

2023 Spring Conference Speaker & Session Information						
Day, Time & Track	Session # & Title	Session Description	Speaker First Name	Speaker Last Name	Job Title	Organization
Thurs., May, 18th - 9:30am Keynote	Keynote - Session 1 Don't Call it a Comeback	OPRA is proud and excited to host this keynote discussion with former OSU Buckeye and Pittsburgh Steeler, Ryan Shazier. A two-time Pro-bowl NFL linebacker, Ryan was picked 15th overall by the Steelers in 2014. Known for positivity and toughness on and off the field, Ryan has been giving back and inspiring others as he continues to make progress after suffering a spinal injury in 2017 that left him unable to walk. Committed to giving back to his communities, Ryan started the Ryan Shazier Fund for Spinal Rehabilitation and continues to call college football games for ESPN. His first book, 'Walking Miracle' was published in 2021. In this guided discussion Ryan will share his story of resilience, hard work and recovery with conference attendees. Participants will learn strategies for coping, building back and overcoming adversity in the toughest of times.	Ryan	Shazier	Resilience Speaker	All American Speakers
Thurs., May, 18th - 10:45am Day & Employment	Session 2 Leading with Laughter: How Humor Can Improve Your Work Life	It is no mystery that the work that we do as Direct Support Professionals continuously is misunderstood and undervalued -- from the lack of compensation to the ever-evolving job demands to meet changes within the field. This type of work environment paired with a culture of under appreciation and lack of recognition leads to continuous transition and turnover across the agency. However, what research has found is that bringing humor into the workplace can make staff happier and more productive on the job. Humor creates an atmosphere of levity and a sense of perspective that can dissolve tension and, in turn, protect us from stress at work and even benefit our health. This presentation will discuss how to bring humor into the workplace and what little changes can do to assisting with reducing stress for staff and possibly retention.	Rebecca	Sametz	Director of Vocational Rehabilitation	Vocational Guidance Services
			Co-Speaker: Jill	Riegelmayr	Rehabilitation Manager	Vocational Guidance Services
Thurs., May. 18th - 10:45am Healthcare	Session 3 An Overview of OhioRISE	In this session, the Ohio Department of Medicaid and Aetna-OhioRISE will provide a detailed overview of the OhioRISE program, Ohio's new Medicaid Managed Care program that went in to effect in July of 2022. This program is designed for youth with complex behavioral and multi-system needs. They will discuss Ohio's experience with the program, demonstrate OhioRISE's efficacy through case studies, the benefits this program brings to youth in Ohio, and how providers can get involved with the program's new and enhanced services. This session will build on the information presented in a Town Hall Tuesday to OPRA members in January 2023	Nick	Miller	I/DD Administrator	Aetna OhioRISE
			Co-Speaker: Kelly	Smith	External Affairs Administrator	Ohio Department of Medicaid
			Co-Speaker: Christina	Gandelot	Policy & Program Development Manager	Ohio Department of Medicaid
			Co-Speaker: Katie	Currier	Provider Agreement Coordinator	Ohio Department of Medicaid
Thurs., May. 18th - 10:45am Residential Waiver	Session 4 Relationship & Safety Non-Escalation/De-Escalation Techniques	Explore safe and healthy relationships, and the four domains of safety: physical, psychological, social and moral. Discussion will include tips for de-escalation, the three de-escalation 'checks' and the necessity of dealing with both facts and feelings to help a person resolve their escalation. Finally, the importance of debriefing following an escalation will be discussed including tips for doing so effectively.	Thomas Dean	Swartz	Instructor/Consultant	The Academy For Professional Development LLC
Thurs., May. 18th - 10:45am Hot Topics	Session 5 Assessing the Needs Direct Support Professional Workforce: Data and Stories for Advocacy	Direct Support Professionals (DSPs) play a crucial supportive role in the lives of individuals with disabilities. However, the DSP workforce faces significant challenges recruiting and retaining enough personnel to adequately meet the needs of the disability community. The Ohio Department of Developmental Disabilities (DODD), The Ohio Provider Resource Agency (OPRA) and The Ohio State University Nisonger Center worked together to design a survey to better understand the experiences of current Direct Support Professionals. This presentation will report on data and stories from the survey that can be used to advocate for programs and policies to better support DSPs in their essential roles. Purpose of Project: The purpose of the project consists of the following: -To define the role of the direct support professional