg.

Before joining Hersha Hospitality, Mayur was the Executive Director for the Central Southeastern Democratic Caucus in the Pennsylvania House of Representatives. In this role, he oversaw legislative activities and member services throughout a region stretching from Centre County to Montgomery County.

Mayur graduated from Randolph Macon College in Ashland, Va. with BA in International Relations and Political Science. He also earned a Juris Doctorate degree from the Villanova University School of Law and is a licensed Pennsylvania attorney.

Mayur has served on Governor Wolf's transition team and currently serves on the boards of AAA Central Penn, Harrisburg University, and the Capital Region Economic Development Corporation.



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MICHAEL KIEL **REHAB COUNSELOR/REHAB SPECIALIST,** **ADVOCATE, AND AUTHOR**



Michael Kiel is a rehab counselor/rehab specialist, advocate, and author. He holds an undergraduate degree in psychology and a graduate degree in rehab counseling. He has been working the field of vocational rehabilitation for 20 years at the Hiram G Andrews Center in Johnstown PA. Michael works primarily with the Cognitive Skills Enhancement Program (CSEP), but also provides support for the Center for Assistive and Rehabilitative Technology (CART) along with advocacy and outreach. He has spent the bulk of his career working with young adults with disabilities. His career has centered around a comprehensive approach to employment and self-advocacy, which includes cognitive therapy, assistive technology, life skills/social skills, sexuality, and intimacy along with many other topics. The overall goal of which is to empower individuals with disabilities to be independent and have an active voice in the world around them, in the hopes that a taste of empowerment will lead to a thirst for independence. He sits on several Boards of Directors and his personal interests include spending time traveling, motivational speaking, playing chess, writing, and enjoying the company of friends and family, particularly his two nephews. He published his memoir, *Challenge the Moment*, in 2019.



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MORNING PANEL: EMPLOYMENT SERVICES 9:15-10:30 AM

This session will feature a panel discussion with a focus on services and reasonable accommodations available for employees with disabilities. Panelists will also discuss how employers should address and prevent microaggressions and ableism in the workplace.

Moderator

- Gregory Holts, PHRC

Panelists

- Kait Gillis-Hanna, Owner, Noor Coffee Shop
- Amy Nieves, Mayor's Office for People with Disabilities, City of Philadelphia
- Dale Verchick, Disability Rights Pennsylvania
- Tricia Zeltwanger, Penn-Mar Human Services



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KAIT GILLIS-HANNA **OWNER & FOUNDER, NOUR**



Kait Gillis-Hanna has spent her career translating particular needs into actionable marketing and communications plans. Her expertise in issues management and grassroots marketing programs has helped shift perception and inform the public of critical, complex issues all while successfully building long-term advocacy relationships. Simply put, Kait is passionate about helping the most vulnerable and ensuring a message is delivered in a digestible manner.

Her 20 years of strategic communications experience were earned in a variety of roles and industries ranging from finance to state government to non-profit to agency work. Most recently, Kait founded Nour – a coffee shop with a competitive integrated employment model. That means we train, employ and empower neurodivergent and neurotypical individuals while delivering the highest quality coffee and food. Nour highlights all people's value and celebrates our community's diversity – where we are all BETTER TOGETHER!

AMY NIEVES (SHE/HER) **EXECUTIVE DIRECTOR, MAYOR'S OFFICE FOR PEOPLE WITH DISABILITIES, PHILADELPHIA**



Amy Nieves is the Executive Director, for the Mayor's Office for People with Disabilities which oversees the Mayor's Commission on People with Disabilities, the Office of ADA Compliance and Constituent Services. Together these offices work to make Philadelphia a better place for people with disabilities. As a neurodivergent with deafness, and as a person in addiction recovery, Amy has built her career as a statewide and nationally recognized advocate on the forefront of supporting families as a facilitator, keynote speaker, published author, and community leader. Additionally, Amy is a Governor-appointed Council member of the PA Developmental Disabilities Council (PADDC) and the PA Statewide Independent Living Council (PASILC). She completed her undergraduate degree at York College of PA in 2002 and obtained her master's in Human Relations: Diversity, Equity, and Strategic Impact at the University of Oklahoma in 2022. She is a current Organizational Leadership PhD candidate at Eastern University. Amy has long advocated that equity, opportunity, and inclusion are rights for all people. She has shared her own recovery story with the City of Philadelphia in the city's DEI Blog Post.



