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
* NextGen Student Name Badge Lanyards: GSK
* 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, Discover Financial Services, Galt Foundation, Johnson & Johnson, Lockheed Martin, McDonald’s, PNC Financial Services, 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
* Photo Booth: Walmart

## 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

Hosted by: TD Bank

#### 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: Power Networking Lunch

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

Hosted by: Discover Financial Services  
Hosted: AT&T

#### 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 – Business Networking Dinner

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

## 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.

Co-hosted by: Caterpillar

#### 9:45 am – 11:15 am Talent Accelerator Tech Talk with a Facebook Engineer

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

Hosted by: Facebook

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

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

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

Hosted by: Northrop Grumman Corporation

#### 12:30 pm – 1:30 pm Disability:IN Global Roundtable Meeting (Private)

#### 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)

#### 1:00 pm – 3:00 pm Talent Accelerator Program

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

Hosted by: LinkedIn

#### 1:00 pm – 5:00 pm Professional Headshots

Note: Open only to NextGen Leaders

Hosted by: LinkedIn

#### 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

#### 1:45 pm – 2:45 pm Accessible Technology Working Group Meeting (Private)

#### 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.

## Speaker:

## Betta Beasley, Founder, CEO, 2rbConsulting

## (SDV-(DOBE®) 2019 DOBE Host Committee Chair

## Hosted by: Galt Foundation Hosted by: Google

## Tuesday, July 16, 2019

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

Hosted by: Prudential

#### 7:00 am – 8:00 am Professional Headshots

Note: Open to all conference participants

Hosted by: LinkedIn

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

#### 8:00 am – 9:30 am Opening Plenary: The Disability Inclusion Advantage

Disability inclusion isn’t only the right thing to do, but it is good for business. Research released by Accenture, in partnership with Disability:IN and the American Association of People with Disabilities (AAPD), shows that companies who improve their score on the Disability Equality Index (DEI) were four times more likely to have total shareholder returns that outperform their peers. Now, investors are paying attention and calling on corporations they invest in to make disability inclusion a priority. Hear from top C-Suite leaders and investors about how they are driving disability inclusion in their company and using this research to drive change.

Speakers:

* Catherine P. Bessant, Chief Operations and Technology Officer, Bank of America, 2019 Disability:IN Conference Chair
* Chris Capossela, Chief Marketing Officer and Executive Vice President, Marketing and Consumer Business, Microsoft
* Jill Houghton, President & CEO, Disability:IN
* Ted Kennedy, Jr., Board Chair, American Association of People with Disabilities (AAPD)
* Arvind Shankar, Managing Director, Enterprise Enablement, Accenture
* Celeste Warren, Vice President, Human Resources & Global Diversity and Inclusion Center of Excellence, Merck, 2019 Disability:IN Workplace Track Chair

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.

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.

Moderator:

* Lisa M. Hackard, Co-chair of National Disabilities Network (AIM, Abilities In Motion), Partner, Audit, KPMG LLP

Presenters:

* Kathy Gerwig, Vice President, Employee Safety, Health and Wellness Environmental Stewardship Officer, Kaiser Permanente
* Vicki Mealer-Burke, Chief Diversity Officer and VP Human Resources, Qualcomm Incorporated
* Robyn Shumer, Johnson & Johnson Mental Health Diplomat, Founder of What’s Your Story USA, Johnson & Johnson

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/ Business Resource Groups (BRGs)

How can you use Affinity Networks/Business Resource Groups to enhance disability inclusion around the globe, attract new customers and find and keep talent with disabilities? Join this session to learn about the unique challenges and strategies to starting, growing, and sustaining global chapters of disability BRGs.

Moderator:

* Justin Francis, Senior Director, Finance Business Partner – Chief Transformation Office, AXA Equitable

Presenters:

* Daniel Paz, Economic Impact Manager, LatAm, Facebook
* Navin Pothan, Executive Director, Access Ability Business Resource Group, JPMorgan Chase & Co.
* Tinamarie Duff, Associate Director, Bristol-Myers Squibb

Learning objectives:

1. Learn affinity network and business resource group best practices from BRGs in EMEA (Europe, Middle East and Africa), Latin America (LATAM), and Asia Pacific Economic Cooperation (APEC).
2. Determine strategies for starting global BRG efforts, including attaining executive and other stakeholder support within the company.
3. Learn how to move affinity network and resource groups through development and maturity phases to be a business advisor.

