



FALL 2021 ONLINE CONFERENCE
SPONSORED AND HOSTED BY THE NATIONAL REHABILITATION ASSOCIATION
MONDAY, OCTOBER 4, 2021 – THURSDAY, OCTOBER 7, 2021

DRAFT AGENDA – SEPTEMBER 2, 2021

<p>Date: Monday, October 4, 2021</p> <p>Start/End Time: 7:45AM – 8:15AM PT 8:45AM – 9:15AM MT 9:45AM – 10:15AM CT 10:45AM – 11:15AM ET</p>	<p>President’s Welcome Message</p> <ul style="list-style-type: none"> • Rebecca R. Sametz, Ph.D., CRC, NCC, LPC, VRT, ETS, CMCC President, National Rehabilitation Association • Lou Adams, M.A., President Elect, National Rehabilitation Association <p>This presentation will include a welcome to everyone attending and share the progress made towards the 2021 strategic plan, and next steps for the Association.</p>
<p>Date: Monday, October 4, 2021.</p> <p>Start/End Times: 9:15AM – 10:15AM PT 10:15AM – 11:15AM MT 11:15AM – 12:15PM CT 12:15PM – 1:15PM ET</p> <p>CEU’s: 1.0 Ethics Credit.</p>	<p>Ethical and Effective Advocacy for Rehabilitation Professionals – Key Current Legislation</p> <ul style="list-style-type: none"> • Lou Adams, M.A., President Elect, National Rehabilitation Association • Harold Wasner, Michigan Rehabilitation Association, Public Policy Co-Chair <p>This presentation will explore the role of professional ethics in influencing public advocacy and provide an update on current legislative proposals related to our professions. Because of competing interests in the process of making laws and regulations advocating for National Rehabilitation Associations interest needs to be ethical and effective. Criteria for Ethical Public Policy Advocacy and Education will be presented along with the top 5 current legislative issues and some best practices for influencing their outcomes:</p> <ol style="list-style-type: none"> 1. Role of professional ethics in influencing public advocacy. CRCC Code sect 6. 2. Update on current legislation & legislative proposals related to our professions. 3. Criteria for Ethical Public Policy Advocacy and Education. (Summary of basic principles derived from external sources). 4. The top 5 current legislative issues (NRA's process/ for arriving at position. statement development). 5. Advocacy best practices for influencing legislative outcomes.

<p>Date: Monday, October 4, 2021.</p> <p>Start/End Times: 11:15AM – 12:15PM PT 12:15PM – 1:15PM MT 1:15PM – 2:15PM CT 2:15PM – 3:15PM ET</p> <p>Division: NAMRC.</p> <p>Track: Special Populations, Their Singularity and Their Intersectionality</p> <p>CEU's: 1.5 General Credit.</p>	<p>The Intersectionality of Clients who Identify as LGBTQIA+ and Persons with Disabilities.</p> <ul style="list-style-type: none"> Robert (Rob) L Stevens, PhD, CRC, LPC, Arkansas Tech University <p>This presentation will discuss the intersectionality of working with clients who identify as LGBTQIA+ as well as members of the disability community. Terminology will be presented so that rehabilitation professionals are more knowledgeable when working with people of different sexual orientations and gender expressions. Proper pronoun usage will also be explored so we do not offend our clients/students by mistake. The intersectionality of being part of two minority populations and all of the potential discrimination and stigma associated with that will be conversed. This presentation will also provide resources that attendees can use in their own rehabilitation daily practice.</p>
<p>Date: Tuesday, October 5, 2021.</p> <p>Note: Continued on Page 3.</p> <p>Start/End Times: 7:45AM – 8:45AM PT 8:45AM – 9:45AM MT 9:45AM – 10:45AM CT 10:45AM – 11:45AM CT</p> <p>Division: NARL.</p> <p>Track: Reinvention of Ethical Practices in Counseling and Clinical Supervision.</p> <p>CEU's: 1.0 General Credit.</p>	<p>Enhancing VR Service Delivery: State Vocational Rehabilitation Agency Training Needs Survey Results and Recommendations</p> <ul style="list-style-type: none"> Maureen McGuire-Kuletz, Ed.D, CRC, George Washington University, Center for Innovative Training in Vocational Rehabilitation (CIT-VR) John C. Walsh, M.Ed., CRC, George Washington University, Center for Innovative Training in Vocational Rehabilitation (CIT-VR) <p>The George Washington University Center for Innovative Training in Vocational Rehabilitation (CIT-VR) created the State Vocational Rehabilitation Agency (SVRA) Training Needs Survey (SVRATNS) to identify and develop new types of training programs for rehabilitation personnel, and to assist in addressing attrition in SVRA. The content of the survey would include participant position title/category and address plus four areas described as (1) attrition in SVRAs, (2) identified training needs, (3) training specific to position, and (4) the importance rating of training topics.</p> <p>The survey was presented to the advisory board of CIT-VR whose membership includes Training Coordinators from five SVRAs, and representation from the Council of State Administrators of Vocational Rehabilitation (CSAVR), the National Council of State Agencies for the Blind (NCSAB), the National Council on Rehabilitation Education, and the National Council of State Rehabilitation Councils for comments. The final version of the SVRATNS was disseminated via email, with a survey link, to members of CSAVR and NCSAB.</p>