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DALE VERCHICK, MLS ADVOCATE AND PABSS COORDINATOR, DISABILITY RIGHTS PENNSYLVANIA



Dale Verchick is an advocate at Disability Rights Pennsylvania since 2008, working for the rights of people with disabilities in various matters. Prior to her life as an advocate, she was an elementary school teacher accredited through the American Montessori Society. A first-generation immigrant, she understands life as a refugee and the effects of war having lived through the Persian Gulf War- 1990. Dale is a parent of a child with a disability. She presently serves on the Board of Pennsylvania Assistive Technology Foundation and is a Commissioner on Pennsylvania's Employment First Oversight board. She has a master's degree focused in Legal Studies and Public Policy.

DISABILITY RIGHTS PENNSYLVANIA

Disability Rights Pennsylvania protects and advocates for rights of people with disabilities so that they may live the lives they choose, free from abuse, neglect, discrimination, and segregation.

DRP is the federally authorized, protection and advocacy system in Pennsylvania to provide legal and advocacy services to persons with disabilities.

DRP staff works diligently statewide to:

- improve disability service and social systems.
- work to ensure civil rights and to empower the community.
- provide technical and training assistance.





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TRICIA ZELTWANGER PENN-MAR HUMAN SERVICES



Tricia Zeltwanger has been a committed member of the Penn-Mar Human Services team since 1991. Starting as a DSP, she eventually became their Contract Manager before transitioning to her current role as a Job Developer in 2012. Her contributions to the organization are invaluable as she builds connections between Penn-Mar and the community through networking with employers. Tricia has her certifications in Marc Gold & Associates, CESP, and ACRE and she is a certified ACRE Trainer. In 2014, she graduated from Leadership York and has since served as the President of the York Business Networking Group. Tricia's active involvement in the community includes serving as an Ambassador for the York County Economic Alliance and being a member of the Board of the Southern York County Business Association. Her passion for helping employment seekers achieve their goals is evident in her successful placement of many individuals in community employment. Tricia also plays a vital role in training new hires at Penn-Mar on Customized Employment.

PENN-MAR HUMAN SERVICES

Penn-Mar Human Services' mission is to support people to live courageously in pursuit of their best life. Founded in 1981, Penn-Mar serves nearly 2,000 adults with intellectual and developmental disabilities each year through community living, day learning, customized employment, family and peer supports, and respite programs in Carroll and Baltimore counties in Maryland, and in southern York county in Pennsylvania. Penn-Mar's approach is innovative, person-centered, and successful, and through meaningful employment, community inclusion, and residential choice, the people Penn-Mar supports are empowered to live their best lives.





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MORNING DEMONSTRATION: SUSQUEHANNA SERVICES DOGS 10:45-11:30AM

Susquehanna Service Dogs breeds, raises, trains, and places assistance dogs, hearing dogs, and facility dogs to assist children and adults with disability to build confidence, increase their independence, and lead the lives they want to live. A program of Keystone Human Services, SSD is accredited by Assistance Dogs International and serves the Mid-Atlantic region of the US.



DEB TACK EXECUTIVE DIRECTOR, SUSQUEHANNA SERVICE DOGS



Deb Tack has served as the Executive Director of Susquehanna Service Dogs (SSD) since 2020. Before stepping into the leadership role, she worked as the Partner Coordinator, supporting people through the assistance dog application process and for the lifetime of their partnership with their assistance dog. She started her relationship with SSD as a puppy raiser and has since raised 5 dogs.



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AFTERNOON PANEL: GOVERNMENT SERVICES 1:15-2:00 PM

This session will feature a panel discussion with a focus on government services available to employees with disabilities. Panelists will also discuss how government agencies are working to become more accessible and accommodating. They will also discuss what legislation or changes need to be made across the commonwealth.