and the current state of the DSP workforce in Ohio -Learn from and to share personal testimony of DSP's and individuals with disabilities -Analyze and share data gathered from the survey with organizations, such as county boards of developmental disabilities, direct support worker organizations, and government agencies to understand experiences of Direct Support Professionals -Discuss promising practices for staff recruitment and employee retention Methods Used: -Literature review of the Direct Support Workforce Crisis, including current news, policy briefs, and research studies -Consultation with DSPs, services provider agencies, and county board of DD. -The development of a state-wide survey to better assess the needs of DSPs in their own words -A mixed-methods analysis of survey data that includes qualitative and quantitative data Findings/ Results: Survey respondents reported being deeply committed to their work and their clients. DSPs were asked to report on both supporting factors and barriers within the field. The results of the survey will be discussed which can be used to advocate for additional DSPs resources and policies to support workers in the field.	David	Ellsworth	Disability Policy Specialist	Ohio State University Nisonger Center
			Co-Speaker: Christine	Brown	Clinical Research Assistant	Ohio State University Nisonger Center

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			Co-Speaker: Lauren	Hackenberg	Health Program Coordinator	Ohio State University Nisonger Center
			Co-Speaker: Kayla	Alvis	Rural Sociology PhD Candidate	Ohio State University Nisonger Center
			Co-Speaker: Jaimie	Albert	Physical Therapy Resident / LEND Trainee	Ohio State University Nisonger Center
Thurs., May, 18th - 10:45am Technology	Session 6 Embracing Technology: The Future of Staffing	This session is designed to teach staffing agencies how technology can overcome staffing shortages, reduce overtime, improve employee retention, and grow without hiring new employees. Learn what technology can do, how to implement technology with your individuals, and eventually become a remote staffing provider yourself.	David	Ilg	Account Executive	THS Remote Support Services
			Co-Speaker: James	Finley	Executive Director	THS Remote Support Services
Thurs., May, 18th - 1:00pm Day & Employment	Session 7 From Facility to Community Despite COVID 19 Pandemic	It is the vision of Goodwill Columbus that ALL individuals are embraced as valued and dignified members of our community. As a large provider of Adult Day, Vocational Habilitation and Residential services in Franklin County, Goodwill has made many positive strides in recent years to support increased independence and community integration. These include the elimination of 14(c), an increase in remote supports for individuals in their homes and the transition from large facility based services to smaller community hubs with a daily target of 60% of services being provided in integrated community settings. Our presentation will focus on the transition of our Adult Day Services from facility to community. We will share our original vision for community integration including what it means to be community integrated and the progress we have made in transforming our services. Lessons Learned: Community Integration vs. Services in the Community - Anecdotal, the best definition we have heard is that "when a person's presence is missed they can be considered to be a part of a community." Defining Community Integration at its core - Menti for audience involvement People served at the center of service delivery - what we did wrong in our early communication - what people like about being in their communities Staffing model changes to provide community based services - training needed - addition of NMT for Community Integration Specialists - addition of DOT physicals Logistics required to make community services work - Fleet Management & Location of Vehicles - Scheduling and coordination - Facility requirements - Changes to staffing Importance of Partnerships - Building partnerships - Attributes of the best partners	Jennifer	Marshall	SVP Mission Impact and Strategy	Goodwill Columbus
			Co-Speaker: Kathy	Ramey	Director Adult Day Services	Goodwill Columbus
			Co-Speaker: Kurt	Lofton	Service Coordinator	Goodwill Columbus
