



# Promoting Diverse Abilities Across the Lifespan



## Director's Corner

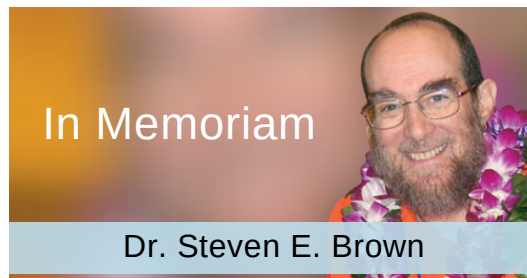
*Dr. Lauren Lum Ho*  
Center on Disability Studies Interim Director

As the year draws to a close and the holiday season is upon us, I want to extend my gratitude to our partners, collaborators, participants, students, and stakeholders on behalf of CDS. We genuinely appreciate the collective efforts that continually contribute to the success of our projects and initiatives. Looking ahead, we're gearing up for our Pac Rim Conference in February 2024, centered around the theme "Beyond Access: Building a Culture of Belonging," a concept we're deeply passionate about. This ethos guides our efforts within our unit and throughout our projects. Additionally, I encourage you to read about Dr. Steve Brown and his impactful legacy on CDS, within the AUCD network, and on Disability Culture. We celebrate his life and honor his memory.

READ MORE

FEATURED ARTIST

## Kaizen Hicks



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FEATURED  
ARTIST

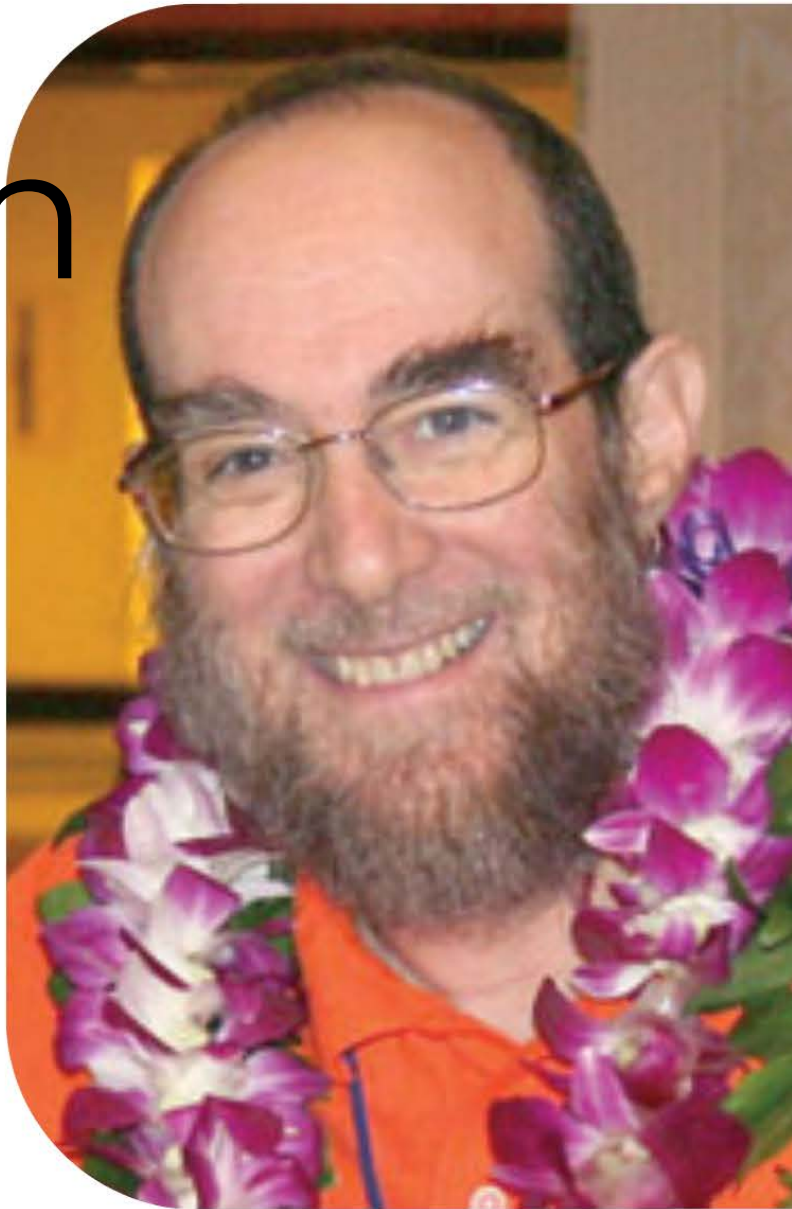


# Kaizen Hicks

Abstract Art: Scenes  
from my school



# Dr. Steven E. Brown



“Aloha, it was with great sadness and heavy heart to hear of the death of Dr. Steven Brown. Steve served for many years as a professor of Disability Studies at the Center on Disability Studies, University of Hawai‘i at Mānoa. He was lead investigator on numerous projects working to improve the quality-of-life experience for persons with disabilities across the globe. Further, Steve was respected internationally as an activist and advocate for the rights of all persons with disabilities. He was one of the original advocates for applying the social model of disability and establishing disability culture as a way of supporting disability pride. Steve was considered the father of Disability Culture and published widely in this field of study. He also was one of the leaders in defining disability studies, as well as

originating and teaching several courses in the Center on Disabilities Studies certificate program.



- Robert A. Stodden,  
Founding Director, Center on  
Disability Studies, University  
of Hawai‘i at Mānoa

Photo: Dr. Steve Brown, Dr. YevTetyukhin, Dr. Robert Stodden

Learn more about Steve’s work at his website: [www.stevencbrown.com](http://www.stevencbrown.com) and [medium.com/@disculture](https://medium.com/@disculture).

