



# ***BLN Ability Link***

*BLN – “Taking the ‘dis” out of disABILITIES at work in Wyoming”*

June 2011

**Business Leadership Network E-newsletter**

## **IN THIS ISSUE**

- Lynn Joins The USBLN
- K-Mart recruiting
- DVR Counselor Profile
- 10Commandments
- Disability Facts
- Calendar
- USBLN® 2011 Conference
- Got Jobs?

## **BLN Mission Statement**

The Cheyenne Business Leadership Network is an employer led initiative dedicated to providing opportunities to build a diverse workforce and customer base that includes persons with disabilities.

Our program goals include developing business leaders who actively promote recruiting and retaining employees and customers with disabilities, and to provide disability awareness to the

## **Please join the USBLN® in welcoming Lynn Kirkbride M.S., as the Director of Affiliate Relations for the USBLN.**

Lynn will officially join the USBLN® team on July 1<sup>st</sup> and is looking forward to working with USBLN® affiliates to build on the Affiliate Summit momentum to:



1. Develop a section of the **USBLN®** website for affiliates to share information
2. Plan affiliate-specific content for a pre-conference meeting in conjunction with the 2011 **USBLN®** Annual Conference
3. Develop a media kit that depicts the return on investment for businesses to get involved with affiliates

Lynn has worked in the field of disability and diversity spanning more than three decades as a result of having a brother who is a

quadriplegic. She holds a Bachelors Degree in Psychology and a Masters in Rehabilitation Counseling from the Illinois Institute of Technology in Chicago, Illinois. Lynn worked at the Rehabilitation Institute of Chicago for several years before moving to Wyoming. Her work in Wyoming has included serving as the Chair of the Cheyenne Mayor's Council for People with Disabilities, being a founding member of the Wyoming Association of People with Disabilities and currently serving on the State Rehabilitation Council. Her most notable professional accomplishment is helping establish the **Wyoming Business Leadership Network (WBLN)** of which she was the founding director in Cheyenne.

The WBLN was built from the ground up beginning 15 years ago in conjunction with managing company Synergy HRD through the Division of Vocational Rehabilitation and is now one of the most active networks in the nation serving eight Wyoming communities. Lynn has also been involved with the national BLN movement since its inception. In 2009 Wyoming won the **USBLN** Affiliate of the Year award for their excellent BLN development. This past year Lynn has directed a corporate sponsored outreach training program for people with disabilities at Lowe's Distribution Center in Cheyenne through the WBLN. This successful project was funded through Wyoming Workforce Development Funds and next year will be totally run and managed by Lowe's. Lynn took this program from a corporate sponsored training program to a corporate owned program in less than one year. Lynn and her husband Dan live on a ranch in Chugwater, WY and have raised five children.

Best Regards,

**Jill Houghton, Acting Executive Director**  
**US Business Leadership Network (USBLN®)**  
**1501 M Street NW, Seventh Floor | Washington, DC 20005**

general public.

### Contact BLN:

**Marla Lewis, Director**  
**2101 O'Neal Ave.**  
**Cheyenne, WY**  
**82009**  
**Phone:**  
**(307) 631-8012**

**E-mail:**  
**WBLN@vcn.com**

### **2010-2011 CBLN Sponsors:**



## ***K-Mart Recruiting Task Associates***

K-Mart General Manager, Garth Penrod and HR Manager, Debra Parker have joined the BLN in efforts to hire several "Task Associates" to work in the Cheyenne store. The entry level jobs will be primarily for facing merchandise on shelves, stocking, and some customer service. The position part-time and will be from 3 – 29 hours work per week. The store is interested in hiring persons with disabilities for these positions.

Interested applicants should contact Debra Parker at the K-Mart store for an application appointment to apply online at the store kiosk. The applicants must apply for the 'customer service' or 'concierge' position, and must successfully complete the application, including a personality profile. Successful applicants will then be contacted for an appointment for an interview. You may call Debra for an appointment at

On Thursday, June 16<sup>th</sup> several of the successful applicants interviewed for placement in jobs. Additional positions are still available.

