



**2021 Oregon IPS
Supported Employment and
Education Virtual Conference
October 26 – 28, 2021**

Statewide Conference Agenda, Biographies and
Presentation Summary

October 26, 2021 Day One

9:00 to 9:20	Welcome from OSECE & Brenda Dennis from Oregon Health Authority
9:20 to 9:35	Jennifer Cassidy- History of Work
9:35 to 10:35	Vanessa Jackson- Right Livelihood: Understanding the Social, Economic And Spiritual Underpinnings of Meaningful Work
10:35 to 10:45	Break
10:45 to 11:00	IPS Stories
11:00 to 12:00	Vandad Pourbahrami- Humor That Works - The Missing Skill for Success, Happiness and Stress Reduction in the Workplace
12:00 to 1:00	Lunch
1:00 to 2:00	Ray Bailey- Gender Identity Etiquette: Lessons for Everyone in Working with Transgender Clients
2:00 to 2:15	IPS Stories
2:15 to 2:30	Break
2:30 to 3:30	Emily Harris- Person, Place, Thing: The Skills that Pay the Bills
3:30 to 3:45	Conclusory Comments from Working Wonders and Multnomah EASA

October 27, 2021 Day Two

9:00 to 9:30	Welcome from Sarah Swanson from the IPS Employment Center
9:30 to 10:30	Melody Riefer- Mentoring and Wellbeing for Leadership
10:30 to 10:45	Break
10:45 to 11:00	IPS Story SUDS
11:00 to 12:00	Dr. Bob Drake- IPS for People with Substance Use Disorders (SUD)
12:00 to 12:15	Break
12:15 to 12:45	Angela Carter- Measure 110 Implementation and Opportunities for Collaboration
12:45 to 1:30	Lunch
1:30 to 2:30	Harley Blakeman- Finding Employment with a Criminal Record
2:30 to 2:45	Break
2:45 to 3:00	IPS Story Justice System
3:00 to 3:30	Tiffany Smith- Overview of Expungement in Oregon 2021: What Employment Advocates Should Know
3:30 to 3:45	Conclusory comments from Abacus

**October 28, 2021
Day Three**

9:00 to 9:30	Welcome from OSECE & Keith Ozols from Vocational Rehabilitation
9:30 to 10:30	Dr. Mark Salzer- Promoting Long-Term Employment and Careers through Educational Supports
10:30 to 10:45	Break
10:45 to 11:00	IPS Story
11:00 to 12:00	Dr. Jamie Woodcock- Understanding the Gig Economy and Platform Work
12:00 to 2:15	Lunch and Break
2:15 to 2:45	Mark Mitsui & Todd Nell - AI, Remote Work and the Future Economy
2:45 to 3:00	IPS Story Supported Education
3:00 to 3:30	Hannah Tacke & Jacob Dilla, from Pacific Source- Employment as a Social Determinant of Health
3:30 to 3:45	Last comments from Heidi Herinckx- Conclusion of Conference

Day One: October 26, 2021

Brenda Dennis

ACT/IPS Supported Employment/Mobile Crisis/Crisis Counseling Program
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Biography: 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.

Session Title and Description: *Updates from the Oregon Health Authority.* This welcoming speech will look at understanding state trends and laws related to providing supported employment and education services. A discussion of the impacts of the pandemic and other current events of Oregon and their impact on service delivery will be provided.

Vanessa Jackson

Soul Doula, Psychotherapist, Writer, Owner of Healing Circles, Inc.

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Biography: Vanessa Jackson is a Soul Doula, psychotherapist, writer and owner of Healing Circles, Inc. in Atlanta Georgia. Vanessa co-edited, Understanding Power: An Imperative for Human Services with Elaine Pinderhughes, MSW and Patricia Romney, Ph.D. on power in clinical and community settings. She is the author of two monographs focused on African American psychiatric history. Ms. Jackson's passion is supporting activists in creating healthy and balanced lives based on being in right relationship with their work and activism. She offers an Activists Assistance Program to provide politically conscious and spiritually grounded coaching and healing workshops to Atlanta-area feminist/queer/social justice non-profit organizations. She is a member of the Radical Optimist Collective, which provides antiracist and social justice focused consulting, and training. Ms. Jackson expresses her own commitment to Right Livelihood through her work as Chief Mixologist at Dudley's Apothecary, a line of healing aromatherapy sprays.

