Alameda County Disability Employment Awareness Conference & Training

October 4, 2018

Conference Attendee Feedback
2018 CONFERENCE HIGHLIGHTS

Kate Toran,
San Francisco Municipal Transportation Agency

Katherine “Kat” Zigmont,
World Institute on Disability

California State Coastal Conservancy

Meyers Nave

Disability Rights California

Job Accommodation Network

Benetech

California Department of Rehabilitation

Swords to Plowshares

Sustainability Project Alameda County
SINCERE GRATITUDE TO OUR PARTNERING CIRCLE
THANK YOU!!

Conference Planning Committee Members:

Nahid Aria – DA
Carol Asch - DOR
Stephanie Barnes – SSA
Darleen Brooks - SSA
Tanya Cagnolatti – Probation
Leslie Fuentes - DOR
Ofelia Garrido – ACERA

Natalia Milner – ACSO
Trenire Pensy – DOR
Ricardo Perez – DOR
Della Randolph – DOR
Sandi Soliday – HCSA
Theresa Woo - DOR

Volunteers:

Alesia Golden – Clerk-Recorder’s Office
Sheila Green – Treasurer/Tax Collector
Herminia Gutierrez – ACSO
Elizabeth Herrera-Lopez – SSA
Rosaline Johnson - Clerk-Recorder’s Office
Lee Lewis – Alameda County Library
PURSUING THE COUNTY’S MISSION

We are grateful for the responses each of you submitted. Overall our attendees were very satisfied with the event, an impressive 85% were very satisfied with the conference!

County of Alameda’s Mission...

To enrich the lives of Alameda County residents through visionary policies and accessible, responsive and effective services.
CONFERENCE DEMOGRAPHICS

FIELDS

- Human Resources: 39%
- Other: 20%
- Management/Supervision in Another Field: 4%
- Diversity & Inclusion: 11%
- Law: 0%
- Academia: 0%
- Other: 20%

EXPERIENCE (Years in Field)

- < 5 Years: 27%
- 5 - 9 Years: 20%
- 10 - 19 Years: 31%
- ≥ 20 Years: 22%

WHO ATTENDED

- Alameda County Employee: 70%
- Government: 14%
- Community Based Organization: 8%
- Other: 5%
- Quasi-Public Agency: 2%
- Consulting/Private Practice: 1%
- Corporate: 0%
CONFERENCE EVALUATION

Throughout the entire day...

My awareness increased:

- Strongly Agree: 55%
- Agree: 37%
- Neither Agree nor Disagree: 5%
- Disagree: 3%
- Strongly Disagree: 0%

My knowledge increased:

- Strongly Agree: 55%
- Agree: 39%
- Neither Agree nor Disagree: 5%
- Disagree: 1%
- Strongly Disagree: 0%

My skills increased:

- Strongly Agree: 50%
- Agree: 37%
- Neither Agree nor Disagree: 10%
- Disagree: 3%
- Strongly Disagree: 0%

Fulfilling the Diversity Program Unit’s Mission...

“The mission of the Diversity Programs is to contribute to the goals of Alameda County, help drive business results and encourage employee engagement by working collaboratively with each County agency and department... and, to help provide human-centered services.”
CONFERENCE LOGISTICS

Check-in Process
- Very Satisfied: 92%
- Somewhat Satisfied: 5%
- Neither Satisfied nor Dissatisfied: 1%
- Somewhat Dissatisfied: 1%
- Very Dissatisfied: 1%

Session Scheduling
- Very Satisfied: 81%
- Neither Satisfied nor Dissatisfied: 2%
- Somewhat Satisfied: 15%
- Somewhat Dissatisfied: 2%
- Very Dissatisfied: 0%

Venue
- Very Satisfied: 84%
- Somewhat Satisfied: 14%
- Neither Satisfied nor Dissatisfied: 1%

