Disability:IN 2019 ANNUAL CONFERENCE AGENDA

# 2019 Disability:IN Annual Conference & Expo "IN for INclusion” July 15 – 18, 2019

The 2019 Disability:IN Annual Conference & Expo is pleased to present four (4) separate educational tracks: Workplace, Supply Chain, Global and Technology, plus several targeted topics and roundtable sessions. These tracks, unique sessions and roundtables will best accommodate the varied professional and educational needs of our attendees. Feel free to mix and match.

We are pleased to acknowledge the following support:

* Presenting Partner: Microsoft and Walgreens
* Official Wireless (WiFi) Host: Microsoft
* Conference Welcome Partner: Lockheed Martin Corporation
* Attendee Name Badge Lanyards: T-Mobile
* iLab Tookit: Mitsubishi Electric America Foundation and the HSC Foundation
* DOBE Conference Scholarships: JPMorgan Chase & Co.
* Talent Accelerator Scholarships: Accenture, American Airlines, Bristol-Myers Squibb, CVS Health, Deloitte, Galt Foundation, Johnson & Johnson, McDonald’s, Southwest Airlines, Travelers, Wells Fargo
* Conference Mobile App: Bank of America
* Veterans Service Project Bags: Lowe’s
* Conference Bags: Intel
* Custom Key Cards: Meijer
* Blind and Low Vision Accommodations: Aira

## Saturday, July 13, 2019

### (Pre-Conference)

#### 3:00 pm – 5:00 pm NextGen Advisory Council Meeting

Note: Closed planning meeting for the Disability:IN’s NextGen Council

Hosted by: Highmark Health

#### 5:30 pm – 8:30 pm Talent Accelerator Welcome Dinner

Session hosts will have the opportunity to be the first corporate partners interacting with the NextGen Leaders. Informal networking with all students will occur throughout the meal. Students will learn about how to best leverage the Talent Accelerator and what to expect throughout the week.

Note: Open only to NextGen Leaders and Corporate Hosts of the Session

Hosted by: AQR Capital Management and United Technologies Corporation

## Sunday, July 14, 2019

### (Pre-Conference)

#### 8:00 am – 9:30 am  Talent Accelerator Program/Breakfast

Note: Open only to NextGen Leaders and Corporate Hosts of the Session

#### 9:45am – 10:45am Talent Accelerator Program

Note: Open only to NextGen Leaders and Corporate Hosts of the Session

Hosted by: UnitedHealth Group

#### 11:00am – 12:00pm Talent Accelerator Program

Note: Open only to NextGen Leaders and Corporate Hosts of the Session

Hosted by: Wells Fargo

#### 12:15 pm - 1:30 pm Talent Accelerator: Lunch

Note: Open only to NextGen Leaders and Corporate Hosts of the Session

#### 1:30 pm - 4:30 pm Talent Accelerator: Technology Innovation Lab

Note: Open only to NextGen Leaders and Corporate Hosts of the Session

Hosted by: Walgreens

#### 5:00 pm – 7:00 pm Talent Accelerator Networking Dinner

Note: Open only to NextGen Leaders and Corporate Hosts of the Session
Hosted by: United Airlines
Hosted by: PNC Financial Services

## Monday, July 15, 2019

### (Pre-Conference)

#### 7:30 am – 5:00 pm Registration Desk Open to Pick up Badge & Materials

#### 8:00 am – 9:30 am Talent Accelerator Program/Breakfast

Note: Open only to NextGen Leaders and Corporate Hosts of the Session

Hosted by: Boeing

#### 8:00 am – 4:00 pm Disability:IN Affiliates Leadership Summit

#### 8:00 am – 6:00 pm Inclusion Works Meeting (Private)

#### 8:30 am – 10:30 am Circle Members Meeting

#### 9:00 am – 12:00 pm Disability:IN National Certification Committee (Private)

#### 9:30 am – 4:30 pm NextGen Leaders Interview Center

This space is designed for company recruiters and conference participants to have one-on-one sessions with college students and recent graduates that are participating in the Talent Accelerator. At the NextGen Leaders Interview and Networking Center, recruiters and company representatives can host formal and informal job interviews with students. This is also an open space for conference participants to network or have discussions with any student that draws their attention.

