

4TH ANNUAL  
DIVERSITY, EQUITY AND INCLUSION  
SYMPOSIUM

**DISABILITIES**  
**A MULTIDIMENSIONAL**  
**EXPERIENCE FOR ALL**

THURSDAY, SEPTEMBER 17, 2020

8:00 A.M.-3:30 P.M.

ZOOM | FACEBOOK LIVE @KUMCOIP

# SPONSORS

Brought to you by the DEI Programming Committee with special thanks to the 2020 Symposium Planning Team

Jerrihlyn McGee, Kimberly Connelly, Jeff Radel, Shelley Bhattacharya, Ryan Gove, Kathleen Gustafson, Paul Hartley, Christine Hernandez, Natalie Holick, Lucy Kollhoff, Stacie Rader, Alexa Smith, Stacia Troshynski Brown, Mary Beth Warren, Alice Zhang

## FACULTY LEAD SPOTLIGHT

Each Diversity and Inclusion Symposium's curriculum is developed by a faculty lead. The faculty lead helps guide the direction of the session planning, assists with finding presenters, and presents at the symposium. The planning committee is thankful for all of the content assistance the faculty lead gives to the symposium.

The 2020 faculty lead for *Disabilities A Multidimensional Experience for All* is

**Jeff Radel, PhD**

Associate Professor, Department of Occupational Therapy Education  
University of Kansas School of Health Professions

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Past Symposium Faculty Leads

*2019 Health Literacy: From Patient to Practitioner*

**Crystal Y. Lumpkins, PhD, MA**

Associate Professor, Department of Family Medicine Research Division  
University of Kansas School of Medicine

*2018 Keeping Your Heart In Care: Cultural Experiences in Palliative Care and Beyond*

**Christian Sinclair, MD, FAAHPM**

Assistant Professor, Division of Palliative Medicine  
Department of Internal Medicine  
University of Kansas School of Medicine

*2017 Refugees in the Health System*

**Martha Baird, PhD, APRN, CTN-A**

Assistant Professor  
University of Kansas School of Nursing

**Joseph LeMaster, MD, MPH**

Associate Professor, Department of Family Medicine  
University of Kansas School of Medicine

# SCHEDULE OF EVENTS

8:00 a.m. Welcome Remarks, DEI Efforts, and KUMC's 2019 Disabilities Survey Outcomes  
Jerrihlyn L. McGee, DNP, RN, CNE  
Vice Chancellor for Diversity, Equity and Inclusion  
University of Kansas Medical Center  
Clinical Assistant Professor  
University of Kansas School of Nursing

Natalie Holick, JD  
Director, Office of Compliance  
Director, Office of Equal Opportunity & Academic Compliance  
Institution Title IX Coordinator  
University of Kansas Medical Center

This session will give an overview of DEI efforts at KUMC.

8:30 a.m. Consumer Panel Discussion  
Moderated by Jeff Radel, PhD  
Associate Professor  
Department of Occupational Therapy Education  
University of Kansas School of Health Professions

Micki Keck  
Instructor and Advocate  
The Whole Person

Brad Linnenkamp  
Community Liaison  
Kansas University Center on Developmental Disabilities

Stephanie Coleman  
Family Support Coordinator  
Center for Child Health and Development  
University of Kansas Medical Center

Christopher D. Johnson  
Instructor  
Department of Education  
University of Minnesota Duluth College of Education & Human Service  
Professions

Stephanie West-Potter  
Disability Consultant  
Stephanie West-Potter Consulting

This session will provide varying consumer viewpoints.

9:20 a.m. Break

# SCHEDULE OF EVENTS

9:30 a.m.