Thirty-eight K-mart employees recently attended Diversity Training sessions by the Business Leadership Network. These sessions included facts about the number of people who have a disability and their spending power, "People First" language, how to interact with people with different types of disabilities, and the "10 Commandments" of Disability Communication.

If you or your group is interested in scheduling an appointment for Diversity Training please call 631-8012 or email [wbln@vcn.com](mailto:wbln@vcn.com)



### ***DVR Counselor Profile***

My name is Shaye Moon and I am a counselor with the Cheyenne Division of Vocational Rehabilitation. I moved from Montana to Cheyenne about four years ago to accept this position with the agency. I am grateful for the opportunity to work with people with disabilities in helping them overcome barriers to employment and find rewarding jobs.

After graduating from High School, I began working with children with disabilities as a respite and habilitation provider for a non-profit agency. I continued working with this agency while I was attending college at Montana State University, where I studied Psychology. During my college years I also began working with adults with disabilities in a group home and independent living setting. After graduating college, I accepted a position as an Adult Case Manager for individuals with serious disabling mental illnesses.

I thoroughly enjoy spending time with my family and friends. I also love to camp and spend time at the lake in the summertime. I have come to find out that Cheyenne is a great place to live!

For more information, please contact Vocational Rehabilitation in Cheyenne at 777-7364.

Wyoming  
RDC 965



Cameco  
NUCLEAR. The Clean Air Energy.

Cheyenne Light  
Fuel & Power



WELLS  
FARGO

Greater Cheyenne  
Chamber  
of Commerce



Wyoming Tribune Eagle

American Airlines®  
American Eagle®



# The Ten Commandments Of Communication with People with Disabilities

1. Speak directly rather than through a companion or sign language interpreter who may be present.
2. Offer to shake hands when introduced. People with limited hand use or an artificial limb can usually shake hands and offering the left hand is an acceptable greeting.
3. Always identify yourself and others who may be with you when meeting someone with a visually disability. When conversing in a group, remember to identify the person to whom you are speaking.
4. If you offer assistance, wait until the offer is accepted. Then listen or ask for instructions.
5. Treat adults as adults. Address people with disabilities by their names only when extending that same familiarity to all others. Never patronize people in wheelchairs by patting them on the head or shoulders.
6. Do not lean against or hang on someone's wheelchair. Bear in mind that people with disabilities treat their chairs as extensions of their bodies.
  - a. And so do people with guide dogs and help dogs. Never distract a work animal from their job without the owner's permission.
7. Listen attentively when talking with people who have difficulty speaking and wait for them to finish. If necessary, ask short questions that require short answers, or a nod of the head. Never pretend to understand: instead repeat what you have understood and allow the person to respond.
8. Place yourself at eye level when speaking with someone in a wheelchair or on crutches.
9. Tap a person who has a hearing disability on the shoulder or wave your hand to get his or her attention. Look directly at the person and speak clearly, slowly, and expressively to establish if the person can read your lips. If so, try to face the light source and keep hands, cigarettes, and food away from your mouth when speaking.
  - a. If a person is wearing a hearing aid, don't assume that they have the ability to discriminate your speaking voice.
  - b. Never shout at a person. Just speak in a normal tone voice.
10. Relax. Don't be embarrassed if you happen to use common expressions such as "See you later" or "Did you hear about this?" that seems to relate to a person's disability




**Dan D Party  
Cornet**

**Grant Farms**

**Dance Spirit Dance  
Studio**



 Wyoming Governor's Planning  
Council on Developmental Disabilities  
122 W. 25th Street  
Herschler Building Room 1608  
Cheyenne, WY 82002



RBC Wealth Management

# Disability Facts You Should Know

## Who Are People with Disabilities?

- One in five Americans have a disability
- 73% are the heads of households
- 46% are married
- 58% own a home
- 77% have no children
- 48% are principal shoppers
- Represent annually over \$220 billion in discretionary income



