Aloha, and Welcome!

**REGISTRATION:** Please sign in and pick up your name tags and institute materials at the registration table, located outside of Tapa Ballroom II. Registration begins at 8:00am. Please wear your name tag to enter the speaker sessions, and to enter the lunch venue. Lunch will be held in Tapa Ballroom III.

**ACCOMMODATIONS:** If you require any accommodations, or need special assistance, please inquire at the registration table. Please visit this table for: alternative formats for institute materials (Braille, large print, CD-ROM), sign language interpreters, note takers, or other needs. Let Institute staff know if you require seating at the front of the ballroom.

**RESTROOMS:** Restrooms are located across from the Tapa Ballrooms, and are wheelchair accessible. There are also other accessible restrooms on the ground floor of Tapa Tower, and in adjacent buildings—check with the registration desk for locations.

**PARKING:** Please park in the Hilton parking garage, located in the Mid-Pacific Conference Center. Bring your parking ticket to the registration table for validation (parking is $5 for the day with validation).

We hope you enjoy the conference today. If, at any time during the day, you have questions or concerns, simply come to the registration table for assistance. Thank you for choosing to spend your day with us. *Mahalo nui loa.*
2006 Disability Leadership Institute:  
Increasing Employment Opportunities for  
Asian Americans and Pacific Islanders with Disabilities  

Hilton Hawaiian Village Hotel ● Honolulu, Hawai’i  

Sponsored by the National Technical Assistance Center for Asian Americans and Pacific Islanders with Disabilities (NTAC-AAPI), UH-Mānoa – Center on Disability Studies, Federal Asian Pacific American Council (FAPAC), with the support of Hire Abilities – Hawai’i (Medicaid Infrastructure Grant) and the UH-Mānoa College of Education Faculty Senate Committee on Diversity  

May 8, 2006  

_Aloha_, and welcome to the _2006 Disability Leadership Institute: Increasing Employment Opportunities for Asian Americans and Pacific Islanders with Disabilities_! This year’s institute offers an array of informative and engaging topics and speakers, and it will be a very full, exciting day. The National Technical Assistance Center for Asian Americans and Pacific Islanders with disabilities (NTAC-AAPI) is truly honored to host this event as a pre-conference introductory session to the Federal Asian Pacific American Council (FAPAC) National Conference, which will be held from May 8-12, 2006.  

The intent of our institute is to provide a forum for employers, consumers and service providers to share successful strategies for employment that will mutually benefit our businesses and promote independence and self-sufficiency for persons with disabilities. There will be many opportunities for networking and discussion throughout the day.  

We hope that you will use this occasion to explore and reflect upon the ways in which we can widen our workplaces and build community knowledge and skills, working together to foster successful and productive relationships.  

Enjoy the day. We look forward to seeing your leadership in action!  

Sincerely,  

Robert A. Stodden, Ph.D.  
Director, Center on Disability Studies and Principal Investigator, NTAC-AAPI  
University of Hawai‘i at Mānoa  

_NTAC-AAPI Faculty and Personnel_  
Weol-Soon Kim-Rupnow, Ph.D., Project Director  
Christine Su, Ph.D., Educational Specialist and Employment Coordinator  
James Brightman, Ed.S., C.R.C., Vocational Rehabilitation Coordinator  
David Baker, Graduate Assistant and Computer Specialist  
Trip Rems, Webmaster and Jœun Ham, Student Assistant
May 8, 2006

Dear Participants in the Leadership Institute for Asian Americans and Pacific Islanders with Disabilities:

Greetings from Washington, DC! While I am sorry not to be able to be in attendance to meet so many of you in person with whom I have been corresponding for quite some time, I remain excited about our ongoing relationship with one another, which continues to grow in strength over the years as time progresses. What a wonderful and precious chance we have to maintain and strengthen collaboration with you as new and innovative opportunities present themselves.