**Perspectives Presentations 1.0** Cultural, Community, Rural & Aging

Disability: A Historical Perspective

Raj Mitra, MD

Chair and Professor

Department of Physical Medicine and Rehabilitation

University of Kansas School of Medicine

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Culture and its Influence on Health Care

Abiodun Akinwuntan, PhD, MPH, MBA

Dean and Professor

University of Kansas School of Health Profession

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Implicit Bias : Barrier to Preventive Care

Naiomi Jamal, MD

Swope Health Services-Independence

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How Occupational Therapists Can Support Community Living

Joan Augustyn

Clinical Assistant Professor

Department of Occupational Therapy Education

University of Kansas School of Health Professions

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The MS Journey: What you need to know

Erin Major, LMSW

Program Manager

Center for MS Care

University of Kansas School of Medicine

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Successfully Addressing Aging in Place & Turning Challenges Into Opportunities

Jenni Jones, BA

Regional Director of Marketing & Sales

Presbyterian Manors of Mid-America

This session consists of six short presentations related to cultural, community, and aging perspectives.

11:20 a.m.

Break

11:30 a.m.

Keynote Address:

**Health Disparities among People with Disabilities:**

**Looking Beneath the Surface**

Presented by Jean Hall, PhD

Director, Institute for Health and Disability Policy Studies

Bureau of Child Research

University of Kansas

**Addressing Health Disparities Among People with Disabilities:**

**Resources for Clinicians**

Presented by Dot Nary, PhD

Bureau of Child Research

University of Kansas

The keynote sessions address health disparities among people with disabilities.

# SCHEDULE OF EVENTS

1:10 p.m. Break

1:20 p.m. **Perspectives Presentations 2.0** Cultural, Community, Educational & Training

Providers with Disabilities: Implications and Opportunities

Alice Zhang, PhD, BCBA-D, LBA

Postdoc Fellow

LEND and TelehealthROCKS

Department of Pediatrics, Division of Developmental and Behavioral Sciences

University of Kansas School of Medicine

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Mental Illness: An “Invisible” Disability

Gina Schwarz, MOT OTR

Occupational Therapist and Graduate Teaching Assistant

Department of Occupational Therapy Education

University of Kansas School of Health Professions

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Interpreting and Culture

Jacob Marshall, MSW

Freelance Interpreter

Kansas City, Missouri Metropolitan Area

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Learning With and From One Another

Jessica Schuttler, PhD

Assistant Professor

Department of Pediatrics, Division of Developmental Behavioral Sciences

LEND Training Director

University of Kansas Medical Center

Chandra Gordon, LSMW

Special Health Services Social Worker

Center for Child Health and Development

University of Kansas Medical Center

This session consists of four short presentations related to cultural, community, and educational and training perspectives.

2:30 p.m. Open Discussion *Where do we go from here?*

Q&A Session with all presenters

Moderated by Dot Nary, PhD

Bureau of Child Research

University of Kansas

3:15 p.m. Closing Remarks

## SPEAKER BIOGRAPHIES

Jerrihlyn L. McGee, DNP, RN, CNE

[jmcgee@kumc.edu](mailto:jmcgee@kumc.edu)



Dr. Jerrihlyn L. McGee is a nurse, clinical associate professor in the School of Nursing, and Vice Chancellor for Diversity, Equity and Inclusion for the University of Kansas Medical Center. Dr. McGee earned her first bachelor's degree from Xavier University of New Orleans, LA, and her second bachelor's, a master's and doctorate from KU School of Nursing. With a significant history of leadership in the practice and academic settings, Dr. McGee has led sustainable change by helping improve patient outcomes, by increasing staff and physician satisfaction scores, and through course and program development. Dr. McGee's scholarly works have focused on civility, healthy work environment, cultural competency, health and educational equity. These inquiries have afforded Dr. McGee opportunities to present locally and nationally and facilitate seminars and workshops. Dr. McGee's community work in the Greater Kansas City area is extensive ranging from coordinating and participating in community health events, to leading professional development initiatives, and serving as a board of director for the REACH Healthcare Foundation. Dr. McGee is listed as an author in the 2019 State of Black Kansas City report, as well as other published articles. Dr. McGee has delivered numerous keynote addresses about leadership, equity, diversity and inclusion, systemic racism, and civility. As a three-time graduate of KU, Dr. McGee is proud to serve KUMC, its stakeholders and its surrounding communities.

