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Nakisha Pugh is a Senior Policy Advisor on the Employer Policy Team at the Department of Labor's Office of Disability Employment Policy (ODEP). Nakisha develops policies to address employer needs and promote disability employment. Prior to joining ODEP, Nakisha led the Office of Federal Contract Compliance Program's (OFCCP) Functional Affirmative Action Program Branch where she developed agency guidance and oversaw the negotiation and approval of federal contractor requests for functional affirmative action program agreements.

Nakisha is experienced in analyzing employer affirmative action programs and assessing contractor compliance with federal equal employment opportunity laws, regulations and executive orders. While at OFCCP, Nakisha played a key role outlining the agency's procedures for conducting Section 503 focused reviews.

Nakisha earned a Master of Arts in Education and Human Development with a concentration in Organizational Leadership and Learning from The George Washington University. She also holds a Bachelor of Science in Psychology.





Panelists



Ivy Latimer, Senior Director
Equal Employment
Opportunity/Affirmative Action
and Strategic Diversity
Management
CVS Health



Rick Laferriere, Senior Manager Workforce Initiatives CVS Health



Kevin Fitzpatrick, EEO/AA Compliance Director, PepsiCo





Inclusion @Work: A Framework for Building a Disability Inclusive Organization







Building Culture



Important components

- Demonstrated commitment from leaders
- Establish inclusion as a corporate value
- Communicate commitment to inclusion





Questions for Our Panel (1)

 How does your organization establish its commitment to inclusion?



Outreach and Recruitment



Important components:

- Effective outreach efforts
- Relationships with recruitment source
- Establish a pipeline of qualified candidates with disabilities at all levels





Questions for Our Panel (2)

 How do you conduct outreach to qualified candidates with disabilities? What recruitment strategies have proven most effective for you?



Hire and Keep the Best



Important components:

- Ensure access to all aspects of hiring
- Access to career development opportunities.
- Policies that support advancement and retention.





Questions for Our Panel (3)

 What steps did you take to ensure access to hiring?





Productivity



Important components:

Ensure
 awareness of and
 access to
 reasonable
 accommodation





Questions for Our Panel (4)

- How does your organization facilitate access to reasonable accommodation?
- How do you ensure that your managers and employees are aware of reasonable accommodation policies and processes?





Communication



 Internal and external communication is critical.





Questions for Our Panel (5)

 How do you leverage communication to elevate your inclusion strategies. What innovative approaches have proven effective?



Accessible Technology



Important considerations:

- Access to hiring systems
- Access to HR systems
- Plans to procure and use accessible ICT





Questions for Our Panel (6)

 How do you approach accessible technology?





Collecting and Using Data



Important considerations:

- Ensuring access to training
- Data informed decisions
- Encouraging selfidentification





Questions for the Panel (7)

 What strategies have proven effective to increase self-identification rates?



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