

# Oregon Supported Employment Center for Excellence

## Individual Placement and Support (IPS)

### Supported Employment and Education Virtual Conference

October 27 – 30, 2020



Time	Monday, October 26, 2020	Presenters
	No events scheduled	

Time	Tuesday, October 27, 2020	Presenters
9:30 – 9:45	Welcome!	Crystal McMahon, OSECE
9:45 – 10:00	2020 OHA Updates	Brenda Dennis, Statewide IPS Coordinator
10:00 – 10:15	Vocational Rehabilitation Updates	Keith Ozols, Vocational Rehabilitation Director
10:15 – 10:45	Update on Individual Placement and Support (IPS)	Deborah Becker, Senior Research Associate, International IPS Learning Community
10:45 – 10:55	IPS Success Stories	IPS Programs
11:00 – 12:15	Keynote presentation: How Do You Roar? – A Reflection on Human Dignity, Recovery and Why We Work in Mental Health	Dr. Pat Deegan, Pat Deegan & Associates
12:20 – 1:20	Lunch break	
1:30 – 2:00	IPS Success Stories	Supported Education Programs
2:00 – 3:30	<b>Supported Education Panel:</b> Pros/Cons of Self-Paced Courses, Discovery Questions for Educational & Employment Success;	Victoria Maxwell, Crazy for Life Co.
	College Transition for Students with MH Conditions;	Annie Tulkin, Accessible College
	Cognition and Mental Health, Supporting Learning in a Virtual World	Lauri DiGalbo, Post-Secondary Training Institute, University of Connecticut

**Oregon Supported Employment Center for Excellence**  
**Supported Employment and Education Virtual Conference**  
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Time	<u>Wednesday, October 28, 2020</u>	Presenters
9:30 – 9:45	IPS Success Stories	IPS Programs
10:00 – 11:00	From Hardship to Hope Strategies to Foster Financial Wellness in Times of Uncertainty	Oscar Jiménez-Solomon, MPH(Public Health), Columbia University; Research Scientist, Center for Excellence for Cultural Competence
11:00 – 12:00	Hardship to Hope extended session	
12:00 – 1:00	Lunch break	
1:00 – 2:00	Secret Sauce: How Peer Support Specialists Support Occupational Wellness and Enhance IPS Fidelity	Dr. Peggy Swarbrick, Rutgers University BH, Fellow of the American Occupational Therapy Association

Time	<u>Thursday, October 29, 2020</u>	Presenters
10:00 – 11:00	Keynote presentation: Shaking Hands Through the Phone & the Screen	Larry Robbin, Robbin and Associates
11:00 – 11:15	IPS Success Stories	IPS Programs
11:15 – 12:00	Going to Work or School in the Community during the Covid-19 Pandemic? Talk through the Risks and Rewards Using this Discussion Framework	Benton County IPS Team
		Sara Kaye, IPS Supervisor Caitlyn Pin, IPS Employment Specialist
12:00 – 1:00	Lunch break	
1:00 – 2:00	Advanced Management of IPS	Larry Robbin, Robbin and Associates
2:30 – 3:30	Suicide Prevention	Frank King, MH Comedian, Suicide Prevention Trainer

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Time	<u>Friday, October 30, 2020</u> <b>DIVERSITY, EQUITY, INCLUSION</b>	<b>Presenters</b>
10:00 – 11:00	<b>Pandemic &amp; Protests: How to Market Your Mental Health Condition as a Strength</b>	<b>Imadé</b> , Founder of “Depressed While Black”
11:00 – 12:00	<b>Through the Lens of Inclusion</b>	<b>Susie Calhoun</b> , Tribal Vocational Rehabilitation Program Manager; Confederated Tribe of the Umatilla Indian Reservation
12:00 – 1:00	<b>Lunch break</b>	
1:00 – 2:30	<b>Hard Conversations with Clients? Ableism, Sexism, Racism in Counseling</b>	<b>Alai Reyes-Santos</b> , Professor of Indigenous, Race, and Ethnic Studies, University of Oregon
2:30 – 2:45	<b>IPS Success Stories</b>	<b>IPS Programs</b>



**2020 OREGON IPS  
SUPPORTED EMPLOYMENT & EDUCATION  
*VIRTUAL* CONFERENCE**

**IPS SUPPORTED EMPLOYMENT & EDUCATION CONFERENCE**

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Statewide Conference Biography and Presentation Summary  
October 27 – 30, 2020

## **DAY ONE: OCTOBER 27, 2020**

### **BRENDA DENNIS: "2020 OHA Updates"**

Understanding state trends and laws related to providing supported employment and education services. Discussion of the impacts of the pandemic and other current events of Oregon and their impact on service delivery.

