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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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

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