As you know, May is Asian/Pacific American Heritage Month. This year's theme is "Celebrating Decades of Pride, Partnership, and Progress." It is therefore only fitting that we take a moment to appreciate the many priceless contributions of Asian Americans and Pacific Islanders with disabilities. Indeed, the things that we have done, both individually and collectively, are many. We need only to look as far as within the borders of the room in which the Leadership Institute is being held to see exactly how we as a community continue to teach by example, thereby setting into motion the kind of series of events whose wonderful results are to be so far-reaching that even we ourselves will not see the complete ripple effect of having done this degree of good in the world. Each of you, through giving of your time and talents for the benefit of enriching the disability community, is forging the kind of lasting difference that is beyond question. You have worked hard to battle steadfastly against old and outdated stereotypes about disability and to help instill in fellow Asian Americans and Pacific Islanders the kind of pride that may only come with understanding the vital role that individuals with all types of disabilities play in the economic, social, and political lives of their respective communities. Such, of course, is how it should be.

In all the work that has been done by the National Technical Assistance Center for Asian Americans and Pacific Islanders with Disabilities, we have seen how critical it is to help ensure full and effective participation of members of the disability community in every aspect of life whose facets are only equaled by the kind of diversity and perspective held by those without disabilities. In other words, we rightfully assert that we as Asian Americans and Pacific Islanders with disabilities are just like everyone else and, thus, are equal in status to those who do not have disabilities. As we each strive to tear down the existing physical, programmatic, and attitudinal barriers to full inclusion, we proudly build upon the pioneering work of our forbearers while looking with eager anticipation to the future, knowing that our tomorrow will be even brighter than the world of today, because we will accept and expect not a bit less.

During the various meetings that are to take place as part of the Leadership Institute, network with those around you so as to pave the way for increased interorganizational synergy. Think creatively to bring partners into your sphere of activity, even and including those whom a traditional mindset may not have provided for such forward-looking strategic alliances. Build friendships and close working relationships with those around you, consequently bringing our community even closer together. Seek to involve all individuals in this work, both those within and outside the disability community and, for that matter, not to the exclusion of people of every culture or of every age. Indeed, each person has a part to play. Capitalize on the amazing possibilities.

President George W. Bush, through his New Freedom Initiative, has illustrated how the Administration is working diligently to help ensure that we as people with disabilities live in a world that is both free from discrimination and in a world that promotes fundamental respect for us as individuals as we continue to live our lives with dignity and respect.

I am truly honored to get to have this privilege of working with you, and I look forward to our ongoing partnership, both at an individual level and as we endeavor together to weave the threads to the tapestry of equality, independence, self-sufficiency, empowerment, and boundless potential. God bless you.

With warmest regards,
Olegario D. Cantos VII
Associate Director on Disabilities
Domestic Policy Council, The White House
Increasing Employment Opportunities for Asian Americans and Pacific Islanders with Disabilities

Attention employers! Let the National Technical Assistance Center for Asian Americans and Pacific Islanders with Disabilities (NTAC-AAPI) help you to expand and diversify your workforce! How? By introducing your company to NTAC-AAPI’s innovative employment tool, HIRE.US!

With HIRE.US (www.hireus.cds.hawaii.edu), NTAC-AAPI has created a database which you or your hiring manager can explore to find the perfect applicants to fill your open positions. With HIRE.US, you can search for job-ready candidates by geographic region or job type, and view their resumes on the site.

HIRE.US also links you to NTAC-AAPI’s mentoring program, in which job-seekers and students (mentees) with disabilities are paired with representatives of locally-based businesses or agencies (mentors) in career fields that match their interests.

