

CAPtions

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CAP Hosts 25th Anniversary Symposium

The Computer/Electronic Accommodations Program (CAP) recently hosted a symposium to commemorate its 25th anniversary and highlight disability hiring and accessibility practices in the Federal Government. The symposium highlighted the DoD's long-standing commitment to the Federal disability community and provided an opportunity for CAP's stakeholders to provide feedback on services. The symposium also allowed CAP to host an educational session for Federal employees who may have been unfamiliar with CAP accommodations and services.

The opening session included comments from Sharon Terrell-Lindsay, CAP Deputy Director, as well as Jeff Register, Acting Director of the Defense Human Resources Activity and Virginia Penrod, Chief of Staff,



“Perspectives on CAP” panel with Director King, Dexter R. Brooks, the director of federal sector programs for the Equal Employment Opportunity Commission, Dinah F. Cohen, president of Dinah F. Cohen Consulting and former director of CAP, and Matthew Staton, program support specialist, staff assistant to the Secretary of the Army.

Office of the Under Secretary of Defense for Personnel and Readiness. Closing out the opening session, CAP Director Stephen M. King hosted a panel discussion, “Perspectives on CAP,” which featured Dexter Brooks, Director of Federal Sector Programs for the Equal Employment Opportunity Commission; Dinah F. Cohen, former Director of CAP and president of Dinah F. Cohen Consulting, LLC; and Matthew Staton, Program Support Specialist, Staff Assistant to the Secretary of the Army.



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Following a closing statement from CAP Director Stephen M. King, Jo Linda Johnson, Director of Civil Rights, Diversity and Inclusion for the Transportation Security Administration, held a question and answer session about reasonable accommodation challenges in the Federal Government. The general session concluded with a presentation from Marcie Roth, FEMA's Director for the Office of Disability Integration and Coordination, on emergency preparedness for individuals with disabilities.

During the symposium, seven breakout sessions allowed attendees to hear from disability leaders in the Federal Government on a wide range of topics regarding accessibility and disability hiring practices. Breakout sessions included:

- Expedited Hiring via Schedule A Hiring Authority (Jo Linda Johnson)
- Facility Accessibility (Mario Damiani)
- CAP Stakeholder Roundtable (Sharon Terrell-Lindsay and Derek Shields)
- Building an Effective Disability Program (Kendra Duckworth and Michael Looney)
- Disability Etiquette & Awareness: What Everyone Needs to Know (Stephen M. King and Michael Looney)
- Determining Accommodation Solutions the CAP Way (Jerome Lyons and Michael Young)
- Workforce Recruitment Program (Randy Cooper)

CAP's 25th Anniversary Symposium also allowed CAP to look back on the first half of fiscal year 2016. During the fiscal year, for example, CAP has provided 6,564 accommodations to 2,764 federal employees and wounded, ill and injured Service members. Stephen M. King, Director of CAP, noted that "through [these] accommodations, we're providing employment so people can pursue their dreams." Since non-DoD agencies began using CAP services in 2000, the DoD has provided over \$21M in assistive technology to support, equip, and empower federal employees at 69 partner agencies.

Over the last 25 years, CAP has served over 64,000 customers, received several awards, and is recognized as a best practice in the Federal Government. Shondolla M. Murray, HR Specialist and Reasonable Accommodations Program Manager for the National Labor Relations Board, described CAP as being "committed to providing a highly successful program [and] it has invested heavily in research, CAPTEC, and offers the most effective products." Since the program expanded to support the military community in 2004, over 47,000 accommodations have been provided to wounded, ill, and injured Service members and other military personnel with functional limitations.

To learn more and access materials from CAP's 25th Anniversary Symposium, visit www.cap.mil/AboutCAP/Symposium.aspx.

CAP Celebrates National Park Week

In April, the National Park Service celebrated National Park Week, a celebration of the United States' national heritage. From April 16 to April 24, every national park offered free admission to visitors, hosted a junior ranger day, honored Earth Day and hosted National Park InstaMeet and Park Rx Day.

Honoring National Park Week, the Computer/Electronic Accommodations Program (CAP) highlighted its Partner Accessibility (PAC) Initiative, which provides assistive technology to increase access to federal programs and services for federal employees and members of the general public with disabilities. Locations for PAC accommodations have included parks or forest stations and to highlight a few examples, accommodations provided by CAP can be found at Sequoia & Kings Canyon and Yosemite National Parks.

While Sequoia & Kings Canyon National Parks had existing assistive technology (AT) to ensure



While at Yosemite National Park during National Park Week, CAP team member Leslie Wehmeyer Pugh and her son demoed a face-to-face communicator with Ranger Karen Powers.

accessibility for individuals with disabilities, CAP supplemented existing AT with over-ear wireless microphones to work with the assistive listening technology. A ranger for the park noted that their “assistive listening systems weren’t widely used at first, so we’ve been training with our visitor center staff to use the systems and encouraging them to try them out. Now that they’re more familiar with how they work, it will be easier for them to recommend them to visitors or coworkers.”

Similarly, Yosemite National Park supplemented their assistive listening devices with AT to increase face-to-face communication between deaf and hearing individuals. The communication devices are available at all the park’s visitor centers and other park locations where park rangers are interacting with visitors and other employees. One ranger exclaimed: “I anticipate that they will get a lot of use this summer!”

To learn more about CAP’s PAC Initiative, visit www.cap.mil.

CAP Travels to the West Coast

Computer/Electronic Accommodations Program (CAP) staff traveled to San Diego this month in an effort to increase Service members' awareness of CAP's available assistive technology (AT) and provide needs assessments to individuals who did not know what solutions would best meet their needs. Mike Young, Eric Gasperoni, and Marlona Gjini spent a week in the San Diego area and visited U.S. Navy and Marine Corps stations, including: The Department of the Navy Civilian Human Resources, the Naval Sea Logistics Center, Naval Medical Center San Diego, the Fleet Readiness Center Southwest, Camp Pendleton, and the Defense Contract Audit Agency.

A highlight of the trip was meeting with staff of Naval Medical Center San Diego's Speech Pathology Department. This allowed CAP staff to discuss technology that could aid Service members who sustain injuries. From 2000 to 2014, according to the Defense and Veterans Brain Injury Center, more



CAP team members met with speech language pathologists at the Naval Medical Center San Diego (NMCSDD).

than 313,816 Service members have been diagnosed with a traumatic brain injury (TBI). Technology changes rapidly, and meetings like these ensure healthcare providers know the latest technology when working with wounded, ill and injured Service members with cognitive disabilities, including TBI.

To learn more about CAP's work, or to request a needs assessment or accommodation, please visit www.cap.mil.

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