

Inclusion is the Future of Work

2026 Symposium Programme

As of: October 13, 2026

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

Format: Hybrid

Registration: <https://vraie-idea.ca/idea-4dy-symposium-2026>

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

Masters of Ceremonies:

- **Anne Kresta**, President and Executive Director, Level It Up
- **Peter Field**, Research Associate, IDEA; Associate, IDEA-STEM

Time	Session
9:00 – 9:30 AM	Registration, Coffee and Pastries

Time	Session
9:30 – 9:50 AM	<u>Welcoming Remarks and Housekeeping</u> University of Toronto Welcome: Gillian Hamilton, Vice Dean Academic Planning 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
9:50 – 10:20 AM	<u>Morning Keynote</u> Tammy Morris, Accessibility and Neuroinclusion Leader, EY Canada
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. Jeff Willbond, Chief Accessibility Officer; March of Dimes Canada 2. Sherene Mitchell, Program Manager, Supporting Learning Differences Initiative, Excellence in Manufacturing Consortium 3. Wendy Cukier, Founder and Academic Director, Diversity Institute

Time	Session
	4. Alison Staples, Chair of the Board, Human Resources Professional Association Rola Helou, CEO, and Erin Sailer, Chair of the Board; Chartered Professionals for Human Resources (Virtual)
12:15 – 1:00 PM	Lunch and Networking
1:00 – 1:05 PM	<u>Afternoon Remarks from MCs</u>
1:05 – 2:15 PM	<u>IDEA Lightning Talks</u> IDEA applied work – Tools and resources from IDEA (including 4DY) 1. Designing disability inclusive career fairs - Dr. Dan Samosh, Assistant Professor, Employment Relations, Queen's University and Sinead McCarthy, Vice President, Youth Employment Services 2. EDIA training for transformation - Karen Harlos, Lead, Equity, Diversity, Inclusion and Accessibility Professor, Department of Business, University of Winnipeg 3. Benefits packages – GOC Tool Ashvene Sureshkumar, Research Associate, Workplace Systems and Partnerships, IDEA 4. EDI in workplaces, best practices (Hub 4) Shannon Killip, Postdoctoral Associate, Employment Support Systems, IDEA
2:15 – 2:30 PM	Break and Transition to Workshops

Time	Session
2:30 – 3:30 PM	<u>Workshops</u> 1. Implementation guidance for the CAN-ASC Employment Standard – Dilshan Fernando, Peter Field, Matt Freeman, and Andy Livingston, IDEA 2. Inclusive collective bargaining language – Jennifer Harmer, Or Shay, Emma Lopez-Bastos, Laura Pena, and Kelly McDermott, IDEA 3. Planting, growing & nurturing relationships: A systems approach to building organizational capacity for disability employment inclusion – Jenny Hope, Ontario Disability Employment Network (ODEN) 4. From Awareness to Action: Implementing Accessible and Equitable AI in Employment (Virtual) – Lisa Liskovoi, Senior Inclusive Designer, Digital Accessibility Consultant, OCADU IDRC
3:30 – 3:40 PM	Transition Back to Plenary
3:40 – 4:00 PM	<u>Afternoon Keynote</u> Raf Khan, Director of Manufacturing Initiatives, Excellence in Manufacturing Consortium (EMC)
4:00 – 4:15 PM	Day 1 Closing Reflections/Announcements

Day 2

Masters of Ceremonies:

- **Sharon McCarry**, National Inclusion Lead, Autism Research, Autism Alliance of Canada
- **Bilan Arte**, National Representative, Human Rights Department, Canadian Labour Congress (CLC)

Time	Session
8:45 – 9:00 AM	Registration, Coffee and Pastries
9:00 – 9:10 AM	<u>Welcoming Remarks</u> Masters of Ceremonies
9:10 – 9:25 AM	<u>Morning Keynote</u> Valerie Vanderwyk , Executive Director, Indigenous Skills, Employment, Apprenticeship and Development (ISEAD)
9:25 – 10:15 AM	<u>Youth Panel</u> Topic: Youth Voices on Barriers and Facilitators to Work Introduction: Bridgette Sterling Moderator: Maria Libératore , Itinerant Work Experience Teacher, Student Services, York Catholic District Schoolboard Panelists: 1. Adriana Juradinho – York University 2. Marya Bangash – Holland Bloorview Hospital 3. Rianne Matthias – University of Toronto 4. Kaelin Barichello
10:15 – 10:30 AM	Break

Time	Session
10:30 – 11:20 AM	<u>Fireside Chat</u> Introduction: Alec Farquhar, Strategic Advisor, IDEA Moderator: Rafael Gomez, Director of the Centre for Industrial Relations and Human Resources at the University of Toronto. Raf Khan, Director, Manufacturing Initiatives, EMC Eve Adams, ED of Canadian Business Disability Inclusion Network (CBDIN) Tammy Morris, Accessibility & Neuroinclusion Leader, EY Canada Laura Pena, National Representative – Human Rights & Equity Department, United Food and Commercial Workers (UFCW Canada)
11:20 – 11:30 AM	Break and Transition to Workshops
11:30 – 12:30 PM	<u>Workshops</u> 1. The Job Demands and Accommodation Planning Tool (JDAPT)/Decision-Support for Communicating about Invisible Disabilities that are Episodic (DCIDE) – Dr. Monique Gignac, University of Waterloo 2. When Conversations Transform Us: Fostering Inclusive Mentorships that Strengthen Social Capital – Joanna Goode, Canadian Association for Supported Employment (CASE) 3. Creating safer workplaces – Valerie Vanderwyk, Indigenous Skills Employment Apprenticeship and Development, and Amanda Klarer, Keepers of the Circle 4. Implementation guidance for the CAN-ASC Employment Standard (Virtual) – Dilshan

Time	Session
	Fernando, Peter Field and Matt Freeman, IDEA
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. Anna Nelson, Director of Employment Supports, LiveWorkPlay 2. Joel Cummings, Workplace Accommodation Specialist, Toro Group of Companies, and Maria Liberatore, Iterant Work Experience Teacher, York Catholic District School Board 3. Emily Arrowsmith, Director of Research and Programs; Canadian Apprenticeship Forum 4. Tracy Luca-Huger, Executive Director, Mentor Canada
2:45 – 3:00 PM	Break and Transition to Table Talk
3:00 – 4:00 PM	<u>Table Talk</u> Facilitated by: Bridgette Sterling Krys Munnings , Senior Engagement and Partnership Officer, IDEA 4DY W. Francis Fung , Engagement Lead, IDEA Youth leaders
4:00 – 4:15 PM	Day 2 Closing Reflections/Announcements

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