Natalie Holick, JD

[nholick@kumc.edu](mailto:nholick@kumc.edu)



Natalie Holick is the Director for the Office of Compliance at the University of Kansas Medical Center where she is responsible for compliance program oversight, policy management and training, and oversees various compliance programs that target high priority risk areas, such as Title IX, Privacy, Conflict of Interest and Research Misconduct.

Jeff Radel, PhD

[jradel@kumc.edu](mailto:jradel@kumc.edu)



Dr. Radel, Ph.D., earned a BA in psychobiology from Oberlin College in 1979, and both MS (1982) and PhD (1987) degrees in experimental psychology with an emphasis in neuroscience from Dalhousie University, Halifax, Nova Scotia, Canada. He has taught in KU's occupational therapy programs since 1992 and serves as the associate dean for academic and student affairs in the School of Health Professions. Dr. Radel possesses a long-standing conviction of the essential nature of social justice, and strives to promote equity for all in the classroom, workplace, and community.

# SPEAKER BIOGRAPHIES

Micki Keck

[mkeck@thewholeperson.org](mailto:mkeck@thewholeperson.org)



Michele 'Micki' Keck was born to a mixed deaf, hard of hearing, and hearing family (fourth deaf generation on her maternal side) in Kansas City, Missouri and attended Kansas School for the Deaf, Gallaudet University, and McDaniel College. After teaching American Sign Language and Deaf Studies in community colleges and deaf schools for more than 25 years, she currently is an Independent Living Advocate/Deaf Services at The Whole Person.

Brad Linnenkamp

[blinn@ku.edu](mailto:blinn@ku.edu)



Brad Linnenkamp is Community Liaison at Kansas University Center on Developmental Disabilities (KUCDD). He worked for over 20 years with the Self Advocacy Coalition of Kansas training other self-advocates on self-advocacy and self-determination. Since joining KUCDD, Brad has worked to develop trainings and planning materials to support people with disabilities to plan for using supported decision making. This work has included a published article on his experiences using supported decision making.

Stephanie Coleman

[scoleman3@kumc.edu](mailto:scoleman3@kumc.edu)



Stephanie Coleman is the Family Support Coordinator at the Center for Child Health and Development. She supports families after an autism diagnosis and works with community partners in understanding and developing ways to support individuals and families in the community. Stephanie is also the Kansas LEND Family Faculty Discipline Supervisor mentoring and supporting family trainees in the Leadership Education in Neurodevelopmental and related Disabilities (LEND) training program at the University of Kansas Medical Center. Additionally, Stephanie supports Kansas University Center on Developmental Disabilities providing family supports and is a member of the Community Service team.

She has a son Matthew John on the autism spectrum whom she proudly advocates for to have the good life he envisions. Stephanie was a previous LEND trainee, a recruiter in her previous career and holds a bachelor's in business administration from Middle Tennessee State University.

# SPEAKER BIOGRAPHIES

Christopher Johnson  
[christopher.d.johnson2@gmail.com](mailto:christopher.d.johnson2@gmail.com)



Christopher D. Johnson, a member of Alpha Phi Alpha Fraternity, Incorporated, is a bilingual and bicultural Black deaf male who is passionately advocating for Black d/Deaf. The quality of care provided requires medical providers to have an in-depth understanding of the Deaf community's needs across the broad spectrum.

Stephanie West-Potter  
[swestpotter@gmail.com](mailto:swestpotter@gmail.com)



Stephanie West-Potter is an Independent Disability Consultant. She has 10 years experience working in the disability community providing direct services, legal advocacy, and education. Stephanie has provided over 50 trainings and informational presentations on disability related issues such as employment, self-advocacy and voting rights across the state of Kansas as well as nationally. Stephanie serves on the Board of Directors for the Kansas Mental Health Coalition and is a member of the Governor's Behavioral Health Vocational Subcommittee. She is passionate about empowering and educating people with disabilities. Stephanie is the wife of an ER nurse and a foster mother of three-and four-year old brothers with disabilities.