#### 9:45 am – 11:45 am Tech Talk with A Facebook Engineer

Note: Open only to NextGen Leaders and Corporate Hosts of the Session

Hosted by: Facebook

#### 11:45 am – 12:45 am Talent Accelerator: Lunch

Note: Open only to NextGen Leaders and Corporate Hosts of the Session

Hosted by: Northrop Grumman Corporation

#### 11:00 am – 12:30 pm Disability:IN Affiliate/Business Networking Lunch

#### 12:30 pm – 2:00 pm Procurement Council Meeting & Luncheon (Private)

Hosted by: Chevron

#### 12:45 pm – 2:45 pm DEI Advisory Committee Meeting & Luncheon (Private)

#### 12:45 pm – 2:45 pm Disability:IN Global Roundtable Meeting (Private)

#### 1:00 pm – 2:30 pm Talent Accelerator Program

Note: Open only to NextGen Leaders and Corporate Hosts of the Session

#### 1:00 pm – 4:00 pm The JAN Academy: Touchpoints for Cultural Inclusion: Disability Awareness, Accessible Website Tools, and the Interactive Process

The JAN Academy will offer participants the opportunity to learn from JAN’s experience as the leading source of expert and confidential guidance on workplace accommodations and disability employment issues. The JAN Academy is designed for reasonable accommodation professionals responsible for developing and deploying reasonable accommodation policies and practices.

This year’s focus will be on three essential elements of disability inclusion - Disability Awareness, Accessible Website Tools, and the Interactive Process. The field of disability and employment is as dynamic as other fields. The language of disability changes with each new generation. During the first segment of the Academy, discussion with a young professional with a disability will center upon how young people with disabilities entering the world of work: identify as a person with a disability, disclose and request accommodations, and speak about disability in the workplace. The second segment will focus on website accessibility and how an access-for-all approach makes for a more productive workplace. An accessibility expert will educate human resource professionals on the basics of accessibility along with guidance about how to speak the language of Information Technology (IT) colleagues. In the final segment of the Academy, JAN in collaboration with the Disability:IN’s Inclusion Works Initiative will launch the new IT drawer of resources available within the JAN Accommodation Toolkit. JAN representatives will also show the two latest additions to the series of Toolkit training videos featuring the interactive dialogue. And finally, JAN representatives will preview accommodation technology solution videos from a new JAN video series. This new series depicts various assistive technologies and their use as productivity tools in the workplace.

Participants will receive HRCI CEU Credits for the Academy.

Learning Objectives:

After participating in the JAN Academy, attendees will be able to:

1. Understand the changes in disability language and etiquette young people with disabilities are bringing to the workplace
2. Compare and contrast their company’s interactive accommodation process with those featured in JAN’s latest scenario-based training videos
3. Learn accessibility language and processes for ensuring their company’s website is accessible to all
4. Learn how accommodation-related technologies are used to increase productivity

Note: Separate Registration Required

#### 3:00 pm – 4:30 pm Disability:IN Board of Directors Meeting (Private)

#### 3:00 pm – 5:00 pm Disability:IN ERG/BRG Leadership Committee Meeting

#### 4:30 pm – 6:00 pm Supplier Diversity Mentoring Event

#### 5:30 pm – 7:00 pm NextGen Leaders Matchmaking Session I

During this one-on-one speed networking session, company representatives will be matched to NextGen Leaders who possess the field of study, educational background, and/or experience they are seeking in potential job applicants. Matchmaking is exclusive to Disability:IN corporate partners. The matching between the company and the NextGen Leaders will be conducted ahead of time, and companies will be provided the participants’ names and resumes prior to the conference.

Hosted by: Boeing

#### 6:30 pm – 8:30 pm Veterans Community Service Project & Opening Reception

Welcome all conference attendees to the annual Disability:IN Veterans Community Service Project and Opening Reception. Join the ‘assembly line’ and fill bags with essentials that will be distributed to homeless veterans in the greater Chicagoland area. Then enjoy refreshments and network with other attendees.