## A Few of the Many Famous People with Disabilities:

- |                         |                      |
|-------------------------|----------------------|
| • Bill Clinton          | Hearing impairment   |
| • Robert Dole           | Paralysis of one arm |
| • Robin Williams        | ADHD – bipolar       |
| • James Earl Jones      | Stutter              |
| • Walt Disney           | Dyslexic             |
| • Alexander Graham Bell | Learning disability  |
| • George Washington     | Learning disability  |
| • Alan Alda             | Polio                |
| •                       |                      |

## Projected Growth of the number of People with Disabilities:

- Nearly one-third of all Americans will develop a disability between the ages 35-65
- Nearly one-in-two Americans 65-74 have a disability
- Between 2000 and 2030, the number of Americans over Age 65 will more than double, from 34.8 million to 70.3 million.
- Seventy percent of Americans with disabilities were not born with them
- ***This is the one minority that any one of us could join at any time!***

## Cheyenne Community Calendar



- July 4<sup>th</sup>- Independence Day.
- July 22<sup>nd</sup>- The 1<sup>st</sup> day of Frontier Days!!
- July 27<sup>th</sup>- Cheyenne Day
- September 5<sup>th</sup>- Labor Day
- September 28<sup>th</sup> – SYMON Awards, Little America, 7:30am –9:30 am
- MEGA Conference- October 6 & 7 – Laramie, WY - Hilton Garden Inn.  
For more information please call Sam Janney at 800-438-5791 or 777-7358, email: [sjanney@wy.gov](mailto:sjanney@wy.gov)
- November 18<sup>th</sup>–19<sup>th</sup> - Festival of Trees- Old West Museum

If you have events you would like to add to our calendar, please email them to [wbln@vcn.com](mailto:wbln@vcn.com).

**#1 PROPERTIES**



**JONAH BANK**  
OF WYOMING  
*Building a Better Wyoming*



**WYOMING BANK & TRUST**

**WYO/STEP**, INC.



**MHP** McGee, Hearne & Paiz, LLP  
Certified Public Accountants and Consultants

**HOLLAND & HART** LLP  
*The Law Out West*

**Dillard's**

**VISIT BLN**  
**WEBSITES:**

[Cheyenne-blN.com](http://Cheyenne-blN.com)

[www.WY-BLN.com](http://www.WY-BLN.com)

## 2011 USBLN® Annual Conference & Expo

### Unlocking Key Business Drivers: Disability in the Workplace, Marketplace and Supply Chain Strategies for Business Success

**October 16-19 | Louisville, KY |  
Louisville Marriott Downtown**

Be sure to join us in Louisville, Kentucky on October 16-19, 2011 for the US Business Leadership Network's 14th Annual Conference at the Louisville Marriott Downtown hotel. The 2011 USBLN® Annual Conference & Expo is the preeminent national employer-to-employer event that taps into the vast economic potential of people with disabilities.

This conference brings corporate, government, disability-owned businesses and BLN affiliates together to supply chains where people with disabilities are fully included as professionals, customers and employees.

This year's event, building on the highly successful 2010 conference, will deliver enhanced networking opportunities, offer exciting interactive sessions, and feature respected thought-leaders and industry luminaries.



**GOT Jobs!?**  
**BLN can help you find qualified employees!**

**If you have jobs you are trying to fill, email or call the BLN and we will pass those jobs on to qualified individuals who are looking for work!**

**Email your Jobs to: [wbln@vcn.com](mailto:wbln@vcn.com) or call 631-8012**

[www.USBLN.com](http://www.USBLN.com)

**Valuable Links:**

<http://www.cheyennechamber.org/>

<http://www.cheyennecity.org/>

[www.ctat-training.com](http://www.ctat-training.com)

[www.dol.gov/odep](http://www.dol.gov/odep)

Job Accommodation Network (JAN)

<http://www.eSight.org>

[www.eeoc.gov](http://www.eeoc.gov)

[www.murane.com](http://www.murane.com)

<http://www.wyomingworkforce.org/disabilityinfo.gov>

<http://www.onlinehumanresources.net/hr-ada-overview.html>