

# **Advancing the Legacy of the ADA**

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**The Harkin Institute for Public Policy & Citizen Engagement  
United States of America**

**ILO Forum on Reasonable Adjustments in the Workplace**



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The Harkin Institute®  
CONNECTING PEOPLE WITH POLICY

Founded by  
U.S. Senator Tom  
Harkin in 2013 at  
Drake University in  
Des Moines, Iowa.



# The Harkin Institute Objectives

Facilitate collaborative, non-partisan public policy research on issues that defined Senator Harkin's career:

- People with Disabilities
- Retirement Security
- Wellness and Nutrition
- Labor and Employment

Foster active and informed citizen engagement in public decision-making and public policy making through education and outreach



# Tom Harkin Collection

The Harkin Institute is home to all of the archives from Senator Harkin's 40 years of service, including many documents and significant materials from his work as an author of the landmark **Americans with Disabilities Act.**





# The Harkin International Disability Employment Summit



**HARKIN  
SUMMIT**

Convenes high-level representatives and grassroots implementers from around the world – all working to increase the employment of people with disabilities

The 2017 Summit brought together 280 individuals from 40 countries, including business executives, advocates and NGO representatives



# Inviting Employers to the Table

The 2017 Harkin Summit included presentations and interviews with major multi-national employers on the economic benefits and realities of hiring people with disabilities.



**Randy Lewis**  
Walgreens



**Jenny Lay-Flurrie**  
Microsoft



**Darren Walker**  
Ford Foundation



# Harkin Summit: Top Takeaways

How have employers found success including employees with disabilities?

- Specialized hiring practices: Take into account an individual's differences (i.e. Different interview process for individuals with autism)
- Transparency: Provide information about hiring programs and how you integrate people with disabilities into your workplace
- Don't overcomplicate: Find simple ways to accommodate differences (i.e. Provide notecards with tips and reminders of how to do the job)



# Research benefitting people with disabilities

In 2017, The Harkin Institute welcomed its inaugural George W. Bush Disability Research Fellows: Dr. Amy Hebert Knopf and Dr. Xuan Zheng

