

Four Fridays of Lunch and Learns ADACC State Conference 2020 Breakout Schedule



Lunch & Learn Day #1: Friday, October 30th

10:30 am – 11:45 am

Breakout A: Disability Language and Etiquette

Underscoring its content with historical context, art, and first-person accounts, this Disability Language and Etiquette presentation's goal is to give attendees increased sensitivity and confidence, and a greater sense of comfort interacting with individuals with disabilities. This presentation will discuss both People First and Identity First language, explore myths and stereotypes, and address respectful, appropriate language and behavior with regard to specific disabilities.

Linda Clemon-Karp, MFA, ADAC

Continuing Education Coordinator, Northwest ADA Center, Mountlake Terrace, WA



Linda Clemon-Karp is a certified ADA Coordinator, and an American Bar Association trained paralegal. She serves as Continuing Education Coordinator at Northwest ADA Center, where she provides training, technical assistance, and outreach to professionals, businesses, state and local governments, individuals with disabilities, and others to increase awareness of ADA protections, guidelines, and requirements. Prior to joining Northwest ADA Center, Linda served as Access Text and Technology Program Manager at the University of Washington's

Disability Resources for Students office. There, she provided direct service accommodations and training to students requiring educational materials in alternative formats. Linda earned her Bachelor's degree at Roger Williams University in Rhode Island, and her Master's at California State University, Fullerton. She is a certified ADA Coordinator, and an American Bar Association trained paralegal.

Noon—1:15 pm

Breakout B: Convincing Organizations to Meet ADA Requirements using Structured Negotiation

This session will explore how to use the collaborative tools of Structured Negotiation to make the digital and built environment accessible to people with disabilities. Participants will leave with skills to help persuade public and private sector organizations to meet ADA obligations without conflict, runaway costs, lawsuits, or broken relationships.

Structured Negotiation has been a tool of effective disability rights advocacy for 25 years. We'll look at the practical, communication, and attitude skills that have made it successful, with a focus on including disabled people throughout the process.

This session is for individual advocates and advocacy organizations who want to fix ADA barriers and maintain those fixes over time. And it's for people who know their own organization could do better on ADA compliance and need tools to convince leadership to make accessibility a higher priority.

Lainey Feingold
Lawyer, Law Office of Lainey Feingold, CA



Lainey is a disability rights lawyer and the author of *Structured Negotiation, A Winning Alternative to Lawsuits*. She negotiated the first web accessibility agreement in the United States.

In 2017 Lainey was selected as one of 13 “Legal Rebels” by the ABA Journal, the national flagship magazine of the American Bar Association. [Read Lainey’s Legal Rebel profile](#). She was also the individual recipient of the [John W. Cooley Lawyer as Problem Solver Award](#), given annually to one individual and one organization by the Dispute Resolution Section of the American Bar Association. In both 2014 and 2000 Lainey was honored with a [California Lawyer Attorney of the Year \(CLAY\) award](#).

Lainey is a frequent and highly regarded speaker and trainer at conferences, webinars, law school classes, and other programs and events.

Lunch & Learn Day #2: Friday, Nov. 6th

10:30 am – 11:45 am

Breakout C: Web Accessibility: What? Why? How? No technical expertise needed!

Every wonder WHAT exactly Web accessibility encompasses? WHY it matters? HOW people with disabilities interact with the Web and HOW you can test for and improve accessibility?

Through live demonstrations and recordings this session will answer those questions and demystify Web accessibility. It will review basic accessibility techniques anyone can use to audit a site - no technical knowledge required. You will learn basic, sharable skills to create accessible Web content and remove barriers. Become an accessibility champion!

Becky Gibson
Sr. Accessibility Strategist, Knowbility, Austin, TX



Becky has been influential in the accessibility field for more than 15 years. She participated in the creation of W3C Web Content Accessibility Guidelines 2.0 (WCAG) and helped to develop and demonstrate the Accessible Rich Internet Applications (ARIA) specification. She is currently a co-chair of the W3C Accessible Platform Architecture (APA) working group.

Noon—1:15 pm

Breakout D: The Benefits of ADA Accessibility and the CDOT Transition Plan

Why is ADA Accessibility important? Snow will present the benefits of ADA Accessibility to others. She will also describe the CT Department of Transportation’s ADA Transition Plan including using Public Rights of Way Accessibility Guidelines (PROWA) as best practice and the CTDOT ADA related policies. The discussion will also include a discussion of curb ramps and crosswalks as well as actual cases and solutions from around the state.