A sampling of matches appears below:

<table>
<thead>
<tr>
<th>Mentee career interest:</th>
<th>Paired with mentor in:</th>
</tr>
</thead>
<tbody>
<tr>
<td>• Criminal justice</td>
<td>• Office of the State Attorney General, Investigations Unit</td>
</tr>
<tr>
<td>• Human resources</td>
<td>• Human Resources department at a large hotel resort</td>
</tr>
<tr>
<td>• Higher education administration</td>
<td>• Local business college, Career and Student Services</td>
</tr>
<tr>
<td>• Law</td>
<td>• US Citizenship and Immigration Services Center</td>
</tr>
<tr>
<td>• Small business and the arts</td>
<td>• Local non-profit organization specializing in art and self-employment</td>
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</table>

By adding your company’s information to our database of employers, too, job seekers who visit the site know that you are committed to diversity and quality in your workplace. Take advantage of this opportunity to learn about disability culture, to clarify misconceptions about hiring workers with disabilities, and to contribute to the empowerment of our diverse communities. Join HIRE.US now!
## 2006 Disability Leadership Institute: Increasing Employment Opportunities for Asian Americans and Pacific Islanders with Disabilities

### Program Agenda

*Note: All sessions will be held in *Tapa Ballroom II*. We will move to *Tapa Ballroom III* for lunch.*

<table>
<thead>
<tr>
<th>Time</th>
<th>Activity</th>
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<tbody>
<tr>
<td>8:00 – 9:00 a.m.</td>
<td>Registration, Coffee &amp; pastries, Networking</td>
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<tr>
<td>9:00 – 9:30 a.m.</td>
<td>Opening Oli: Hawaiian chant &lt;br&gt;-Cavin Castaneda</td>
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<td><strong>Introduction and Opening Remarks:</strong> &lt;br&gt;-Leolinda Parlin, Emcee</td>
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<td><strong>Welcome and Overview of the Institute</strong> &lt;br&gt;-Robert Stodden, Ph.D., Director, Center on Disability Studies (CDS), University of Hawaii at Manoa &lt;br&gt;-Joe D. Cordova, Administrator &lt;br&gt;Hawaii Vocational Rehabilitation and Services for the Blind Division</td>
</tr>
<tr>
<td>9:30 – 10:15 a.m.</td>
<td>Keynote Speakers; Questions and Answers &lt;br&gt;-Olegario Cantos, Associate Director on Disabilities, Domestic Policy Council, The White House &lt;br&gt;-Mr. William Hoshijo, Executive Director, Hawaii Civil Rights Commission &lt;br&gt;-Mr. Filo Tu, COE and President, Blind Vendors Ohana</td>
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<td>10:15 – 10:45 a.m.</td>
<td>NTAC-AAPI presentation</td>
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<td>10:45 – 11:00 a.m.</td>
<td>Break</td>
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<tr>
<td>11:00 a.m.-12:00 p.m.</td>
<td>Consumer/VR Panel; Question and Answer Session &lt;br&gt;Panel Facilitator: James D. Brightman, NTAC-AAPI</td>
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<td><strong>Panel Members:</strong> &lt;br&gt;-Harumi &quot;Mimi&quot; Matsumori, VR Specialist with Hawaii's Vocational Rehabilitation and Services for the Blind Division &lt;br&gt;-Joy Patterson, Staff Specialist with State of Hawaii’s Vocational Rehabilitation and Services for the Blind Division &lt;br&gt;-Brian Kajiyama, graduate student, University of Hawaii at Manoa, and graduate assistant, Center on Disability Studies at UHM</td>
</tr>
</tbody>
</table>
12:00 – 1:00 p.m.  Lunch & Networking; Entertainment; Keynote speaker
Musicians:
-Kale Peters - Vocalist / Instrumentalist - Ukelele
-Guywood "Medicine Eagle" Dela Cruz - Native American flautist
-Robert Street - Instrumentalist - Guitar

Lunchtime Speaker:
Dinah Cohen, Director, Computer/Electronic Accommodations Program (CAP), U.S. Department of Defense

1:00 – 2:30 p.m.  Employer Panel; Question and Answer Session
Panel Facilitator: Christine Su, NTAC-AAPI
Panel Members:
-Judy Paik, Program Specialist, Disability Communication and Access Board, State of Hawaii
-Sam Powell, Director of Community Relations, Abilities Unlimited
-Cheryl Apo, Asst. General Manager, Hale Koa Hotel
-Susanna Cheung and Ron Renshaw, Helemano Plantation, ORI
-Tom Nelson, Puna Kamalii Flowers, Big Island
-Dennis Arakaki, House Rep., 30th District, Hawaii State Legislature

