**Friday, March 4, 2022**

Ohio University Southern

**Schedule of Events**

**Friday, March 4, 2022**

**9-10:30 a.m.**  Welcome and first session

Session 1: It’s Not Magic: Creating an Inclusive Work Environment for Employees with “Invisible” Disabilities  
Presenter: Dr. Josephine Bennett, Everett Advisory Partners, Assistant Director of HR Data & HR Advisor

**10:30-10:45 a.m.**  Break

**10:45 a.m.-12:15 p.m.**  Session 2 and closing

Session 2: Perspectives of College Freshmen Students with Disabilities: What Makes Them High Risk for Early Departure  
Presenter: Dr. Rosa Oroyan Kissling

**12:15-12:20 p.m.**  Closing

**Session Descriptions**

**Session 1 (9:00 am – 10:30 am)**

**It’s Not Magic: Creating an Inclusive Work Environment for Employees with “Invisible” Disabilities**

**Presenter: Dr. Josephine Bennett Everett Advisory Partners Assistant Director of HR Data & HR Advisor**

**Session Synopsis/Abstract:** According to the Center for Disease Control (CDC) 1 in 4 or 26% of adults in the US have a disability (www.cdc.gov). One would think that with disability affecting so many Americans, there would be a greater sense of acknowledgement regarding disabilities that can be seen as well as those that are invisible. Numerous legislations have been passed to address and ensure equal treatment and protections for individuals with disabilities. Legislations such as the ADA, the Rehabilitation Act, IDEA, Titles 2 and 16 of the Social Security Act and several other Josephine Bennett Envision Access Proposal 2 acts have sought to prevent adverse actions against people with disabilities. While many acknowledge the intent of these legal protections, some have adopted the mindset that a disability can be seen and if it cannot then it’s not a disability. A simple search of the hashtag #invisibledisability will reveal an array of experiences and stories centered around the treatment and often disadvantages of individuals with disabilities that are not easily visible. Unfortunately, the workplace hasn’t been absent of these experiences, and this must change. This workshop will outline the importance of creating inclusive work environments for individuals with invisible disabilities. It will identify various types of invisible disabilities and the necessary considerations that should be made in accommodating individuals who possess these types of disabilities. It will also present strategies that support disability inclusivity within the workplace to ensure that all employees perform at their highest potential.

**Objectives/Outcomes:**

This presentation is designed to present knowledge and awareness about how organizations can change their awareness and behavior to be more inclusive toward individuals with invisible disabilities. At the conclusion of this workshop participants will:

• Be able to identify ways to create working environments where individuals with different disabilities feel included.

• Demonstrate an openness to new perspectives about individuals with certain disabilities.

• Have an increased organizational awareness centered around inclusion in the workplace.

• Be better prepared to develop a diverse and inclusive work culture that considers all disabilities.

**About the presenter:**

A person with her arms crossed

Description automatically generated with medium confidenceDr. Josephine Bennett is an experienced adjudicator who has worked performing vocational analyses, disability assessments and preliminary hearing evaluations for both state and federal governments. For over a decade, Dr. Bennett has worked to understand the physiological and psychological factors that impact sustainable employment for individuals with disabilities. This includes understanding barriers that prevent individuals from entering the workforce as well as assessing functional capacity and limitations in the presence of certain medical and psychiatric conditions. She also works as the Assistant Director of HR Data and an HR Advisor at Everett Advisory Partners, a consulting firm designed to help address and resolve workplace challenges across numerous industries.

Dr. Bennett obtained a Doctor of Business Administration degree in Human Resources from Liberty University, an MBA from the University of North Alabama, and a Bachelor of Science in Business Management from Jacksonville State University. She also possesses certifications in SPSS, SAS and Diversity, Equity & Inclusion. Her skills in quantitative analysis have given her the opportunity to aid organizations and individuals with leveraging data to provide valuable insights into the decision-making process. Dr. Bennett also utilizes her data analysis expertise to assist doctoral students across the country with data analysis and navigating the dissertation process.

**Session 2 (10:45 am – 12:15 pm)**

**Title: Perspectives of College Freshmen Students with Disabilities: What Makes Them High Risk for Early Departure**

**Presenters: Dr. Rosa Oroyan Kissling**

**Session Synopsis/Abstract:** Presentation will provide participants with an overview of current body of information associated with retention of college students with disabilities. The presentation will focus on college student retention, barriers for students with disabilities, institutional challenges, and support for students with disabilities in higher education.

**Objectives/Outcomes:**

At the conclusion of this session, participants will

* Gain insight into the understand the thoughts of college freshmen students with disabilities as to what they think will make them drop out of college.
* Will be provided with information important to help college administrators establish practices that promote learning and retention for students with disabilities.

**About the Presenter:**

A picture containing person, person, coat, posing

Description automatically generatedDr. Rosa Oroyan Kissling is a public servant working for Homeland Security Investigations. Her current role is as an analyst working side by side with agents ensuring counter proliferation of national defense armaments. She has also worked as computer forensics with agents working diligently in child exploitation cases. Prior to that, she retired after 21 years in the USAF in the intelligence and communications arena. As a disabled veteran, Dr. Kissling has a passion for serving others, especially those who strive to better themselves despite their disabilities. Dr. Kissling’s degree is conferred by Northcentral University.