Raj Mitra, MD  
[rmitra@kumc.edu](mailto:rmitra@kumc.edu)



Dr. Raj Mitra is the Senator Dole Professor and Chair of the Department of Rehabilitation Medicine at Kansas University Medical Center. Dr. Mitra completed his Residency at Harvard Medical School and a Pain Management Fellowship at Massachusetts General Hospital. He began his career at Stanford School of Medicine where he started as the Director of the Stanford Interventional Spine Center and eventually was promoted to Division Chief for Physical Medicine and Rehabilitation prior to being recruited to KUMC to become Chair.

Among his many honors he was awarded the Fulbright-Nehru Distinguished Chair fellowship in 2017 and spent 4 months conducting research and teaching in Governmental rehabilitation hospitals in India; additionally he published a comprehensive textbook in his field, Principles of Rehabilitation Medicine in 2019.

He has devoted his academic career to the study and betterment of patients that are experiencing pain and disability.



# SPEAKER BIOGRAPHIES

Abiodun Akinwuntan, PhD, MPH, MBA

[aakinwuntan@kumc.edu](mailto:aakinwuntan@kumc.edu)



Dean Akinwuntan received doctoral and master's degrees in neuromotor rehabilitation from Katholieke Universiteit Leuven (Catholic University of Leuven) in Belgium. He also holds master's degrees in public health and business administration from Augusta University, and a bachelor's degree in physical therapy from the College of Medicine, University of Lagos in Nigeria.

Scholarship and advancing knowledge to improve lives is a major driving force for Dean Akinwuntan. His research interests include developing simulation and virtual technologies to improve daily living activities in patients following a neurological impairment. In particular, he built an innovative driving simulation laboratory at Augusta University to provide support to patients and research participants with neurological conditions. He is also co-director of the Laboratory for Advanced Rehabilitation Research in Simulation.

Dean Akinwuntan is a member of the Simulation Measurement of Vehicle Operator Performance Committee of the Transportation Research Board. He was appointed a member of the Medical Expert Panel on Stroke and Commercial Truck Driving of the Federal Motor Carrier Safety Administration of the U. S. Department of Transportation in 2007.

In 2014, Dean Akinwuntan completed a Fulbright Foreign Scholar Fellowship at the College of Medicine, University of Lagos in Nigeria. He was named to the Fulbright Specialist Roster in February 2015 and selected in July 2015 to serve as a member of the four-person peer review committee for all Fulbright grant applications to West and Central Africa. In March 2016, Dean Akiwuntan was awarded a 2016 Fulbright Specialist Award to the University of Akureyri in Iceland.

Naiomi Jamal, MD

[njamal@swopehealth.org](mailto:njamal@swopehealth.org)



Dr. Naiomi Jamal completed her medical degree from The Aga Khan University, in Pakistan. Her residency and fellowship was at the University of Texas Medical Branch (UTMB). Dr. Jamal is board certified in Family Medicine as well as in General Preventive Medicine and Public Health and Medical Quality.

Her areas of interest are preventive medicine, adolescent health, women's health, community medicine and public health. She currently works as Clinic Director at a Federally Qualified Health Center (Swope Health Independence) serving underserved communities.

Her interest lies in finding community based solutions to the social determinants of health many of her patients are challenged with. Dr. Jamal also serves as the Director of clinical quality and performance improvement at Swope Health. She is an Assistant Professor at the University Of Missouri Kansas City, where she is developing a Prevention and Community Medicine Curriculum for the Family Medicine residency program.

## SPEAKER BIOGRAPHIES

Joan Augustyn, OTD, OTR/L

[jaugustyn@kumc.edu](mailto:jaugustyn@kumc.edu)



Joan Augustyn, OTD, OTR/L is a clinical assistant professor in the Department of Occupational Therapy Education at the University of Kansas Medical Center. She graduated from KUMC in 2013 with her Master of Occupational Therapy and in 2015 received her post-professional Doctorate of Occupational Therapy from KUMC. Her clinical experience includes early intervention in Peru, school-based settings, inpatient acute hospital experience, skilled nursing facilities, and community settings such as Centers for Independent Living and adult day programs. Her passion for research is in community-based practice.