Session Title and Description: *Right Livelihood: Understanding the Social, Economic and Spiritual Underpinnings of Meaningful Work.* The Covid-19 pandemic has forced a reckoning with many aspects of our lives – freedom, family, grief, community, health and work. For all the losses of the pandemic, there is an opportunity to transform the devastation into a reimagining of work and how to align our income generation with our true passions. This presentation will allow participants to lean into the pause of this moment and to consider questions about work we rarely have time to consider in our rush to survive and/or build successful careers. We will generate and explore questions about the social, economic, and spiritual aspects of work and how our answers shape our relationship with work. Participants will be provided with tools to create their own Right Livelihood Plan, which honors their authentic self. The world can be transformed when more people can focus on thriving at work and beyond.

Vandad Pourbahrami

C.O.O. of Humor that Works-Humor Strategist

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Biography: Vandad Pourbahrami serves as the Chief Operating Officer (COO) of Humor That Works and is a speaker and trainer who teaches people how to use humor to be more effective. Vandad helps people and organizations use humor strategically to solve problems, spark creativity, manage teams and improve organizational culture. Vandad has been working in the Humor, Organizational Behavior and Team Building space for over 8 years. As a speaker and corporate facilitator, Vandad has delivered over 120 programs to organizations such as HSBC, Shell, and the Flatiron School. Vandad graduated from McGill University and the London School of Economics & Political Science with a Master's degree in Organizational Psychology, specifically researching the Psychology of Humor in the Workplace. He spent many moons re-watching Seinfeld episodes as 'data research'. He also has 5 years of experience working as a management consultant (planned) and 4 years as an improv comedian (a little less planned). "Humor is a language. It's not merely a one-time knock-knock joke. Humor shapes an organization's culture and positively impacts employee morale, productivity and group cohesiveness." <https://teams.humorthatworks.com/about/vandad/>

Session Title and Description: *Humor That Works - The Missing Skill for Success, Happiness and Stress Reduction in the Workplace.* The current way of working isn't actually working. 83% of Americans are stressed out at work and 55% are unsatisfied with their jobs. The impact? Close to a trillion dollars in lost productivity and increased costs. Add in the stress and uncertainty of these unprecedented times, and people are stressed out, disengaged, and more zombie-like than ever. The good news is that there is a missing skill for work they don't teach you in business school: humor. When people are laughing, they're learning, and when you can infuse best business practices with smart levity and fun – team members are more productive, less stressed, and work doesn't feel like so much work. Backed by research, case studies, and real-world examples, you'll see that what gets fun, gets done. In this entertaining and engaging program, you'll reverse-engineer the skill of humor to shift mindsets, unlock potential, and adopt the evidence-based tools, skills, and solutions you need to make humor an extraordinary foundation for business and life. Ready to give your team what they need to skyrocket productivity AND have a better life? Come discover the Missing Skill at work.

Ray Bailey
Youth Suicide Prevention Program Manager
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Biography: Ray Bailey currently serves as Youth Suicide Prevention Program Manager for the state of Utah, overseeing programming to mitigate suicide risk among youth ages 10 to 25. In addition, Ray serves as co-chair of the Utah LGBTQ+ Suicide Prevention Workgroup, which recently released a first-of-its-kind statewide suicide prevention plan focused on LGBTQ+ people of all ages. Ray studied history and education at Bryn Mawr College, and received their Masters in Social Policy from the University of Pennsylvania. Prior to their work in Utah, Ray worked at the Children’s Hospital of Philadelphia Research Center.

Session Title and Description: *Gender Identity Etiquette: Lessons for Everyone in Working with Transgender Clients.* To support gender diverse clients (transgender and/or gender non-conforming), we need to understand gender identity and how best to respect those clients. This session introduces the basics of gender identity, pronoun usage, and why these things matter in our work. Additionally, we will discuss how to engage with employers about having transgender or gender non-conforming employees. Learning objectives include understanding the difference between gender identity and sex; pronoun usage in practice; why transgender and gender non-conforming clients need additional support; and how to talk with employers about these topics, in order to best serve clients.

