

**EMPOWER  
ABILITY  
CONSULTING,  
INC.**

**PORT  
BUSINESS  
FOLIO**

2024



A SIDEWALK WITH TWO PEOPLES SHOES SHOWING. A CAPTION ON THE SIDEWALK SAYS, "PASSION LED US HERE."

**Consulting for  
Inclusion**

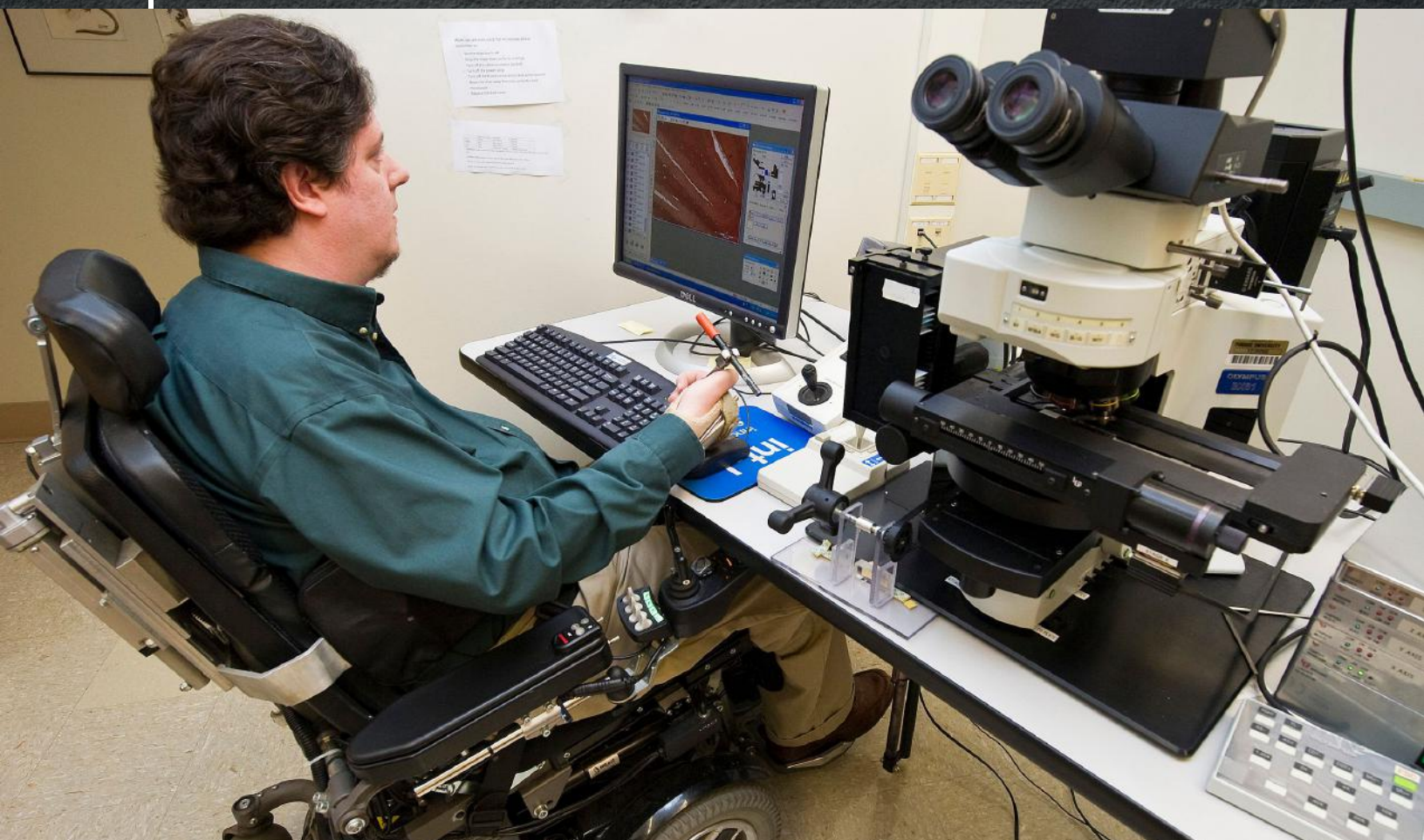


# WELCOME

# TO DISABILITY INCLUSION

EMPOWER ABILITY CONSULTING, INC. IS EXPERIENCED IN DEVELOPING RELATIONSHIPS AS A LIAISON BETWEEN PEOPLE WITH DISABILITIES AND ACADEMIC INSTITUTIONS, EMPLOYERS, CORPORATIONS, GOVERNMENTAL AGENCIES, AND THE RESEARCH INDUSTRY.