**IPS/ACT Statewide Coordinator**

(503) 000-0000

[Brenda.L.Dennis@dhsoha.state.or.us](mailto:Brenda.L.Dennis@dhsoha.state.or.us)

Brenda Dennis currently works for the Oregon Health Authority as the statewide coordinator for Supported Employment, Assertive Community Treatment, and Mobile Crisis. Brenda also administers several statewide grants to provide Crisis Counseling Programs as part of Oregon's federal disaster relief. Previously, Brenda worked at Oregon State Hospital Legal Affairs, where she represented the hospital in hearings related to patients' inability to provide informed consent. Before joining OSH, Brenda coordinated Oregon's statewide certification program for forensic mental health evaluators at the Oregon Health Authority. Brenda also administered the federal Projects in Assistance for Transition from Homelessness (PATH) grant providing services statewide to individuals who have serious mental illness and are currently experiencing homelessness. Prior to joining the Oregon Health Authority, Brenda worked for 15 years in the Oregon Department of Corrections in a variety of capacities including Inmate Services manager, correctional counselor, Classification Manager, and mental health specialist. Brenda has also worked as an intensive psychiatric case manager at the Portland Veteran's Affairs Medical Center, and as a case manager in community mental health. Brenda regularly writes and blogs on topics of leadership and organizational change. She is a graduate from Willamette University and studied geriatric mental health at the University of Washington; she is also the current chair of the Oregon Board of Licensed Social Workers.

### **KEITH OZOLS: "Vocational Rehabilitation 2020"**

Understanding how to form improved partnerships with VR and available VR resources that can enhance service delivery and improve outcomes.

Director

**Oregon Vocational Rehabilitation**

(503) 602-4055

[keith.s.ozols@state.or.us](mailto:keith.s.ozols@state.or.us)

Keith Ozols is the Director of Oregon Vocational Rehabilitation. Over the past eight years at VR he has served in many different roles overseeing and expanding programs relating to workforce engagement, benefits planning, and multiple transition programs for students with disabilities. In this work, Keith has been driven by the belief that leading an independent and engaged life is a basic human right and that empowering people in work and life is a unique opportunity for VR. Before joining the VR program, Keith was the Executive Director of **Incight**, a Portland-based nonprofit that provides educational and employment services for people with disabilities. His prior experience counseling English language learners in workforce, college and career readiness has informed his person-first approach to service delivery throughout his career.

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## **DEBORAH BECKER: *“Update on Individual Placement and Support”***

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Learn about recent IPS research, including new populations that are accessing IPS services. Learn about the current activities of the international IPS learning community. Learn about new information and tools on the [IPSworks.org](http://IPSworks.org) website.

**Senior Research Advisor, IPS Employment Center**

(603) 276-3215

[DeborahBecker@westat.com](mailto:DeborahBecker@westat.com)

Deborah R. Becker M.Ed., CRC is Research Senior Associate and Director, International IPS Learning Community, at the **IPS Employment Center** at the Rockville Institute, Westat. She has more than 34 years of experience developing, researching, training and consulting on Individual Placement and Support (IPS), the evidence-based practice of supported employment. She co-developed the SAMHSA Evidence-Based Practice Supported Employment Implementation Resource Kit. She co-founded and has overseen the International IPS Learning Community, which is organized to improve access to IPS, in twenty-four states and six international countries. She was Director of Supported Employment at the Dartmouth Psychiatric Research Center for over 25 years and Research Associate Professor of Community and Family Medicine and of Psychiatry, Geisel School of Medicine at Dartmouth from 2010-2016. She has co-authored numerous research articles and educational materials. She provides consultation and training on vocational rehabilitation and program implementation.