2:30 – 2:45 p.m.  Break

2:45 – 3:15 p.m.  Creating a Positive and Productive Work Environment (Dahn Yoga)

3:15 – 4:00 p.m.  Group Discussions: Policy recommendations, possible next steps, action plans

4:00 – 4:30 p.m.  Group Presentations and Evaluation; closing remarks

4:30 p.m.  PAU

Special Appreciation:

NTAC-AAPI would like to thank the following individuals and organizations for their support in putting together this institute. Without their sound advice and assistance, this event would not have been possible. *Mahalo Nui Loa* to:

Linda Tuazon-Miller, President, Federal Asian Pacific American Council (FAPAC)
Peter Leong, Assistant Specialist, College of Education, University of Hawaii at Manoa (UHM)
Susan Miller and the Hire Abilities-Hawaii Medicaid Infrastructure Grant (MIG) Team, CDS, UHM
Ann Katherine Reimers, Executive Director, Hawaii Services on Deafness (HSOD)
Tom Conway, Media Center Coordinator, CDS, UHM
Savouth Richard Chea, Fiscal Administrator, Pacific Outreach Initiative (POI) Project, CDS, UHM
Anita Ahn, Dahn Master, The Dahn Hak Holistic Fitness Energy Training Center
Chris Bennion, Director of Audio Visual Services, Presentation Services, Hilton Hawaiian Village
Terry LaGrange, Catering and Convention Services, Hilton Hawaiian Village
Biographies

CAVIN CASTANEDA (Hawaiian chanter)

Cavin Castaneda is a Native Hawaiian, Japanese, Chinese, and Filipino kane (man), born on Oahu and raised on Kauai and Oahu. He has performed extensively as a hula dancer and chanter, and served as a Native Hawaiian cultural specialist and mentor throughout the state. He is also an accomplished visual artist, whose works have been displayed at various exhibits, including the recent PacRim 2006 conference sponsored by the Center on Disability Studies. In the future, he seeks to continue to pursue a career as an artist, and as a Native Hawaiian practitioner of ancient arts and protocols.

LEOLINDA PARLIN (Emcee)

Leolinda Parlin was born and raised in beautiful Hilo, Hawaii. She graduated from University of Hawai‘i at Hilo with a degree in Political Science, and started her career working for Fortune 500 corporations serving state Medicaid programs in provider relations, training and revenue maximization, and was part of the initial implementation team of Medicaid Managed Care in the state of California. Leolinda subsequently opened her own consulting firm, RES-Q Consultants, whose clients have included the Hawai‘i Departments of Health, Human Services, and community non profit and provider organizations. As a parent with children with special health care needs, Leolinda's ability to advocate was nurtured and she was encouraged by her mentor, Josie Woll, to become the State Coordinator for Family Voices of Hawai‘i. Her advocacy work in Family Voices has led her to the John A. Burns School of Medicine, Department of Pediatrics where she serves as Adjunct Clinic Faculty and is the Co-Principal Investigator for the Hilopa’a Project, an Integrated Service Systems Grant for Children with Special Health Care Needs. Leolinda is the recipient of the 2001 SPIN Parent of the Year Award, the 2002 Aloha STAC Volunteer of the Year Award (which she shared with husband, posthumously) and the 2004 Easter Seals Hawai‘i Dwayne Brenneman Humanitarian Award. She currently resides in beautiful Pauoa Valley with her mother and two children.

ROBERT STODDEN, Ph.D. (Welcome and Overview)
Robert Stodden, Ph.D., Center on Disability Studies, University of Hawaii at Manoa

Professionally trained in Psychology, Special Education, and Rehabilitation, Dr. Robert Stodden is a leader in the fields of special education, postsecondary education, and employment for persons with disabilities. Since 1988, he has served as the founding Director of the Center on Disability Studies and professor of special education at the University of Hawaii at Manoa. He also serves as the originator and director of the National Center for the Study of Postsecondary Educational Supports (NCSPES) and the National Technical Assistance Center (NTAC) for the Employment of Asian Americans & Pacific Islanders with Disabilities at the University of Hawaii at Manoa.