WE ASSIST IN IDENTIFYING AREAS OF ACCESS IMPROVEMENT WHILE DEVELOPING A WORKING PROTOCOL FOR PUBLIC AND PRIVATE COMPANIES AND ACADEMIC INSTITUTIONS THAT WILL WELCOME PEOPLE WITH VARIOUS DISABILITIES AND PROVIDE EQUITABLE OPPORTUNITIES.



A MAN SITTING IN A POWERCHAIR AT A DESK WITH A COMPUTER AND A MICROSCOPE. THE MAN IS USING ASSISTIVE TECHNOLOGY.



MEET

OUR FOUNDER AND CEO

JOEY RAMP-ADAMS



JOEY RAMP-ADAMS IS A BIOCOGNITIVE NEUROSCIENTIST WHOSE STUDY INTEREST WAS THE NEUROLOGICAL UNDERPINNINGS OF POSTTRAUMATIC STRESS DISORDER AND PROGRESSIVE DECLINE AFTER TRAUMATIC BRAIN INJURY.

AFTER RECOGNIZING THE OBSTACLES FOR STUDENTS WITH DISABILITIES IN SCIENCE, BASED ON HER PERSONAL EXPERIENCE AS A SERVICE DOG HANDLER OFTEN BARRED FROM ACCESSING SCIENCE LABORATORIES, SHE FOUNDED THE DISABILITY ACCESS CONSULTING FIRM EMPOWER ABILITY CONSULTING, INC. (EAC) IN 2017. HOWEVER; SHE HAS BEEN A DISABILITY ADVOCATE FOR MORE THAN 18-YEARS

BEFORE BECOMING DISABLED, JOEY WORKED IN CORPORATE AMERICA, TRAVELING INTERNATIONALLY TO TROUBLESHOOT PROBLEM AREAS.

SHE IS AT HOME TALKING ONE-ON-ONE TO INDIVIDUALS WITH CONCERNS BUT ALSO COMFORTABLE IN A BOARDROOM OR COURTROOM. JOEY IS A PASSIONATE PROBLEM-SOLVER, ALWAYS THINKING OUTSIDE THE BOX AND FINDING WORKABLE SOLUTIONS FOR POSITIVE OUTCOMES. HER ADVOCACY WORK HAS CHANGED POLICIES INTERNATIONALLY. SHE IS ALSO A PUBLISHED AUTHOR, ACCOMPLISHED PUBLIC SPEAKER, AND ADVOCATE FOR DISABILITY ACCESS. SHE IS THE CO-FOUNDER AND VICE-PRESIDENT OF THE NON-PROFIT 501(C)3 INTERNATIONAL ALLIANCE FOR ABILITY IN SCIENCE (IAFAIS) TO PROMOTE INCLUSIVITY IN SCIENCE EDUCATION.

MOTTO: KEEP DOING THE NEXT RIGHT THING!

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[Empower Ability Consulting, Inc.](#)

PHOTO CAPTION: A SMILING WOMAN WITH LONG GRAY HAIR WEARING A GREY BUSINESS SUIT AND WHITE BLOUSE.



# ABOUT

# THE COMPANY

## Mission

*Opportunities, not obstacles*

*Solutions, not situations*

*Breakthroughs, not barriers*

EMPOWER ABILITY CONSULTING, INC. WAS ESTABLISHED IN 2017. WE ARE LOCATED IN SOUTHERN ARIZONA AND PROVIDE SERVICES INTERNATIONALLY.

WE WORK ON-SITE OR PROVIDE REMOTE CONSULTING FOR INDIVIDUALS, BUSINESSES, GOVERNMENTAL AGENCIES, AND EDUCATIONAL INSTITUTIONS GLOBALLY TO IDENTIFY GAPS OR PROBLEM AREAS IN DISABILITY INCLUSION. WHETHER IT BE HELPING ARCHITECTS DEVELOP A PLAN FOR UNIVERSAL DESIGN, HELPING ORGANIZATIONS FIND A GOOD STARTING PLACE FOR IMPROVEMENT, OR HELPING INDIVIDUALS ONE-ON-ONE. WE BRING OUR EXPERIENCE AND KNOWLEDGE TO HELP DEVELOP A CULTURE OF INCLUSION.

WE HELP ORGANIZATIONS NAVIGATE THE UNKNOWN BY PROVIDING CLEAR GUIDANCE, UTILIZING A TEAM OF DIVERSELY DISABLED PROFESSIONALS WHO HAVE A KEEN FOCUS ON DETAIL.

WE PINPOINT PROBLEM AREAS, IDENTIFY SOLUTIONS, AND THEN FOLLOW THROUGH WITH ASSISTANCE IN IMPLEMENTATION.