Cost of Attendance
- Very Inexpensive: 21%
- Somewhat Inexpensive: 30%
- Neither Inexpensive nor Inexpensive: 45%
- Somewhat Expensive: 4%
- Very Expensive: 0%
Very Satisfied: 67%
Somewhat Satisfied: 20%
Neither Satisfied nor Dissatisfied: 9%
Somewhat Dissatisfied: 2%
Very Dissatisfied: 2%

Availability of Parking
- Very Satisfied: 67%
- Somewhat Satisfied: 20%
- Neither Satisfied nor Dissatisfied: 9%
- Somewhat Dissatisfied: 2%
- Very Dissatisfied: 2%

Accessibility to Public Transit
- Very Satisfied: 38%
- Somewhat Satisfied: 15%
- Neither Satisfied nor Dissatisfied: 42%
- Somewhat Dissatisfied: 3%
- Very Dissatisfied: 2%

Food & Refreshments
- Very Satisfied: 78%
- Somewhat Satisfied: 15%
- Neither Satisfied nor Dissatisfied: 6%
- Somewhat Dissatisfied: 0%
- Very Dissatisfied: 1%
MORNING KEYNOTE

Kate Toran,
Director of Taxis and Accessible Services
San Francisco Metropolitan Transit Authority

The keynote address was applicable to my professional development.

- Strongly Agree 30%
- Agree 49%
- Neither Agree nor Disagree 17%
- Disagree 4%
- Strongly Disagree 0%

The speaker is an expert in their field.

- Strongly Agree 66%
- Agree 28%
- Neither Agree nor Disagree 6%
- Disagree 0%
- Strongly Disagree 0%

The keynote address was inspiring.

- Strongly Agree 52%
- Agree 44%
- Neither Agree nor Disagree 3%
- Disagree 1%
- Strongly Disagree 0%

The keynote address was informative.

- Strongly Agree 41%
- Agree 44%
- Neither Agree nor Disagree 6%
- Disagree 6%
- Strongly Disagree 0%
2018 Morning Keynote Address –
Here’s what some attendees said:

- Advocacy is important to get some things changed.
- The speaker made me think about more futuristic changes and how to accommodate.
- Enjoyed the interactive participation at the tables to encourage participation and interest in subject matter.
- Just how much work needs to be done in order for the disability community to be able to find transportation options
- Updated information regarding transportation for disabled! Learning about new projects.
- Interacting with table and having open discussion about real true to life issues surrounding disability...
- Information about rise of ride-sharing services and their impact on disabled individuals and their employment life activities
- The importance of engagement between the community, businesses and local government when implementing transit services
- Keep advocating and communicating
Afternoon Keynote

Katherine Zigmont
Director of Strategy and Operations
World Institute on Disability

The keynote address was applicable to my professional development.

- Strongly Agree: 53%, 58%
- Agree: 31, 34%
- Neither Agree nor Disagree: 7, 7%
- Disagree: 1, 1%
- Strongly Disagree: 0, 0%

The speaker is an expert in their field.

- Strongly Agree: 53%
- Agree: 43%
- Neither Agree nor Disagree: 4%
- Disagree: 0%
- Strongly Disagree: 0%

The keynote address was informative.

- Strongly Agree: 49%
- Agree: 34%
- Neither Agree nor Disagree: 16%
- Disagree: 1%
- Strongly Disagree: 0%

The keynote address was inspiring.

- Strongly Agree: 45%
- Agree: 49%
- Neither Agree nor Disagree: 16%
- Disagree: 1%
- Strongly Disagree: 0%
2018 Afternoon Keynote Address -
Here’s what some attendees said:

- Look at disability and be aware of struggles faced by [people with disabilities] around the world.
- Moving stories regarding lack of disability inclusion globally and efforts to change this.
- Work that Departmental Personnel Officers are doing to further the global accessibility movement.
- Attitudinal barriers are universal, often subtle and very important alter/breakdown.
- [Increasing awareness for people with disabilities] starts with awareness, being present. Some strides are being made around the world, [but there is] still lots to do.
- Start changing the way people treat disabilities by starting with yourself, community, neighbor, etc.
2018 CONFERENCE WORKSHOP EVALUATIONS
Investigating Disability Discrimination
Camille Hamilton Pating, Principal, Meyers Nave

The speaker was an expert in their field.