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## **PATRICIA E. DEEGAN, PhD: *“How do you roar? A reflection on human dignity, recovery, and why we work in mental health”***

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In this keynote address, Patricia E. Deegan PhD will discuss the importance of discovering our personal answer to the question, “Why do I work in public mental health?”. (Hint: it’s not about the awesome paycheck!). She will then explore the Dignity of Risk and offer a pragmatic framework for safeguarding human dignity by supporting individual choice and self-direction in the recovery process.

Principle, **Pat Deegan & Associates**

(978) 462-7258

[patricia.deegan@patdeegan.com](mailto:patricia.deegan@patdeegan.com)

Patricia E. Deegan is a principal with Pat Deegan & Associates. For over 30 years, Pat has been a thoughtful leader and disruptive innovator in the field of behavioral health recovery. The mission: To safeguard human dignity by bringing individual voice and choice to the center of the clinical care team. Toward this end she developed the CommonGround Program that includes the award winning CommonGround software, the online Recovery Library, the CommonGround Academy for peers and practitioners, and the Hearing Distressing Voices Simulation. Since 2009, Pat has worked as a consultant helping to develop and evolve the OnTrackNY model for coordinated specialty care teams for young folks experiencing early psychosis. Pat is an activist in the disability rights movement and has lived her own journey of recovery after being diagnosed with schizophrenia as a teenager. She has held a number of academic appointments, has numerous publications, and has carried a message of hope for recovery to audiences around the world. She received her doctorate in clinical psychology from Duquesne University.

## **SUPPORTED EDUCATION PANEL:**

### **Annie Tulkin: *“College Transition for Students with Mental Health Conditions”***

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This session will provide an overview of the accommodations process for students with mental health conditions who are entering college. We will also explore accommodations in light of COVID-19, specifically issues related to online access to courses and challenges that students with mental health conditions may face.

Director & Founder, **Accessible College**  
(202) 549-6593  
[Annie@accessiblecollege.com](mailto:Annie@accessiblecollege.com)

Annie Tulkin is the Founder and Director of Accessible College, where she provides college preparation and transition support for students with physical disabilities and health conditions nationally. Annie was the Associate Director of the Academic Resource Center at Georgetown University for nearly six years. In that position she supported undergraduate, graduate and medical students with physical disabilities and health conditions and oversaw academic support services for the entire student body. Annie has worked in the field of disability for over ten years. She holds a Bachelor's Degree in Secondary Education from DePaul University, a Masters in Special Education from The University of Wisconsin-Madison, and a Certificate in Health Coaching from Georgetown University. Annie was a Peace Corps Volunteer (Mongolia, '03-'05) and a Fulbright Fellow (Mongolia, '07-'08). She resides in Silver Spring, MD with her husband and toddler.

### **LAURI DIGALBO: *“Cognition & Mental Health: Supporting Learning in the Virtual World”***

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The link between cognition and mental health necessary for learning will be explored and why that link becomes even more prominent in the virtual learning world. Offering practical tips for supported education professionals to collaborate, with those they serve, as they strive for educational success.

**Consultant, Educator, Speaker**  
(860) 841-7212  
[ldgalbo@aol.com](mailto:ldgalbo@aol.com)

Ms. DiGalbo received her B.A in psychology from Randolph-Macon Woman's College in Lynchburg Virginia. She continued her education at the University of Hartford earning a Master's Degree in Education /Counseling. During her career she has completed clinical fellowships in the fields of acquired brain injury, attention deficit disorders, autism spectrum disorders, learning disabilities, mental illness and substance abuse.

Laura has worked in the field of Rehabilitation & Education for over 40 years. During this time, she has been employed with the State Federal Rehabilitation Program and in Post-Secondary Education. She served as the Clinical & Program Consultant for the Bureau of Rehabilitation Services in Connecticut for 34 years. It was during this time that she developed an interest in the issues effecting retention of students who have difficulty coping with rigors of post-secondary education due disability related issues including those with psychiatric disabilities.