Moderator

- Amanda Brothman, PHRC

Panelists

- Janetta Green, Chief Executive Officer, Center for Independent Living of Central PA
- Ryan Hyde, Executive Director, Pennsylvania Office of Vocational Rehabilitation
- Pennsylvania Rep. Ismail Smith-Wade-EL, 49th District (Lancaster County)



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JANETTA WILLILAMS GREEN CEO, CENTER FOR INDEPENDENT LIVING OF CENTRAL PA



Janetta Williams Green has been a dedicated member of the Center for Independent Living of Central PA (CILCP) since 1989, bringing a wealth of knowledge and experience to her role. She holds a Bachelor's of Social Work degree from Alderson-Broaddus College in Philippi, WV, and a Master's in Business Administration from Eastern University in St. Davids, PA.

With over 40 years of experience in the field, Ms. Green has devoted 38 years specifically to independent living centers, having worked in various positions ranging from receptionist and skills trainer to program manager, Chief Operating Officer, and ultimately Chief Executive Officer. Her extensive expertise extends beyond her roles within the organization, as she has also served as a non-federal peer reviewer for the U.S. Department of Education, Rehabilitation Services Region II for four years.

Furthermore, Ms. Green is a Certified Aging in Place Specialist (CAPS) through the National Association of Home Builders. She is also a Certified Accessibility Inspector through the International Code Council and a Certified ADA Coordinator through the University of Missouri, demonstrating her comprehensive understanding of accessibility standards and the Americans with Disabilities Act (ADA). With her remarkable background and qualifications, Ms. Green is a valuable asset to the Center for Independent Living of Central PA.

CENTER FOR INDEPENDENT LIVING OF CENTRAL PA

The Center for Independent Living of Central PA (CILCP) is a unique non-profit organization that operates under the principle of self-advocacy and is managed by individuals with disabilities, comprising at least 51% of its leadership and staff. CILCP is committed to ensuring that people with disabilities have an active role in decision-making processes and are empowered to shape the programs and services that directly impact their lives.

CILCP provides services and resources in Cumberland, Dauphin, Juniata, Mifflin and Perry counties to assist individuals with disabilities live independently, including in-home care, nursing home transition, information on housing options, transportation, and assistive technology. They also offer skills training, peer support, and advocacy to help individuals navigate various aspects of daily living, such as employment, education, and community engagement.





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RYAN HYDE

EXECUTIVE DIRECTOR, PENNSYLVANIA OFFICE OF VOCATIONAL REHABILITATION



Ryan began his career with OVR as an intern at the Office of Vocational Rehabilitation's (OVR's) York Bureau of Vocational Rehabilitation Services (BVRS) District Office in 2002 where he worked as a Vocational Rehabilitation Counselor (VRC) serving students with disabilities in Lancaster County. After working as a VRC for several years, he was selected to become a Vocational Rehabilitation Specialist in OVR's Bureau of Central Operations (BCO), focusing on Supported Employment. Since then, Ryan has held many roles and responsibilities within BVRS and BCO, working on key initiatives such as the OVR budget; case reviews; the implementation of the Workforce Innovation and Opportunity Act (WIOA) and all related services; and the development of OVR's case management system, CWDS. Ryan was promoted to BCO Bureau Director in 2013 and was asked to be the OVR Acting Executive Director in 2018. Ryan also worked in the Bureau of Workforce Development Administration (BWDA) as the Deputy Bureau Director where he supervised the units focused on services to youth and oversight/monitoring; wrote for competitive grants; and led the implementation of SkillUp® PA. In March of 2022, Ryan was again appointed to the role of Acting Executive Director of OVR and worked to address a variety of issues facing the agency as a result of the pandemic. In February of 2023, Ryan was appointed as the Executive Director of OVR.

Ryan has a bachelors and masters in counselor education with a focus in rehabilitation from The Pennsylvania State University. He grew up in Bedford County but now resides with his wife, two sons (9 and 4), and their dog Cosmo in Lancaster.