Emily Harris

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Biography: Emily Harris has had the good fortune to be affiliated with people with disabilities throughout her life. She has over 13 years' experience doing work as an Employment Consultant and a Positive Behavior Support Consultant with individuals, families, and Employment Agencies in the Pacific Northwest and beyond. She also has international consulting experience working with employment agencies across New Zealand. Emily is committed to the concept of inclusion and full participation and knows that employment is critical to equity. She holds a BS in Arts and Letters with a focus in Women Studies and English, is a Certified Employment Professional through APSE, and currently serves on the National APSE Employment Support Professional Certification Council (ESPCC). Emily is a trainer and trained in the process of Person-Centered Planning. Emily is a natural networker and believes that being connected in your community is vital to the success of connecting people with sustainable employment.

Session Title and Description: *Person, Place, Thing: The Skills that Pay the Bills.* This session will highlight Person-Centered Job Development Tools to support people to get connected to jobs based on their skills and abilities. Emily will support session attendees to look at who a person is, what is around them in their community, and how both People and Community make a Venn Diagram with a "Job Match" in the middle. Are you working with job candidates? Are you looking for work yourself? This webinar will highlight old and new tools to support the employment process and provide skills that pay the bills!

Day Two: October 27, 2021

Sarah Swanson

IPS Trainer, IPS Employment Center

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Biography: Sarah Swanson has been a national and international trainer for the IPS Employment Center for 14 years. Prior to that, she was a state trainer for Ohio, a supported employment supervisor, and an IPS specialist.

Session Title and Description: *An Update on IPS in the U.S.* This session will describe the pandemic and IPS, growth in the IPS Learning Community, ASPIRE grants in seven States, the increasing number of IPS programs for young adults, and studies to learn about IPS for different populations. Learning objectives include that participants will be able to describe how many IPS programs adjusted to the pandemic, and that participants will be able to list three different ways that IPS is expanding to new locations or new populations of people.

Melody Riefer

Boston University Center for Psychiatric Rehabilitation

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Biography: Melody has been providing training and technical assistance (TA) on many aspects of recovery-oriented approaches for organizational structures and individual services and has worked as a program director, advocate, practitioner, and consultant. She brings expertise in trauma-informed approaches, supervision and supporting peer providers, policy and organizational readiness, social justice, and using implementation sciences to ensure successful transformation. She has worked with multiple state and federal agencies, managed care companies, and a wide variety of advocacy organizations. She is a certified peer specialist (CPS) in Georgia and is a certified personal medicine coach-trainer (CPMC-T) by Pat Deegan, PhD & Associates.

Session Title and Description: *Mentoring and Wellbeing for Leadership.* Many of us rely on 'happy accidents' for our wellbeing. We feel grateful when we bump into an old friend or when we find a few free minutes in our schedule to rest our eyes or be off Zoom. Those moments are great; they do help us make it through the day. This presentation, however, is going to encourage us to be more intentional in making room in our workday and off-time to prioritize our wellness. In doing so, we will see how our good habits cannot only benefit ourselves but those around us. We will learn how all of us carry a responsibility for utilizing leadership skills.

Dr. Robert E. Drake

Westat and the IPS Employment Center

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Biography: Dr. Bob Drake is a Vice President of the Westat Corporation and Professor (Retired) of Psychiatry and of Health Policy and Clinical Practice, Geisel School of Medicine at Dartmouth. He has studied psychiatric rehabilitation for 50 years and is recognized internationally for his many contributions to transforming services toward greater alignment with client goals and the recovery process. He is co-developer of the Individual Placement and Support (IPS) model of supported employment, one of the most successful and influential evidence-based practices in psychiatric rehabilitation. Dr. Drake has devoted his career to the conceptualization, development, evaluation, and dissemination of evidence-based practices, including IPS, integrated dual disorders treatment, and many other models. He has directed numerous randomized controlled trials, has extensively reviewed the psychiatric rehabilitation literature, and has published nearly 700 books and research articles.

Session Title and Description: *IPS for People with Substance Use Disorders (SUD)*” Individual Placement and Support (IPS) is being implemented in SUD treatment settings around the United States and other countries. This session will review myths about SUD and employment, current modifications of IPS for SUD clients, and current research.