Thurs., May, 18th - 1:00pm Healthcare	Session 8 Providers to Family: Transition of Care in Patients with Intellectual and Developmental Disabilities (IDD)	Children and adults with medically complex needs are often overlooked in our healthcare system when transitioning from pediatric to adult primary care. Patients and their families frequently feel misheard and dismissed by their adult primary care provider. Family medicine and internal medicine resident physicians receive little to no education on the care of medically complex children and adults, specifically those with intellectual and developmental disabilities. These patients are unfortunately more likely to face adverse health outcomes due to their complex medical needs; adding in the stress of forming relationships with a new provider and lack of continuity of care only exacerbates these complex needs. When speaking to resident and attending physicians within the adult primary care setting there was frequent request for better education at both the graduate and post-graduate level. We plan to establish a resident education curriculum within Cleveland Clinic Akron General's Family Medicine residency program. The concept is to establish a more personal relationship between the physician and the patient at the start of the physician's career. This will foster personal growth within the resident physician while giving the patient and their family a higher level of security. Promoting a more gradual formation of the patient-provider relationship allows this already stressful transition to occur at a rate the patient is more comfortable with. Resident physicians will receive multiple modalities of education throughout this curriculum, including patient/family panels and speaker-educator sessions with Ohio Family2Family. This proposed session aims to educate other providers on the implementation of standardized education in the undergraduate and graduate medical education sector.	Frances	Kokos	OMS	Cleveland Clinic Akron General, Center for Family Medicine
Thurs., May, 18th - 1:00pm Residential Waiver	Session 9 Top Citations and Compliance Review Prep Tips	Have an upcoming review? Curious what the most common citations are? Wanting to get a head start on your review preparation? In this session we will review the most common citations along with the top five compliance review prep tips. We will discuss: - Most common citations - Review preparation – Top 5 Tips - Provide a Q&A time	Heida	Hill	Compliance / QA Director	Nineteen Services, Inc.

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			Co-Speaker: Michael	Marshall	Provider Support Specialist	Nineteen Services, Inc.
Thurs., May, 18th - 1:00pm Hot Topics	Session 10 Supervisor Skills: Addressing Off-Track Employees	This supervisory skills class guides the new or seasoned supervisor in methods and techniques to address employees who display problematic behaviors. These techniques include actively and empathetically listening and observing, giving clear and timely behavioral feedback, maintaining consistency in message and expectations, setting consequences, and managing self-talk. Throughout the class, the overriding theme is consistently mentoring and communicating with employees to avoid difficulties within the team.	Debra	Easley	President	Academy for Professional Development, LLC
Thurs., May, 18th - 1:00pm Technology	Session 11 Technology for Independent Living: The Person-Centered Process From Technology Exploration to Implementation	Learn best practices and gain tools to develop an internal evaluation matrix that determines if technology is the best support for the individual and their unique goals. Learn how to stay focused on outcomes vs. driven by the latest devices on the market. Receive a high-level overview of the types of concerns that technology can address and how to implement technology and fade out more invasive supports successfully. Once the technology is installed, learn how to set benchmarks and evaluate data to determine if the technology is the most appropriate support for the individual. This presentation will also cover how organizations can receive buy-in from their most important stakeholders, self-advocates, and their families.	Emily	Danciu-Grosso	Marketing and Sales Coordinator	SimplyHome
Thurs., May, 18th - 2:15pm Day & Employment	Session 12 Laughing Your Way to Better Employment Opportunities	When people think of improvisation, they typically think of comedy, shows like "Whose Line Is It Anyway", Bill Murray, Second City and so on! While all those thoughts would be correct, you can now think of improvisation as an incredible tool to build skills that will greatly increase social, workplace, and lifetime opportunities for those with Developmental Disabilities. After training at the famed Second City Theatre in Chicago and having a child with Down syndrome, Rob Snow has created an innovative, fun, and game-changing program using improvisation. This acclaimed program has been featured in The Washington Post, Today Show.com, Inside Edition, and many more media outlets. Through a unique and thorough evaluation methodology, The Improvaneer Method proves the full weight of their mission. This session will be informative, interactive, funny, and inspiring. Don't miss out on all the fun!	Robert	Snow	CEO/Creator	The Improvaneer Method
			Co-Speaker: Nick	Doyle	Asst. Director	The Improvaneer Method
