



Massachusetts Rehabilitation Commission (MRC) in partnership with CSAVR and Milt Wright and Associates is excited to invite you to participate in a series of virtual trainings focused on strengthening partnerships for increased employment equity and inclusion for Massachusetts residents with disabilities.

**“Building Disability, Equity and Inclusion in Massachusetts”
With Dr. Richard Pimentel**

June 3rd at 10:00 am to 11:00 am eastern time.

Keynote speaker: Dr. Richard Pimentel is a nationally renowned disability inclusion trainer known for his ability through storytelling and humor to entertain, inspire, challenge the audience, while being respected and most importantly understood.

He is the primary author of The Windmills Changing the Perception of Ability training program. Over 150 individuals in Massachusetts have been trained as trainers in Windmills over the past two years.

Dr. Richard Pimentel will speak on

- His life story as a disabled Vietnam veteran
- The importance of including individuals with disabilities in all aspects of workforce initiatives, cohorts, partnerships, and services.
- The importance of The Massachusetts Rehabilitation Commission in partnership with MassHire, Career Centers and Massachusetts Community Rehabilitation Programs effectively working together to meet the disability inclusion needs of the business community to hire and retain individuals with disabilities in Massachusetts.
- The important steps needed to build effective partnerships within our state and community partners and ensure that the strengths, abilities, and needs of workers with disabilities are considered and included when planning and implementing workforce services, initiatives, and programs.

How to Collaborate and Effectively Build Business Relationships

June 3rd from 12:00 to 2:30 eastern time

Presenters:

- Joan Phillips, Assistant Commissioner, Massachusetts Rehabilitation Commission
- Kathy West-Evans, Director of Business Relations National Employment Team Council of State Administrators in Vocational Rehabilitation
- Bill Allen, MRC Director of Statewide Job Placement Services
- Milt Wright, President Milt Wright & Associates
- Dr. Richard Pimentel, Sr. Partner Milt Wright & Associates

This session will

- Reinforce the importance of changing the perception of ability with businesses in your community with the implementation of a dual customer approach.
- Learn effective partnership models in other states and what national and local businesses are saying they need from our collective community.
- Discuss the partnership activities for the coming year which will include increased opportunities for Windmills and dual customer implementation support to meet the business disability inclusion needs.
- Include ideas on how to effectively work together to increase employment and retention for people with disabilities.
- Address the impact of COVID on hiring and retaining employees, with relevant business trends.

Participants will have the opportunity to virtually breakdown into small groups to learn from each other and to create questions that the speakers will answer when we return to the large group.

Virtual Training: June 10th 10:00 to 12:30 Eastern time A Real Talk with Businesses

Facilitated by Kathy West-Evans, Bill Allen and Milt Wright

A panel of business leaders on diversity, equity and inclusion will share their best practices for building a disability inclusive workforce and their concerns

for their future. Participants will gain knowledge of successful national Disability Inclusion programs. The audience will also be able to ask questions of the panel.

Panelists:

Red River

Richard Ackerman
Vice President Workforce Development

Aidan Burke
Workforce Administrator

Commonwealth of Massachusetts, Human Resources Division

Jeff G. McCue
Assistant Secretary/Chief Human Resources Officer

Advance Auto Parts

Jonathan Dean
Operations Manager

Pfizer

Christine Aurigemma
Worldwide Research, Development & Medical

Dell

Kristine Biagiotti-Bridges
Consultant, Product Management - IT

Listening to Business: Building Partnerships to Support the Hiring of a Diverse Workforce, including Employees with disAbilities

- What motivated you and your company to hire from a diverse talent pool, including employees with disabilities?
- What was the commitment of leadership?
- How did you create a vision for the company that focused on the abilities of individuals not the disabilities? How did you build the internal strategy and culture to accommodate, support and retain employees with disabilities?
- In developing your business strategies how did you partner across systems to better meet your needs
- Where and how does DEI fit into your overall strategy?

- How have you addressed the retention of people who acquire a disability, e.g., long COVID?
- What resources and partners did you access to provide support? What else could we do to partner more effectively?

Virtual Training (7 Regional Sessions)

Disability Inclusion: Building the Team Approach of Services for the Business Community

Presenters: Dr Richard Pimentel and Milt Wright

Participants: Representatives supporting disability inclusion services from Americas Job Centers (AJCs), Community Rehabilitation Programs (CRPs), MassHire, Massachusetts Rehabilitation Commission (MRC), and Windmills Trainers

The business community seeks a coordinated service delivery to increase the recruitment and hiring of persons with disabilities.

Participants will gain an understanding of how each of the four organizations operate and work with program participants and employers to effectively work as a team to meet the need of businesses.

The key objective is to collaborate on a strategic plan for a team approach of Americas Job Centers (AJCs), Community Rehabilitation Programs (CRPs), MassHire, and Massachusetts Rehabilitation Commission (MRC) to collectively address disability inclusion and the needs of the business community to recruit and hire people with disabilities.

A completed data call questionnaire will be collected from the regional programs prior to the training. The content includes:

- Region
- Organization name, address, website, contact information
- Program mission, goals and objectives
- Description of services and process for:
 - Consumer/Client Services for PWD - List of services and link to service resources
 - Business/Employer Services - List of services and link to service resources

- Process of Service Delivery – Links to Steps/Flowchart of Process (if available)
- Key disability services POCs - main point of contact, title and contact information
- Disability services staffing roles of responsibilities - Define roles
- Description of current challenges and proposed solutions to collaborate between America Job Center (AJC), Community Rehabilitation Programs (CRP), MassHire, and Massachusetts Vocational Rehabilitation (MVR) services for the employment and retention of people with disabilities

All participants in these regional sessions will receive the description of the services of each of the programs participating.

The interactive sessions will support:

- Learning from each other their enrollment and service delivery process, and how they are currently working with the business community
- Facing the challenges to overcome
- Discussing proposed solutions
- Developing implementation strategies to work together as a team

[To View your Regions Blueprint – click here - Mass.gov](#)

Regions 1 - 7	June 30 th	Completion of Agency Data Info
Region 1	July 11 th	10:00 am to 1:00 pm Eastern time
Region 2	July 12 th	1:00 pm to 4:00 pm Eastern time
Region 3	July 14 th	10:00 am to 1:00 pm Eastern time
Region 4	July 15 th	1:00 pm to 4:00 pm Eastern time
Region 5	July 18 th	10:00 am to 1:00 pm Eastern time
Region 6	July 20 th	1:00 pm to 4:00 pm Eastern time
Region 7	July 22 th	1:00 pm to 4:00 pm Eastern time