Over the past 25 years, Dr. Stodden has served as principal investigator/director for more than 100 research and training projects focused upon improving the quality of life for all persons with disabilities. He has served as a consultant within numerous foreign countries and for more than 20 different states within the United States.
Biographies (con’t.)

JOE D. CORDOVA (Welcome and Overview)
Joe D. Cordova, Administrator, HI Vocational Rehabilitation and Services for the Blind Division

Joe Cordova is the newly-appointed Administrator for the Vocational Rehabilitation and Services for the Blind Division of the Hawaii State Department of Human Services. While he came to Hawaii VR in 2006, he has decades of experience working to empower persons with disabilities through work training and education. He served as a regional commissioner (regions V and VII) with the Rehabilitation Services Administration (RSA) of the U.S. Department of Education, following a distinguished stint as the Director of the Division for the Blind and Visually Impaired with the RSA. In this capacity, he provided national leadership and direction to RSA grantees, concerning the administration and implementation of blindness related programs funded under the Rehab Act. He was also responsible for overseeing the administration of the Helen Keller National Center Program for the Deaf-Blind and the Randolph-Shepherd Vending Facility Program for the Blind. Prior to his position with the RSA, Mr. Cordova served for ten years as the Deputy Director for the New Mexico Commission for the Blind, a state agency providing Vocational Rehabilitation and Independent Living Services to blind adults. He also served as a special advisor in disability affairs to the Mayor's Office for the City of Albuquerque, New Mexico and also as past chair of the New Mexico Governor's Committee on Concerns of the Disabled.

The State Vocational Rehabilitation Services Program is established under Title I of the Rehabilitation Act of 1973, as amended. The Program is a Federal-State partnership with a primary goal of providing vocational rehabilitation services to enable eligible individuals with disabilities to achieve gainful employment and economic self-sufficiency.

OLEGARIO “OLLIE” D. CANTOS (Keynote Speaker)
Associate Director on Disabilities, Domestic Policy Council, The White House

Blind since birth, Olegario “Ollie” D. Cantos VII became one of the highest-placed and most influential people with a disability in the federal government today when he accepted a commission from Former Attorney General John D. Ashcroft in August 2004 to serve as Special Assistant to the Assistant Attorney General in the Civil Rights Division of the U.S. Department of Justice (DOJ). Working on a number of fronts to advance disability rights enforcement, Mr. Cantos serves as Member of the Attorney General’s Committee for the Employment of People with Disabilities, Chairperson of the Technical Assistance and Outreach Subcommittee and Member of the Incident Management Team of the Interagency Coordinating Council on Emergency Preparedness and Individuals with Disabilities headed by the U.S. Department of Homeland Security, DOJ Representative on the Interagency Coordinating Council on Access and Mobility of the U.S. Department of Transportation, and Member of the Subcommittee on the New Freedom Initiative of the Interagency Coordinating Council on Disability Research, spearheaded by the U.S. Department of Education. In these and other prominent roles,
Biographies (con’t.)

responsibilities include fostering closer ties between the Department and disability rights leaders at all levels, facilitating greater compliance by businesses with applicable federal disability rights laws, and establishing and strengthening new cross-agency partnerships to promote full participation by people with disabilities in every facet of societal life.

Widely known for his ability to network and bring stakeholders together for a common purpose, Mr. Cantos also works with national leaders of disability rights organizations and high-ranking officials from the White House and various federal departments to provide consumer perspective on policies affecting the disability community. A 2001 Regional Finalist for the White House Fellowship Program and active in work both within and outside the disability community, he was hailed by AAPD’s President and Chief Executive Officer Andrew J. Imparato as “an ambassador for the organization” and continues to be a sought-after speaker as an example of how people with disabilities may reach the highest levels of success in every area of life by exercising both the rights and responsibilities of citizenship. His engaging personal style and ability to convey thoughts through the written word have established him as one of the fastest-rising up-and-coming leaders in the disability community.