Hosted by: Galt Foundation

## Tuesday, July 16, 2019

#### 7:00 am – 8:00 am Continental Breakfast

#### 7:30 am – 5:00 pm Registration Desk Open to Pick up Badge & Materials

#### 8:00 am – 9:30 am Opening Plenary

Hosted by: Merck

#### 9:30 am – 10:00 am Break

#### 9:30 am – 4:30 pm NextGen Leaders Interview Center

This space is designed for company recruiters and conference participants to have one-on-one sessions with college students and recent graduates that are participating in the Talent Accelerator. At the NextGen Leaders Interview and Networking Center, recruiters and company representatives can host formal and informal job interviews with students. This is also an open space for conference participants to network or have discussions with any student that draws their attention.

**Hosted by: Coca-Cola**

### Breakout Sessions # 1

#### 10:00 am – 11:15 am Breakout Session: Workplace (Advanced Level)

Emotional Wellbeing: Healthy Minds, Healthy Employees, Healthy Companies

Mental health conditions are common and treatable. So why don’t we talk about them as openly as physical conditions like cancer or diabetes? Treatment for the most common conditions is effective 80 percent of the time, yet only 33 percent of the people who need help will get it. Employee Assistance Programs (EAP), commonly available through employers, offer free, confidential services but generally have extremely low use in the 3-5% range. More needs to be done to break the stigma and foster workplaces that encourage people to reach out for help when they need it. This session will explore promising practices on how employers are educating and providing resources to their employees.

Learning Objectives:

1. Define the connection between stress management, high performance, and mental health
2. Explore specific strategies on how to break the silence and encourage employees to get help
3. Identify innovative ways for company benefits to achieve a more holistic approach that values wellbeing

Hosted by: KPMG

#### 10:00 am – 11:15 am Breakout Session: Global

The Role of Global Affinity Networks/BRGs

#### 10:00 am – 11:15 am Breakout Session: Supplier Diversity

DOBE Inclusion 101 for Corporations

Finding and introducing qualified disability-owned businesses into the supply chain can be challenging in a competitive business environment. This session will inform supplier diversity professionals on improving the process of identifying and engaging DOBEs for inclusion in their corporate supplier diversity programs. Taking these actions will help the SDP target more favorable opportunities within their organization, thereby obtaining better business results. Participants will learn how to identify, engage, and foster relationships with DOBEs to optimize business results and supplier diversity program success

Learning Objectives:

1. Learn how to identify disability suppliers within Disability:IN’s HUB as well as those in your own supply chain as well other sources
2. Learn the importance of “fit” for prospective suppliers and what to consider when evaluating DOBEs to do business with your company
3. Discover methods of fostering relationships with DOBEs to increase their inclusion in supply chain

#### 10:00 am – 11:15 am Breakout Session: Technology

What’s New with WCAG: Understanding 2.1 Updates & More

Wondering what you need to know about WCAG 2.1? Want to learn about level A, AA and AAA conformance? Join industry experts for a brief overview of WCAG 2.1, a comparative analysis of WCAG 2.0 and 2.1 and highlights of the differences between A, AA and AAA. Come with questions and leave with simple steps and resources to welcome WCAG 2.1 into your workplace.

Learning Objectives:

1. Understand the new WCAG guidelines rolled out in version
2. Learn what WCAG 2.1 resources are available to you
3. Enhance your knowledge of level A, AA and AAA conformance

Hosted by: Microsoft

#### 10:00 am – 11:15 am Breakout Session: Inclusion Works

#### 10:00 am – 11:15 am Breakout Session: Disability Etiquette 101 (Beginner Level)

You chose to attend this conference because you want to hear what your industry peers are doing to be more disability inclusive. Participation in this session is the first step. You will hear directly from individuals who experience a wide range of apparent and non-apparent disabilities. They will share what actions, words and interactions they consider good disability etiquette and what are the disability faux pas. This session will also offer a safe environment to ask those questions that seemed too awkward to ask.