Ms. DiGalbo co-authored a chapter in the 30th Institute on Rehabilitation Issues monograph entitled “Innovative Methods of Providing Services to Individuals with Psychiatric Disabilities” in 2005. She was featured in Connecticut Behavioral Health Career Vignettes in 2011. She has been featured in the University of Massachusetts Medical School, Research and Training Center You Comeback TV episode “Tools for Schools; Mental Health Accommodations in Postsecondary Settings”. In addition, Laura was a contributor to the text: From High School to College: Steps to Success for Students with Disabilities, published by Council for

Exceptional Children, 2017. She is currently adjunct faculty in the Counseling and Family Therapy Department at Central Connecticut State University and has served as adjunct faculty at Assumption College and Springfield College. Laura's expertise in disabilities and post-secondary education has led her to present at national and international conferences as well as to provide in-service training at colleges and universities; public and private agencies throughout this country and Canada.

**VICTORIA MAXWELL: "Discovering Our Triggers; Pros and Cons of Self-Paced Learning"**

Discussion of the pros and cons of self-paced learning in a virtual format and using discovery questions to create success.

**BFA/BPP:** Bachelor of Fine Arts / Bipolar Princess

[www.victoriamaxwell.com](http://www.victoriamaxwell.com)

(604) 885-7465

Victoria Maxwell (BFA/BPP\*) is one of the top speakers on the lived experience of mental illness, recovery and wellness. She's also a self-proclaimed Bipolar Princess! She lives with bipolar disorder, anxiety and psychosis. For more than 18 years, she's been helping people and organizations internationally, better understand the 'insider's' experience of mental illness and recovery and how to comfortably and effectively speak to someone who might be dealing with mental health issues. She teaches health professionals, vocational and educational specialists, strategies that help clients reach their potential. The Centre of Addiction and Mental Health named her a leader in mental health and the Mental Health Commission of Canada rated her theatrical keynote, 'That's Just Crazy Talk' one of the top anti-stigma interventions in the country. Her media appearances include CNN, the New York Times and Wall Street Journal. She's a founding member of CREST.BD, a global research team on bipolar disorder and has blogged for Psychology Today magazine for over 12 years. When she's not presenting, you can find her running in the trails on the Sunshine Coast in British Columbia or meditating in the early morning.

## **DAY TWO: OCTOBER 28, 2020**

### **OSCAR JIMENEZ-SOLOMON: *“From Hardship to Hope: Strategies to Foster Financial Wellness in Times of Uncertainty”***

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The impact of COVID19 on employment, poverty, and financial hardship, overview of the financial empowerment process, overview of the Financial Wellness Engagement Tool, and overview of the Financial Wellness Action Plan. Discussion of available financial wellness supports to receive financial counseling, build credit, manage debts, and create an emergency fund. Connecting with a free, certified financial counselors.

**Research Scientist**

(347) 978-3010

[oscar.solomon@nyspi.columbia.edu](mailto:oscar.solomon@nyspi.columbia.edu)

Oscar Jiménez-Solomon is a mental health researcher who has dedicated his career to improving the financial wellness of people with psychiatric conditions through research, program development, training and technical assistance, and policy advocacy. Mr. Jiménez-Solomon’s commitment to helping others overcome unemployment and poverty stems from his personal experience of economic exclusion and recover.

Mr. Jiménez-Solomon obtained a Master of Public Health at Columbia University and a License in Sociology at the Pontifical Catholic University of Peru. He is currently pursuing studies leading to a Ph.D. in Social Policy at the Columbia University School of Social Work. Since 2013 he has served as Research Scientist at the Center of Excellence for Cultural Competence, New York State Psychiatric Institute, University Irving Medical Center. Oscar is leading a research initiative to develop a peer-led economic empowerment intervention aimed at improving access to financial services and asset building supports, building financial hope, and reducing distress and suicide risk. As part of his doctoral training he is conducting research at the Columbia University Center on Poverty and Social Policy to examine the impact of economic hardship on hope, life satisfaction and psychiatric distress.

Mr. Jiménez-Solomon is Vice-Chair for the Board of the National Disability Institute (NDI), a national organization dedicated to improving the financial wellbeing of people with disabilities. He is also Instructor at the Rutgers University Department of Psychiatric Rehabilitation.