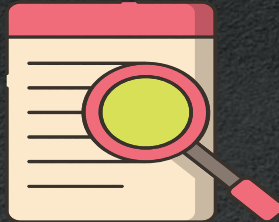
WE HAVE A PROVEN TRACK RECORD OF SUCCESSFULLY ESTABLISHING AND DELIVERING OPERATIONAL SERVICES AND IMPLEMENTING COMPLEX TRANSFORMATION PROGRAMS GLOBALLY.

WE ENGAGE BY BRINGING POSITIVE ENERGY AND INTENTION. WE ARE INCLUSIVE AND KIND TO EVERYONE. WE ARE SETTING A NEW BUSINESS STANDARD OF INCLUSION AND HUMANITY.

THE FUTURE OF WORK AND CONSUMERISM INCLUDES AN EVER-GROWING DISABILITY PRESENCE. WE HELP COMPANIES MOVE THEIR INCLUSION STRATEGIES FROM CONCEPT AND INTENTION TO CONCRETE STEPS AND ACTIONS. THESE ACTIONS IMPROVE BUSINESS WHILE HAVING A SOCIETAL IMPACT FOR THE 1.3 BILLION DISABLED PEOPLE LIVING IN THIS WORLD



# SERVICES



## SITE ASSESSMENT

WORK DIRECTLY WITH ORGANIZATIONS TO:

- IDENTIFY RISKS RELATED TO HAZARDS, OBSTACLES, AND VULNERABILITIES FOR PEOPLE WITH DISABILITIES. ASSIST WITH MEETING BENCHMARKING TOOLS AND GOALS.
- IDENTIFY GAPS AND GUIDE COMPANIES THROUGH THE PROCESS OF IMPROVING OPPORTUNITIES AND QUALITY OF LIFE FOR PEOPLE WITH DISABILITIES.
- PROVIDE A PLAN FOR REASONABLE AND COST-EFFECTIVE ACCOMMODATIONS AND IMPROVEMENT OF AREAS FOR AN INCLUSIVE ENVIRONMENT.
- EVALUATE, PLAN, IMPLEMENT, REVIEW, AND REVISE RISKS AS AN ONGOING CYCLE OF RISK ASSESSMENT.
- PROVIDE A DETAILED REPORT THAT IDENTIFIES PROBLEM AREAS AND PROVIDES SOLUTIONS AND DIRECTION.
- AVAILABLE FOR REMOTE OR ON-SITE TROUBLESHOOTING.



# SERVICES



## ON-SITE SUPPORT

FOCUS ON A BROAD RANGE OF BUSINESS OBJECTIVES, TO INCLUDE:

- INCREASING HIRING OPPORTUNITIES FOR PEOPLE WITH DISABILITIES.
- IMPROVING CUSTOMER EXPERIENCE OF PRODUCTS AND SERVICES FOR DISABLED CONSUMERS.
- IDENTIFY AREAS OF REASONABLE AND SUPPORTIVE ACCOMMODATIONS FOR STUDENTS BY WORKING WITH ACADEMIC ADVISORS, FACULTY, AND ADMINISTRATORS.
- ENSURING EQUITY AND INCLUSIVITY IN THE WORKPLACE AND PUBLIC AREAS.
- ENSURING THAT PHYSICAL AND VIRTUAL ENVIRONMENTS ARE ACCESSIBLE.
- WORKING AND MEETING DIRECTLY WITH STAKEHOLDERS AND BOARD MEMBERS TO PROVIDE DETAILED OBSERVATIONS, DIRECTION, AND SUGGESTIONS ON PROVIDING FUTURE IMPROVEMENTS.



# SERVICES



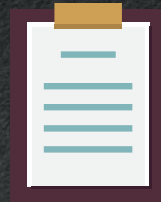
## RISK ASSESSMENT

WORK DIRECTLY WITH EDUCATIONAL INSTITUTIONS AND THE SCIENCE INDUSTRY TO IDENTIFY:

- POTENTIAL HAZARDS FOR EQUAL ACCESS TO SCIENCE, TECHNOLOGY, ENGINEERING, AND MATHEMATICS (STEM) OPPORTUNITIES FOR PEOPLE WITH DISABILITIES.
- POTENTIAL HAZARDS FOR PEOPLE WITH DISABILITIES WHO ARE SERVICE DOG HANDLERS TO ALLOW FOR EQUAL ACCESS TO OPPORTUNITIES.
- PROVIDE A PLAN FOR REASONABLE ACCOMMODATIONS.
- PROVIDE A DETAILED REPORT THAT IDENTIFIES PROBLEM AREAS AND PROVIDES SOLUTIONS AND DIRECTION.
- AVAILABLE FOR REMOTE OR ON-SITE TROUBLESHOOTING.