Learning Objectives:

1. An understanding of how certain words or actions may be considered micro-aggressions
2. How respectful communication and interactions can help you successfully include employees, clients and customers in your business
3. Why authentic disability etiquette can positively impact your business

Hosted by: Booz Allen Hamilton

#### 10:00 am – 11:15 am Breakout Session: Accessibility Bootcamp

Please join Microsoft’s technology experts for an accessibility boot camp that will explain why accessible technology matters and how to support your employees with and without a disability with inclusively designed tools. The session will share practical resources and tips for ensuring that your workplace technology and content is accessible, from job applications to documents created with Microsoft 365.

Learning Objectives:

1. Understand why accessible technology matters for all employees
2. Gain practical insight into workplace technology issues
3. Learn accessibility features of Microsoft products

Hosted by: Microsoft

#### 11:15 am – 11:30 am Break

#### 11:30 am – 1:00 pm Technology Luncheon Plenary

Hosted by: Microsoft

#### 1:00 pm – 1:30 pm Break

### Breakout Sessions # 2

#### 1:30 pm – 2:45 pm Breakout Session: Workplace (Advanced Level)

Me. We. Us. -- Intersectionality and the role of BRGs

While affinity groups have been essential to ensuring more voices are heard within a company and have been supportive of singularly identifiable groups, the future of diversity and inclusion is evolving toward a better understanding of intersectionality. Cross-collaboration between employee resource groups is one way that some businesses are building a more inclusive environment and addressing the intersectionality many of their employees represent. When harnessed strategically, intersectionality can be leveraged to improve access, opportunity, and equality within the workforce.

Learning Objectives:

1. Understand the role of allies in creating full inclusion and optimizing BRGs
2. Discover ways in which networks with shared goals can collaborate on programs and approaches
3. Explore ways that each BRG was enriched as a result of collaboration

Hosted by: PNC Bank

#### 1:30 pm – 2:45 pm Breakout Session: Workplace (Intermediate Level)

The Dichotomy of a Service-Disabled Veteran: from Invincible Warrior to Ordinary Citizen

The military has its own culture. It has a language, a style, and unique code of conduct. As a result, the transition that occurs when veterans and their families leave the military world and re-enter civilian life can be difficult. The social and workplace norms of the military do not always align with those in civilian life. The employer plays a crucial role in the transition and can be helpful by creating a veteran-informed culture in the workplace. By creating a veteran-informed culture, employers will help veterans make a positive connection to their new work environment, leading to increased engagement and ultimately higher retention rates, which benefits both the veteran and the company.

Learning Objectives:

1. Understand military culture and disability to leverage recruiting
2. Learn how you can support the veteran transition process and help them understand and take pride in their new disability status
3. Gain information on practices and programs that lead to successful retention

Hosted by: MetLife

#### 1:30 pm – 2:45 pm Breakout Session: Supplier Diversity

Connecting the Dots: Local Business Engagement through Supplier Diversity

Our Disability:IN Affiliates are at the forefront of driving awareness, education and acceptance of disability inclusion practices at the local level. Today, Disability:IN affiliate agreements require supplier diversity content and structure in their programming, recognizing that supplier inclusion contributes to economic development in the disability community. Currently, eight affiliates are leading local supplier diversity strategies and making real, systemic progress.

Learning Objectives:

1. Affiliates leaders will learn how to successfully integrate supplier diversity into affiliate programming
2. Corporate representatives will learn how to engage key stakeholders at the local level
3. DOBEs will learn how to expand their networks within their own communities

Hosted by: Sanofi

#### 1:30 pm – 2:45 pm Breakout Session: Technology

The Changing Landscape: What’s New in the Digital Accessibility Legal Space

With an increase in web accessibility litigation, learn how your company can meet legal requirements while driving greater digital inclusion.

