

Inclusion is the Future of Work

2026 Symposium Programme

Draft: August 27, 2026

Date: Monday, October 26, 2026; Tuesday, October 27, 2026

Format: Hybrid

Location: Campbell Conference Facility
Munk School of Global Affairs and Public Policy
University of Toronto

Theme: Moving from reactive to proactive workplace systems

Objectives:

- Share innovations and promising practices in accessible workplaces.
- Highlight partner contributions and showcase their work.
- Create opportunities for advancing uptake of solutions.
- Strengthen relationships among researchers, employers, policymakers, unions, persons with lived experience of disability, and community organizations.

Day 1

Time	Session
9:15 – 9:45 AM	Registration, Coffee and Pastries
9:45 – 10:00 AM	<u>Welcoming Remarks and Housekeeping</u> Masters of Ceremony: Anne Kresta , President and Executive Director, Level It Up

Time	Session
	Peter Field, Research Associate, IDEA; Associate, IDEA-STEM University of Toronto Welcome: Jillian Hamilton, Vice Dean Academic Planning (TBC) Introduction to the Day: Krista Carr, Chair of IDEA Advisory Committee; CEO, Inclusion Canada Raphael Gomez, IDEA 4DY Co-Director; Director, CIRHR, University of Toronto Emile Tompa, IDEA Executive Director; Senior Scientist, Institute for Work & Health
10:00 – 10:20 AM	<u>Morning Keynote</u> Arlene Dunn, CEO, Saint John Construction Association (TBC)
10:20 – 11:00 AM	<u>Morning Presentation and Panel</u> Topic: Systems-level approaches, continual improvement and the IDEA 9-domain framework IDEA 4DY Team
11:00 – 11:15 AM	Break
11:15 – 12:15 PM	<u>Partner Lightning Talks</u> 1. March of Dimes Canada 2. Chartered Professionals for Human Resources 3. Canadian Apprenticeship Forum (TBC) 4. Excellence in Manufacturing Consortium, Supporting Learning Differences Initiative
12:15 – 1:00 PM	Lunch and Networking

Time	Session
1:00 – 1:05 PM	<u>Afternoon Remarks from MCs</u>
1:05 – 2:15 PM	<u>IDEA Lightning Talks</u> Tools and resources from IDEA (including 4DY) 1. Microlearning for disability inclusion champions Arif Jetha 2. Accessibility planning and reporting Dilshan Fernando 3. Designing disability inclusive career fairs Dan Samosh and Sinead McCarthy 4. EDIA training for transformation Karen Harlos 5. Benefits packages Ashvene Sureshkumar
2:15 – 2:30 PM	Break and Transition to Workshops
2:30 – 3:30 PM	<u>Workshops</u> 1. Implementation guidance for the CAN-ASC Employment Standard 2. Inclusive collective bargaining language 3. Ontario Disability Employment Network (ODEN) 4. Inclusive AI for recruitment, hiring, and onboarding (Virtual, TBC)
3:30 – 3:40 PM	Transition Back to Plenary
3:40 – 4:00 PM	<u>Afternoon Keynote</u> Tammy Morris , Accessibility and Neuroinclusion Leader, EY Canada
4:00 – 4:15 PM	Day 1 Closing Reflections/Announcements

Day 2

Time	Session
9:15 – 9:45 AM	Registration, Coffee and Pastries
9:45 – 9:50 AM	<u>Welcoming Remarks</u> Masters of Ceremony: Sharon McCarry , National Inclusion Lead, Autism Research, Autism Alliance of Canada Bilan Arte , National Representative, Human Rights Department, Canadian Labour Congress (CLC)
9:50 – 10:20 AM	<u>Fireside Chat</u> Bea Bruske , President, Canadian Labour Congress (TBC) Flavio Volpe , President, Automotive Parts Manufacturers' Association (TBC)
10:20 – 10:40 AM	<u>Morning Keynote</u> Valerie Vanderwyk , Executive Director, Indigenous Skills, Employment, Apprenticeship and Development (ISEAD)
10:40 – 11:20 AM	<u>Youth Panel</u> Topic: Youth Voices on Barriers and Facilitators to Work Chair: Maria Libératore , Itinerant Work Experience Teacher, Student Services, York Catholic District Schoolboard (TBC) Panelists: TBC
11:20 – 11:30 AM	Break and Transition to Workshops
11:30 – 12:30 PM	<u>Workshops</u>

Time	Session
	1. JDAPT/DCIDE (TBC) 2. Inclusive AI for recruitment, hiring, and onboarding (TBC) 3. Youth Mentorship Best Practices (CASE) 4. Creating Safer Workplaces 5. Implementation guidance for the CAN-ASC Employment Standard (Virtual)
12:30 – 1:30 PM	Lunch
1:30 – 1:35 PM	<u>Afternoon Remarks from MCs</u>
1:35 – 2:45 PM	<u>Partner Lightning Talks</u> 1. Toro Aluminum 2. Live Work Play (TBC) 3. Mentor Canada (TBC)
2:45 – 3:00 PM	Break and Transition to Table Talk
3:00 – 4:00 PM	<u>Table Talk</u> Facilitated by: W. Francis Fung , Engagement Lead, IDEA Krys Munnings , Senior Engagement and Partnership Officer, IDEA 4DY Youth leaders (TBC)
4:00 – 4:15 PM	Day 2 Closing Reflections/Announcements

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