

# JOIN<sup>®</sup>

the ONTARIO JOB OPPORTUNITY INFORMATION NETWORK

# newsletter

Ontario JOIN - Job Opportunity Information Network | [www.joininfo.ca](http://www.joininfo.ca) | [info@joininfo.ca](mailto:info@joininfo.ca) | t. 416-241-5646

**Kyle Maynard**, no stranger to adversity and challenges, was born without arms and legs. In his travels across the globe, speaking to employers, he indicates that companies hiring job seekers with disabilities will have an advantage over their competition. "Someone who's been through tough challenges is going to be stronger than someone who hasn't."

He goes on to say, "An individual who has experienced roadblocks and has overcome them, has an attitude to go and embrace life. They will continue to rise above challenges and, not only will they do that themselves, but it's a catalyst for other people to realize their potential in doing the same. The capacity for a person with a disability to go and help other people realize their potential is incredible."

Kyle recently achieved another bucket list item. In January 2012, he summited Mount Kilimanjaro.

To hear more from Kyle and how hiring employees with disabilities will improve your bottom line, JOIN us at "Taking it Higher," on March 28th, 2012.



*"Hiring people with disabilities is a good business decision."*  
Kyle Maynard



## "All of us are differently-abled"

Montel Williams during Ontario JOIN's 8th Annual Employer Conference "Leading with ACTION" on November 21 and 22, 2012 in Toronto ([Read more page 2](#))

On Wednesday, March 28th, at "Taking it Higher," an event hosted by TD Bank and On the Park, Kyle Maynard and Randy Lewis, two leaders in the field of workplace diversity and inclusion, will take the stage and address how companies can become more profitable and productive.

Kyle Maynard was born with congenital amputation. He is a champion athlete, author, model, entrepreneur and travels around the world as a motivational speaker ([see sidebar](#)).

Randy Lewis is the Senior Vice President of distribution and logistics for Walgreens, the largest drugstore chain in the U.S. Under Lewis' guidance, Walgreen transformed several of its distribution centres to where a significant portion of the workforce has disabilities. At its Anderson, South Carolina location, 40 percent of the distribution

center's 400 employees have disclosed physical or cognitive disabilities. Yet the facility's efficiency rose by 20 percent since opening, after technology and process changes originally intended to accommodate workers with disabilities improved everyone's jobs. "Creating accommodations for most of those workers cost less than \$25 a piece, and they hold the same jobs, receive the same pay, and are held to the same productivity standards as other employees," attests Lewis.

### TAKING IT HIGHER

Wednesday, March 28, 2012

From 8 a.m. to 11 a.m.

On the Park Events and  
Conference Centre

[www.joininfo.ca/page/bln/](http://www.joininfo.ca/page/bln/)

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### Our Vision:

A society where persons with disabilities are part of an inclusive workforce.

### Our Mission:

To be the employment network of choice in Ontario for persons with disabilities and for employers.

The Ontario Job Opportunity Information Network (JOIN) assists persons living with disabilities to find and maintain employment, and assists employers to recruit qualified candidates to meet their hiring needs.

*Connecting  
Employers  
with Employees  
with Disabilities*

# Ontario JOIN's 8th Annual Employer Conference - Leading with ACTION

*From previous page*

Ontario JOIN held its 8th Annual Employer Conference "Leading with ACTION" on November 21 and 22, 2011 in Toronto. This event attracted delegates from across Canada and the United States. Attendees heard the latest trends and developments from industry experts, who addressed some of the major challenges related to making the workplace more accessible for people with disabilities.

The 2011 Ontario JOIN Annual Employer of the Year Awards.



Small Employer of the Year  
Lick's Home Burgers



Large Employer of the Year  
BMO Financial Group



Medium Employer of the Year  
Aroma Espresso Bar



Facilitators of Day One working group sessions



Delegates spent Day One addressing different aspects of work place inclusion

Post event surveys were sent out to all delegate. Workshops were rated higher than ever before. Here is a sampling of the results:

- Over 50% of conference attendees responded to our survey
- 93% of respondents answered Yes to the question, "Do you feel more ready to be able to Lead with ACTION as a result of attending the conference?"
- 96% of respondents answered Yes to the question, "Would you recommend this conference to a colleague next year?"