Learning Objectives:

1. Learn techniques to meet web accessibility legal requirements and achieve greater digital inclusion
2. Enhance your understanding of alternatives to litigation
3. Discover resources available to help you mitigate legal risk

Hosted by: Microsoft

#### 1:30 pm – 2:45 pm Breakout Session: Affiliates

An Introduction to the Disability:IN Local Affiliate Network

This year’s session will showcase the newly formed Disability:IN Wisconsin Affiliate as a way to demonstrate how joining an Affiliate is an opportunity for a company to be involved year-round at the local level in developing a more inclusive workplace, supply chain and marketplace across your footprint. If there is not a Disability:IN Affiliate in your locale, discover the process that the companies from Wisconsin went through to make an Affiliate a reality, how they developed a truly business to business/for business by business model and got it launched using Disability:IN’s Affiliation process.

Did you know that Disability:IN has a network of Affiliates (business to business, for business/by business networks) that span over 30 states and located in over 43 locations across the US? Come learn more about this amazing network and get involved locally!

Learning Objectives:

1. Introduction to the Disability:IN Affiliates and Process of Affiliation
2. A Model Founding Membership and Infrastructure
3. Affiliate Funding, Partnerships and Services Provided

#### 1:30 pm – 2:45 pm Breakout Session: Accessibility Bootcamp

Please join Microsoft’s technology experts for an accessibility boot camp that will explain why accessible technology matters and how to support your employees with and without a disability with inclusively designed tools. The session will share practical resources and tips for ensuring that your workplace technology and content is accessible, from job applications to documents created with Microsoft 365.

Learning Objectives:

1. Understand why accessible technology matters for all employees
2. Gain practical insight into workplace technology issues
3. Learn accessibility features of Microsoft products

Hosted by: Microsoft

#### 1:30 pm – 2:45 pm Breakout Session: DEI

Disability Equality Index (DEI) – Preparing for the Future

In this session we will explore groundbreaking research that shows a correlation between disability inclusion in the workforce and increased shareholder returns. This research was conducted using the first 4 years of Disability Equality Index data from 140 companies. It shows the importance of utilizing the DEI as a roadmap to becoming a more inclusive and successful company. During this session, you will hear compelling stories from corporate diversity leaders about how the DEI helped their organization to become authentically and creditably disability inclusive. Topics covered will include Culture & Leadership, Enterprise-Wide Access, Employment Practices, Community Engagement, Supplier Diversity, and the Non-U.S. Operations benchmark categories. Join this innovative interactive session to discover how your organization can leverage the power of the DEI to develop winning business strategies by enhancing disability inclusion practices

Learning objectives:

1. How companies leverage the DEI to accelerate internal disability inclusion
2. How companies harness the DEI to advance their market and talent presence
3. How companies can attract consumers and talent while engaging with the DEI

#### 2:45 pm – 3:00 pm Break

#### 3:00 pm – 4:30 pm Supply Chain Afternoon Plenary

Hosted by: Wells Fargo

#### 4:45 pm – 6:30 pm NextGen Leaders Matchmaking Session II

During this one-on-one speed networking session, company representatives will be matched to NextGen Leaders who possess the field of study, educational background, and/or experience they are seeking in potential job applicants. Matchmaking is exclusive to Disability:IN corporate partners. The matching between the company and the NextGen Leaders will be conducted ahead of time, and companies will be provided the participants’ names and resumes prior to the conference.

Hosted by: Freddie Mac

#### 5:00 pm – 6:30 pm Supplier Diversity & Affiliates Networking Reception

Meet and network with Disability:IN affiliate leaders, disability suppliers, business champions, and advocates in the disability community. Join us for this opportunity to make new and lasting connections in the spirit of advancing disability inclusion.

Hosted by: JPMorgan Chase & Co

Hosted by: McKesson

#### 6:30 pm – 8:00 pm Engagement Expo Opening Welcome Reception

Hosted by: Marriott International

Hosted by: AudioEye

## Wednesday, July 17, 2019

#### 7:30 am – 5:00 pm Registration Desk Open to Pick up Badge & Materials

#### 7:30 am – 9:00 am Breakfast Continental Buffet Open

#### 7:30 am – 11:30 am Engagement Expo Open

#### 7:45 am – 8:15 am Supplier Diversity Matchmaking Check-in

#### 8:30 am – 11:00 am Supplier Diversity Matchmaking Business Exchange Matchmaker Meetings (by Invitation Only)

Disability:IN Corporate Partners are pre-matched with certified DOBE®s, V-DOBE™s and SDV-DOBE™s, to make their pitches and discuss potential connections.