He has authored or co-authored peer-reviewed articles, training manuals, and online training modules on economic empowerment, cultural competence, and language access. He has also authored book chapters, reports, empowerment videos and training manuals in mental and public health in the United States and Latin America. Oscar has led presentations or keynoted at national and international conferences, delivered training workshops, and provided training and technical assistance to organizations, in the areas of employment and economic integration. Oscar is also an Instructor at the Rutgers Department of Psychiatric Rehabilitation, and Vice-Chair of the National Disability Institute Board of Directors. Oscar’s previous roles include Director of Community and Economic Development at the New York Association of Psychiatric Rehabilitation Services (NYAPRS), Director of Quality Management at the Arc of New York State (developmental disabilities), and Consultant at the United Nations Population Fund (UNFPA).

**BREAK-OUT SESSION:**

Strategies to increase financial hope through personal stories of financial recovery.

**PEGGY SWARBRICK, PhD: “Secret Sauce: How Peer Support Specialists Support Occupational Wellness and Enhance IPS Fidelity”**

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Working provides purpose and structure to a person’s day and can have many positive impacts on overall wellness in the 8 dimensions. Under-employment and unemployment negatively affect both quality of life and lifespan. Peer support specialists are in a unique position to inspire and support fellow peers in pursuit of their occupational wellness goals. This webinar will examine the wellness benefits of employment to address employment disparity and describe how peer support specialists can play an important role as a member of IPS team, improving both IPS fidelity and occupational wellness.

**Wellness Institute Director at Collaborative Support Programs of New Jersey,  
Associate Professor and Director of Practice Innovation and Wellness, Rutgers Health University  
Behavioral Health Care**

(732) 768-6909

[pswarbrick@cspnj.org](mailto:pswarbrick@cspnj.org)

Peggy has published and lectured around the county and internationally on employment, wellness, peer support, and recovery. Her work has focused on a strength based 8-dimensional wellness model to promote recovery from mental health and substance use conditions. She is well known for collaborating with the peer community and family groups to identify and address social determinants that present barriers to recovery, such as homelessness, poverty and under/unemployment. Peggy has developed many peer support certification courses, a peer health navigator training and peer wellness coaching practice model. She has created health promotion initiatives and has created wellness self-care programs for caregiver’s families and youth. She has made significant contributions to the body of literature in occupational therapy, nursing and community behavioral health care practice.

## **DAY THREE: OCTOBER 29, 2020**

### **LARRY ROBBIN: *“Shaking Hands through the Phone and Screen! How to get Better Job Development Outcomes Working Remotely!”***

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We are used to meeting with employers to do job development. The depth of communication that comes from that in-person connection is lost in this new era. We need a new skill set and approaches so we can quickly get the interest of employers and make a strong connection that will lead to consumers being hired. This workshop will show you how to take the best phone and virtual sales strategies used in the private sector and transform them into ways of working that will win over employers and open up the doors of opportunity for consumers. Discover how to get the interest of an employer in the first 20 seconds of a phone call. Get new ideas for establishing a strong communication connection. Learn some of the hidden reasons employers may decide not to work with you so you can avoid these under the surface points of resistance. Use these strategies and you can seal the deal by shaking hands through the phone and the screen!

**Executive Director, Robbin and Associates**

(510) 834-8524

[larry@larryrobbin.com](mailto:larry@larryrobbin.com)

Larry Robbin, Executive Director of Robbin and Associates, has over forty-five years of experience as a direct service provider, job developer, consultant and trainer in the mental health employment field. Larry has trained over 100,000 people across the country and presented more than 300 webinars. His services are used by government agencies, nonprofits, social services, businesses, schools and other entities. His clients include the Los Angeles County Department of Mental Health, Orange County Department of Behavioral Health, Catholic Charities Focus for Work, Goodwill Industries, Genesis Alcohol, Drug and Mental Health Clinic, California Department of Vocational Rehabilitation, Center for Independent Living and other organizations focused on improving employment outcomes of consumers. Larry spends part of his time a private sector consultant so he can help mental health employment programs become more effective in their work with employers. On a personal note, Larry's mother had bipolar disorder and he has family members that are consumers. For more information, go to [www.LarryRobbin.com](http://www.LarryRobbin.com).

