



# DISABILITY:IN UTAH SUMMIT

DISABILITY: PART OF THE EQUITY EQUATION



# 49TH ANNUAL GOLDEN KEY AWARDS

WITH THE UTAH GOVERNOR'S COMMITTEE ON  
EMPLOYMENT OF PEOPLE WITH DISABILITIES

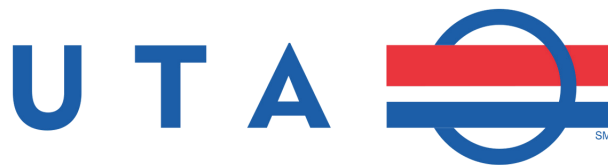


Zions Technology Center  
7860 S Bingham Junction Blvd  
Midvale, UT

Thursday, September 21, 2023  
8:30 a.m. - 4:30 p.m.



# TODAY HAS BEEN MADE POSSIBLE BY OUR GENEROUS SPONSORS



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## 2023 GOLDEN KEY AWARD RECIPIENTS

Large Employer of the Year

**Zions Bancorporation**

ZIONS BANCORPORATION  
A COLLECTION OF GREAT BANKS

Medium Employer of the Year

**Potbelly Sandwich Shop**



Small Employer of the Year

**PostNet of Spanish Fork**

**POSTNET**

Freedom Award  
**Mountain America  
Credit Union**



Ace Award  
**ZanDraya Pollock -  
Amazon**

Provider of the Year  
**Fit to Recover**



## 2023 SCHOLARSHIP RECIPIENTS

**Disability:IN Community  
Scholarship**

Aeva Ann McLauchlin  
\$1000

Snow College

**Mountain America and  
Disability:IN Community  
Scholarship**

Matthew Jacob Larson  
\$1000

Brigham Young University

**Dominion Energy  
Scholarship**

Lynaea Simmons  
\$500

Utah Valley University

**Steven Vigil Scholarship**

Ella Astle  
\$500

Weber State University



# SCHEDULE

8:30 a.m. - 9:00 a.m.

## Registration Open | All-Hands

Light continental breakfast in All-Hands space

9:00 a.m. - 9:15 a.m.

## Welcome | All-Hands

9:15 a.m. - 9:25 a.m.

## Networking Break

Move to session rooms (Map available at end of program)

- **Business Track** will be held in **Lonestar conference room**
- **Community Track** will be held in **Training Rooms 1241-1243**

9:25 a.m. - 10:50 a.m.

## Session 1

### Business Track | Lonestar

**The ADA and the Post Pandemic: Return to the Office, Reasonable Accommodations, and How Changing Office Environments Can Better Support Employees with Disabilities**

Presented by Mary Anne Davies

Supervising Attorney, Disability Law Center

### Community Track | Training Rooms 1241 - 1243

#### Self-Advocacy @ Work

Presented by Jana Burke, Ph.D., ADAC

Founder, Mariposa Professional Services

10:50 a.m. - 11:00 a.m.

## Networking Break

Move to session rooms

11:00 a.m. - 12:30 p.m.

## Session 2

### Business Track | Lonestar

**Strategies for Building Strong Mental Health Policies: A Roadmap to Wellness**

Presented by Marissa Gallegos and Alyssa Mitchell

Senior Benefits Specialist, Big-D Construction; Zero Suicide

Program Manager, Utah Department of Health and Human

Services, Office of Substance Use and Mental Health

### Community Track | Training Rooms 1241 - 1243

**Establishing Your Value Proposition: How to Establish Amazing Business Partnerships Panel**

#### **Panelists include:**

Paul Barnes - Job Developer, WCF Insurance

Sharon Cook - Program Administrator, Utah Department of Health and Human Services

Amber Marsh - CEO, Align Community Employment

Josh Rodeback - Business Relations Supervisor, Utah State Office of Rehabilitation (USOR)