Erin Major, LMSW

[emajor@kumc.edu](mailto:emajor@kumc.edu)



Erin received her Bachelor's degree in Child and Family Studies from Northwest Missouri State University in Maryville, MO. Following a year of AmeriCorps VISTA service, in which she worked with refugee and immigrant families in Atlanta, GA, Erin obtained her Masters of Social Work from The University of Georgia. She has spent most of her social work career doing hospice and bereavement counseling. Her role as program manager involves overseeing all aspects of the member experience. She ensures the MS Achievement Center is meeting the needs of members, especially providing a fun, supportive environment! She also facilitates connections groups, schedules guest speakers, coordinates all electives and manages applications and intakes. Erin is also part of the fundraising team and manages social media. Her favorite part of working for the MS Achievement Center is that she is continually inspired by the members' strength and fortitude.

Jenni Jones, BA

[JJones@pmma.org](mailto:JJones@pmma.org)



Jenni Jones is a Regional Director of Sales and Marketing for Presbyterian Manors of Mid-America. For the last 9 years, Jenni has been working closely with seniors and their families to respond very compassionately and effectively to the need-driven, health-related concerns of the senior. Jenni holds a Bachelor of Science degree from Bethany College in Lindsborg, Kansas.

## SPEAKER BIOGRAPHIES

Jean Hall, PhD  
[jhall@ku.edu](mailto:jhall@ku.edu)



Jean P. Hall is a Professor in the Department of Applied Behavioral Science and Director of the Institute for Health and Disability Policy Studies and the Research and Training Center on Independent Living at the University of Kansas. She received her doctorate in Disability Studies from KU. She has an extensive background in the evaluation of health care programs, especially for people with disabilities or chronic illnesses. Dr. Hall is currently working on a federally funded project to assess the effects of health reform on the health and employment of Americans with disabilities. A priority of her research is to give voice to people with disabilities and their experiences with accessing health care and living in their communities.

Dot Nary, PhD  
[dotn@ku.edu](mailto:dotn@ku.edu)



Dot Nary received her doctorate in developmental and child psychology from the University of Kansas and is an assistant research professor at the Research and Training Center on Independent Living at KU. Prior to pursuing graduate studies, she worked as an advocate at several centers for independent living. Her research interests focus on community participation, health promotion, and advocacy training for people with disabilities; and on creating accessible communities for all. She has been active in leadership of the Disability Section of the American Public Health Association. Dr. Nary served as the founding staff advisor for AbleHawks and Allies, the student group dedicated to raising disability awareness and increasing access at KU and currently serves on the KU Faculty and Staff Council on Disability Inclusion. Dr. Nary has taught courses on disability and social change at several universities.

E (Alice) Zhang PhD, BCBA-D, LBA  
[ezhang@kumc.edu](mailto:ezhang@kumc.edu)



Dr. Zhang recently joined the Department of Occupational Therapy as a faculty member. She just completed her postdoctoral fellowship affiliated with KS LEND, the Kansas Center for Autism Research and Training (KCART), and the Telehealth ROCKS project. Dr. Zhang is a behavior analyst and has research interests on increasing service access for families of children with an Autism Spectrum Disorder and other developmental disabilities via telehealth technology. She provides clinical services including OASIS parent training and behavioral consultation through both in-person and telehealth clinics. Dr. Zhang is passionate about advocating for health care access and disability rights.

# SPEAKER BIOGRAPHIES

Gina Schwarz, MOT OTR  
[gschwarz2@kumc.edu](mailto:gschwarz2@kumc.edu)



Gina Schwarz is an occupational therapist and graduate teaching assistant within the University of Kansas Medical Center Occupational Therapy Education Department while she works to obtain her post-professional occupational therapy doctorate degree. She practices occupational therapy primarily with adults with mental illness in acute hospital and community settings. Her long-term goal within her practice and with her doctorate degree is to expand the knowledge of the value of occupational therapy services for individuals across the mental health continuum within the greater

Kansas City area.

Jacob Marshall  
[jacob.interpreter1@gmail.com](mailto:jacob.interpreter1@gmail.com)



Jacob Marshall is a sign language interpreter in the Kansas City area and is also a social worker. Marshall has also worked as a personal care attendant, Independent Living Advocate, Vocational Rehabilitation Counselor, Video Relay Service Interpreter, and has helped lead several ethics workshops for the sign language interpreting community.