# SERVICES



## POLICIES AND PROCEDURES

### ASSIST IN MEETING STANDARDS AND PRACTICES:

- ALTHOUGH WE DO NOT PROVIDE LEGAL ADVICE, WE DO WORK WITH LEGAL COUNSEL AND ADMINISTRATORS TO DEVELOP POLICIES AND PROCEDURES THAT ALIGN WITH FEDERAL LAW TO FOSTER AN INCLUSIVE ENVIRONMENT AT ALL TIMES.
- PREVIEW ESTABLISHED POLICIES AND PROCEDURES.
- ASSIST COMPANIES IN MEETING BENCHMARKING GOALS FOR INCLUSIVE ENVIRONMENTS.
- ENCOURAGE COMPANIES TO LOOK AT EVERYTHING THROUGH THE LENS OF INTERSECTIONALITY AND LISTEN TO A DIVERSE RANGE OF VOICES, OPINIONS, AND EXPERIENCES TO ENSURE WE CONSIDER A WIDE RANGE OF DIFFERENT EXPERIENCES IN OUR WORK.
- ENSURE DECISIONS ARE GUIDED AND INFORMED BY PEOPLE WITH DISABILITIES.



# SERVICES



## TRAINING

TRAINING MATERIAL FOR DIVERSITY, EQUITY, INCLUSION, AND ACCESSIBILITY:

- SET CLEAR LEARNING GOALS AND OBJECTIVES.
- INVENTORY ALL EXISTING CONTENT TO IDENTIFY TRAINING GAPS FOR AN UNDERSTANDING OF DIVERSITY, EQUITY, INCLUSION, AND ACCESSIBILITY OBJECTIVES.
- DESIGN A TRAINING PLAN THAT IS AN OUTLINE OF ALL LEARNING CONTENT.
- COLLABORATE WITH COMPANIES TO ESTABLISH NEEDED TRAINING FOR INCLUSIVE ENVIRONMENTS AND CULTURE.
- PROVIDE IN-HOUSE OR REMOTE TRAINING ON MAINTAINING AN INCLUSIVE ENVIRONMENT AND CULTURE.



# SERVICES



## MYSTERY SHOPPERS

PROVIDE A THOROUGH AND NUANCED INSIGHT INTO THE EXPERIENCE OF YOUR CLIENTS, GUESTS, AND EMPLOYEES.

- ALL MYSTERY SHOPPERS ARE GIVEN A BRIEFING AND EVALUATION QUESTIONNAIRE CAREFULLY TAILORED TO THE PROJECT AND CLIENT.
- ASSESS INFRASTRUCTURE AND TEST ACCESSIBLE DESIGN AND EQUIPMENT FOR FLAWS OR MALFUNCTIONS.
- INTERACT DIRECTLY WITH GUEST RELATIONS AND STAFF.
- EVALUATIONS ARE BASED ON TRAINED OBSERVATION AND RECORDED ON THE EVALUATION QUESTIONNAIRE.
- EVALUATIONS ARE FINALIZED WITH A DETAILED REPORT.



# CURRENT

# PROJECTS

- WORKING WITH ARIZONA (R) CONGRESSMAN JUAN CISCOMANI AND THE NATIONAL INSTITUTE OF HEALTH (NIH) TO CHANGE EXCLUSIONARY LANGUAGE IN THE CENTER FOR DISEASE CONTROLS (CDC) BIOSAFETY IN MICROBIOLOGICAL AND BIOMEDICAL LABORATORIES (BMBL) 6TH EDITION GUIDELINES.
- COLLABORATING WITH THE UNIVERSITY OF ARIZONA ON A SCHEMATIC ACCESSIBILITY BENCHMARKING TOOL FOR REVIEW AND ANALYSIS OF NATIONAL AND STATE PARKS. THE TIERED TOOL OUTLINES BUILDING BLOCKS FOR PROGRESSIVE EXPENDITURES TO MAKE PARKS MORE INCLUSIVE FOR PEOPLE WITH DISABILITIES.
- WORKING WITH ARIZONA STATE SENATOR (D) MARK KELLY TO DEVELOP AN ARGUMENT FOR A CONGRESSIONAL BUDGET HEARING IN SUPPORT OF THE ABOVE-MENTIONED BENCHMARKING TOOL. TO BE PRESENTED BEFORE THE BOARD IN MARCH 2024 FOR A ONE-YEAR APPROPRIATION OF FUNDING THROUGH CONGRESSIONAL-DIRECTED SPENDING (CDS). POTENTIAL FOR A LONG-TERM PROJECT.
- DEVELOPING INFORMATIONAL WEBINARS AND ONLINE COURSE MATERIAL WITH THE COLLABORATIVE INSTITUTIONAL TRAINING INITIATIVE (CITI) PROGRAM. TOPICS: DISABILITY ACCESS. SERVICE DOG EDUCATION. AMERICANS WITH DISABILITIES ACT. SERVICEDOGS IN LABORATORIES. DIVERSITY, EQUITY, INCLUSION, AND ACCESS IN RESEARCH. TARGET AUDIENCE: GOVERNMENTAL AGENCIES. COLLEGES AND UNIVERSITIES. HEALTHCARE INSTITUTIONS. TECHNOLOGY AND RESEARCH ORGANIZATIONS.
- CONSULTED ON THE REINSTATEMENT OF THE U.S. DEPARTMENT OF TRANSPORTATIONS (DOT) SERVICE ANIMAL AIR TRANSPORTATION FORM AS A MEMBER OF THE LEGISLATIVE AND ADVOCACY COMMITTEE FOR ASSISTANCE DOGS INTERNATIONAL (ADI). THIS IS AN ONGOING PROJECT.



