



Transforming Inclusive Employment

# Modernizing Inclusive Employment: A Distinctability Disruption Event

**Day 1 – Wednesday, April 3rd, 2019:**

**Opening Story – A personal journey to Employment**

**MUDASIR KHAN – A personal journey to Employment**

**An inspiring story through education, part time work and self-employment, to becoming a Business Adviser for The Royal Bank of Canada. Mudasir also just happens to be blind.**

Blind from birth, Mudasir Khan inherited an approach to work and to his disability that has astounded those who work with him but not those who know him!

He was the first out of five children to get a college diploma and after graduating immediately found part-time work, but wanted to work in the Human Resources field. Entry level positions in Human Resources are far and few in between and opportunities are not always readily available.

The story takes us through a succession of part time roles, a 7 day week work ethic, the establishment of an independent Marketing company, to his current role with RBC.

**Workshop 1 / Morning Session:  
Low Cost Technology for Specific Needs**

**“NO-COST OR LOW COST” – There are things out there that can change people’s lives and improve their working lives and their workplace opportunities. Sometimes right in front of us and we don’t even know it. This workshop introduces a range of accessible and assistive technologies that are available and proven to support employees with a disability, including technologies and techniques for people with little or no vision, hearing loss, physical needs, and learning disabilities including dyslexia and autism.**

Dave Banes will illustrate some of these and engage with the delegates to explore for themselves just how much is available to enhance support models and working models for individuals and supporting professionals.

Examples of such technologies will be demonstrated based on real life examples of people with a disability and attendees will have opportunities to discuss any barriers and challenges to implementing low cost solutions in their own setting.

## Workshop 2 / Afternoon Session:

### Using Technology to Support People with Mental Health Needs – Dave Banes

**This unique Workshop provides an invaluable insight into the real developments that have been made with assistive technologies in the ever-increasing challenges around the rise in Mental Health issues and supporting them in the community.**

There will be engaging demonstrations and insights into the emerging solutions and approaches.

Did you know that companies across the world are turning to technology to help support employees with mental health needs and being proactive with all employees to reduce the likelihood of new needs emerging.

You will learn about tools specifically designed to reduce stress and anxiety, and the functionality built into devices that are proving to be valuable based upon case studies and real-life stories to illustrate impact.

## Day 2 – Thursday, April 4th, 2019

### Workshop 1 / Morning Session:

#### **MAKATON – a Global Language System for Inclusive Communication arrives in Canada!**

**Makaton is a multi-model language programme that uses speech, signs and symbols. Makaton is used extensively in the UK; France; New Zealand and in countries as diverse as Russia and Greece. Today well over 100,000 people in the UK, use Makaton.**

Distinctability is privileged to now be bringing Makaton to Canada as a tool for social and workplace transformation, and to be responsible for the development of a national network of Trainers and Tutors in organizations throughout Canada.

This workshop will provide you with information about what Makaton is and how it can be used within your environment. You will also learn some basic signs and symbols for some of the concepts that you will find useful in a supported employment context – as an employer or service provider. As well as providing resources on the day and introducing the process for becoming a Makaton Trainer and Tutor.

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**April 3rd & 4th 2019**

visit [distinctability.ca/event](http://distinctability.ca/event) to book your place

## Workshop 2 / Afternoon Session: Emerging Technologies and Increasing Access

**Dave Bane's Session will really hone in on the breakthrough emerging solutions that are changing lives and changing opportunities. The workshop will be interactive, encouraging delegates to consider their own workplaces and settings and how the technologies could be implemented effectively.**

Did you know that:

- \* Emerging technologies are increasing diversity in the workplace
- \* New technologies can automate accessibility tasks undertaken by employees
- \* New technologies are changing the ways in which we work offering new opportunities for people with a disability.

Technology is changing rapidly and the impact on people with a disability will be significant, offering both new ways of ensuring access and allowing services to reach more people cost effectively.

This workshop explores emerging technologies that are increasingly available or undergoing development to support employees in the workplace, including Artificial Intelligence, Environmental Automation, Internet of Things, 3D printing, autonomous vehicles, natural interfaces, robotics and virtual or augmented reality.

Each has the capacity to increase access and support employers to engage a diverse workforce, reducing the cost of inclusion and helping to empower employees to make accommodations for themselves.

Many companies and access professionals are not aware of emerging products and this workshop will introduce examples that are on the verge of market readiness and those that have been released recently.



***D*istinctability**  
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