

Webinar

Wednesday, 05th September 2018, 17:20 19:00 CET

Webinar with Microsoft: initiatives for Hiring and Supporting People with Disabilities

Programme

Background

Following on last year webinar on customised employment model (CEM), the Council of State Administrators of Vocational Rehabilitation (CSAVR) has helped EPR in setting up another webinar with a more practical focus. Representatives from Microsoft will be sharing with EPR members a range of initiatives and programmes adopted and developed in the company to support people with disabilities in entering the job market and in their professional development. In particular, the webinar will be focusing on:

- 1) **Accessibility at Microsoft**
- 2) **Disability Hiring & Outreach**
- 3) **Autism at Work Program**
- 4) **Inclusive Customer Experience**

Who the event is for?

The webinar is open to all EPR members working in vocational rehabilitation and specifically those staff members in charge of business relations. Managers and practitioners alike are welcome to participate to this webinar.

In partnership with





Jessica Rafuse

Senior Program Manager for NGO Engagement within the Office of the Chief Accessibility Officer at Microsoft
(United States)

Jessica Rafuse is the Senior Program Manager for NGO Engagement within the Office of the Chief Accessibility Officer at Microsoft. Jessica is responsible for Microsoft's strategic engagement with organizations that focus on people with disabilities and accessibility. Jessica holds a position on the Board of Directors for Disability Rights Washington.

Prior to joining the Microsoft team in 2016, Jessica promoted the principals of equal opportunity and affirmative action through analysis of employment transactions, development of compliance tools and solutions, disability inclusion and accessibility trainings, and external outreach to disability-focused organizations and agencies at Starbucks Coffee Company. As president of the Starbucks employee resource group, Jessica led employees with disabilities and allies in supporting the business strategy through the lens of disability inclusion and accessibility.

Jessica began her legal career at the Equal Employment Opportunity Commission as a Bilingual Federal Investigator before being appointed as an Administrative Judge within the federal hearings unit of EEOC's Seattle Field Office. Jessica has also worked at the University of Washington investigating, resolving, and responding to internal, state, and federal complaints of discrimination against University employees.



Jen Guadagno

Sr Inclusive Hiring Program Manager within the Microsoft Accessibility team.
Seattle (United States)

Jen Guadagno is the Sr Inclusive Hiring Program Manager within the Microsoft Accessibility team. Jen has led the US-based Microsoft Autism Hiring Program from its launch in April 2015. She has driven the evolution of the program for candidates with Autism and continues to develop on-going support for employees and managers in their career development. Jen partners closely with the Microsoft Global Talent Acquisition team to host quarterly hiring events and expanding the program in new and innovative approaches for a variety of roles at Microsoft. Recently Jen has expanded her role to launch Microsoft's Autism Hiring Program internationally. She will also be looking at expanding Microsoft's Ability Events outside of the United States to provide additional interview opportunities for people with disabilities.

Jen has been with Microsoft for 12 years in roles across HRIT, Search Advertising, Online Safety and now Inclusive Hiring for People with Disabilities. Jen is one of three co-leads for the Microsoft disAbility Employee Resource Group and manages the Microsoft disAbility Scholarship for high school students with disabilities pursuing higher education.



Registration & practical information

Interested participants have to **register to the webinar** at the following link before 1st Sept 2018:
<https://attendee.gotowebinar.com/register/3617571769106207746>

Are you new to GoToMeeting?

- 1) Please contact Mirko Miceli (mmiceli@epr.eu) to schedule a “Test session” prior to the meeting.
- 2) Self-system check: <https://link.gotomeeting.com/system-check>

Tips to join the webinar

- connect at least 10 minutes before the start of the meeting
- using headset and microphone or headphones is highly recommended to improve your participation experience
- please make sure you are using a good internet connection for the quality of sound/video
- if possible, please join the webinar from a quiet room or far/without main entrances

Agenda

Wednesday, 05th September 17:00 – 19:00 CET

- 17:00 **Participants to connect and do sound/video check**
- 17:20 **Opening**
Mirko Miceli, EPR (BE)
Kathy West-Evans, CSAVR (US) / Steve Wooderson, CSAVR (US)
- 17:30 **Accessibility at Microsoft**
Jessica Rafuse
- 17:45 **Disability Hiring & Outreach**
Jen Guadagno
- 18:00 **Autism at Work Program**
Jen Guadagno
- 18:15 **Inclusive Customer Experience: Products, Services, Websites, Feedback & Partnerships**
Jessica Rafuse
- 18:30 **Q&A and interaction with audience**
- 19:00 **End of the webinar**