Dr. Angela Carter
Program Manager for Measure 110, OHA Behavioral Health Division
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Biography: Dr. Angela Carter (they/them) is a Naturopathic physician in Portland, Oregon, and the program manager for Measure 110 with the Oregon Health Authority. They practiced primary care for the past 10 years, navigating health and social service systems with people experiencing multiple marginalizations. They were the founder and clinical director of the Equi Institute, a non-profit integrative health care center for the transgender and queer communities for 4 years prior to coming to the OHA. They are vice-chair of the Oregon Psilocybin Advisory Board, as well as the co-chair of the OHSU Transgender Health Program Community Advisory Board. They center health justice, equity and community building for marginalized communities in their work.

Session Title and Description: *Measure 110 Implementation, and Opportunities for Collaboration.* Angela Carter, ND, the Program Manager for Measure 110 will provide an update on the progress made thus far in the implementation of Measure 110. They will also discuss the links and opportunities for collaboration between IPS and VR programs and Measure 110. Following the presentation there will be time for questions and conversation about how M110 can facilitate linking people to services, as well as increase mental health workforce with lived experience with substance use, recovery, and mental health concerns. This is a collaborative event.

Harley Blakeman

Author of "GRIT: How to Find a Job with a Criminal Record"

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Biography: Harley Blakeman is the Founder and CEO of Honest Jobs, Inc. - the nation's largest fair chance employment service for people impacted by the criminal justice system, employers who hire them, and professionals who support them. He is also the Author of, "GRIT: How to get a job and build a career with a criminal record". He earned a Bachelors in business administration from the Ohio State University just 5 years after being released from prison with a GED.

Session Title and Description: *Finding Employment with a Criminal Record.* This session will provide an overview of educating people on the formerly incarcerated population. Topics include: why formerly incarcerated people make good employees and how it hurts the community (and employers) when they're unable to find work; I'll also dispel a few stigmas/myths relating to employing people with records; Discuss the demographics of people with records and highlight the different levels and types of support they likely need. Also covered in the session are providing tips and advice on how to find a job with a criminal record: understanding your record; identifying the right jobs; explaining your criminal record; valuable resources to know about (employers and job seekers).

Tiffany Smith

Staff Attorney/Pro Bono Coordinator, Legal Aid Services of Oregon

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Biography: Tiffany coordinates several projects that include recruiting, training, supervising, and mentoring volunteer attorneys to assist low income Oregonians with criminal expungements, elder law issues, and family law forms. She also assists survivors of domestic violence. Tiffany enrolled in Salmon P. Case College of Law the same year her son started college. She worked at Children's Law Center of northern KY during law school and participated in the Constitutional Litigation Clinic. During her time as a law clerk and attorney at Children's Law Center, Tiffany represented children on a variety of legal issues – education, homelessness, high conflict custody cases, and severe physical or sexual abuse cases. Tiffany was part of the team that sued the sheriff's office and school resource officer for handcuffing elementary school students for behaviors related to their disabilities, resulting in removal of school resource officers from elementary schools. She also disrupted the school to prison pipeline through representing youth at expulsion hearings.

Prior to moving to Oregon in July 2020, Tiffany was the Litigation Attorney at the Ohio Justice & Policy Center representing prisoners for constitutional violations of civil and human rights, including medical care, transgender rights, excessive use of force, and sexual assault. She also advocated for the release of women incarcerated for the death of their abuser, sued the Ohio Parole Board, and trained judges to be better responsive to domestic violence in their courtrooms. Tiffany obtained clemency for a client; the only case that Governor John Kasich commuted from release from prison. She is also featured in the documentary, "*The Domestic Violence Case that Turned Outrage into Action*," created by RetroReport, featured in The New Yorker and available on YouTube.

Session Title and Description: *Overview of Expungement in Oregon 2021: What Employment Advocates Should Know.* This presentation serves as a brief overview of legal aid and expungement law in Oregon providing Employment Advocates with basic information of the process.

Day Three: October 28, 2021

Keith Ozols

Director of Oregon Vocational Rehabilitation

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Biography: 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.

Session Title and Description: *Vocational Rehabilitation 2021*. The session will develop understanding how to form improved partnerships with VR and available VR resources that can enhance service delivery and improve outcomes.