<p>Date: Tuesday, October 5, 2021.</p> <p>Note: Continued from page 2.</p> <p>Start/End Times: 7:45AM – 8:45AM PT 8:45AM – 9:45AM MT 9:45AM – 10:45AM CT 10:45AM – 11:45AM CT</p> <p>Division: NARL.</p> <p>Track: Reinvention of Ethical Practices in Counseling and Clinical Supervision.</p> <p>CEU's: 1.0 General Credit.</p>	<p>Enhancing VR Service Delivery: State Vocational Rehabilitation Agency Training Needs Survey Results and Recommendations – <i>Continued</i></p> <p>A total of 369 respondents completed the survey. Of respondents, 63.1% represented persons providing direct services (e.g., Vocational rehabilitation counselors) to persons with disabilities. Respondents reported a high rate of attrition within the 2-years post-hire date and 5-years post-hire date. The majority of respondents identified three training needs: an Overview of Disabilities and Accommodations in the Workplace, an Overview of Vocational Rehabilitation, and Effective communication strategies. Results identified three training priorities: Vocational counseling and guidance, WIOA, and Pre-ETS. Additionally, survey results suggest training needs for both paraprofessionals and middle management. Topics of noted importance included: Building collaborations, Effective communication strategies, Diversity training, and Ethics. Respondents also reported four key concerns potentially not addressed in previous training topics.</p> <p>In addition to survey results, the session will also introduce training and resources available from CIT-VR, explore program assessment, and create strategies to integrate these topics into training and curriculum to enhance vocational rehabilitation service provision. The results suggest the need within SVRAs to develop or identify existing training that addresses operations, policies, community relationships and demonstrates the application of training content.</p>
<p>Date: Tuesday, October 5, 2021</p> <p>Start/End Times: 9:45AM – 11:15AM PT 10:45AM – 12:15PM MT 11:45AM – 1:15PM CT 12:45PM – 2:15PM ET</p> <p>Division: NARL.</p> <p>Track: Special Populations, Their Singularity and Their Intersectionality</p> <p>CEU's: 1.5 General Credit.</p>	<p>LGBTQ+ and Disabilities: Implications for VR Professionals Working with Clients with Intersecting Identities</p> <ul style="list-style-type: none"> • DJ Ralston, M.A., George Washington University, Center for Innovative Training in Vocational Rehabilitation (CIT-VR) • Katherine Hurley, M.A., MFA, LGPC, NCC, George Washington University, Center for Innovative Training in Vocational Rehabilitation (CIT-VR) <p>The Center for Innovative Training in Vocational Rehabilitation (CIT-VR) at The George Washington University developed a two-part training series entitled "LGBTQ+ and Disabilities: An Introduction to Working with Clients with Intersecting Identities". Two of the authors of this training and subject-matter experts on this topic will give a presentation focusing on LGBTQ+ and Disability populations and implications for VR professionals. Some of the learning objectives for this session will include:</p> <ul style="list-style-type: none"> • A focus on common language around LGBTQ+ identity • A discussion of intersectionality as it relates to LGBTQ+ identities and other marginalized identities • A discussion of power and privilege within the counseling relationship • How to support LGBTQ+ people, including Transgender and Gender Expansive persons, in their pursuit of work • The ability to locate local resources to support LGBTQ+ communities.

