

STATE USE NEWS

AUGUST 2015



INCLUSION OF PERSONS WITH DISABILITIES

One out of every seven people in the world—or some 1 billion people—has a disability. Between 785 and 975 million of them are estimated to be of working age, but most do not work. While many are successfully employed and fully integrated into society, as a group, persons with disabilities often face disproportionate poverty and unemployment. Decent work is the Oklahoma State Use program's primary goal for everyone, including persons with disabilities. The State Use program has worked for over 37 years to promote skills development and employment opportunities for people with disabilities based on the principles of equal opportunity, equal treatment, mainstreaming into vocational rehabilitation, and employment services programs and community involvement. The principle of non-discrimination is increasingly emphasized as disability issues have come to be seen as human rights issues. The State Use office works to achieve this goal through promoting labor standards and advocacy, and building community knowledge through training and employment of people with disabilities.

ALBERT EINSTEIN AND DYSLEXIA

Albert Einstein (March 14, 1879-April 18, 1955), one of the greatest minds of the 20th century, is believed by many to have been dyslexic. Einstein reportedly had a very bad memory and was unable to memorize even the simplest of things. He couldn't remember the months in the year, yet he succeeded in solving some of the most complicated mathematical formulas of the time with no trouble. He may have never learned how to properly tie his shoelaces, but his scientific contributions and theories still have a major effect on today's understanding of science.



IN THIS ISSUE

- Inclusion of Persons With Disabilities
- Albert Einstein and Dyslexia
- Letter from State Use Administrator
- Mood Disorders
- Defining Disability Diversity in Society
- The DiversityInc Top 10 Companies for People With Disabilities
- Vendor Highlights
- Important Dates

A MESSAGE FROM STATE USE ADMINISTRATOR DARON HOGGATT

Happy FY16!

In so many ways we are glad it's here and in other ways we are going to miss FY15. All in all, we are extremely excited for our program this year.

The State Use program is continuing to grow. We are in the process of adding another employee to the program and will soon be fully staffed. This new employee will be our State Use liaison.

The primary objective of the State Use liaison is to introduce, support and promote the State Use program. Duties of this position include meeting with the certified procurement officers and State Use vendors throughout the state. The liaison will also be assisting the State Use vendors in securing new products and services to provide to state agencies.

The more product and service offerings our vendors can provide, the more meaningful employment options become available to people with disabilities. This in turn lowers the unemployment rate of this group of highly motivated individuals who want to work and contribute to society and who deserve the same opportunities for a meaningful and successful living as those without disabilities.

Take a moment to consider how elated you are when state offices close due to inclement weather. In my experience, this same event has the complete opposite effect on an employee with disabilities working through the State Use program. Instead of being happy to have a day off, these employees desire nothing more than to go to work. Their joy and dedication always motivates me to continue moving forward, improving and growing the program.

You will notice in this edition of the newsletter that I included an article on Einstein and his reported disability. You might be surprised to learn of the number of well-known persons in our society who have overcome disabilities and become very successful in their lifetime.

It is the goal of the State Use program to bring together employees with disabilities and state agencies in cooperation for their mutual benefit and for the success of the State of Oklahoma.

It's not just a purchase... it makes a better Oklahoma!

-Daron Hoggatt



MOOD DISORDERS

A mood disorder is a condition whereby the prevailing emotional mood is distorted or inappropriate to the circumstances.

The two major types of mood disorders are depression, or unipolar depression, and bipolar disorder.

Bipolar I Disorder is a mood disorder that is characterized by at least one manic or mixed episode. There may be episodes of hypomania or major depression as well. It is a sub-diagnosis of bipolar disorder, and conforms to the classic concept of manic-depressive illness.

Bipolar II Disorder is a bipolar spectrum disorder that is characterized by at least one hypomanic episode and at least one major depressive episode. It is believed to be underdiagnosed because hypomanic behavior often presents as high-functioning.

Borderline personality disorder (BPD) is defined as a personality disorder primarily characterized by emotional dysregulation, extreme black and white thinking (also known as splitting) and chaotic relationships. The general profile of the disorder also typically includes a pervasive instability in mood, interpersonal relationships, self-image, identity and behavior.

THE DIVERSIFYING TOP 10 COMPANIES FOR PEOPLE WITH DISABILITIES

1. EY
2. Prudential Financial
3. Procter & Gamble
4. IBM
5. KPMG
6. Merck & Co.
7. AT&T
8. Sodexo
9. Kaiser Permanente
10. Comcast NBCUniversal



DEFINING DISABILITY DIVERSITY IN SOCIETY

People with disabilities are the nation's largest minority, and the only one that any person can join at any time.