Dr. Mark Salzer

Professor/Director Temple University Collaborative on Community Inclusion
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Biography: Mark Salzer, PhD., is a psychologist and Professor of Social and Behavioral Sciences in the college of Public Health at Temple University. He is also the Director of the Temple University Collaborative on Community Inclusion of individuals with psychiatric disabilities (www.tucollaborative.org), a research and training center that has been funded by the National Institute on Disability, Independent Living, and Rehabilitation Research. Dr. Salzer obtained a bachelor's degree with distinction in sociology and psychology from the University of Wisconsin-Madison, and his M.A. and Ph.D. in clinical/community psychology from the University of Illinois at Urbana/Champaign. He completed his pre-doctoral clinical fellowship at the Yale University School of Medicine and an NIMH postdoctoral fellowship in mental health services research at Vanderbilt University. He is recognized for his work in community inclusion and participation of adults with serious mental illnesses and peer support. He has more than 140 publications, given more than 400 presentations around the world, and supports the development of national, state, and local inclusion-oriented policies, programs, and practices.

Session Title and Description: *Promoting Long-Term Employment and Careers through Educational Supports.* Educational attainment is one of the top factors associated with employment, including the types of jobs obtained, pay and benefits, and job tenure. This session will provide attendees with information about the importance of education for employment outcomes for individuals with significant mental health issues and discuss strategies for supporting people in achieving their educational goals. Breakout sessions may be used to provide opportunities for attendees to discuss their current efforts to promote education and identify possible next steps they might undertake to increase their efforts in this area.

Dr. Jamie Woodcock

Senior Lecturer in Management Open University

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Biography: Dr. Jamie Woodcock is a senior lecturer at the Open University and a researcher based in London. He is the author of *The Fight Against Platform Capitalism* (University of Westminster Press, 2021), *The Gig Economy* (Polity, 2019), *Marx at the Arcade* (Haymarket, 2019), and *Working the Phones* (Pluto, 2017). His research is inspired by workers' inquiry and focuses on labour, work, the gig economy, platforms, resistance, organising, and videogames. He is on the editorial board of *Notes from Below* and *Historical Materialism*. Jamie completed his PhD in sociology at Goldsmiths, University of London and has held positions at Goldsmiths, University of Leeds, University of Manchester, Queen Mary, NYU London, Cass Business School, the LSE, and the University of Oxford.

Session Title and Description: *Understanding the Gig Economy & Platform Work.*

This session will be split into two parts: first, a 30-minute talk on “Understanding the gig economy and platform work.” This will draw on five years of empirical research with platform workers in the UK, South Africa, India, and the US. It will cover how the gig economy came into being and its key dynamics, including the differences between countries and industries. The issue of flexibility/precarity will be explored from both the employer and worker’s perspective, providing an account of the challenges and opportunities of this work. It concludes by drawing attention to three moments of solidarity in platform work, discussing the potential ways the work could be transformed in the future.

Second, the session will open up for 30 minutes of discussion and Q&A to provide an opportunity to discuss how this work relates to the audience interests in various ways.

Hannah Tacke

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Jacob Dilla

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Biography: Hannah has a Master of Public Health (MPH) in Health Management and Policy from Oregon State University. While completing her undergraduate and graduate work, Hannah served in various internships and roles, including in Risk Management for a clinic and worked to create a physical activity program for behavioral health clients during her graduate-level internship. Currently, Hannah serves as the Behavioral Health Quality Improvement Specialist with PacificSource for the Central Oregon and Columbia Gorge regions.

Biography: Jacob has a Master of Public Health (MPH) in Health Promotion and Health Behavior from Oregon State University. Prior to his graduate work, Jacob worked as a Supported Employment Specialist working with the Psychiatric Security Review Board (PSRB). Currently, he works as Behavioral Health Performance Coach with PacificSource, serving in the Columbia Gorge.

Session Title and Description: *Employment as a Social Determinant of Health.*

This session provides an overview of social determinants of health (SDoH) with a focus on employment. Key topics related to employment will include: unemployment; employment and workplace health; improvement of other determinants through employment; how other determinants impact employment; and how other skills are built through meaningful employment.