Date: Wednesday, October 6, 2021.

Note: Continued on page 4.

Start/End Times:

8:00AM – 9:45AM PT

9:00AM – 10:45AM MT

10:00AM – 11:45AM CT

11:00AM – 12:45PM ET

Awards Ceremony

- Paul Barnes, Awards Chair, National Rehabilitation Association
- L. Robert McConnell, Awards Committee, National Rehabilitation Association
- Tanya Chiles, Awards Committee, National Rehabilitation Association
- Janis Benstead, Awards Committee, National Rehabilitation Association

President's Closing Remarks

- Rebecca R. Sametz, Ph.D., CRC, NCC, LPC, VRT, ETS, CMCC
President, National Rehabilitation Association

E. B. Whitten Silver Medallion Award(s)

The E. B. Whitten Silver Medallion Award was established in 1974 in honor of the Association's first Executive Director. The award is presented to an individual who has exercised notable leadership in removing environmental and legal barriers and in helping to overcome discrimination of persons with disabilities. He actively participated in groundbreaking legislation, advocacy, and improvements to the rehabilitation profession.

- Michael Leahy, Ph.D., LPC, CRC, Michigan State University.
- Jim Rothrock, Commissioner of the Virginia Department for Aging and Rehabilitative Services, 2002 to 2018. Award to be received by Jane Rothrock and Sam Rothrock.

Yvonne Johnson National Leadership Award

Presented annually to an individual who is highly committed to issues concerning people with disabilities and to the professionals who serve them. This award was established in 2001 to honor an NRA Past President, who resolved critical issues within the national organization. She was also a director of public rehabilitation in Georgia. She was a natural leader and mentor, who was well respected by all who knew her.

- Eleanor Williams, Department for Aging and Rehabilitative Services (DARS)

Max T. Prince Meritorious Service Award(s)

Named for Max T. Prince, a member of the Missouri Rehabilitation Association. Max T. Prince was well known for his efforts on behalf of persons with disabilities. He was respected by the rehabilitation community both locally and nationally. He was an extremely generous man who was known to give of his time and resources to those in need. When he died unexpectedly in a car accident in 1998, the Max T. Prince Award was established in his honor. This award is given to an individual who has demonstrated years of faithful service and leadership to NRA.

- Robert D. Cox, M.A., LPC-S, CRC, The World of Work
- John Hollender, CRC, Retired, NRA Pacific Region President 2021

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11:00AM – 12:45PM ET

Awards Ceremony – *Continued*

Sylvia Walker National Multicultural Award

The Sylvia Walker Award is named after a professor, researcher, and director of the first federal Research and Training Center (RTC) focused on minority issues and disability, who served as a longtime advocate for multicultural issues in rehabilitation. Established in 2004, the award is intended to (a) honor/recognize an NRA member/group or organization in addressing multicultural issues at the local regional or national level, (b) maintain, and stimulate the Association’s (NRA) focus on diversity and multiculturalism as a part of society.

- DeAnna Henderson, Ph.D., LOC, NCC, CRC, Past President, National Rehabilitation Association

Bell Greve Memorial Award

The Bell Greve Memorial Award is presented to a person who has shown unusual initiative or creativity in developing and/or administering a service program for people with disabilities. The award is named for Bell Greve, founder of the Cleveland Rehabilitation Center. A pioneer in the development and provision of relief and rehabilitation services to the poor, sick, and people with disabilities. She gained international distinction for her work with local, state, and international social service agencies.

- Chelsea Nguyen of CN Vision Image Consulting, LLC

The Roger Carter Award of Excellence for a Large Employer

This award was created to honor an employer (national, regional and/or local) which has demonstrated exemplary achievement in the recruitment, hiring and retention of persons with disabilities throughout all levels within the company for a Large Employer (100+ employees). Roger Carter was a Rehabilitation Counselor with Iowa Vocational Rehabilitation Services. He understood and promoted the partnership with the rehabilitation agency, consumer, and employer as well.