Thurs., May, 18th - 2:15pm Healthcare	Session 13 Who To Call When Health Issues Arise	Join a representative from Tarrytown Expocare, a leading nationwide pharmacy specifically designed for people with intellectual and developmental disabilities, and Ohio's chapter of the Developmental Disabilities Nurses Association for a session on trends in clinical nursing care for people with developmental disabilities. Pulling from a nationwide prescription data set, Deb will highlight emerging morbidity trends in the developmental disabilities population. She will also discuss proactively disease prevention strategies nurses and other care managers can into the day-to-day care delivered by direct support professionals, RNs, and LPNs. This session is designed to be an interactive experience with ample opportunity for audience participation and idea sharing on providing high quality clinical to people with intellectual and development.	Deb	Maloy	RN, CDDN, Director of Sales and Education	Tarrytown Expocare Pharmacy
			Co-Speaker: Kathy	Brown	RN, BA, CDDN	Developmental Disabilities Nurses Association
Thurs., May, 18th - 2:15pm Residential Waiver	Session 14 The Impact of Specialized Telehealth on Individuals with I/DD & Their Circles of Support	Learn how specialized telehealth solutions focused on individuals with Intellectual and/or Developmental Disabilities can fill critical gaps in medical care for the population, by providing access to person centered, high-quality care and improving quality of life. These services allow this often-neglected and often-vulnerable population to be seen by a specially trained doctor from the comfort of their home setting. This provides peace of mind, stress reduction, and cost savings to provider agencies. Hear from Wendi Patterson, PhD of StationMD, a telehealth provider serving 5,000 individuals in Ohio, and Lisa Reed, executive director at RHDD, on a successful Use Case and how it is impacting the individuals served, their circle of support, and the agency providing services.	Wendi	Patterson, PhD	Strategic Account Executive	StationMD
			Co-Speaker: Lisa	Reed	Executive Director	RHDD

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Thurs., May, 18th - 2:15pm Hot Topics	Session 15 Unique Workforce Strategies: Hiring People with I/DD	The state of the workforce is dire. We didn't get here in a day, week, month, or year, nor will we get out of it that quickly. There is no single solution to solving the crisis. One strategy to address the workforce challenges is to dissect the available workforce into segments and study each segment and what specific elements of support must be present for any given sector to be successful. This session will focus on one segment of the workforce demographic that has ironically been overlooked; people with disabilities that have a desire to help others. This session will give a broad overview of the challenges and benefits of considering people with disabilities for employment as a Direct Support Professional (DSP) or Direct Support Assistant (DSA). During this session, attendees will hear from a provider that has employed two staff as Direct Support Assistants for over eight years and a county board that has recently begun supporting people with disabilities to secure employment with providers in partnership with employment providers, Opportunities for Ohioans with Disabilities (OOD), and Ohio Means Jobs (OMJ). OADSP will also share a new model for their DSP high school program being offered at Educational Service Centers (ESCs) across the state that prepares people with disabilities for a career as a DSP or DSA.	Bethany	Toledo	Executive Director	Ohio Alliance of Direct Support Professionals
			Co-Speaker: Deedra	Olney	Director/CEO	Life Builders, LLC
			Co-Speaker: Angie	Finck	Director of Provider Relations	Licking Co. Board of DD
Thurs., May, 18th - 2:15pm Technology	Session 16 Building Better Support: The Power of a Thoughtful Website for Ohio Disability Providers	The shortage of qualified and trained direct support professionals (DSPs) is a significant challenge facing agencies and providers that support individuals with developmental disabilities in Ohio. A thoughtfully built website can help alleviate this challenge by providing a streamlined and user-friendly platform for job seekers to explore career opportunities in the field. An optimized website can feature job postings that can be easily searched and sorted by location, job type, and other relevant criteria. This allows job seekers to quickly and easily find available positions that match their qualifications and interests. Additionally, a website can offer resources for prospective employees to learn more about the field and the job requirements, as well as offer training and development opportunities for existing staff to enhance their skills and knowledge. Funding constraints: Funding constraints are a major challenge facing agencies and providers supporting individuals with