OFFICE OF VOCATIONAL REHABILITATION

The Pennsylvania Office of Vocational Rehabilitation (OVR) helps individuals with disabilities obtain and maintain employment and independence. OVR also works with employers to help them meet their talent needs. There are 15 Bureau of Vocational Rehabilitation Services (BVRS) offices and six co-located Bureau of Blindness and Visual Services (BBVS) offices statewide. OVR's Bureau of Central Operations (BCO) coordinates the policies, funding and resources that make it possible for OVR to serve both employers and people with disabilities in all 67 Pa counties. A state licensed educational training center, OVR's Hiram G. Andrews Center (HGAC) offers diplomas or degrees that help students gain needed skills to prepare them for successful competitive employment. HGAC offers 11 degree or certificate programs in a variety of fields, including culinary, welding and information technology.





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PA REP. ISMAIL SMITH-WADE-EL 49TH DISTRICT (LANCASTER COUNTY)



Prior to his election to the PA Legislature, Ismail “Izzy” Smith-Wade-El was the President of Lancaster City Council on which he had served since 2017. During his four years on Council, Izzy helped secure the largest investments in affordable housing and lead removal for the City of Lancaster in its history. He championed the decriminalization of cannabis; a completely revamped use-of-force policy for police officers; and increased police accountability in response to community requests.

Izzy was born and raised in Lancaster, PA. After graduating from Carnegie Mellon University, Izzy returned to his hometown and began working in Lancaster’s nonprofit sector to deliver relief to vulnerable people, first in behavioral health and drug and alcohol rehabilitation, then as a grant writer and researcher. As a program specialist at Lancaster County Homeless Coalition, he coordinated services and support for Lancaster County’s housing insecure community. Most recently, Izzy launched “Refresh Lancaster,” a mobile hygiene unit which delivers showers, social services, and medical attention to homeless Lancasterians.

Izzy has fought for grass roots change in his community as the vice chair of the Lancaster County Democratic Party and as a community organizer with striking Kellogg’s workers for fair wages and benefits and PA’s educators to demand fair funding for public schools. He’s raised his voice to protect abortion access, defend Black Lives, welcome immigrants, and refugees, and denounce antisemitism.

Izzy is the first Black and first queer state representative from Lancaster.

His inspiration for his life and work as a public servant is the example of his mother, Rita Smith-Wade-El, who was a professor at Millersville University, a union member, community organizer and single mom. His mom always made a point of helping others, even when she had little for herself. She taught Izzy that when you have something to give, you give it, and if you don’t have it to give, you go get more to give.

Izzy has come to Harrisburg to partner with likeminded legislators to correct the Commonwealth’s laws that favor giant corporations, lobbyists, and a status quo that hurts working families. Those laws prevent the leveling of the playing field for friends and neighbors. He will advocate for legislation that puts power to the shared values of kindness, welcome, dignity, and care.

Izzy draws his values from his family, his Catholic faith, and his community.





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AFTERNOON DEMONSTRATION: UCP CENTRAL PA ASSISTIVE TECHNOLOGY

2:45-3:30 PM

UCP was founded in 1953 by a group of parents as a therapeutic service for children with Cerebral Palsy and has evolved over the past seven decades. While the organization has grown to include Early Intervention, Family Support Services, Adult Day Services, and Community Homes, the organization has remained true to its original purpose: to forge a better life for those with special needs. UCP Central PA has a 69-year history of providing comprehensive and innovative services and supports for people across the lifespan with a wide variety of diagnoses and conditions. Headquartered in Camp Hill, UCP's geographic and programmatic footprint extends across 22 central Pennsylvania counties, with significant operations in Cumberland, Dauphin, and Perry counties.





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JAQUELINE WARDLE **ASSISTIVE TECHNOLOGY SPECIALIST,** **UNITED CEREBRAL PALSY CENTRAL PA**



Jacqueline Wardle has a BS in Special Education and an MS in Education of the Hearing Impaired. She began working in UCP's Assistive Technology Program in 1991, where she was a part of the team completing assistive technology evaluations. She has an extensive knowledge of a variety of assistive technology. She helped establish and build UCP's Changing Hands equipment reuse program. She also works with TechOWL, providing device demonstrations, short term equipment loans and assistance with obtaining adapted phones from Pennsylvania's Free Special Phone Program.