#### 8:30 am – 6:00 pm NextGen Leaders Interview Center

This space is designed for company recruiters and conference participants to have one-on-one sessions with college students and recent graduates that are participating in the Talent Accelerator. At the NextGen Leaders Interview and Networking Center, recruiters and company representatives can host formal and informal job interviews with students. This is also an open space for conference participants to network or have discussions with any student that draws their attention.

#### 11:30 am – 1:15 pm NextGen Leaders Luncheon Plenary

Hosted by: Boston Scientific

#### 1:15 pm – 1:30 pm Break

### Breakout Sessions #3

#### 1:30 pm – 2:45 pm Breakout Session: Workplace (Intermediate Level)

Workplace of the Future: Accommodations and Productivity Tools

To build a loyal, dedicated and productive workforce, employers must accommodate workers with and without disabilities every single day. Successful companies view these requests as productivity tools, rather than a legal obligation. As we build the workplace of the future, new work spaces must follow. In an open office, however, one employee’s support can be another’s distraction. Those who are blind may require dictation software. People who are deaf may need interpreters. Employees who are autistic might be startled by loud noises. This session will explore innovative ways that companies are allowing people with disabilities to reach their full potential.

Learning Objectives:

1. Analyze the significance of the word “Accommodations”
2. Understand how companies are increasing productivity by changing facilities or workplaces.
3. Learn about models offering flexible schedules and environments

#### 1:30 pm – 2:45 pm Breakout Session: Global

Culture and Mental Health

#### 1:30 pm – 2:45 pm Breakout Session: Supplier Diversity

DOBE Bootcamp Session A: “Communicating with Impact Practical Sales Techniques for DOBEs”

Effective communication is the basis for forming positive business relationships and successful outcomes. From preparing descriptive, customized sales materials to your initial sales meeting, you can make the most of an opportunity with a few practical techniques. Time is money so utilize this session to find out how to maximize your communication and sales skills from the very start.

Learning Objectives:

1. Learn how to make a memorable impression….in a good way
2. Identify strategies that work when selecting potential target customers
3. Utilize a strategy of a balanced customer portfolio to maintain consistent business flow then review and adjust

#### 1:30 pm – 2:45 pm Breakout Session: Technology

Emerging Technology: The Intersection of Innovation & Accessibility

Did you know that infusing accessibility into the foundation of emerging technology drives innovation and a better product for everyone? Join top companies as they dig deep into the development process to share how they are transforming emerging technology – Artificial Intelligence, Telematics, Robotics, Connected Homes and Office Environments - to make accessibility a priority from the start.

Learning Objectives:

1. Understand how to incorporate accessibility into critical touch points during the end-to-end developmental process
2. Learn how building accessibility into emerging technology drives innovation, reaches more people and results in a better product for everyone
3. Gain a greater understanding of how addressing accessibility from the beginning drives greater cost efficiencies and timeline effectiveness

Hosted by: Microsoft

#### 1:30 pm – 2:45 pm Breakout Session: ERG/BRG (Intermediate Level)

Taking Your Disability Business Resource Group to the Next Level

In the Disability Equality Index (DEI), the weighted question for a Business Resource Group (BRG) is an officially recognized group of employees that is specifically focused on supporting and advocating for individuals with disabilities. A growing and sustainable BRG is focused on driving internal visibility, awareness, and accessibility improvements for individuals with disabilities in the work environment in order to create a disability inclusive corporate culture. During this session, representatives from Disability:IN’s BRG/ERG Leadership Committee will provide you with the tools a company needs to make their BRG more meaningful. The presenters will share the value and successes that their BRG/ERGs have delivered and how to take a BRG/ERG to the next level.