developmental disabilities in Ohio, which can limit the resources available to support individuals with developmental disabilities. A thoughtfully built website can help address this challenge by providing a platform for fundraising and donation campaigns. By highlighting the impact of their services and the importance of their mission, agencies and providers can encourage supporters to contribute to their cause. A well-designed website can offer clear and concise information on how to donate, where funds will be allocated, and the impact of donations. This can help agencies and providers to build stronger relationships with donors and increase overall financial support. Changing regulatory landscape: Regulatory compliance is a significant challenge for agencies and providers supporting individuals with developmental disabilities in Ohio. A thoughtfully built website can help address this challenge by providing up-to-date information on relevant regulations and compliance requirements. By keeping their website current and comprehensive, agencies and providers can provide a valuable resource for their staff, clients, and families to understand the complex regulatory landscape. This can help to ensure that the organization is in compliance with all relevant regulations, and also build trust and credibility with clients and stakeholders. Increasing complexity of needs: Individuals with developmental disabilities have increasingly complex needs, including medical and behavioral health issues. A thoughtfully built website can help agencies and providers address this challenge by providing resources and information on best practices for serving individuals with complex needs. A well-designed website can offer a variety of resources, including educational articles, webinars, and online training modules. This can help to ensure that staff have access to the latest information and techniques for serving individuals with complex needs, and can help to build their knowledge and expertise. Access to technology: Access to technology is critical for individuals with developmental disabilities to live independently and access services. A thoughtfully built website can help address this challenge by providing a platform for individuals with disabilities to learn about and access assistive technology. By featuring information on available technology, as well as online training modules and instructional videos, agencies and providers can help individuals with disabilities to understand and use technology to improve their daily lives. Additionally, a website can offer information on available technology grants and funding opportunities to help individuals and organizations to purchase assistive technology.	Justin	Reed	Owner & Founder	Beachcliff Technologies
Fri., May 19th - 9:00am Leadership	Session 17 Succession and Strategic Workforce Planning: 5 Steps to Ensuring Leadership Continuity	The Great Resignation has led many employees to seek other opportunities and has left organizations scrambling to perform and to keep their remaining personnel. Unfortunately, this phenomenon shows no sign of ending any time soon. Recent studies have shown that nearly three-quarters of workers are actively thinking about quitting their job. At the strategic level, we see similar patterns of transition. This session will help leaders think through the critical steps necessary to ensure leadership continuity in the era of the Great Resignation. We'll use a case study approach to demonstrate the power of data when engaging your teams in a strategic workforce planning process for leadership continuity in times of unprecedented transition.	Stacy	Sufka	Founder and President	Gladegy Consulting, LLC
Fri., May 19th - 9:00am Human Resources	Session 18 Fair Labor Standards Act (FLSA): Wage & Hour Regulations Part I	Please join Vorys for a three-session review of various federal and state labor laws. Each session will cover the obligations under the various regulations and laws and tips for compliance. These sessions are designed as an overview of each topic. Seasoned HR professionals will find the sessions useful as a refresher course; new HR professionals or other staff in management roles will find the session as a helpful introduction to the various employment laws that govern providers as employers.	Nelson	Cary	Partner	Vorys, Sater, Seymour and Pease, LLP