# PROJECT SUCCESSES!

## AMERICAN SOCIETY FOR MICROBIOLOGY



ASSISTED IN THE  
DEVELOPMENT OF THE NOW-  
PUBLISHED INCLUSIVE  
GUIDELINES ON SERVICE  
DOGS IN LABORATORIES.

## AMERICAN CHEMICAL SOCIETY



ASSISTED IN THE  
DEVELOPMENT OF THE NOW-  
PUBLISHED INCLUSIVE  
GUIDELINES ON SERVICE DOGS  
IN LABORATORIES.

## INSTITUTE OF ANIMAL CARE AND USE COMMITTEE



ASSISTED IN THE  
DEVELOPMENT OF THE NOW-  
PUBLISHED INCLUSIVE POLICIES  
AND PROCEDURES ON SERVICE  
DOGS IN LABORATORIES.

## PERSONAL PROTECTIVE EQUIPMENT FOR SERVICE DOGS



DEVELOPED A CUSTOM FIT  
PERSONAL PROTECTIVE  
LABORATORY COAT FOR SERVICE  
DOG SAFETY TO MEET BIOSAFETY  
LEVELS I, II, AND III  
VIDEO: [CUSTOM LAB COAT](#)



OUR

COMMITMENT

EMPOWER ABILITY CONSULTING, INC. REMAINS COMMITTED  
TO ENDING DISABILITY EXCLUSION BY BUILDING AND  
NURTURING COLLABORATIVE RELATIONSHIPS.

WE ARE COMMITTED TO OUR MISSION!

## Mission

*Opportunities, not obstacles*

*Solutions, not situations*

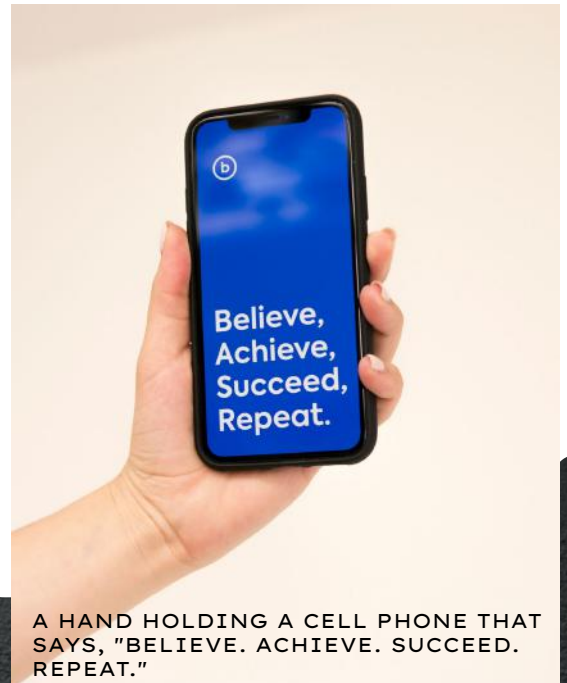
*Breakthroughs, not barriers*

HOW CAN WE HELP YOU?



KEEP

IN TOUCH!



A HAND HOLDING A CELL PHONE THAT SAYS, "BELIEVE. ACHIEVE. SUCCEED. REPEAT."

EMPOWER ABILITY  
CONSULTING, INC.

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@SAMPSON THE SERVICE  
DOG IN SCIENCE



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