

## IDEA Symposium Workshops

### Workplace systems and partnerships: Employment standard implementation guidance: chapter 7

Location: W280 (main room)

#### Description

In this workshop you will provide feedback on a chapter of the employment standard implementation guidance: Chapter 7 - Inclusive Recruitment, Hiring and Onboarding. In this guidance:

- Each of the core chapters is designed to stand on its own, and is organized around a continual improvement process (PDCA).
- Modules allow organizations to prioritize and focus
- Different teams can take on different modules or different modules can be on different cycles
- Emphasis is given to measurement, evaluation and reporting, as well as keeping up with accessibility compliance

### Transitions to work and career advancement: Making high-quality jobs and career advancement opportunities accessible and disability inclusive

#### Presenters

- Daniel Samosh, Assistant Professor, Queen's University
- Arif Jetha, Associate Scientific Director and Scientist, Institute for Work and Health
- Sinead McCarthy, Vice President, Development, Programs and HR, Youth Employment Services
- Meghan Crouch, Research Analyst, Institute for Work and Health
- Ansha Nega Ahmed, Postdoctoral Researcher, Queen's University

**Location:** W280 (main room)

## Objectives

Update participants on disability, high-quality jobs, and career advancement research, and the school-to-work transition. Share resources on disability inclusion champions and co-develop strategies for scaling these tools. Workshop workplace dimensions that support advancement opportunities and highlight Hub 3's upcoming resources.

## Workshop Description

In this workshop we will identify the current state of research and practice on disability, high-quality jobs, and career advancement. We will present two completed practitioner resources created by Hub 3, including one guide on developing disability inclusion champions and another on designing disability inclusive career fairs. Considering these resources, we conclude with a visioning session on how to move towards workplaces where high-quality jobs and advancement are accessible and inclusive.

## Employment support systems: Building a culture of inclusion: Employer supports to empower inclusive workplaces

### Presenters

- Rebecca Gewurtz, Director, IDEA and Associate Professor, McMaster University
- Francis Fung, Engagement Lead, IDEA and National Manager, Rehabilitation and Clinical Services, March of Dimes Canada
- Eakam Grewal, Student Researcher, IDEA, McMaster University
- Julia Holmes, Research Associate, IDEA, McMaster University
- Logan Wong, Research Assistant, IDEA, McMaster University
- Ronessa Dass, Research Assistant, IDEA, McMaster University
- Holly Marini, Research Assistant, IDEA, McMaster University

**Location:** W240

## Objectives

This innovative workshop dives into the latest findings on employer supports that drive workplace inclusion by: 1) Highlighting key research findings related to employer supports to hire, retain and promote people with disabilities, disincentives and incentives to work in relation to public income supports, and employment supports for racialized and disabled workers; 2) Discussing projected tools/resources including evidence informed guidelines on employer supports to build workplace inclusion; 3) Engaging participants in an interactive visioning activity around disseminating and communicating research findings.

## Workshop Description

This workshop is designed for participants who feel passionate about creating inclusive and sustainable workplace changes, including employers, people with disabilities and service users, service providers, as well as people involved in policy and funding decisions. Engage in powerful discussion about how to tailor tools/resources to best meet the needs of community members. Tools/resources developed will be shared broadly through upcoming events such as community partner lunch and learns, podcasts and webinars in order to build employer capacity for disability inclusion. Ongoing knowledge mobilization efforts are in place to continue to guide employment service provider best practice in supporting employers as well as informing crucial decision-making regarding policy and funding.

## Inclusive environmental design: Training & resources for inclusive workplaces

### Presenters

- Ji Min Choi, Postdoctoral Associate, Center for Inclusive Design and Environmental Access, University at Buffalo
- Mahadeo Sukhai, Chief Operating Officer, IDEA-STEM and Adjunct Professor, Ontario Tech University
- Shannon Killip, Postdoctoral Associate, McMaster University
- Rebecca Gewurtz, Associate Professor, School of Rehabilitation Science, McMaster University
- Jordana Maisel, Associate Professor and Director, Center for Inclusive Design and Environmental Access, University at Buffalo

Location: W726

## Objectives

This workshop will explore practical strategies for designing and delivering workplace training and resource toolkits that are accessible, engaging, and effective for all employees, including those with disabilities.

## Workshop Description

This interactive workshop is designed for employers, employees with disabilities, disability advocates, HR professionals, and researchers interested in strengthening disability inclusion in the workplace. Drawing on findings from a multi-phase research project across U.S. and Canadian workplaces, the session will highlight promising inclusion, diversity, equity, accessibility, and universal design (IDEA/UD) practices identified through organizational website scans and employer interviews. Key insights will focus on how training and resources currently support inclusion and where significant gaps remain.

Participants will then engage in interactive activities to reflect on workplace experiences and identify strategies for designing training and toolkits that are practical, inclusive, and scalable. Emphasis will be placed on preferred formats and features that make resources engaging and accessible to diverse employees.

The workshop will conclude with an invitation to join a larger co-design study, where employers and employees with disabilities will collaborate to develop new training materials and resource toolkits for more inclusive workplaces.

## Disruptive technologies and the future of work: Shaping inclusive AI tools for employment access

### Presenters

- Angelika Seeschaaf Veres, Associate Professor, OCAD University
- Prepared with Jutta Treviranus and Lisa Liskovoi, Senior Inclusive Designer, Inclusive Design Research Center, OCAD University

Location: W240

## Objectives

This workshop will explore tools, resources, and policies that promote transparency, privacy, human-in-the-loop processes, and worker agency in the era of AI in the workplace. It will apply inclusive design principles to develop supportive approaches for recruiting, onboarding, career performance, and progression. The session will also discuss both the potential benefits and the limitations of AI tools for workplace accommodation.

## Workshop Description

This workshop brings together people with disabilities, HR staff, and employers to consider how AI is reshaping the workplace. Participants will work through scenarios where AI presents both risks and opportunities for accessibility and employment. Activities will encourage attendees to share perspectives and generate ideas for inclusive and responsible AI tools, policies, and resources. The session emphasizes real-world applications and practical pathways forward, both in the short and long term. The workshop concludes with small group presentations and an open discussion to synthesize insights.