#### **Facilitator:**

Jake Marino - Program Coordinator, Remote Online Initiative, USU



# SCHEDULE

12:30 p.m. - 12:40 p.m.	<b>Networking Break</b> Move to All-Hands for lunch
12:40 p.m. - 1:10 p.m.	<b>Lunch   All-Hands</b>
1:10 p.m. - 2:05 p.m.	<b>Keynote Speaker   All-Hands</b> <b>A Mindful Approach to Inclusivity</b> Presented by Steven Vigil, LCSW Weber State University
2:05 p.m. - 2:15 p.m.	<b>Networking Break</b> Move to session rooms
2:15 p.m. - 3:40 p.m.	<b>Session 3</b>  <b>Business Track   Lonestar</b> <b>Simplifying ADA Compliance: A Primer of Employers</b> Presented by Jana Burke, Ph.D., ADAC Founder, Mariposa Professional Services  <b>Community Track   Training Rooms 1241 - 1243</b> <b>Let's Talk Mental Health and Suicide Prevention</b> Presented by Carol Ruddell Administrator, Utah Department of Health and Human Services, Office of Substance Use and Mental Health
3:40 p.m. - 3:50 p.m.	<b>Networking Break</b> Move to session rooms
3:50 p.m. - 4:30 p.m.	<b>49th Annual Golden Key Awards Ceremony</b> Hosted by the Utah Governor's Committee on Employment of People with Disabilities
4:30 p.m.	<b>Summit End</b>

Using Social Media? Include #UtahAreYouIn?

Don't forget to stop by our booths in the Beehive Conference Room  
for information and resources!

Columbus  
Community Center

Disability:IN Utah &  
Utah State Office  
of Rehabilitation

Goldman Sachs

Hamilton Relay

Inclusive Agile

Zions  
Bancorporation



## Alyssa Mitchell, MPA CHES

Utah Department of Health and Human Services  
Office of Substance Use and Mental Health

Alyssa Mitchell works for the Utah Department of Health and Human Services in the Office of Substance Use and Mental Health as the Zero Suicide Program manager. Alyssa has worked in public health at the local and state level for 11 years and in suicide prevention for 8 years. Alyssa has a Masters degree in Public Administration from the University of Phoenix and a Bachelors in Health Promotion and Education from the University of Utah.



## Amber Marsh

Align Community Employment

Amber Marsh graduated from the University of Utah with a Bachelors in Psychology. She is the CEO/ Owner of Align Community Employment (ACE). Amber has worked in Supported Employment Services since 2011. In 2019, Amber received the Sandra Asbury Employment Opportunity Award for her innovation in providing employment opportunities for individuals with disabilities. Amber currently serves as the Utah Chapter President for the Association for People Supporting Employment First. She serves as the Chair for Transportation Services on the Utah Developmental Disabilities Council and is the President Elect for Job Placement and Development.





## Carol Ruddell

Utah Department of Health and Human Services  
Office of Substance Use and Mental Health

Carol Ruddell is an Administrator in the Utah Department of Health and Human Services, the State Office of Substance Use and Mental Health. She oversees Suicide Prevention programs for the state and partners with organizations, business and individuals.

Carol is the co-lead for Utah's Governor's Challenge to prevent suicides among Veterans, Service Members and their Families (SMVF). Prior to joining the Office of Substance Use and Mental Health, Carol directed two federal research studies for improving the education, employment and self-sufficiency of people with disabilities. She was also a teacher for 22 years, working with students who were deaf and blind.

Carol is passionate about everyone having the supports they need to live healthy, self-directed lives.





## **Jana Burke, PhD, ADAC**

Mariposa Professional Services

Jana Burke, PhD, ADAC is the founder of Mariposa Professional Services, a consulting firm specializing in ADA compliance strategies for organizations with rights and responsibilities under the law. She is a small business owner, consultant, trainer, and self-advocate who specializes in the ADA employment provisions and workplace strategies for ADA compliance. She also collaborates with the Great Plains ADA Center, the regional information center on the ADA, to provide training and technical assistance in Kansas, Iowa, Missouri, and Nebraska.

After 20+ years in the field, Jana remains committed to helping organizations transform business strategies and practices to maximize disability diversity and inclusion in the workplace and marketplace.







## Josh Rodeback

Utah State Office of Rehabilitation

Josh Rodeback is a Business Relations Supervisor with the Utah State Office of Rehabilitation. He has been with USOR since 2012, working as a Vocational Rehabilitation Counselor and Counseling Supervisor. He has a Master's of Rehabilitation Counseling from Utah State University and a Bachelors in Psychology from Utah Valley University. Josh is passionate about helping people with disabilities gain suitable employment to increase their independence and helping to connect employers with the best possible employees.



## Mary Anne Davies

Disability Law Center

Mary Anne Davies is a supervising attorney with the Disability Law Center. She earned her Master of Public Administration from the University of Utah and her law degree from Loyola Law School in Los Angeles. She has focused her practice on individual litigation of disability-based employment discrimination claims and systemic litigation to ensure people with disabilities are able to live, work, and receive services in integrated community settings.