- The University of Arkansas for Medical Sciences

Employer Award for Small Employer

This award was created to honor an employer (national, regional and/or local) which has demonstrated exemplary achievement in the recruitment, hiring and retention of persons with disabilities throughout all levels within the company for a Small Employer (under 100 employees).

- Maumelle Center on the Lake

Date: Wednesday, October 6, 2021.

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10:45AM – 11:45AM PT
11:45AM – 12:45PM MT
12:45PM – 1:45PM CT
1:45PM – 2:45PM ET

Division: NARL.

Track: Reinvention of Ethical Practices in Counseling and Clinical Supervision

CEU's: 1.0 General Credit.

Graduate Curriculum and VR Service Alignment: Rehabilitation Counseling Curriculum Academic Survey - Results and Recommendations

- Maureen McGuire-Kuletz, Ed.D, CRC, George Washington University, Center for Innovative Training in Vocational Rehabilitation (CIT-VR)
- John C. Walsh, M.Ed., CRC, George Washington University, Center for Innovative Training in Vocational Rehabilitation (CIT-VR)

Development of the Rehabilitation Counseling Curriculum Academic Survey (RCCAS) explored current graduate rehabilitation counseling programs and their course alignment with service delivery methods and employment trends of recent program graduates. Survey findings from the 2020 National Center for Innovative Training in Vocational Rehabilitation (CIT-VR) State Vocational Rehabilitation Agencies Training Needs Survey aided in developing the RCCAS. RCCAS content aligned with the Council for Accreditation of Counseling and Related Education Programs (CACREP) for Rehabilitation and Clinical Rehabilitation Counseling in the specific specialty areas of Foundations, Contextual Dimensions, and Practice. The purpose of the RCCAS was to obtain baseline information to understand the scope of coverage within the Rehabilitation Counseling curricula. Data collected from this survey drives the preparation for innovative modules that universities can include to update curricula. A variety of trainers can provide short-term or other training to VR professionals and paraprofessionals who provide service to individuals with disabilities. In order to assess current employment trends, survey questions asked respondents to provide information regarding their graduates' occupational and organizational settings.

Participants (N=66) identified as Faculty, graduate students, or VR providers. Respondents evaluated 34 (85.3%) of the rehabilitation counseling curricula content areas as Extensive or Adequate, suggesting that the current rehabilitation curriculum addresses areas of identified training needs for fieldwork. The evaluation consisted of five curricula topics: Integrated Resource Team model, IPE development and implementation for youth, Roles of core partners in the Workforce Development System, Vocational counseling and guidance for specific significant disability, and WIOA Common Performance Measures. Respondents also identified additional curriculum topics that included family therapy, diagnosis and mental health, trauma-informed care, co-occurring disabilities), psychopathology, and human development across the lifespan. Graduate employment trends were reported as (1) employment as rehabilitation counselor in State/Federal/VR agency, (2) employment as a rehabilitation counselor in non-State/Federal agencies, and (3) employment in mental health services. To better understand the value of the five aforementioned rehabilitation counseling curricula content areas, CIT-VR will further assess students and Faculty. Potential methods for future assessment include surveys, structured interviews, or focus groups to explore areas rated as minimally addressed in the Rehabilitation Counseling program curriculum to assist in developing training and address gaps in the curriculum. The session will introduce the CIT-VR, explore program curriculum, opportunities to integrate suggested content into graduate program curricula and VR training, and address reported graduate employment trends concerning vocational rehabilitation counselor and service provider satisfaction and retention.