And watch *An Oral History of the Life of Dr. Steven Brown*, a oral history chat with Dr. Raphael Raphael and Dr. Brown.



An Oral History of the  
Life of Dr. Steven Brown

# Featured Speaker

## Kiran Singh Sirah

Kiran Singh Sirah is an award-winning Storytelling for Peace and Justice specialist, Folklorist and Artist. He is also the Past President of the International Storytelling Center and has established several award-winning arts, cultural, and human rights programs. Kiran has spoken at the Library of Congress, the Kennedy Center, the American Public Health Association, the US State Department, the Desmond Tutu Peace Foundation, the Library of Congress, the Smithsonian Folklife Festival, and has facilitated several interactive storytelling conversations for world peace assemblies.

In 2015, he was invited to the White House in support of national grassroots dialogue and peacebuilding efforts and in 2017, Kiran was selected to receive the “Champion of Peace” award at Rotary International Day at the United Nations in Geneva, for advancing storytelling for global peacebuilding.

A Rotary Peace Fellow and Senior Fellow for the Alliance for Peacebuilding, he develops stories for change initiatives. In addition, his passion includes mentoring marginalized youth and partnering with peace activists, artists, and poets and other underserved folks and supporting them to become the story of change they wish to see in the world.

<https://www.kiransinghsirah.net>





# BUILDING A CULTURE OF BELONGING

Intentional Onboarding to Establish a Sense of Place and Leadership Pathways in Hawai'i's UCEDD

## Background

**Onboarding** is the first opportunity to build meaningful connections with new employees and establish an

Organizations may not adequately prioritize comprehensive new employee onboarding due to insufficient resources, time constraints, inconsistent practices, minimizing the importance of such processes and systems, or having unclear goals and objectives.

Despite these challenges, **purposeful onboarding** is essential for acclimating, engaging, and retaining employees. It is especially critical to develop a sense of belonging, place, and to inform team members on the various pathways to leadership.

At the Hawai'i UCEDD Center on Disability Studies (CDS), we designed an asynchronous online course using **accessible and inclusive design** principles in alignment with the organization's respective goals and vision.