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Fri., May 19th - 9:00am ICF	Session 19 The 'Right' To An Effective Human Rights Committee	Everyone has rights! And when it comes to the human services field, Human Rights Committee (HRC) play an integral role. These committees promote and protect the human, civil, and legal rights of people with disabilities who are receiving services. So what are the roles and responsibilities of an HRC? Who should all be the members of it? How can you avoid common pitfalls in both establishing and maintaining the committee? In this presentation, you'll receive answers to all these questions and many more! We share strategies you can use for creating your committee, ensuring it's asking the right questions, and avoiding 'danger signs' that regularly occur in the disability services system. We'll also share some eye-opening data about the relationship between fair treatment and overall quality of life. You'll leave this presentation with specific action steps you can put in place "right" away!	Angela	Rapp Kennedy	Vice President of Special Projects	CQL The Council on Quality and Leadership
Fri., May 19th - 9:00am DSP/Workforce	Session 20 Why Am I Still Here?	We have gone through some of the toughest times over the past 3 years. For some of us, even longer. It's really hard to keep going when we do not take time to ask the question, "Why am I still here?". In this session, we will dive into our own journeys of why we do what we do everyday. It will be an interactive session with opportunity to work through your own story. Through that journey, we will find tools that we can use with our DSPs, management, and teams to help move the needle forward in culture change, recruitment, and retention. John Silfies and his Co-speaker Dan Lyons will be sharing their own journeys of why they have chosen to dedicate their lives to this field. If those stories can make one person cry, then we have done our job.	John	Silfies	Founder and CEO	Silfies Media
			Co-Speaker: Dan	Lyons	Videographer	Silfies Media
Fri., May 19th - 10:15am Leadership	Session 21 Building, Promoting and Protecting Your Brand	Learn how to define your brand, describe the type of culture that is currently present in the organization and identify the needs you have to change or strengthen the current culture. Attendees will learn that their brand is an experience, an interaction and an emotional connection to their stakeholders. Discover the importance of your employees who interact with others all day as those interactions will build or diminish trust within the community. Learning targets include: uncovering the current priorities in the organization with regard to communications. Determine three major themes that are imperative for their staff, key stakeholders and the greater community to know and understand. You will leave with a clear understanding of what leaders must do and the plan they must have in place when a crisis occurs. Attendees will be able to list and recall specific strategies to use and deploy when speaking with the media or creating any other type of crisis communication to be shared through various channels.	Tom	Speaks	Partner & Co-Founder	The Impact Group
			Co-Speaker: Phil	Herman	Partner	The Impact Group
Fri., May 19th - 10:15am Human Resources	Session 22 Leave/Accommodation Issues Under FMLA and the Americans with Disabilities Act Part II	Please join Vorys for a three-session review of various federal and state labor laws. Each session will cover the obligations under the various regulations and laws and tips for compliance. These sessions are designed as an overview of each topic. Seasoned HR professionals will find the sessions useful as a refresher course; new HR professionals or other staff in management roles will find the session as a helpful introduction to the various employment laws that govern providers as employers.	Adam	Borgman	Counsel	Vorys, Sater, Seymour and Pease, LLP
Fri., May 19th - 10:15am ICF	Session 23 Guardianship, Supported Decision-Making, and Other Alternatives: What Providers Need to Know	When an individual needs help making decisions, it is important to understand the range of options that are available. This session will explain guardianship and alternatives to guardianship, including supported decision-making, and how team members can be involved in supporting individuals who need help making decisions. Participants will also learn about decision-making supports that are available and how to access them, including APSI's services.	Kristen	Henry	Executive Director	Advocacy & Protective Services, Inc. (APSI)
			Co-Speaker: Derek	Graham	Principal	Resch, Root, Phillipps & Graham, LLC
Fri., May 19th - 10:15am DSP/Workforce	Session 24 Breaking Free: Overcoming Helplessness and Frustration in the DSP Workforce Crisis	This session will be an interactive discussion with the audience. The discussion will focus on your answers to the following question. In your job at work, what is holding you back from being able to impact/improve the recruiting and retention of staff? The workforce crisis is a huge challenge, but you don't have to feel helpless and frustrated.	Scott	de Fasselle	Partner	Blitz Creative
			Co-Speaker: Craig	de Fasselle	Partner	Blitz Creative

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			Co-Speaker:	Michelle	Madden	Chief Executive Officer	Independence of Portage County, Inc.