If you do not currently have a disability, you have about a 20 percent chance of becoming disabled at some point during your work life. People with disabilities cross all racial, gender, educational, socioeconomic and organizational lines. Discussion regarding diversity has often focused on gender and race. In contrast, as the world's largest minority group, there has been limited attention given to people with disabilities.

Definition of Diversity

The concept of diversity encompasses acceptance and respect. It means understanding that each individual is unique, and recognizing our individual differences. These can be along the dimensions of race, ethnicity, gender, sexual diversity and orientation, socioeconomic status, age, physical abilities, religious beliefs, political beliefs or other ideologies. It is the exploration of these differences in a safe, positive and nurturing environment. It is about understanding each other and moving beyond simple tolerance to embracing and celebrating the rich dimensions of diversity contained within each individual.

Disability and Cultural Diversity

Employment circumstances facing minorities with disabilities are bleak. Attention to this issue must become a priority. In response to unacceptably high unemployment statistics for persons with disabilities from culturally diverse backgrounds, the U.S. Office of Disability Employment Policy has been working with Howard University, the National Association for the Advancement of Colored People, the National Urban League, ASPIRA and other minority organizations in an effort to respond to this challenge. It will take the efforts of many organizations and employers to reverse the negative employment picture for minorities with disabilities.

"The concept of diversity encompasses acceptance and respect. It means understanding that each individual is unique, and recognizing our individual differences."

VENDOR HIGHLIGHTS



Dale Rogers Training Center
2501 N. Utah Ave.
Oklahoma City, OK 73107
405-946-4489 (TTY) 405-947-3872 (Video)
www.DRTC.org

EMPLOYEE RECOGNITION PROGRAM

From Prism Place Awards & Trophies and Wyman Frame: Awards and Trophies

DRTC took another step this spring to solidify its status as an entrepreneurial nonprofit by unveiling its latest business venture at the Greater Oklahoma City Chamber's Spring SchmoozaPalooza.

Prism Place and Wyman Frame, both divisions of DRTC, have teamed up to create an awards and recognition program for businesses across the country.

Employees will make custom acrylic awards, flag boxes, certificate frames, promotional items and more; creating a one-stop shop for honoring workers.

Corporate gift orders help create additional job opportunities for people with disabilities.



Doug is learning how to clean the kitchen.

PAPA MURPHY'S: TRANSITIONING TO SUCCESS

Papa Murphy's was a bright spot for our Transitions Program this school year!

About 50 students from Oklahoma City and Moore participated in job site training with DRTC's newest division. Students went through a mock new employee orientation similar to what a Papa Murphy's employee could experience.

Then they learned skills relating to the job: weighing and cutting dough, making dough balls, shredding cheese, prepping all items needed for the day, and making pizzas and salads. Students also learned valuable, and transferable, customer service skills.

We even had a student able to work the cash register, take orders and complete the transaction with no assistance.

The program was a big success! Several schools called the transition coordinator and said the students came back excited and talking about all the "cool" things they did at DRTC/Papa Murphy's.

VENDOR HIGHLIGHTS



500 Park St. S.E.
P.O. Box 1729
Ardmore, OK 73402
580-226-1444

Sunshine Industries provides people with disabilities the opportunity to work and live as independently as possible. Vocational training includes sheltered, transitional and community employment programs.

Individuals learn to live as independently as possible through the residential program. Sunshine Industries is committed to the policies that people with developmental disabilities will have equal access to all programs without regard to race, color, creed, sex, nationality or disability. Persons 18 years or older with developmental disabilities interested in receiving services can reply to Sunshine Industries.

As a method to provide productive vocational training opportunities, individuals with developmental disabilities learn job skills to create products and services for sale. Sunshine Industries offers a wide selection of business services and pens.



IMPORTANT DATES

State Use Committee Meetings

August 5, 2015

October 7, 2015

December 9, 2015

Vendor Training — August 18, 2015

Disability Employment Awareness Month — October

CPO Conference — October 22, 2015

All meetings start at 1:00 p.m.
and are held at:

Oklahoma History Center
800 Nazih Zuhdi Dr.
Oklahoma City, OK 73105

It's not just a purchase... it makes a better Oklahoma!

CONTACT US

Contact us for more information about our services and products:

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Visit us on the web at

http://www.ok.gov/DCS/Central_Purchasing/index.html