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**Holly Manaseri, PhD**  
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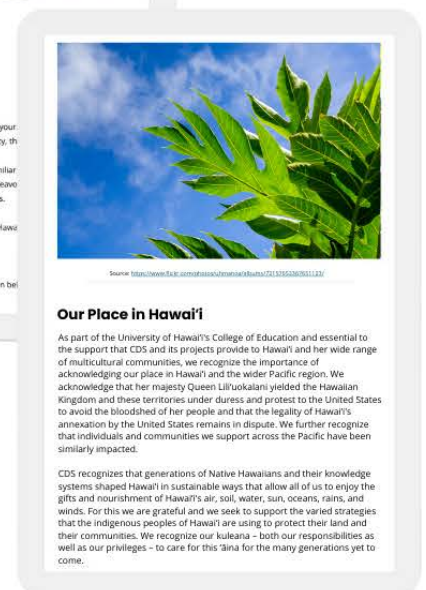
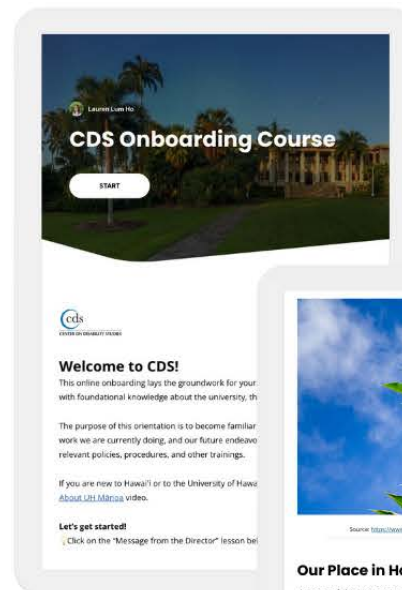
*Belonging at work means you feel **seen** for your unique contributions, **connected** to their coworkers, **supported** in their daily work and career development, and **proud** of their organization's values and purpose.*

**Kennedy & Jain-Link, 2021**

## Our Approach

An asynchronous online course with these priorities:

- ✔ Establish organizational clarity, situating CDS as a UCEDD within the university's College of Education (COE).
- ✔ Support employee engagement where each person feels welcomed and connected to CDS.
- ✔ Emphasize the unique sense of place for CDS within a Native Hawaiian Place of Learning.
- ✔ Collect post-course feedback from new and existing employees for an interactive approach.





*"The resources about leave, policies, and general onboarding information was very helpful. I also found the graphics for person-first language and identity-first language very helpful and made me introspective to my own language regarding disabilities."*

**New CDS Employee**

## Findings

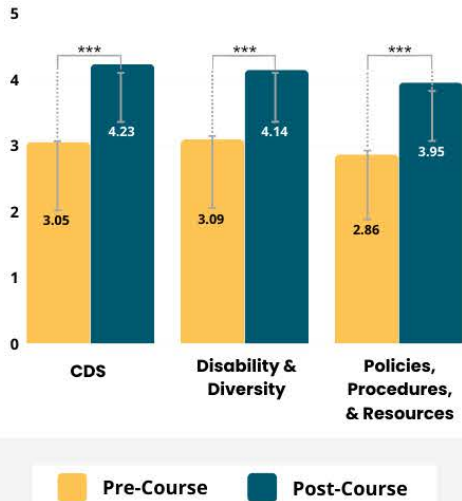
Paired t-tests showed that post-course ratings of knowledge and skill were significantly higher than pre-course ratings (Fig. 1).

Ratings of contribution to onboarding and of the organization, accuracy, and appropriateness of content were all high (>4/5).

No significant differences were found between new and existing employees in relation to ratings of contribution to skills/knowledge, contribution to onboarding, or course content.

Qualitative employee feedback was very positive and emphasized a sense of belonging.

**Figure 1: Ratings of Knowledge Pre- and Post-Course (n=22)**



## Methods

New employees and a sample of existing employees (n=22) completed the online course and a post-course survey.

The post-course survey collected qualitative feedback and asked employees to rate contribution to knowledge, contribution to onboarding, and course quality.