The speaker was engaging.

The speaker used real-world examples.

The presentation was useful to my professional development.
Tools, Techniques & Technologies For Creating Inclusive Workplaces
Louis Orslene, Co-Director, Job Accommodation Network

- The speaker was an expert in their field.
  - Strongly Agree: 69%
  - Agree: 31%
  - Neither Agree nor Disagree: 0%
  - Disagree: 0%
  - Strongly Disagree: 0%

- The speaker was engaging.
  - Strongly Agree: 26%
  - Agree: 48%
  - Neither Agree nor Disagree: 22%
  - Disagree: 17%
  - Strongly Disagree: 4%

- The presentation was useful to my professional development.
  - Strongly Agree: 38%
  - Agree: 62%
  - Neither Agree nor Disagree: 0%
  - Disagree: 0%
  - Strongly Disagree: 0%

- The speaker used real-world examples.
  - Strongly Agree: 14%
  - Agree: 48%
  - Neither Agree nor Disagree: 0%
  - Disagree: 0%
  - Strongly Disagree: 4%

The speaker was an expert in their field.

- **Strongly Agree**: 80%
- **Agree**: 17%
- **Neither Agree nor Disagree**: 3%
- **Disagree**: 0%
- **Strongly Disagree**: 0%

The speaker was engaging.

- **Strongly Agree**: 61%
- **Agree**: 28%
- **Neither Agree nor Disagree**: 8%
- **Disagree**: 3%
- **Strongly Disagree**: 0%

The presentation was useful to my professional development.

- **Strongly Agree**: 49%
- **Agree**: 36%
- **Neither Agree nor Disagree**: 6%
- **Disagree**: 6%
- **Strongly Disagree**: 3%

The speaker used real-world examples.

- **Strongly Agree**: 76%
- **Agree**: 16%
- **Neither Agree nor Disagree**: 3%
- **Disagree**: 5%
- **Strongly Disagree**: 0%
Disability Management Essentials
Rhonda Newman, Disability Programs Manager, Alameda County
Beatrice Liu, Deputy County Counsel, Alameda County

The speakers were experts in their fields.

The speakers were engaging.

The speakers used real-world examples.

The presentation was useful to my professional development.
Combat to Community: Transitioning From Military Service to the Civilian Workforce
Tyler Solorio, Policy Associate, Swords to Plowshares

The speaker was an expert in their field.

- **Strongly Agree**: 86%
- **Agree**: 5%
- **Neither Agree nor Disagree**: 9%
- **Disagree**: 0%
- **Strongly Disagree**: 0%

The speaker was engaging.

- **Strongly Agree**: 65%
- **Agree**: 35%
- **Neither Agree nor Disagree**: 0%
- **Disagree**: 0%
- **Strongly Disagree**: 0%

The presentation was useful to my professional.

- **Strongly Agree**: 81%
- **Agree**: 35%
- **Neither Agree nor Disagree**: 10%
- **Disagree**: 0%
- **Strongly Disagree**: 0%

The speaker used real-world examples.

- **Strongly Agree**: 19%
- **Agree**: 0%
- **Neither Agree nor Disagree**: 0%
- **Disagree**: 0%
- **Strongly Disagree**: 0%
New Earth Disability Project
Alex Ghenis, World Institute on Disability

The speaker was an expert in their field.

- Strongly Agree: 79%
- Agree: 21%
- Neither Agree nor Disagree: 0%
- Disagree: 0%
- Strongly Disagree: 0%

The speaker was engaging.

- Strongly Agree: 79%
- Agree: 17%
- Neither Agree nor Disagree: 4%
- Disagree: 0%
- Strongly Disagree: 0%

The presentation was useful to my professional development.