Fri., May 19th - 10:15am Sponsored Session	Sponsored Session Selecting the Best Executive Candidate for Your Culture	Did you know that: <ul style="list-style-type: none"> • 46% of new hires fail within 18 months. • Only 19% will achieve unequivocal success. • Technical skills are not the primary reason for failure. In this workshop, we will demonstrate how Gladegy Consulting leverages analytics to help organizational leaders fine-tune their leadership team by making cost-effective data-informed hiring decisions. The PXT Select helps us interview and select a leader who has the highest probability of being successful in the role and provides practical recommendations for maximizing performance. We will compare three executive candidates and reveal consistent, in-depth insight into their thinking and reasoning style, behavioral traits, occupational interests, and match to the executive role in your organization. We will go a step further and examine their approach to six leadership skills that every executive must master for success in 2023 and beyond.		Stacy	Sufka	Founder and President	Gladegy Consulting, LLC
Fri., May 19th - 11:30am Leadership	Session 25 Beyond Tokenism: Self-Advocates Being Meaningful Board Members	Every organization that has a board should have a person with an intellectual disability on it. People with an intellectual disability should have a voice and give input that helps to guide the organization without being a token. Includes 10 ways that self-advocates often participate in boards from just being invited to being fully included. suggestions for making boards more accessible. Bill loves to draw from the experiences of his audience to make his points.		Bill	Krebs	Advocacy Coordinator	Keystone Human Services
Fri., May 19th - 11:30am Human Resources	Session 26 Equal Employment Opportunities: Harassment & Discrimination Issues Part III	Please join Vorys for a three-session review of various federal and state labor laws. Each session will cover the obligations under the various regulations and laws and tips for compliance. These sessions are designed as an overview of each topic. Seasoned HR professionals will find the sessions useful as a refresher course; new HR professionals or other staff in management roles will find the session as a helpful introduction to the various employment laws that govern providers as employers.		Michael	Griffaton	Counsel, JD	Vorys, Sater, Seymour and Pease, LLP
Fri., May 19th - 11:30am Human Resources	Session 27 ICF Update	We will discuss various topics surrounding ICF funding and operations. Help explain how the proposed budget will affect rates (this will be fluid based on what is being proposed at the time). Will discuss any rule changes that may be relevant at time of conference.		Melessa	Behymer	Director	Brady Ware & Company
			Co-Speaker:	Gary	Brown	Director	Brady Ware & Company
Fri., May 19th - 11:30am DSP/Workforce	Session 28 Proven Practices For Confronting DSP Workforce Issues	We all know the issues impacting the direct support professional (DSP) workforce. Recruitment challenges, low retention, high turnover, insufficient wages, a lack of professional development opportunities – the list goes on. So we're aware of the problems, but what about the solutions? Where do you start? How do you know they'll have the desired impact? In this presentation, we're sharing more than a dozen innovative programs that organizations across the country have put in place to confront DSP workforce issues. From introducing creative recruitment strategies, to improving employee retention, and expanding recognition efforts throughout the year, you'll leave this session with action steps that can produce results. We'll also present data that demonstrates how investing in your DSPs can improve quality of life for people with disabilities who receive your services.		Angela	Rapp Kennedy	Vice President of Special Projects	CQL The Council on Quality and Leadership
Fri., May, 19th - 12:45pm Lunch & Learn	Session 29 Legislative & State Budget Updates	This session is for all conference attendees. Please join us for a moderated discussion with the Success Group and the OPRA team to give updates about the status of the state's biennium budget. Participants will have a better understanding of the budget process and it's current status. We will also discuss how OPRA members can play a crucial role leading up to the moment when the governor signs the budget into law.		Mike	Toman	Lobbyist	The Success Group

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			Co-Speaker: Anthony	Aquillo	Lobbyist	The Success Group
			Co-Speaker: Peter	Moore	President & CEO	Ohio Provider Resource Association
			Co-Speaker: Christine	Touvelle	Director of Advocacy	Ohio Provider Resource Association