Learning Objectives:

1. Understanding the key elements that are essential for a disability-focused BRG/ERG to be considered as highly valuable for both the employees and the company
2. Recognizing where your BRG/ERG is currently on the high value continuum
3. Learning what steps your BRG/ERG can take to advance to the next level

Hosted by: Ernst & Young LLP

#### 1:30 pm – 2:45 pm Breakout Session: Veterans Roundtable

This session is an exclusive opportunity for companies that are Disability:IN corporate partners at the Collaborator level or higher to take a deep dive into issues and solutions around recruiting, onboarding, and retaining veterans with disabilities.

Note: Participation exclusive to Disability:IN Corporate Partners at the Collaborative Level and above

Hosted by: Capital One

#### 1:30 pm – 2:45 pm Breakout Session: Autism Roundtable

#### 2:45 pm – 3:00 pm Break

### Breakout Sessions #4

#### 3:00 pm – 4:15 pm Breakout Session: Workplace (Intermediate Level)

Self ID 2.0- Diversity, Inclusion & Belonging

It’s been said that diversity is like being invited to a party, inclusion is being asked to dance, and belonging is dancing like no one’s watching—it’s that sense of safety that employees can be their authentic selves without fear of judgment. Diversity, Inclusion, and Belonging is about allowing all employees to be their authentic selves at work and creating the environment for that to happen. Now more than ever, business leaders are drawing their attention to diversity, inclusion, and belonging, and seeking advice on creative approaches that position diversity at the heart of executing business strategy, not as a side project. This session will examine holistic approaches to self ID and its connection to fostering an environment of belonging.

Learning Objectives:

1. Learn self ID approaches and how to gain traction in a risk averse company
2. Explore the intersection of culture and compliance
3. Review how companies are using data to build culture after a self ID campaign

Hosted by: Rangam

#### 3:00 pm – 4:15 pm Breakout Session: Global

Disability:IN’s Global Directory: A New Resource to Support Worldwide Inclusion Efforts

This session will provide a detailed review and demonstration of the new Disability:IN Global Directory, a worldwide inclusion database designed to assist Disability:IN corporate partners in countries outside of the United States. Built with input from staff, corporate representatives around the world, and consultants, the Directory is a compilation of 27 country profiles with additional countries to be added. The presenters will provide an overview of the Directory content and demonstrate how to access disability legislation, definitions, employer and accessibility requirements, cultural norms, talent sourcing resources and more. The session will also include time to discuss how to continuously inform the database with more resources, including sourcing organizations, corporate best practices, events and other country-specific content.

Learning Objectives

1. Understand the purpose, content and how to access the Disability:IN Global Directory.
2. Learn the methodology for how the Directory was populated.
3. Describe the elements in the Directory and how it connects to other Disability:IN Global Initiatives.

#### 3:00 pm – 4:15 pm Breakout Session: Supplier Diversity (Corporate)

Professional Development for Supplier Diversity Success

A session tailored to foster the professional development of supplier diversity practitioners. Supplier Diversity Professionals and other corporate advocates will be surveyed prior to the conference to harvest the most relevant topics are addressed. Potential topics of interest include cross-functional / project management, influence without authority, building consensus and virtual teams.

Learning Objectives:

1. Build internal consensus using influence and persuasion to achieve cross-functional and project management goals
2. Develop the supplier diversity brand by managing virtual teams across the enterprise (supplier diversity, procurement, D&I, ERG/BRG, HR)
3. Learn ways to grow your SD budget, and other resources, to achieve greater results

#### 3:00 pm – 4:15 pm Breakout Session: Technology

Assistive Technology: Taking Talent Productivity to the Next Level

From Content Clarifier and the Immersive Reader, to autonomous vehicles and more, assistive technology is transforming the way we work. Hear from the experts about the latest assistive technology and best practices for empowering your employees to reach their full potential.