WILLIAM HOSHIJO (Keynote Speaker)
William Hoshijo, Executive Director, Hawaii Civil Rights Commission

William Hoshijo has served as the Executive Director for the Hawaii Civil Rights Commission (HCRC) since early 1997. An attorney, he obtained his law degree from the University of California at Davis, and was admitted to the Hawaii bar in 1982.
Prior to being named Executive Director of HCRC, Hoshijo was appointed an HCRC commissioner by Governor Cayetano in 1996. He played an important role in advancing the legislation which created the HCRC in 1988-89.

Mr. Hoshijo also served as executive director of Na Loio No Na Kanaka -- the Lawyers for the People of Hawaii -- which provides legal assistance for people with immigration and related challenges. He has also been an active member of the Interagency Council for Immigrant Services; the Council on Language, Policy and Planning; the Civil Rights Coalition; and various civil rights organizations. In 2001, he was selected as the Manager of the Year for the State Department of Labor & Industrial Relations (DLIR). In 2005, he received a Trailblazer Award for the Northwest Region from the National Asian Pacific American Bar Association. This award recognizes the outstanding achievements, commitment and leadership of NAPABA lawyers who have paved the way for the advancement of other Asian Pacific American attorneys.

FILO TU (Keynote Speaker)
Filo Tu, COE and President, Blind Vendors Ohana

Filo Tu is the COE and President of the Blind Vendors Ohana (BVO), Inc., a corporation that operates the newsstand concessions at the Honolulu International Airport. BVO presently operates eight retail outlets, and employs approximately eighty people, more than fifty percent of whom are individuals with disabilities.
Biographies (con’t.)

In 1984, the BVO filed a suit against the state of Hawaii regarding disputes over the Randolph-Sheppard Act, which allows for blind people to have vending facilities in federal buildings, state building and other properties. The case eventually went to the supreme court, and BVO won the suit. BVO then obtained a $2.1 million dollar loan for the remodeling from the Hawaii Business Enterprise Program (HBEPI); this was the first time in the history of HBEPI that blind vendors had remodeled their own facilities and furnished their own inventories. The Blind Vendors Ohana donates most of its profits to the state Department of Human Services branch for blind services and to a nonprofit foundation for the Blind.

Mr. Tu served as the President of the Hawaii Association for the Blind from 1991 to 1996, and currently serves as First Vice-President. He has served on the board of several state and national organizations, and continues to support and advocate on behalf of the blind.

DINAH COHEN (Keynote speaker)
Dinah Cohen, Director, CAP, Department of Defense

Dinah F. B. Cohen is the Director for the U.S. Department of Defense (DoD) Computer/Electronic Accommodations Program (CAP). Ms. Cohen works closely with senior leadership throughout the Federal Sector to ensure employees, beneficiaries, and members of the public with disabilities have equal access to Federal services and employment. Under her leadership, CAP has won numerous awards and has filled over 45,000 requests for accommodations since it inception in 1990.

On June 19, 2001, President George W. Bush visited the CAP Technology Evaluation Center (CAPTEC) at the Pentagon. President Bush was accompanied by the Secretary of Defense, Donald Rumsfeld, and Dinah Cohen. In the past year, Ms. Cohen has initiated a program to provide assistive technology and accommodation support to wounded service members.

Ms. Cohen is the 2005 recipient of the Fred Strache Leadership Award sponsored by the California State University, Northridge Center on Disabilities, the Federal 100 Award, and the DoD Exceptional Civilian Service Award for her leadership, impact on the development, acquisition and management of information technology in the Federal government. Ms. Cohen is a Certified Rehabilitation Counselor. She received her Master's of Science degree in Counseling Psychology with a concentration in rehabilitation counseling from the State University of New York.