# Sound bites from Ontario JOIN's 8th Annual Conference



*"I can't run up a flight of steps anymore, but dag-gone-it, I will make it up that flight of steps; and when I get to the top, it may have taken me more time than it took you, but guess what, it gives me more time to think about what I am going to do when I get there, so therefore, my brain is working ahead of yours."*

Montel Williams, television icon and New York Times best-selling author and a person living with multiple sclerosis for the last 10 years

*"How dare you say to me I am disabled. I don't care what level of ability we have. It is an ability. Not one of us wants a dime of pity from you or from anybody. We want the respect of being a contributing member of this society, and we are capable of contributing to any society."*

## Global BLN Summit

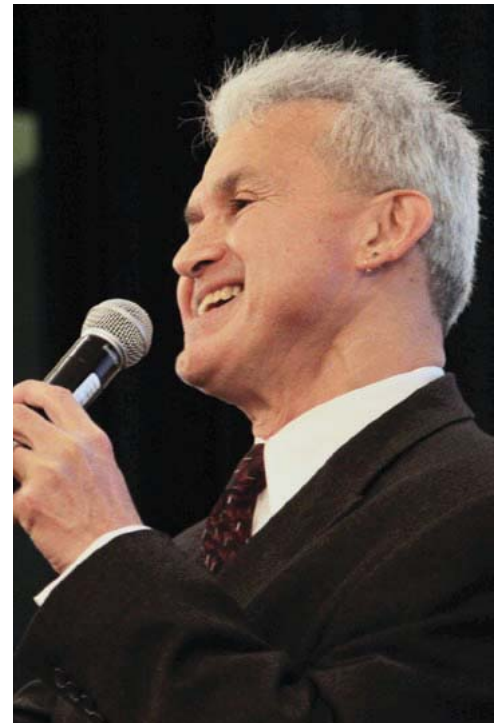
On December 5, 2011, The Honourable David C. Onley, Lt. Governor of Ontario, hosted a luncheon for Ontario JOIN in his private chambers for 38 global business leaders. As a result of the Summit, a small working group will be formed to unveil a "Statement of Commitment" to coincide with the 2015 ParaPan Games taking place in Toronto.



*"I have been in a position where I have wished I had done something and I haven't... and then you think after you leave... Man, I wish I had done that. If you get a second opportunity, remember that and think, I'm going to do it this time"* - Suhana Meharchand, CBC Newsworld News Anchor and Host of the CBC News Today



*"You know the statistics. 1.5 million Ontarians have disabilities and many are educated, experienced, and qualified. They are a source of talent just waiting to be discovered, and it only makes good business sense to tap into these skills"* - The Honourable John Milloy, Minister of Community and Social Services



*"The greatest challenges in my life are not the impairments of the body, but the disabilities of attitude"* - Luncheon Keynote Speaker Alex Valdez, recognized as one of the best and entertaining disability awareness speakers and trainers

# Ontario JOIN Business Leadership Network Updates

## New Members

Ontario JOIN is delighted to welcome the following new Business Leadership Network (BLN) Members: AON Hewitt, Shangri-la Hotels, Morneau Shepell, Stikemen Elliott, and War Amps of Canada.

Our next BLN event "Taking it Higher" will be hosted by TD Bank and On the Park Events and Conference Centre on Wednesday, March 28, 2012. ([see article on page 1](#) and [ad on page 6](#))

## Highlights of JOIN Breakfast Series BLN Event

On January 20, 2012, CIBC hosted Networking Matters: Creating and Sustaining an Effective Employee Resource Group (ERG).

Matt Petersen, Director of CIBC Diversity Strategies and event MC, referred to the JOIN annual conference workshop and highlighted the dialogue leading to this BLN. All attendees were polled on registration and the following results were presented:

- 51% indicated they have an Employee Resource Group
- 65% felt their ERG was functioning fairly well
- 82% who do not have an ERG indicated they are looking at forming an ERG
- 82% indicated they are interested in coming together to form a larger ERG Council

Matt reinforced the message for the morning, "This is the beginning of what we hope to be an exciting venture with Ontario JOIN in forming networking opportunities with ourselves and our employees going forward."