Learning Objectives:

1. Discover tools and technologies that improve productivity for individuals with learning and intellectual disabilities to improve comprehension
2. Understand the various types of assistive technology, how it helps empower people with varying abilities and how to bring these tools to your company
3. Learn about the future of assistive technology and how it continues to evolve to drive greater independence and inclusion

Hosted by: Microsoft

#### 3:00 pm – 4:15 pm Breakout Session: Executive Sponsors Roundtable

Hosted by: Accenture

#### 3:00 pm – 4:15 pm Breakout Session: Supplier Diversity (DOBE)

DOBE Bootcamp Session B “Understanding the Strategic Sourcing Process”

Many corporations rely on the strategic sourcing process to improve supplier selection and performance and reduce supply chain risks. As a disability-owned business, the better you understand the process, the more likely you are to successfully build and strengthen relationships with buyers, improving your opportunity to be selected as a bidder/supplier. The session will review the key elements of the SS process, how requests for proposals (RFPs) work within different industries and provide clarification using contract examples.

Learning Objectives:

1. Understand how to engage with corporations for sourcing opportunities
2. Learn the key timelines and identify typical decision-makers in a sourcing process
3. Receive step by step illustrations from two major corporations on how they use the strategic sourcing process

**Hosted by: Ingersoll Rand**

#### 5:30 pm – 6:30 pm Disability Equality Index (DEI) Top-Scorer Reception

Hosted by: Bristol-Myers Squibb

#### 7:00 pm – 9:00 pm Inclusion Awards Dinner

Hosted by: Voya Financial

## Thursday, July 18, 2019

#### 7:30 am – 11:00 am Registration Desk Open to Pick up Badge & Materials

#### 7:30 am – 8:45 am Continental Breakfast

### Breakout Sessions #5

#### 9:00 am – 10:15 am Breakout Session: Workplace Roundtable (Intermediate Level)

Tools and Resources for Sandwich Generation Caregivers who Care for both their Parents and their Children

**Hosted by: AARP**

#### 9:00 am – 10:15 am Breakout Session: Supply Chain Roundtable (Corporate)

Designed for supplier diversity and procurement professionals, these interactive roundtable discussions led by industry leaders will focus on future trends and innovative ideas to drive greater success in disability supplier inclusion.

Hosted by: USAA

#### 9:00 am – 10:15 am Breakout Session: Technology Roundtable

Building & Optimizing Your Accessibility Program: Strategy, Structure, Success

Wondering how top companies implement accessibility governance and structure? Curious about the Chief Accessibility officer role? Eager to learn how you can optimize your accessibility program? Join this interactive, engaging session to learn and share methods to build the business case, strategies to engage stakeholders from above, below and across the company, while at the same time engaging BRG/ERG resources. Join the conversation and hear from experts about their winning strategies and biggest lessons learned.

Share best practices and strategies for building an accessibility program

Learn how to create momentum and excitement to optimize and grow your digital inclusion program

Gather tips to influence stakeholders above, below and across your company to drive awareness and adoption across multiple teams.

Hosted by: Microsoft

#### 9:00 am – 10:15 am Breakout Session: DOBE Business Exchange Roundtable (DOBE)

Certified suppliers will discuss best practices, challenges, and opportunities to business growth. Led by experienced and successful DOBEs & SDV-DOBEs, these Interactive roundtable discussions will provide suppliers with insights into successful strategies in building and growing their businesses.

#### 9:00 am – 10:15 am Breakout Session: Recruiting Roundtable

Building Productive Pipelines for Job Candidates with Disabilities that Result in Hires

Recruiters must create programs and processes, leverage technology to expand talent pools in a competitive labor market, and confront internal and external policies that are barriers to innovative hiring initiatives. During this interactive session, attendees will self-select one of three table discussions. Each table will discuss one of the following topics followed by a report-out. The discussion topics are:

1. What have been your most innovative recruiting models and practices that attract or reach qualified job candidates with disabilities?
2. How have you best optimized on campus recruiting and built relationships with students with disabilities leveraging both career services and disability services?
3. How have you best leveraged disability sourcing agencies?

Hosted by: Getting Hired

#### 10:15 am – 10:30 am Break

#### 10:30 am – 12:00 pm Closing Plenary: Breaking the Silence of Mental Illness and Addiction in the Workplace