# Marissa Gallegos

## Big-D Construction

Marissa Gallegos is the senior benefits specialist at Big-D Construction. She has a Bachelor's in Marriage and Family Studies and is currently pursuing her Master's in Human Resource Management, her Capstone project focusing on a proposal to businesses to implement emotional intelligence and mental health trainings for management and leadership as a necessary step to improving psychological safety and mental health outcomes in the workplace.

During her time on the Big-D Human Resource team, she has used her educational background and personal knowledge of mental health and wellness to create Big-D Construction's Wellness Program, which features a health management system, virtual therapy, stress management support, trained peer supporters, mental health and suicide prevention trainings and educational content about the dimensions of wellness and how the benefits and resources Big-D and the nation provide can improve their work and family life. Marissa is also the Co-Chair for the Utah Suicide Prevention Coalition Worksite Workgroup and enjoys being a Mental Health First Aid, Vitalcog and QPR trainer.

Her greatest passion for wanting to help those with mental health challenges comes through her own lived experience with a mental health disorder and hopes that her efforts can help people become more educated and receive the help and resources they need sooner.



THINK BIG ■ WORK BIG ■ LIVE BIG





## Paul Barnes

WCF Insurance

Paul Barnes had been a job developer for over 26 years. The past 18 years for WCF Insurance, five years for the Brain Injury Association, and the rest for another CRP program.

He was instrumental in revitalizing the job placement and development, division of the National, Rehabilitation, Association, in Utah. He has served as president of the Utah Chapter, and as national president of this division. He currently serves as the president of the National Rehabilitation Association.

Paul has successfully placed numerous individuals with physical, intellectual, and psychological disabilities. His pathway to success has come because of excellent mentors in his life and by using his creativity to see positive outcomes. No, is never an acceptable answer when it comes to working with a person with disabilities, or other challenges.

Paul is about to celebrate 20 years with his lovely wife Lisa. They have 10 children, 22 grandchildren, and later this year will welcome their first great grandchild. In his spare time, Paul enjoys woodworking, and gardening.







## Sharon Cook, LVRC, CRC

Utah Department of Health and Human Services  
Office of Substance Use and Mental Health

Sharon is a Program Administrator for Supported Employment with the Utah Department of Health and Human Services, Office of Substance Use and Mental Health (DHHS, OSUMH). Sharon oversees statewide programs that assist individuals who have mental health conditions and co-occurring substance use disorders obtain and maintain competitive and integrated employment.

She is the statewide trainer for the evidence-based model, Individual Placement and Support (IPS) and Utah's Lead IPS Fidelity Reviewer. In addition, Sharon conducts mental health, substance use disorder, and suicide prevention training for employers, stakeholders, state agencies, advocates, employment specialists and community partners.

Sharon received a bachelor's degree in Family Studies from Weber State University and a master's degree in Mental Health Counseling from University of Phoenix. She is a Licensed Vocational Rehabilitation Counselor, a Certified Rehabilitation Counselor and a Certified Crisis Counselor. She is a member of several employment-related state and national boards, councils, committees and organizations. Sharon is a certified trainer for Question, Persuade, and Refer (QPR) Suicide Prevention, a trainer for the Vital Cogs Suicide Prevention in the Workplace as well as an American with Disabilities Act (ADA) train-the-trainer. Sharon is passionate about assisting businesses with implementing and promoting safe spaces for mental health wellness within workplace cultures.





## Steven Vigil, LCSW

Weber State University

Steven Vigil is the Director of Field Education for the Baccalaureate program of Social Work and Gerontology at Weber State University. He has been working for Weber State University for 18 years teaching coursework in child and family welfare policy, ethics, diagnosing and assessment of mental health disorders, substance use disorders, and personality disorders. He manages senior level students during their practicum rotations as they engage in the art and craft of social work.

Steven also works part-time for Intermountain Health Care. He currently engages patients in therapeutic practice at Mckay-Dee Institute of Behavioral Medicine where he provides individual therapy to children, adolescents, adults, and the elderly.

He lectures several times a year on diversity, inclusion, and the intersectionality of his life and the dilemma of inequality. He sits on the Board of Directors for Your Community Connection in Ogden, Utah which is Northern Utah's domestic violence shelter and transitional housing program.

He is originally from Colorado and received his bachelor's degree in psychology from Brigham Young University and later received his master's degree from the University of Utah in clinical social work.



# Map