Sharon Myatt from Ontario JOIN and Matt Petersen, Director of CIBC Diversity Strategies



Attendees had the opportunity to discuss one key question about the importance of a Employee Resource Group (ERG) and then shared with the rest of the group



The first phase of the Ontario JOIN Mentoring Connection project was completed at the end of 2011 with Scotiabank and Deloitte providing guidance and mentors for mentees with disabilities.

We are now moving forward with the project's second phase. Three new employers will take part: Jazz Aviation, Starwood Hotels and TD Bank Financial Group. Each of these organizations will provide mentors who will be matched with mentees from JOIN's 25 service provider members. Recruitment of mentees has begun and Orientation Sessions for all parties will take place in April followed by matching of mentors and mentees and a "Meet and Greet" event in early May where the pairs will begin the official four months of their Networking Connection.

## Ontario JOIN Inter-Corporate ERG Council

As a result of Ontario JOIN's January 20th BLN event, five organizations have expressed interest in forming a JOIN Inter-Corporate ERG (Employee Resource Group) Council. Meetings will begin in April 2012. What JOIN will potentially offer to BLN members may include, but not necessarily be limited to:

- Formation of JOIN ERG Advisory Council, ERG annual forum, working group and creation of vision, mission, values and e-newsletter
- Provision of educational materials on AODA Standards implementation, mentoring opportunities, linkages to other BLNs in Canada and US, networking opportunities through social media, ERGs inter-connection and support for newly-emerged ERGs and member organizations with best practices, lessons learned, gaps, statistics
- Assistance with recruiting job seekers with disabilities and onboarding best practices and access to events related to inclusion and disability

**THE CAREER FAIR FOR PEOPLE WITH DISABILITIES**

**Thursday March 29, 2012**  
**HILTON DOWNTOWN TORONTO**

Connect with:

- Canada's Top Employers
- Job Opportunities in Several Labour Markets
- Career Experts
- Workshops on Job Search Strategie
- Inspirational Keynote Presentation (TD Bank)
- Comfort Lounge sponsored by Scotiabank

Presented by:

This project is funded in part by the Government of Canada. **Canada**

## Career Fair Connection

The second annual Ontario JOIN Career Fair Connection for job seekers with disabilities, partially funded by Service Canada, will take place on March 29, 2012 at the Downtown Toronto Hilton Hotel. We have expanded our sector representation this year. Scotiabank will sponsor a special area at the fair "The Comfort Lounge" where job seekers can gather, network and relax.

We anticipate surpassing our goal of 1,000 job seekers with disabilities attending this year. Workshops will be held throughout the day at half-hour intervals featuring speakers with expertise on various aspects of job search and recruitment best practices. Keynote speaker, Tim

McCallum, sponsored by TD Bank Financial Group, will appear at 12 noon. Tim, who just days before entering the Western Australia Academy of Performing Arts (one of 18 selected from over 1,000 applicants), was left a quadriplegic after a swimming accident. Since then he has appeared in many prestigious events and on stage and has received awards including Centenary Medal by Governor-General of Australia for his outstanding service to the entertainment industry.

If you are interested in participating or for more information please visit the Ontario JOIN website at [www.joininfo.ca](http://www.joininfo.ca) or call us at 416-241-5646.

## Human Resources Professionals Association (HRPA) Conference



Recently, Ontario JOIN hosted a booth at the 2012 HRPA in Toronto. This was a great networking opportunity to showcase our services to the attendees, and as a result of it, employers signed up for the BLN and the Career Fair.

During the event, we had a draw for two tickets for the next BLN "Taking it Higher" and the winner was the Manager of Diversity and Inclusion of PricewaterhouseCoopers LLP

## Ontario JOIN Updates

### EARN Ottawa (Employment Accessibility Resource Network) and Ontario JOIN

Service Providers and Employer Groups continue to meet to strategize on the future direction of EARN in Ottawa. A second employer "Meet and Greet" information and networking session took place on February 21 where employers and job seekers with disabilities exchanged ideas and networked.