### **SARA KAYE, CAITLYN PIN: *“Going to Work or School during the Pandemic? Talk Through the Risks and Rewards using this Discussion Framework!”***

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Informed Consent: What does this mean and how is it used in this context; Vulnerable Populations: Dynamics of navigating the workplace or school for vulnerable populations during the COVID 19 pandemic; Discussion Framework for Going to Work or School in the Community: Overview of framework for guiding these discussions and case studies demonstrating how to use the framework; Integrating the framework into IPS model: How this method fits with IPS fidelity and examples of how to document. Feedback from Audience: How are you talking with job seekers and students about the effects of COVID19 pandemic on their going to work or school in the community?

**Sara Kaye, LSCW, QMHP · Caitlyn Pin, LMFT, QMHP**

**Benton County Behavioral Health**

(541) 223-4666, (541) 243-4072

[sara.kaye@co.benton.or.us](mailto:sara.kaye@co.benton.or.us) · [caitlyn.pin@co.benton.or.us](mailto:caitlyn.pin@co.benton.or.us)

Sara Kaye is a Licensed Clinical Social Worker and QMHP with Benton County. She has her BS in Psychology and Masters in Social Work. Sara currently works for Benton County Mental Health as the IPS Supervisor for the

ACT and EASA teams. She is also serves as Team Lead and Screener/Case Manager/Therapist for the EASA team. Sara started both the IPS Supported Employment and Education program as well as the EASA program at Benton County Mental Health.

Caitlyn Pin is a Licensed Marriage and Family Therapist and QMHP with Benton County. She has her BS in Psychology and Masters in Marriage and Family Therapy. Caitlyn currently works for Benton County Mental Health as an IPS Supported Employment and Education Specialist on the ACT and EASA teams. She is also a Screener/Case Manager/Therapist on the EASA team. Caitlyn has experience working as an academic advisor at major universities in California and Virginia.

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### **LARRY ROBBIN: “Advanced Management of IPS”**

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If you are in management at any level in an organization focused on improving employment outcomes for consumers, don't miss this session! This training will give you a wide range of strategies that you can implement to improve your organization's work with employers. Get new ideas about how to hire and train job developers. Find out how employers evaluate customer satisfaction so you can take these standards and use them to tell you how well your organization is doing with private sector businesses. This will give you all kinds of insights about what you can do to help your organization become more effective with employers. Learn new ways to connect with employers that can make it possible for your job developers to get more consumers hired in less time. Get at a look of the future of work with employers that includes going from placement to business engagement and all the benefits (including money!) that can come from making businesses your partner.

**Executive Director, Robbin and Associates**

(510) 834-8524

[larry@larryrobbin.com](mailto:larry@larryrobbin.com)

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### **FRANK KING: “Suicide Prevention”**

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Workplace leaders are essential partners in the effort of suicide prevention. We need your innovative thinking and results-oriented action to build sustained and comprehensive strategies that make suicide prevention a health and safety priority. This investment is both an effective business strategy for your workforce and has been linked with improved work performance, retention, and employee morale, while also being the right thing to do for workers and the larger community. In this session, we review how you can pledge your support on behalf of your organization and join a community that is leading the way for new suicide prevention solutions involving businesses, organizations, and professional associations.

**The Mental Health Comedian, LLC**

(858) 405-5653

[Frank@TheMentalHealthComedian.com](mailto:Frank@TheMentalHealthComedian.com)

Frank King, Suicide Prevention speaker and Trainer, was a writer for The Tonight Show for 20 years. Depression and suicide run in his family. He's thought about killing himself more times than he can count. He's fought a lifetime battle with Major Depressive Disorder and Chronic Suicidality, turning that long dark journey of the soul into five TEDx Talks and sharing his lifesaving insights on Mental Health Awareness with associations, corporations, and colleges. A Motivational Public Speaker who uses his life lessons to start the conversation giving people permission to give voice to their feelings and experiences surrounding depression and suicide. And doing it by coming out, as it were, and standing in his truth, and doing it with humor. He believes that where there is humor there is hope, where there is laughter there is life, nobody dies laughing. The right person, at the right time, with the right information, can save a life.