*"I found the content to be very motivating in that it is a wonderful reminder of how important this work we do is, and it builds a **sense of belonging** to a larger historical and national movement. After completing the course I felt and still feel a sense of **renewed excitement** about the work we do at CDS."*

**Existing CDS Employee**

## Conclusions

UCEDDs can leverage asynchronous online courses to provide onboarding support for new employees.

Onboarding courses should prioritize content that speaks to the unique culture and values of each UCEDD university setting to promote a sense of belonging.



CENTER ON DISABILITY STUDIES



College of Education  
UNIVERSITY OF HAWAII AT MĀNOA



UNIVERSITY  
of HAWAII  
MĀNOA



# 2024 Pac Rim Sponsors

## #PacRim2024 Announcements



Gold  
Level



Developmental Disabilities Division



**College of Education**  
UNIVERSITY OF HAWAI'I AT MĀNOA

Silver  
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Bronze  
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Signature  
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Support from our funders help the Center on Disability Studies to:

- Provide scholarships for students and people with disabilities who may not otherwise be able to attend the conference.
- Contribute to the accessibility of the conference.
- Support a broad array of conference topic areas to ensure as many diverse communities are served as possible.



Sponsorship Deadline Extended

# December 31st

Apply at <https://go.hawaii.edu/jxy>





# Early Bird Registration

Registration for the 39th Annual Pacific Rim International Conference is open and Early Bird Registration ends December 31, 2023.

All requests for accommodations must be submitted by **December 31, 2023**. Registration closes on Thursday, February 1, 2024.

**EARLY BIRD SPECIAL!**  
Ends 12/31/23

**39th Annual Pacific Rim International Conference on Disability and Diversity**

**Full Conference Registration**  
February 27 & 28, 2024

Full Conference  
Early Bird Special  
Ends 12/31/2023

**SPECIAL RATE!**

**39th Annual Pacific Rim International Conference on Disability and Diversity**

**Full Conference Registration**  
Kama'āina, Self-advocates, Students  
February 27 & 28, 2024

Full Conference  
Special Rate  
Kama'āina, Self-advocates, and/or  
Students

**Virtual Option via Whova**

**39th Annual Pacific Rim International Conference on Disability and Diversity**

**Virtual Conference Registration**  
February 27 & 28, 2024

Virtual  
Full Conference

All refund and cancellation registration requests must be completed no later than February 1, 2024 (HST). If requested by the deadline, a full refund will be administered minus any transaction fees.

Please access the resources to register for the conference and to reserve hotel accommodations at the Pac Rim 2024 conference website at <https://pacrim.coe.hawaii.edu/registration-2024>.







#PacRim2024 Conference Hotel

# Ala Moana Hotel

410 Atkinson Dr, Honolulu, HI 96814

The newly renovated Ala Moana Hotel by Mantra is this year's conference hotel for Pac Rim 2024! Located a brief 5-minute walk from the conference venue, the Hawaii Convention Center. We've secured a special group rate just for this year's conference. Don't miss out! [Book your accommodations](#) today!

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## Call for Exhibitors

The [Call for Exhibitors](#) is now released. Please note the differentiated options available for your participation!



# Conference Proceedings



We are delighted to accept works for consideration for publication in the 39th Annual Pacific Rim Conference Proceedings in Review of Disability Studies (RDS). This includes written versions of 25 or 60 minute live presentations delivered at Pac Rim 2024.

Additionally, this year the following will also be featured in the 'Notes from the Field' section of RDS: posters - title and abstract; and recorded presentations - title, abstract and link to recording.

**Submissions will be accepted from March 7th through March 31st, 2024.**

## HOW TO SUBMIT:

*To submit your written version of your 25 or 60 minute live Pac Rim presentation to RDS:*

- For submission of your APA 7 formatted papers, first review the submission guidelines on the RDS journal site: [rdsjournal.org/](https://rdsjournal.org/) and ensure your paper is ready.
- Sign up for a free account at [rdsjournal.org](https://rdsjournal.org/) (if you do not already have one).
- Submit your properly formatted work (APA 7), with requested metadata at [rdsjournal.org/](https://rdsjournal.org/)

*To submit information about your poster (title and abstract) or recorded presentation (title, abstract and link to recording).*

To ensure inclusion, follow instructions exactly on submission form at <https://forms.gle/4d8yzgTDUaPdAAP49>, double checking all spelling & grammar is correct before submission.