Ontario JOIN will continue to assist EARN with review of its service provider collaboration agreements, BLN member recruitment and engagement, proposed funding model and job matching approach. Visits to the Ottawa area are planned for April.

### ORHMA and Ontario JOIN

Recently, JOIN staff held a series of interviews with ORHMA establishments to obtain job postings which could be circulated to our network. We assist employers by conducting phone screenings and submitting a short list of candidates to the employers.

Multiple positions were posted for Starwood Resorts and Hotels which includes the Sheraton, Westin and W-Hotels, with several successful applicants being moved forward to the second interview process. JOIN will be partnering and screening applicants for the Shangri-La hotel chain, which will be opening in downtown Toronto at the end of August. The Delta Chelsea has posted positions with JOIN and we anticipate doing face-to-face interviews and referring candidates shortly. We met with the Metro Toronto Convention Centre, at the end of February, and we will begin recruitment and screening for them, in the next couple of weeks.

### Research

In February 2012, JOIN commenced a research project to review global best practices in workplace accessibility. Lisa Schincariol McMurtry, a PhD candidate in Communication and Culture was hired as a Researcher and Fernando Garcia and Martin Stefanczyk, two Wilfrid Laurier University MBA students have volunteered their time towards this initiative.

## Looking for a competitive edge for your hiring needs?

Ontario JOIN provides one-stop employment recruitment services for employers.

We offer:

- Access to a diverse pool of skilled workers – Through our extensive outreach, we will find the candidate that best meets your organization's needs
- Knowledgeable and professional staff – Our consultants will help you determine what's best for your business
- Pre-screening of applicants
- Personalized Account Management
- Quick response time
- Extensive follow-up and support to ensure employee retention
- Expertise in creating an inclusive workplace
- Insight into how disability affects your stakeholders, markets and key business decisions

- Consultation related to best practices, business leadership development and networking, customer service and policies and procedures
- Advice on legislative obligations
- Excellent Customer Service - Live voice on the end of the phone and quick response times to emails and inquiries employers wanting advice or supports.

Let JOIN's employment recruitment team work for you. For more information, contact Sharon Myatt, Employer Development Consultant at 416-241-5646 x 224 or [sharon@joininfo.ca](mailto:sharon@joininfo.ca)

*Connecting  
Employers  
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## Upcoming Events

### Youth Employment Services

The New Business Movement (NBM) is hosting a one day conference designed to inspire and educate young adults about successfully starting up their own business.

April 4th, 2012, 10am-4pm at North York Civic Centre, 5100 Yonge Street

Contact: Colleen Lindberg Manager-BizStart Entrepreneurship Program Tel: 416-504-5516 x 265 [colleen\\_lindberg@yes.on.ca](mailto:colleen_lindberg@yes.on.ca)

### Disability Matters

The 2012 U.S. Disability Matters E.R.G. Summit and Awards Banquet & Conference will take place April 17, 18 & 19, in Newark, N.J.

For more information, go to: [www.consultspringboard.com/2011/about-disability-matters-united-states/](http://www.consultspringboard.com/2011/about-disability-matters-united-states/) or contact Jill Frankel at [jill@consultspringboard.com](mailto:jill@consultspringboard.com) or via telephone: 1-973-813-7260 x. 106

## EMPLOYERS WILL HEAR WHY MAKING THEIR WORKPLACES INCLUSIVE WILL ADD TO THEIR BOTTOM LINE



### RANDY LEWIS AND KYLE MAYNARD TWO LEADERS WHO HAVE PUSHED THE BOUNDARIES FOR PERSONS WITH DISABILITIES

PRESENTED BY:



THE ONTARIO JOB OPPORTUNITY INFORMATION NETWORK

Register online at:

[www.eplievents.com/takingithigher](http://www.eplievents.com/takingithigher)  
Tel. 416-241-5646 - [www.joininfo.ca](http://www.joininfo.ca)

SPONSORED BY:



**WHEN:**

**Wednesday  
March 28, 2012  
8 a.m. to 11 a.m.**

**WHERE:**

**On the Park  
Events and  
Conference Centre  
1095 Leslie St  
Toronto, ON M3C 2J7**

**COST:**

**BLN Members \$75  
Non-members \$95**