MARCI WALBORN, OTR/L, ATP **DIRECTOR CHILDHOOD & ANCILLARY SERVICES,** **UNITED CEREBRAL PALSY CENTRAL PA**



Marci Walborn, OTR/L, ATP has a BS in Occupational Therapy. She started her career in UCP's Assistive Technology program in 1999 however through the years has worked in a variety of different areas including early intervention and nursing home/rehabilitation. Throughout her career she has been implementing the use of Assistive Technology and adaptations to help individuals achieve their goals in all aspects of their lives. She recently completed her Assistive Technology Practitioner (ATP) certification through RESNA to better serve the needs of individuals in the area of seating and mobility, communication, and environmental access using adaptive technology.

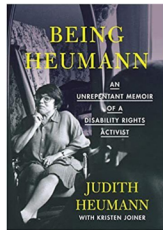


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DISABILITY CONFERENCE READING LIST



Challenge the Moment
Michael Kiehl



Being Heumann
Judith Heumann



The Future is Disabled
Lean Lakshmi Piepzna-Samarasinha



Disability Visibility
Alice Wong



Black Disability Politics
Sami Schalk



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ABOUT THE PHRC

The Pennsylvania Human Relations Commission (PHRC) has been in existence since 1955. It is an independent commission created and directed by the Pennsylvania Human Relations Act and Pennsylvania Equal Education Opportunity Act.



VISION

As Pennsylvania's civil rights leader, it is our vision that all people in Pennsylvania will live, work and learn free from unlawful discrimination.

MISSION

The Pennsylvania Human Relations Commission promotes equal opportunity for all and enforces Pennsylvania's civil rights laws that protect people from unlawful discrimination.

VALUES

- **Equality:** We believe strongly in the equality and dignity of all individuals. We uphold the principles of justice and fairness through our work, conduct and communication.
- **Excellence:** We subscribe to the highest standards of responsiveness, quality, timeliness and professionalism.
- **Integrity:** We uphold the highest standards of honesty and transparency. We are candid, trustworthy, credible and unbiased.
- **Respect:** We value employees' talents and differences and treat them with consideration and importance.
- **Service:** We strive to excel in our work. We endeavor to ensure a highly prepared, diverse, competent and committed workforce.
- **Teamwork:** We build and sustain strong, constructive and collaborative relationships.



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PHRC JURISDICTION

Pennsylvania Law protects you from discrimination in these areas:

- Employment- obtaining a job or working at one.
- Education- attending public or private school, college, trade school or university.
- Housing- renting, buying, selling or getting a loan for a home.
- Public Accommodations- being able to access public places and/or services.
- Commercial Property- having access to, or the purchase, sale or lease of commercial property.

PHRC PROTECTION

In general, Pennsylvania law prohibits discrimination based on:

- Race
- Color
- Religious creed
- Ancestry
- Age (40 and over)
- Sex
- National origin
- Familial status (only in housing)
- Handicap or disability and the use, handling or training of support or guide animals for disability.
- Retaliation for filing a complaint, opposing unlawful behavior or assisting investigations is also illegal.

Complaints in general, must be filed within 180 days of the alleged act of harm.

COMPLAINT INFORMATION

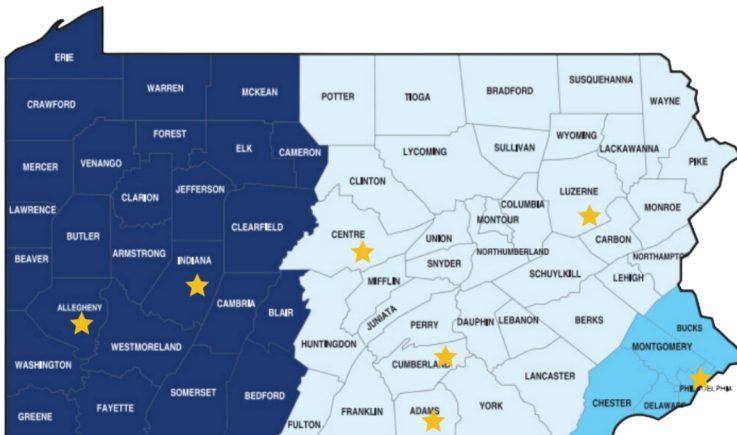
To file a complaint, call 717-787-4410 (717-787-7279 TTY), email phrc@pa.gov or contact the regional office nearest you.

