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## Diversity Perspective: Accommodating Disabilities in the Workplace

**Date:** Tuesday, September 21<sup>st</sup>, 2010

**Time:** 7:30 a.m. - 9:00 a.m.  
(Breakfast Provided)

**Place:** Crystal Gardens  
(Howell)

**Cost:** \$25 members/\$35 non-members

**Reservations:** make online at  
[www.livingstonhr.org](http://www.livingstonhr.org) by 9/15/10

### Presentation:



**Presenter: Charlene  
Lizotte**

**Charlene Lizotte**, Owner, President of All About Awareness, LLC, a Disability Awareness Consulting company, has more than 20 years' experience working with various organizations throughout Genesee County.. Her commitment to independence and empowerment began locally with The Disability Network, Flint, Michigan. Together they were selected as one of 20 teams throughout the U.S. to participate in the 2006 Easter Seals Project Action: Mobility Planning Services Institute. Her involvement in a grassroots council known as the Genesee Regional Interagency Consumer Committee (RICC) has resulted in several committee memberships. These include The Michigan Developmental Disabilities Council Public Policy Advisory Committee and the Transportation Work Group. She has 10 years of experience training The Mass

Transportation Authority drivers who assist seniors and people with disabilities. She has assisted The Disability Network with ADA assessments of the various public transit bus stops around the county, advocated in Lansing for improved transit services, and traveled to Washington D.C. to attend the National Developmental Disabilities Council Conference. She was recently appointed into the Developing Leaders Network by The Michigan Disability Rights Coalition. Ms. Lizotte has been invited to speak to Legislators, youth groups and businesses on disability rated topics supporting the idea of inclusion.

Her presentation will include:

- Dispelling the Myths and Stereotypes
- Accommodations under the ADA
- Tax incentives for businesses and employees

### Panelist Discussion: Q&A



**Facilitator: Margaret  
(Mim) Munzel, SPHR**

Ms. Munzel has spoken to professional groups on various human resources issues such as Retention During Organization Change; Organizational Design and Strategic Staffing; Recruiting On The Internet, How To Source Candidates Beyond The Media; and Exit Interviews: Insight to Retention and Organizational Improvement. Ms. Munzel's publications include a Society for Human Resources Management (SHRM) white paper entitled "To Retain Key Employees - Develop the Boss," "Are The Keys to Retention Walking Out Your Door?" which appeared in Human Resource Professional, published by LRP publications and "The Role of HR in Mergers and Acquisitions" published in Michigan Forward Magazine by the Michigan Chamber of Commerce.

Ms. Munzel holds a Bachelor of Science degree from Purdue University in Finance and Economics. She is certified by the Society for Human Resources Management as a Senior Professional in Human Resources (SPHR). She also holds the Diversity Chair position on the MISHRM State Council and has led diversity workshops for various groups.

### Additional Panelists:



**Jason Korte**

A & F Wood Products, a family-owned and operated business, provides employment opportunities to individuals with disabilities through accessibility support, training, and a workplace environment that is user-friendly. Currently A & F Wood Products, which specializes in the manufacturing of wood doors and frames, has 20 employees, seven of whom are persons with disabilities. In 2004, they received the **Secretary of Labor's New Freedom Initiative Award** which recognizes the value that persons with disabilities bring to the workplace.



**Denise Papalexis**

The Works Skills Foundation was established to support the development of innovative, educational, vocational and recreational programs and services for people with disabilities and other barriers to employment. Their vision is a community that offers opportunity for everyone with the desire to succeed.



**Tom Hoatlin Jr., CFRM**

Mr. Hoatlin is the Director of Development for the Ann Arbor Center for Independent Living. He coordinates a collaborative program with the University of Michigan Hospitals, Department of Physical Medicine and Rehabilitation. Having paraplegia from a random shooting in 1991, he manages a peer program that combines hospital rehabilitation staff with peers that have spinal cord injuries and provides real life experience resources and emotional support to patients and their families.