- Strongly Agree: 48%
- Agree: 42%
- Neither Agree nor Disagree: 10%
- Disagree: 0%
- Strongly Disagree: 0%

The speaker used real-world examples.

- Strongly Agree: 83%
- Agree: 14%
- Neither Agree nor Disagree: 3%
- Disagree: 0%
- Strongly Disagree: 0%
Strength In Numbers: How Hiring People with Disabilities Benefits Everyone – Sarah Isaacs, Associate Managing Attorney & Jude Stern, Client Assistance Program Advocate of Disability Rights California

The Speakers Were Experts In Their Fields.
- Strongly Agree: 66%
- Agree: 27%
- Neither Agree nor Disagree: 7%
- Disagree: 0%
- Strongly Disagree: 0%

The Speakers Were Engaging
- Strongly Agree: 48%
- Agree: 36%
- Neither Agree nor Disagree: 9%
- Disagree: 7%
- Strongly Disagree: 0%

The Presentation Was Useful to My Professional Development
- Strongly Agree: 46%
- Agree: 35%
- Neither Agree nor Disagree: 15%
- Disagree: 0%
- Strongly Disagree: 4%

The Speakers Used Real-world Examples
- Strongly Agree: 72%
- Agree: 19%
- Neither Agree nor Disagree: 9%
- Disagree: 9%
- Strongly Disagree: 0%
The Future of California’s Coastal Environment & Its Impact On Persons with Disabilities – Amy Hutzel, Deputy Executive Officer; Carrie Boyle, California State Sea Grant Fellow; Julie Gonzalez, California Sea Grant Fellow with the State Coastal Conservancy; and Sarah Church, Sustainability Project Manager, County of Alameda

The Speakers Were Experts In Their Fields.

- Strongly Agree: 59%
- Agree: 36%
- Neither Agree nor Disagree: 5%
- Strongly Disagree: 0%
- Disagree: 0%
- Strongly Disagree: 0%

The Speakers Were Engaging

- Strongly Agree: 41%
- Agree: 41%
- Neither Agree nor Disagree: 18%
- Disagree: 0%
- Strongly Disagree: 0%

The Presentation Was Useful to My Professional Development.

- Strongly Agree: 29%
- Agree: 35%
- Neither Agree nor Disagree: 38%
- Strongly Disagree: 4%
- Disagree: 0%
- Strongly Disagree: 4%

The Speakers Used Real-world Examples

- Strongly Agree: 64%
- Agree: 36%
- Neither Agree nor Disagree: 0%
- Disagree: 0%
- Strongly Disagree: 0%
Special Thanks to All of Our Presenters

Carrie Boyle
California State Sea Grant Fellow, State Coastal Conservancy

Sarah Church
Sustainability Project Manager, County of Alameda

Alex Ghenis
Policy and Research Specialist, World Institute on Disability

Julie Gonzalez
California State Sea Grant Fellow, State Coastal Conservancy

Camille Hamilton-Pating
Principal, Meyers Nave

Amy Hutzel
Deputy Executive Officer, State Coastal Conservancy

Sarah Isaacs
Associate Managing Attorney, Disability Rights California

Beatrice Liu
Deputy County Counsel, County of Alameda

Rhonda Newman
Disability Programs Administrator, County of Alameda

Louis Orslene
Co-Director, Job Accommodation Network

Joel Riciputi
Vice President of Marketing, Benetech

Tyler Solorio
Policy Analyst, Swords to Plowshares

Jude Stern
Client Assistance Program Advocate, Disability Rights California

Kate Toran
Director of Taxi and Accessible Services, San Francisco Municipal Transportation Agency

Katherine “Kat” Zigmont
Director of Strategy and Operations, World Institute on Disability
Most of all, a sincere Thank You to our attendees for joining and supporting us this year!

HTTP://WWW.ACGOV.ORG/DIVERSITY