- **Harrisburg:** 333 Market Street, 8th Floor Harrisburg, PA 17101
717-787-9780 (717-787-7279 TTY)
- **Philadelphia:** 110 N. 8th Street, Suite 501 Philadelphia, Pa 19107
215-560-2496 (215-560-3599 TTY)
- **Pittsburgh:** 301 5th Avenue, Suite 390, Piatt Place Pittsburgh, PA 15222
412-545-5395 (412-565-5711 TTY)



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ADVISORY COUNCILS



- Advisory Councils serve to connect PHRC resources and information to communities throughout PA, raising awareness about all Pennsylvanians' rights to live, work, and learn free from unlawful discrimination.
- The active Advisory Councils:
 - Adams County
 - Centre County
 - Cumberland County
 - Indiana County
 - Hazleton
 - Philadelphia
 - Penn Hills
- While PHRC is active throughout Pennsylvania, local leaders have a much keener sense of the urgent issues, needs, and priorities of their communities. Advisory Councils bridge that gap by:
 - Advocating for their communities.
 - Assisting community members with filing complaints.
 - Planning events, trainings, and discussions that educate their communities and celebrate the diversity within their communities.
- Want to learn more about joining or starting a council? Contact Brittany Mellinger bmellinger@pa.gov or Khera Bowman at kbowman@pa.gov, or scan the QR code below.





disABILITY CONFERENCE

SOCIAL JUSTICE AMBASSADOR PROGRAM

A PHRC Social Justice Ambassador is appointed by the PHRC, to serve as an extension of its outreach effort within the community. The Ambassador acts on a nonpartisan basis to assist the commission in exploring training, outreach, and event opportunities in their respective community to further its mission in the areas of employment, housing, public accommodations, and education. In so doing, the Ambassador will function as a commission liaison in promoting awareness of the existence and purposes of the Pennsylvania Human Relations Act and the Pennsylvania Human Relations Commission. Additionally, the Ambassador will facilitate potential venues where trainings, meetings, and other outreach events can be held within their community.

BECOME A SOCIAL JUSTICE AMBASSADOR

APPLY TODAY

PHRC envisions having a Social Justice Ambassador for each county in Pennsylvania to serve that area's unique community needs. Each Ambassador will be appointed by the PHRC to serve as a liaison and an extension of its outreach effort within a community.

LEARN MORE AT
WWW.PHRC.PA.GOV





disABILITY CONFERENCE

UPCOMING EVENTS

SUMMER 2023

FAIR HOUSING EMPOWER HOUR



FAIR HOUSING FUNDAMENTALS

JULY 26, 12-1 pm

Join us for an hour training about protections offered under the Fair Housing Act and the PA Human Relations Act. [Register here.](#)



NATIONAL ORIGIN PROTECTIONS

AUGUST 30, 12-1 pm

Learn about what housing discrimination based on national origin looks like. Register for this online training [here.](#)



LGBTQ+ & HOUSING RIGHTS

SEPTEMBER 27, 12-1 pm

Join us for an hour training related to the LGBTQ protections offered under the PA Human Relations Act and the Fair Housing Act. [Register here.](#)



FREE VIRTUAL TRAININGS - ALL ARE WELCOME!



Questions? Email
bmellinger@pa.gov



pennsylvania
HUMAN RELATIONS COMMISSION



Site :
www.phrc.pa.gov



disABILITY CONFERENCE

THANK YOU



Hilton

HOTELS & RESORTS

For hosting today's conference.

We are also very grateful to the Disability Conference Planning Committee, who provided valuable contributions to the planning process for this event.

Special thanks to:

Amanda Brothman

Adrian Garcia

Darlene Hemerka

Gregory Holts

Brittany Mellinger

Heather Roth

Carrie Simmons

Joel Bolstein, PHRC Chair

Chad Dion Lassiter, Executive Director



pennsylvania

HUMAN RELATIONS COMMISSION

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