<p>Date: Wednesday, October 6, 2021.</p> <p>Start/End Times: 12:45PM – 2:15PM PT 1:45PM – 3:15PM MT 2:45PM – 4:15PM CT 3:45PM – 5:15PM ET</p> <p>Division: NARL.</p> <p>Track: Mental Health, Wellness, and Resiliency</p> <p>CEU's: 1.5 General Credit.</p>	<ul style="list-style-type: none"> • Linda Hedenblad, MSE, CRC, MINT Motivational Interviewing Network of Trainers), NARL <p>We cannot control many of the challenges we face. But can we control our reactions to these events? Research has demonstrated that resilient people are more successful, happier, and healthier. In this session participants will examine how they respond to adversity and explore methods to improve their resilience.</p> <p>What You Will Learn</p> <ol style="list-style-type: none"> 1. Recognize it falls to resilience. 2. Identify personal strengths and characteristics.
<p>Date: Thursday, October 7, 2021.</p> <p>Start/End Times: 7:45AM – 8:45AM PT 8:45AM – 9:45AM MT 9:45AM – 10:45AM CT 10:45AM – 11:45AM ET</p> <p>Division: NAMRC.</p> <p>Track: Special Populations, Their Singularity and Their Intersectionality</p> <p>CEU's: 1.0 Ethics Credit.</p>	<p>Social Justice and Ethics: The Intersectionality of Race and Gender</p> <ul style="list-style-type: none"> • Keith B. Wilson, Ph.D., CRC, LPC, NBCC, University of Kentucky <p>The 2020 year has been one for the ages with COVID-19 and social unrest covering not only the United States, but the globe like a mother hen trying to protect her young from the cold. Indeed, we have three, at a minimum, pandemics in this country; COVID-19, the systemic racism/sexism towards people who are African American and other people of color, and the denial that racism/sexism exists.</p> <p>Many injustices of African Americans and others have gone unchanged since the inception of what many would call “the land of the free.” Because the social unrest in the general society does not occur in a vacuum, we will explore the connection with the social unrest of 2020 and 2021 with CRC codes of ethics. The indifferent behaviors displayed, and the code of ethics will also be explored in connection to what is put forth by social justice advocates. Lastly, recommendations to resolve many of the present conflicts will be presented for discussion.</p>

<p>Date: Thursday, October 7, 2021.</p> <p>Start/End Times: 9:45AM – 10:45AM PT 10:45AM – 11:45AM MT 11:45AM – 12:45PM CT 12:45PM – 1:45PM ET</p> <p>Division: JPD.</p> <p>Track: Special Populations, Their Singularity and Their Intersectionality</p> <p>CEU's: 1.0 General Credit.</p>	<p>Cultivating Equity in Vocational Services at the Intersection of Disability and Other Identities</p> <ul style="list-style-type: none"> • Mary Di Biase, M.S.Ed., Institute for Community Inclusion, University of Massachusetts Boston <p>When disability is a prominent aspect of an individual's life, other aspects of their identity are frequently overlooked. The concept of intersectionality was developed to understand and address the combined barriers experienced by people who have historically been disadvantaged by exclusionary responses to their race, class, gender identity, sexual orientation, religion, disability, and other identity markers.</p> <p>This session will explore considerations regarding the intersection of disability and other identities in services to support employment and career goals. While much of the content presented may apply to all clients with disabilities, a particular emphasis will be addressing intersectionality for people with intellectual and developmental disabilities.</p>
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Date: Thursday, October 7, 2021.

Start/End Times:

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4:15PM – 5:45PM ET

Division: NARL.

Track: Mental Health, Wellness, and Resiliency.

CEU's: 1.5 Ethics Credit.

Spiraling Up: The Ethics of Effective Self Care for the Helping Professional

- Rosanne Renauer, Ph.D., M.S., LLP, CRC,

If you are a helping professional in an organization, you are well aware of the struggle to provide quality services and remain personally happy and healthy while meeting what can seem like never ending demands. Reframing your ethical obligation to remain professionally competent is built upon a foundation of positive psychology. This includes integrating self-care practices into our practice and routines and adopting mindfulness – based positive principles.

Learning Objectives:

At the conclusion of this session, participants will:

1. Learn how to meet a primary ethical obligation to remain competent in practice as evidenced in Section D. Professional Responsibility of the Certified Rehabilitation Counseling Code (CRCC).
2. Understand and apply four foundational principles: Flourishing, intentionality, reciprocity in care of self and others and integration of self-care into life.
3. Identify effective workplace strategies that result in positive support to wellness.
4. Understand the impact and role of individual and organizational leadership in pursuit of wellness and building resiliency skills.