Xiaoxue (Snow) Peng, P.E., Transportation Engineer 3, ADA Coordinating Engineer – Project Administration, Connecticut Department of Transportation



Snow Peng obtained a civil engineering degree from Central Connecticut State University. She has several years of structural engineering experience associated with private engineering firms, as well as 5+ years of transportation experience at public government agency. She joined CTDOT in 2013 and worked mainly in the Traffic Department. She was promoted to become the CTDOT ADA Coordinating Engineer last September.

Lunch & Learn Day #3: Friday, Nov. 13th

10:30 am – 11:45 am

Breakout E: Employment in the Age of Covid

As we continue to move forward with the reopening process under the challenges presented by Covid 19, employers are grappling with new or increased concerns about risk, privacy, hiring practices and requests for leave and accommodations. Even with the best of intentions, an employer's concern for its employees could still lead to unlawful discrimination. Dana will help sort out the issues and the rights and responsibilities under the ADA for employers and employees.

Dana McGee

Director of Human Resources and Legal Compliance, Town of Rocky Hill, CT



Dana earned her undergraduate degree in Political Science from the University of Pennsylvania. After graduating from Boston College Law School, she worked as an Assistant District Attorney for the Philadelphia District Attorney's Office. When she relocated to her hometown of Vernon, CT, she worked as the Manager of Executive Research and Recruitment for The Hartford Insurance Company until she was recruited by UConn and eventually promoted to the position of Associate Vice President for Diversity and Equity. Eventually she returned to the practice of law representing municipal and private employers as an attorney with the law firm of

Rose Kallor, LLP. In 2015 she was recruited into her current position as Director of Human Resources and Legal Compliance for the Town of Rocky Hill.

Noon—1:15 pm

Breakout F: Service Animals, Assistance Animals, and Pets: Real-World Dimensions and Encounters

The workshop will explore the legal, practical, and real-world dimensions and dilemmas of persons with disabilities who have assistance animals, service animals, and pets.

The session is devoted to hot topics, federal and state laws and legislation, court decisions, and problem solving. Time and technology permitting, we will discuss certification of disability and animals, fraud and misrepresentation, COVID-19 and emergency measures, and topics suggested by participants.

**Len Sandler, Clinical Professor of Law, Director, Law and Policy in Action Clinic
University of Iowa College of Law, Iowa City, IA**



Dr. Sandler advocates for and represents individuals and organizations, and advises lawmakers, local governments, companies and community organizations. The award-winning Law and Policy in Action community-based projects he designs and supervises focus on disability, civil rights, healthcare, housing, transportation, and other matters. Sandler and clinic students also represent and provide transactional services for individuals on estate planning, guardianship, disability, and other legal issues. His Law and Policy in Action clinic has developed award-winning community-based systems and reform and legislative initiatives. He is a member of the US Civil Rights Commission's Iowa Advisory Committee and Global Universal Design Committee's Commercial Building Consensus Committee. He also has advised and served on the Rebuild Iowa Commission, the Governor's Task Force on Dependent Adults with Mental Retardation, the Iowa Housing Policy Roundtable and many other state and local bodies. Len Sandler has received many awards for his work on civil rights; he lectures extensively and has written or co-authored articles, legislation, codes and ordinances, a US Supreme Court brief, best practice materials, and policies.

Lunch & Learn Day #4: Friday, Nov. 20th

10:30 am – 11:45 am

Breakout G: Non-Apparent Disabilities in the Workplace

For employers and employees negotiating the issues raised by non-apparent disabilities can be tricky. Non-apparent disabilities cover a wide range of conditions: mental illness, hearing loss, chronic illness and substance use disorder to name a few. We will address issues concerning disclosure, reasonable accommodation and job performance.

**Kathy Gips, Director of Training
New England ADA Center, Boston, MA**



Kathy provides trainings and technical assistance on the principles of universal design, the Americans with Disabilities Act, Section 504 of the Rehabilitation Act, the federal Fair Housing Act and related federal and state laws to architects, designers, businesses, non-profit organizations, public and private schools, people with disabilities, advocates for people with disabilities, and state and local governments.

She has over twenty years of experience in the disability field. After college Kathy worked at mental health facilities in Vermont where she encouraged patients to express themselves through dance and dramatics. Prior to working for Adaptive Environments, she was assistant director for community services at the Massachusetts Office on Disability where she assisted municipalities in establishing commissions on disability and helped develop the Community Access Monitor Project.

Noon—1:15 pm

Breakout H: Covid 19 Past, Present & Future Roundtable: What have we learned?

ADA Professionals from Municipalities, Agencies, Businesses, Human Resources, and more...