All submissions are due by March 31st.

Questions may be directed to [rdsj@hawaii.edu](mailto:rdsj@hawaii.edu)



*The Review of Disability Studies: An International Journal (RDS) is a quarterly online, open-access journal that provides an international forum for people with disabilities, academics, professionals, artists and creators from all backgrounds and expertise to express ideas relevant to our understanding of disability.*



## Promoting Quality Employment Outcomes for People with Disabilities: Building and Implementing Culturally Responsive Vocational Rehabilitation Programs

The Vocational Rehabilitation Technical Assistance Center for Quality Employment (VRTAC-QE; [www.tacqe.com](http://www.tacqe.com)), funded by the Rehabilitation Services Administration (RSA; H264K200003), works closely with state vocational rehabilitation agencies (SVRA) to build capacity for improved collaboration, VR service delivery, and quality employment outcomes for individuals with disabilities.

Through this workshop, participants sites (i.e., SVRAs) will collaborate on addressing employment challenges and barriers unique to states and territories in the Pacific Rim using culturally responsive strategies. With support from course facilitators, each site will identify key issues, develop an action plan, short-term and long-term goals, and leave with meaningful tools

to promote quality employment outcomes within their program (i.e., policy development, accompanying procedural elements including training, forms, etc.). Ongoing implementation supports will be available for participating SVRAs beyond the event.

At the end of this event, participant sites will be able to:

1. Define 'quality employment' and identify key policies and evidence-based practices that promote quality employment outcomes in vocational rehabilitation.
2. Describe the administrative and programmatic supports needed to implement policy and practice focused on improving quality employment outcomes.
3. Introduce this concept and practice into local and state VR service delivery.
4. Develop a repository of resources, goals, and action plan for implementation of quality employment within their own agency.

### Event Details

Open to eligible invited participants and managed through VRTAC-QE website.

Sunday, February 25, 2024, 1:00 PM – 4:30 PM HST

Monday, February 26, 2024, 9:00 AM – 4:30 PM HST

### Point of Contact:

Cayte Anderson, PhD, LPC, CRC

VRTAC-QE State Liaison, University of Wisconsin-Madison

[Caanderson8@wisc.edu](mailto:Caanderson8@wisc.edu)



Dr. Cayte Anderson  
*University of Wisconsin-  
Madison*

# Conversations on Disability Studies: An International Forum

How do we create and advance belonging? This is the question we will explore this year through the lens of Disability Studies, one of the newest disciplines in the academy. As we work towards creating equitable, just, and inclusive spaces, Disability Studies invites us to question our most basic assumptions about disability and to consider the host of factors (including cultural, environmental, and historical) that impact the experience of belonging.

Join us on Monday, February 26th for this free, virtual event. Come help kick off the 39th Annual Pacific Rim International Conference on Disability and Diversity with this exciting exploration together through the annual Disability Studies Director Summit, Disability Studies Student Panel, Facilitated Conversation on Community Partnerships to Advance the Field, and a hands on workshop on plain language.

At the end of this event, participant sites will be able to:

- To identify innovation in the field of Disability Studies.
- To increase understanding of the impact of Disability Studies from the perspective of the student experience.
- To become knowledgeable on how to create plain language for complex academic content.

## Event Details

Monday, February 26, 2024

9:00 AM – 3:00 PM (HST)

Virtual

For More Information visit:

<https://pacrim.coe.hawaii.edu/ds-pre-2024/>

## Point of Contact:

Dr. Raphael Raphael, [raphael@hawaii.edu](mailto:raphael@hawaii.edu)



**Dr. Raphael Raphael**  
*University of Hawai'i at Mānoa,  
Center on Disability Studies*



**Dr. Holly Manaseri**  
*University of Hawai'i at Mānoa,  
Center on Disability Studies*



**Dr. Katharina Heyer**  
*Principle Investigator for the  
Disability Studies Initiative  
and Associate Professor in  
the Department of Political  
Science at the University of  
Hawai'i at Manoa.*