Jessica Schuttler, PhD  
[jschuttler@kumc.edu](mailto:jschuttler@kumc.edu)



Jessica Oeth Schuttler is a psychologist in the Division of Developmental Behavioral Sciences, Pediatrics and Training Director for the Leadership Education in Neurodevelopmental and related Disabilities program at the University of Kansas Medical Center (Kansas LEND), and serves as KUMC Site Director for the Kansas University Center on Developmental Disabilities.

Chandra Gordon, LSMW  
[cgordon3@kumc.edu](mailto:cgordon3@kumc.edu)



Chandra received her bachelor's degree in Sociology and Women Studies from Kansas State University and Master of Social Work from the University of Kansas. She is a Licensed Master Level Social Worker, who has been providing services and support in the Greater Kansas City Area for more than 20 years. She is employed at the Center for Child Health and Development at the University of Kansas Medical Center, where she provides support in various pediatric specialty clinics, as well as serve as faculty in the Leadership Education in Neurodevelopmental and related Disabilities (LEND) Program. She has an extensive background in mental health, facilitation/training, program development, quality improvement and community advocacy.

# SUGGESTED RESOURCES

## **Organizations**

**The Whole Person** <https://thewholeperson.org/>

**Disability in Greater Kansas City** <https://www.disabilityin-gkc.org/>

**Alliance for Disability in Health Care Education** <http://www.adhce.org/>

**Stanford School of Medicine's 1st Annual Conference on Disability in Health Care and Medicine**  
<http://med.stanford.edu/smac/events/disability-conference/2020-disability-conference.html>

## **Articles**

**Agaronnik, N.D., Pendo, E., Campbell, E.G., Ressalam, J., & Iezzoni, L.I. (2019). Knowledge of Practicing Physicians About Their Legal Obligations When Caring for Patients with Disability. Health Affairs, 38(4). doi.org/10.1377/hlthaff.2018.05060**

**How to Write about People with Disabilities from  
Research and Training Center on Independent Living at The University of Kansas**  
[rtcil.org/guidelines-9th-edition#Intro](http://rtcil.org/guidelines-9th-edition#Intro)

**Health Disparities Among Sexual and Gender Minorities  
with Autism Spectrum Disorder** <https://doi.org/10.1007/s10803-020-04399-2>

**Barriers to Colorectal Cancer Screening for people with spinal cord  
injuries and/or disorders: A qualitative study**  
<https://www.sciencedirect.com/science/article/pii/S1936657420300753?via%3Dihub>

**Iezzoni, L.I., & Long-Belil, L.M. (2012). Training physicians about caring for persons with disabilities: "Nothing About Us Without Us!" Disability and Health Journal, 5, 136-139.**

**Sokol-Hessner, L., Folcarelli, P.H., Annas, C.L., Brown, S.M., Fernandez, L., Roche, S.D., Lee, B.S., Sands, K.E., & The Practice of Respect Delphi Study Group. (2018). A road map for advancing the practice of respect in health care: The results of an interdisciplinary modified Delphi consensus group. The Joint Commission Journal on Quality and Patient Safety, 44. 463-476.**

## **Books**

**Iezzoni, L.I. & O'Day, B.L. (2006). More Than Ramps: A Guide to Improving Health Care Quality and Access for People with Disabilities. NY: Oxford Press.**

## **Fact Sheets**

**Kansas Disability and Health Program. (2020).  
Health Disparities Experienced by Kansans with Disabilities.**  
<https://ihdps.ku.edu/sites/ihdps.ku.edu/files/docs/Health%20Disparities%202019.pdf>

**Kansas Disability and Health Program. (2020). Kansans with Disabilities: Transportation Barriers = Health Barriers.** <https://ihdps.ku.edu/sites/ihdps.ku.edu/files/docs/Transportation%204.28.2020.pdf>

## **Other**

**Americans with Disabilities Act** <https://www.ada.gov/>

**Americans with Disabilities Act 30<sup>th</sup> Anniversary (July 26, 1990)**-<https://www.adaanniversary.org/>

