Workers with Disabilities: The Role of Workplace Flexibility—A Forum on Policy and Practice

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Patricia J. Kempthorne is the Founder and Executive Director of the Twiga Foundation, Inc. in Boise, Idaho. The Twiga Foundation is currently working in partnership with The Families and Work Institute of New York and the Institute for a Competitive Workforce, an affiliate of the US Chamber of Commerce, to promote the Alfred P. Sloan Award for Business Excellence in Workplace Flexibility in communities across the country and is affiliated with Workplace Flexibility 2010 at the University of Georgetown Law Center. As the first lady of Idaho from 1999-2006, Mrs. Kempthorne was instrumental to promoting the well-being of families and children in Idaho. In 1988, Mrs. Kempthorne co-founded the Family & Workplace Consortium. In 2000, she joined Business Psychology Associates, in Boise, as the Director of Work-Life Initiatives. At BPA, she worked as part of a team developing work-life solutions for employers. Mrs. Kempthorne has a degree in business management from the University of Idaho.

Susanne M. Bruyère, Ph.D., CRC, is the Director of the Employment and Disability Institute at Cornell University in the School of Industrial and Labor Relations - Extension Division. She is currently the Project Director and a Principal Investigator of numerous research efforts. Three are funded by the U.S. Department of Education, National Institute on Disability and Rehabilitation Research (NIDRR): the Rehabilitation Research and Training Center for Economic Research on Employment Policy for Persons with Disabilities; a four-year Research and Demonstration project in collaboration with the Society for Human Resource Management, the Washington Business Group on Health, and the Lewin Group to address ways to improve the employment practices covered under the Americans with Disabilities Act (ADA); and a Mary E. Switzer Distinguished Research Fellowship to conduct a comparative study of employer practices under the ADA and the Disability Discrimination Act in Britain. Dr. Bruyere is also the principal investigator for a study of federal agency equal employment and human resource practices for people with disabilities has also recently been funded to Cornell University by the Presidential Task Force on Employment of Adults with Disabilities (U.S. Department of Labor.

Dr. Brueyere holds a doctoral degree in Rehabilitation Counseling Psychology from the University of Wisconsin-Madison, is a Fellow in the American Psychological Association, a Past President of the Division of Rehabilitation Psychology of the American Psychological Association, and also of the National Council on Rehabilitation Education, and currently serves on the Boards of the National Association of Rehabilitation Research and Training Centers and of CARF (the Rehabilitation Accreditation Commission).

Tyler Wigton is a senior program associate at Families and Work Institute, a Manhattan-based non-profit organization that conducts research on the changing family, changing workforce and changing community. At the Institute, Ms. Wigton manages *When Work Works*, an ongoing nationwide project to communicate research findings about workplace effectiveness and flexibility funded by the Alfred P. Sloan Foundation. She also oversees the Alfred P. Sloan Awards for Business Excellence in Workplace Flexibility, a component of the project that recognizes employers in select communities

that are successfully using flexibility to meet both employer and employee goals. Ms. Wigton coordinates Families and Work Institute's annual Work Life Conference, one of the thought leader events for the work life movement, which is co-convened with The Conference Board. She also plays a key role in FWI's signature fundraising event, the *Work Life Legacy Awards*, which document the history of the work life movement, and recognize those whose contributions have been extraordinary. A native of Scotch Plains, NJ, Ms. Wigton graduated from Trinity College in Hartford, CT. She currently resides in New York City.

Christine M. Griffin was sworn in on January 3, 2006, as a Commissioner of the U.S. Equal Employment Opportunity Commission (EEOC). Ms. Griffin was nominated by President George W. Bush on July 28, 2005, and unanimously confirmed by the U.S. Senate on November 4 to serve the remainder of a five-year term expiring July 1, 2009. As one of five members of the Commission, Ms. Griffin participates with other Commissioners on all matters which come before it, including the development and approval of enforcement policies, authorization of litigation, issuance of Commissioners' charges of discrimination, and performance of such other functions as may be authorized by law, regulation, or order. Ms. Griffin's work experience in labor and employment law includes positions in both the public and private sectors. Most recently, she served as the Executive Director of the Disability Law Center in Boston from 1996 to 2005. The Law Center provides legal advocacy on disability issues that promote the fundamental rights of all people with disabilities to participate fully and equally in the social and economic life of Massachusetts. As Executive Director, she provided leadership for the Law Center's 25 employees and conducted its overall management, including programmatic and fiscal planning, priority setting and implementation, and fundraising.

Prior to that, Ms. Griffin served from 1995 to 1996 as an Attorney Advisor to the former Vice Chair of the EEOC, Paul M. Igasaki, advising him on legal matters and policy issues. A native of Boston, Ms. Griffin is a graduate of the Massachusetts Maritime Academy and served as its Interim President from 1993 to 1994. She is also a graduate of Boston College Law School and, upon graduation, was awarded a Skadden Arps Fellowship at the Disability Law Center. In December 2005, Ms. Griffin was selected as one of the nation's eleven "Lawyers of the Year" by Lawyers Weekly USA newspaper.

Chai Feldblum is the Co-Director of Workplace Flexibility 2010 and Professor of Law at Georgetown University Law Center . She is responsible for overseeing the strategy, legislative lawyering, policy research, media, and constituent outreach components of the effort. Professor Feldblum joined the faculty of Georgetown University Law Center in 1991 and established the Federal Legislation Clinic in 1993. Professor Feldblum coined the term "legislative lawyer" to describe a lawyer equally skilled in law and politics who can research, draft and negotiate legislation and administrative regulations. Prior to joining the Georgetown faculty, Feldblum served as the principal lawyer for the American Civil Liberties Union's AIDS Project where she helped draft and negotiate the Americans with Disabilities Act. Feldblum served as a law clerk to Judge Frank M. Coffin on the First Circuit Court of Appeals and to Justice Harry A. Blackmun on the U.S. Supreme Court. Professor Feldblum also worked as a lobbyist on population issues and as a staff person to then-Congresswoman Barbara Mikulski. She received her BA from Barnard College and her JD from Harvard Law School.