**Che Silvert**  
*Community and Legislative  
Liaison for the Developmental  
Disabilities Council*



# Symposium on Postsecondary Transition of Neurodivergent Students Having Potential in STEM

Students with disabilities have been underrepresented in postsecondary STEM programs and the workforce, and their potential in STEM has been under-identified. To build a culture of belonging for neurodivergent students and provide effective support at school and transition to the workplace, this symposium is for educators, researchers, and practitioners. Attendees will learn important concepts and effective strategies through interactive lectures and hands-on activities.

At the end of this event, participant sites will be able to:

- Understand twice-exceptionality: how giftedness and neurodiversity intersect.
- Understand the characteristics and needs of neurodivergent students having potential in STEM.
- Learn strategies to support neurodivergent students' learning in the classroom and during transition to postsecondary education and worksites.
- Develop a plan to support neurodivergent students' postsecondary transition.

## Event Details

Monday, February 26, 2024

9:00 AM – 4:00 PM (HST)

University of Hawai'i at Mānoa, Campus Center  
Conference Room

For More Information visit:

<https://pacrim.coe.hawaii.edu/neurodivergent-pre/>

## Point of Contact:

Dr. Hye Jin Park, [parkhye@hawaii.edu](mailto:parkhye@hawaii.edu)  
(808) 956-9994



Dr. Hye-Jin Park



Dr. Kiriko Takahashi



Dr. Klavdija Zorec



Jacqueline Tani

#PacRim2024 Pre Conference Event

# SUPERFEST @ Pac Rim 2024

World's Oldest Disability Film Festival Coming to  
39th Annual Pacific Rim Conference

**[Honolulu, Hawai'i] November 17, 2023** We are delighted to announce that, in cooperation with the Paul Longmore Institute on Disability, Pac Rim 2024 will host SUPERFEST Disability Film Festival.

The internationally renowned event will be available without charge to participants on February 26th, 2023.

SUPERFEST is the world's oldest Disability Film Festival. This community wide event will take place at the Hawaii Convention Center as a pre-conference event on February 26th, immediately before the conference begins.

Superfest lets disabled audiences join to enjoy films accurately reflecting and Disability while also bringing to light stories marginalized inside disability community. It is one of the few festivals worldwide that is accessible to disabled filmgoers of all kinds. In addition, it educates audiences (non-disabled and disabled) to challenge stereotypes of disability (historical and current).

You are invited to enjoy this pre-conference event!  
SUPERFEST Disability Film Festival

Monday, February 26th, 2024 Hawaii Convention Center - Theatre  
6:00 pm  
FREE EVENT

39th Annual Pacific Rim International Conference on Disability and Diversity  
The Premier International Disability Gathering

In Our 39th Year  
<https://pacrim.coe.hawaii.edu/>



Dr. Raphael Raphael  
*University of Hawai'i at Mānoa,  
Center on Disability Studies*



# Hawai'i Summit on Employment First

Building on the momentum of Hawai'i's Employment First efforts to increase and improve employment among people with disabilities, the 2nd Annual Summit on Employment First will bring together self-advocates and those who support their full participation in work and careers. The post-conference summit will feature a full day of training, inspiration, and collaboration to expand competitive integrated employment and community inclusion.

The Employment First movement seeks to help ensure that people with disabilities can enter the workforce with the same aspirations and opportunities as others without disabilities. The summit will feature speakers, workshop style training sessions, and a panel of subject matter experts working to help us build capacity in our state. Hawai'i Employment First seeks to improve education, training, and employment opportunities and outcomes for adults with disabilities in Hawai'i.

