

PADDC Outlooks

FALL 2019

A New Era Begins ***Lisa A. Tesler Selected*** ***as PADDC's Next*** ***Executive Director***

Change has been a common word around the Pennsylvania Developmental Disabilities Council this year. In April, the Council staff moved into a new office space, and as of October 21, 2019, Lisa Tesler begins her tenure as the next PADDC Executive Director.

We are so pleased to be able to share our excitement about the future. Ms. Tesler was recommended by a unanimous decision of the Council's search committee, and will become our next leader following the retirement of Mr. Graham Mullholland this past May.

For over twenty years, Ms. Tesler has been a passionate advocate and visionary who supports inclusion and meaningful lives for people with developmental disabilities. Her personal perspective as a family member, her professional and volunteer experiences, her collaborative style, and her solid belief in everyday lives for all, have fueled her strong leadership and organizational expertise.

Ms. Tesler is a graduate of Lafayette College, Competence and Confidence: Partners in Policymaking (C2P2) through Temple University's Institute on Disabilities, The National Leadership Consortium on Developmental Disabilities through the University of Delaware, and the Charting the LifeCourse Ambassador training through the University of Missouri—Kansas City Institute for Human Development.



From 2005 to present, Lisa's professional affiliation with Vision for Equality has involved providing resources and trainings for self-advocates and families as well as policy coordination.

Most recently, Ms. Tesler has been the Director of the PA Family Network, a statewide initiative within Pennsylvania's Community of Practice for Supporting Families throughout the Lifespan. She has recruited and trained over 50 family members to serve as mentors to others across the Commonwealth. In this capacity, she has also presented to audiences statewide as well as nationally.

In her own words, Ms. Tesler has said, "I envision a world where ALL people have access and opportunity to reach their full potential, ALL people feel welcomed and belong, ALL people can work and are honored for their contribution, and ALL members of a diverse community respect and value one another."

We are looking forward to this new direction, and we hope that you will help us welcome Lisa!

Chris Grandy and Shirley Keith Knox
Council Co-chairs



Employer Focused Employment

Supporting Employers in Hiring and Retaining People with Disabilities

Though a grant from PADDCC, the 21 and Able initiative of United Way of Southwestern PA has embarked on a project that is focused on two primary efforts to increase employment for people with disabilities— 1. Creating a regional leadership and learning network, and 2. Providing national expertise to individual businesses.

The first effort is the development of a regional leadership & learning network, which is called the Disability Inclusion Consortium.

Led by business leaders from Giant Eagle, FedEx Ground, Highmark Health, and Bender Consulting, and supported by local, state and national disability inclusion experts, the Disability Inclusion Consortium is comprised of more than 40 employers in southwestern Pennsylvania, who are learning strategies to help their companies satisfy talent needs, while developing a community of practice with a shared interest in building a regional culture known for inclusion for all.

The Disability Inclusion Consortium discusses best practices, challenges and opportunities related to hiring and retaining people with disabilities into their open positions. Quarterly meetings are held at employer locations and include a keynote address from a corporate executive, expert speakers, and small group discussion to allow time for business to business inspiration, learning and sharing. It is also about getting things done.

A matrix of topics is being covered throughout the two-year project based on employer feedback about the support they need to hire more people with disabilities into their open positions. This matrix of topics provides a framework for how to support employers including: Executive Leadership on Board; Benchmarking – Introduction of Disability

Equality Index (DEI); Getting Key Cultural Elements Going; Setting Hiring Goals – Accountability; Strategic Community Partners; Building Confidence in Talent Acquisition; Accommodations Policies and Practices; Mental Health and Awareness at Work/Non Apparent Disabilities; Inclusion Strategies; and more.

The second effort involves providing national expertise for individual businesses to create change. We are working with Disability:IN, a nationally-recognized corporate disability employment organization.

Disability:IN (formerly United States Business Leadership Network (USBLN)) provides consulting to employers as an integral benefit to participation in the consortium. This consulting assistance aims to help increase disability inclusion/hiring practices by sharing successful tools and initiatives, including sharing the work of the Disability Equality Index (DEI). For more information about DEI, visit www.disabilityin.org.

As a result, more and more employers are discovering successful ways to leverage an untapped talent pool to satisfy their hiring needs and realize business benefits. These benefits were highlighted by Accenture in their 2018 report, Getting to Equal: The Disability Inclusion Advantage.

Benefits include:

- Higher revenue, net income and higher economic profit margins over a four-year period; and
- Increased innovation, improved productivity, and a better work environment.

We welcome more employers to become a part of the Consortium and attend upcoming quarterly meetings through 2020.

For more information on participating in, and/or learning more, contact:

Megan Grabski, 21 and Able, United Way of SWPA at: (412) 456-6826 or megan.grabski@unitedwayswpa.org

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**Census
2020**

The 2020 Census is accessible for everyone.

Responding to the 2020 census is important. A complete count helps ensure that services like Medicare, Medicaid, social security, and public transportation can support those who need them.

Responding is safe. All of the information you share is protected by law and cannot be used against you.



Responding is accessible.

You can respond online in English or in 12 additional languages. The online questionnaire is accessible, following the latest web accessibility guidelines.

You can respond by phone in English or in 12 additional languages. You can also respond in English by TDD at 844-467-2020.



By mid-April, a paper questionnaire will be mailed to every household that hasn't already responded. (Some households will receive a paper questionnaire along with the first invitation in March.) There will be Braille and large print guides available online to assist you with completing the paper questionnaire.

If necessary, you can respond in person beginning in mid-May. Census takers will visit all households that have not yet responded. There will be census takers available who can communicate in American Sign Language and additional languages. When the census taker visits to help you respond, you can request that another census taker who communicates in American Sign Language returns. Or if you prefer, you may also choose to have another member of your household interact with the census taker.



If you have any questions, please visit www.2020census.gov. This website is 508 compliant and accessible to people of all abilities.

PADDC Staff

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**Every Election is Important!
Make Sure You Vote on
Election Day**

November 5 , 2019

Persons with disabilities who need information or encounter problems at their polling place on Election Day, can contact:

Disability Rights Pennsylvania
(DRP) hotline at:
717-839-5227 or
electionday@disabilityrightspa.org



PADDCC

PA Developmental Disabilities Council

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SAVE THE DATE!

Everyday Lives 2020 Conference
January 7 - 9, 2020
The Hershey Lodge
Hershey, Pennsylvania