## **DAY FOUR: OCTOBER 30, 2020**

### **IMADÉ: “Pandemic & Protests: How to Market Your Mental Health Condition as a Strength”**

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In the midst of the pandemic and protests, there is a greater need to hire people who have experience in addressing mental health issues and implementing wellness practices. People with lived experience have first-hand knowledge of the mental health system, managing challenges, and how the issue of mental health intersects with social justice. This is a valuable asset to organizations.

I will share how I used my mental health advocacy which includes speaking, writing, and social media engagement to get my past two communication jobs. I'll discuss how to connect mental health advocacy with job descriptions and how to explain gaps of employment due to mental health crises as times of growth and exploration.

Mental Health Advocate & Nonprofit Founder, DEPRESSED WHILE BLACK

(336) 920-9101

[DepressedWhileBlack@gmail.com](mailto:DepressedWhileBlack@gmail.com)

Imadé (ee-MAH-day) is a writer and mental health advocate who founded Depressed While Black. She is a suicide attempt survivor who lives with clinical depression and borderline personality disorder. Imadé first developed Depressed While Black as her 2015 Columbia University Non-Fiction Creative Writing MFA thesis. Depressed While Black has grown into an online community, an in-progress book, and a nonprofit that donates Black-affirming personal care items to mental hospital patients.

### **SUSIE CALHOUN: “Through the Lens of Inclusion”**

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This session will provide information of the importance of diversity through inclusion. Importance of partnerships with others and Tribal communities. What we do and have in place for our communities and those that work with our people. This starts with a conversation and inclusion to work and be part of the different teams across the state with a place at the table. The State of Oregon has 9 Tribes that are diverse and need to be included in many of the IEP and IPEs that a citizen of the state has access to if you bring all the partners to the table.

Tribal Vocational Rehabilitation Program Manager

(541) 429-2339

[susiecalhoun@ctuir.org](mailto:susiecalhoun@ctuir.org)

Over 25 years working to assist underserved through self-sufficiency into employment and retention. Working with Tribal program, Unions, Education and Higher Education and all the community partners. Past Program Coordinator for Workforce Development and Program Manager for past 11 years for TVR. Member of State Rehabilitation Council, Region WIOA Board, EOU ROI team member, Employment First Team, and many more community and state committee partner meetings.

ALAI REYES-SANTOS: *“Hard Conversations with Clients? Ableism, Sexism, Racism in Counseling”*

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This session will go over some principles to engage in what can be hard conversations about ableism, gender, and racism with clients while providing counseling and professional development services. Troubleshooting case studies together we will explore ways to connect with your own strengths and style as you manage power dynamics and confidentiality, and create a better workspace for all.

Consultant, Professor of Ethnic Studies at U of Oregon  
(503) 269-0498  
[communityconsultingresources@gmail.com](mailto:communityconsultingresources@gmail.com)

Dr. Alai Reyes-Santos is a professor of Ethnic Studies and Conflict Resolution at University of Oregon. She is also a consultant that facilitates individual and organizational transformations in the non-profit sector, government, higher ed, and social and environmental justice organizations. She offers an approach to social and environmental justice, and conflict resolution, grounded in ancestral healing practices that serve the individual and the collective. Her training as an Iya, water priestess, and founder of the AfroIndigenous ceremonial community Ilé Estrella de los Mares, informs how she leads conversations about social violence, power, and solidarity as community healing processes. Dr. Reyes Santos is also certified in the ThetaHealing Technique, a meditation practice that she deploys to support individuals engaged in processes of self- and community healing. She has experience accompanying people working in academia, health care, public service, social and environmental justice advocacy, and the arts. An award winning teacher, her Ted-talk “Building Intercultural Communities” is used in higher ed and popular education to initiate guidelines for dialogue across difference. In the United States and internationally, Dr. Reyes-Santos has collaborated with the Organization of American States, School Garden Project, Huerto de la Familia, Centro Bonó, Mobilize Green, the City of Eugene Climate Change Action Plan, Northeast Oregon Economic Development District, U of Oregon's Teaching Effectiveness Program, among others. She provides holistic support to individuals completing writing projects and undergoing career transformations in the academic sector.