## Event Details

Thursday, February 29, 2024  
8:30 AM – 4:00 PM (HST)  
Hawai'i Convention Center

For more information visit:

<https://pacrim.coe.hawaii.edu/hsef-2024/>

## Point of Contact:

Patrick Gartside  
Hawai'i APSE, President  
Work Now Hawai'i Executive Director  
[patrick@worknowhawaii.org](mailto:patrick@worknowhawaii.org)



**Hawai'i APSE**  
*Association of People  
Supporting Employment*



**US DOL ODEP NEON**  
*U.S. Department of Labor,  
Office of Disability Employment  
Policy, National Expansion of  
Employment Opportunities  
Network*



**DD Council**  
*Hawai'i State Council on  
Developmental Disabilities*

# The Pacific Way:

What does inclusive emergency response and recovery look like on your island?

The session will explain an overview of emergency preparedness, emergency management, and disaster management. Participants will recognize how their role in the disability network would contribute to emergency preparedness and why a disability integration advisor can be a game changer in pre-, during, and post-disaster. The need to build relationships with key stakeholders engaged in emergency and disaster management will identify how disability networks can bridge the equity gap in response and recovery. In addition, the session will engage participants in lessons learned, cultural resilience, and political insecurity for the Pacific Territories and Hawai'i.

Participants will be able to:

- Recognize the valuable role and responsibility of the disability network in emergency preparedness.
- Familiarize with their State Emergency Operation Plan and Federal policies.
- Identify key stakeholders to build and coordinate resources.
- Illustrate cultural resilience when rebuilding the whole community.

## Event Details

Thursday, February 29, 2024  
9:00 AM – 3:00 PM (HST)

University of Hawai'i at Mānoa, Executive Dining Room  
2465 Campus Road  
Honolulu, HI 96822

For more information visit: <https://pacrim.coe.hawaii.edu/pacific-way-post/>



Tafaimamao Tua-  
Tupuola

*State Director  
American Samoa University  
Center for Excellence in  
Developmental  
Disabilities*





# Descriptathon 10

Tuesday, February 6 – Thursday, February 8, 2024, HST

This next [Descriptathon](#) is a big one — Descriptathon 10 — representing a decade of our community-building efforts related to Audio Description via The UniDescription Project, [www.unidescription.org](http://www.unidescription.org). ... Please mark these D10 dates on your calendar now: Feb. 6-8 ... because you are invited!

If you thought previous Descriptathons were fun, I'm really eager for you to join us for D10, with many (pleasant) surprises in store as well as our usual offerings of high-quality AD training, team-building exercises, AD practice and publishing, all designed to make the world a more-accessible place, especially for our national parks and other public gathering places.

If you are committed to participating and want to have some input about your team, teammates, type of park, region, whatever, or if just want to let me know that you are in, ready to do some describing, and awaiting team placement, please send a quick email to me now at [brett.oppegaard@hawaii.edu](mailto:brett.oppegaard@hawaii.edu), so we can get those preferences baked into the initial organization of the event as we go. Yes, we already are forming these D10 teams and starting to put the team members into place.



Partner Seminar Presented by the  
Center on Disability Studies at UH Mānoa:

# The Pacific Way:

What does inclusive emergency response and recovery look like on your island?

**A FREE WEBINAR**



## Tafaimamao Tua-Tupuola

American Samoa University  
Center for Excellence in  
Developmental Disabilities

*State Director*

Tafaimamao “Tafa” Tua-Tupuola currently serves on the FEMA National Advisory Council (NAC) as a representative of disability and access functional needs.

Ms. Tua-Tupuola was recently appointed to Chair the new FEMA NAC subcommittee - Gender Based Violence in response to the Whitehouse U.S. National Plan to end Gender Base Violence.

### More Information

This session is a preview of the Pac Rim Post Conference Event on Emergency and Disaster Preparedness and Management and mobilizing Disability Networks for Equity that will be held in person on February 29th at the UH Manoa Campus Center.

Participants will:

- Recognize the valuable role and responsibility of the disability network in emergency preparedness;
- Familiarize with their State Emergency Operation Plan and Federal policies;
- Identify key stakeholders to build and coordinate resources
- Illustrate cultural resilience when rebuilding the whole community.

Thursday, Dec 14, 2023  
1pm-2pm HST

**Register Now!**

<https://go.hawaii.edu/Nzy>



Registration QR Code