Hosted by: Bloomberg

#### 10:00 am – 11:15 am 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.

Moderator:

* Scott Hoesman, CEO & Founder, inQUEST Consulting & Disability:IN Affiliate Liaison

Presenters:

* Beth Butler J.D., Executive Director-Disability:IN NC
* Kenyatta Lewis, Executive Director of Supplier Diversity, MGM Resorts International

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

#### 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.

Moderator:

* Todd Bankofier, CEO, AudioEye, Inc.

Presenters:

* Andrew Kirkpatrick, Head of Accessibility, Adobe
* Kathy Wahlbin, VP Enterprise Compliance & General Manager, The Paciello Group
* Shawn Lauriat, Software Engineer, Google

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

Culture Eats Strategy…The Role of Executive Sponsors in Advancing Disability Inclusion

Sustainable culture change requires commitment at the highest levels. Corporate leaders empower change and give inclusive strategies visibility and influence. Participating Inclusion Works company Executive Sponsors will describe their roles and share their strategies to advance inclusion across their enterprises.

Moderators:

* Leslie Wilson, Vice President, Workplaces Initiatives
* Emily Malsch, Sourcing and Community Outreach Consultant, Disability:IN

Presenters:

* Edgar Aguilar, Executive Vice President, IT and Head of Human Resources, Operations & Technology, Mastercard
* Paula Kelley, Managing Director and Business Strategy & Initiative Executive, Bank of America
* Robert Patman, Regional Senior Vice President of Operations, McKesson

Learning Objectives:

1. Learn how to engage corporate leaders to advance inclusion.
2. Identify strategies executive sponsors have used to create inclusive cultures.
3. Compare the variety of roles executive sponsors perform in disability inclusion.

#### 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.

Moderator:

* Emily Ladau, Communications Consultant. Employer Assistance and Resource Network on Disability Inclusion

Presenters:

* AnnMarie Killian, Vice President of Diversity and Inclusion, ZVRS and Purple Communications
* Eric Wright, Senior Lead Technologist, Booz Allen Hamilton
* Russell Shaffer, Director – Global Culture, Diversity & Inclusion, Walmart Inc.
* Paulette Penzvalto, Program Manager, Corporate Engineering, Google

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.

Moderator:

* Joshua Stewart, Vice President, Director, Talent Programs and Accessibility, The PNC Financial Services Group Inc.

Presenters:

* Charles Atkins, President, Veterans’ Service Network (VSN) Employee Resource Group, Senior Engineering Technologist, BAE Systems
* Vanessa Kelly Smith, Vice President, Goldman Sachs
* Idris Stover, Senior Manager, Global Diversity and Inclusion, Hilton
* Vivian Ayuso-Sanchez, Sr. Manager Diversity Networks & Programs, D&I, Walgreens

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 Financial Services Group, Inc.

#### 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.

Moderator:

* Timothy McClain, U.S. Initiatives Consultant, MetLife

Presenters:

* Lance Dorsey, Senior Manager Supplier Diversity, McKesson
* Kevin Preston, Colonel (Retired) U.S. Army, Diversity & Inclusion, The Walt Disney Company
* Marina Williams, Equal Opportunity Programs Director, Lockheed Martin Corporation

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

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

Moderator:

* Patricia K. Graves, President & Founder, Caption First (DOBE®)

Presenters:

* Stephanie Williams, Manager, Supplier Diversity Development, Ford
* L. Jay Burks, Director of Supplier Diversity, Comcast Corporation
* Tabatha Bowman, Supplier Diversity Manager, Lowe’s Companies, Inc.
* Cami Turcotte, Manager, Certification and Supplier Engagement, Disability:IN®

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

#### 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 in the United States and a growing (and global) understanding that accessibility is both a civil right and good for business in so many ways, come learn how your company can meet legal requirements while driving greater digital inclusion. Lainey Feingold, a disability rights lawyer who focuses on digital accessibility and author of: Structured Negotiation, A Winning Alternative to Lawsuits, will share up-to-date information about the digital accessibility legal space and offer strategies.

Moderator:

* Jessica Rafuse, Senior Program Manager Accessibility, Corporate External Legal Affairs, Microsoft

Presenter:

* Lainey Feingold, Lawyer, Author, Negotiator, Law Office of Lainey FeingoldLearning Objectives:

Learning Objectives:

1. Learn techniques to meet web accessibility legal requirements and achieve greater digital inclusion.
2. Understand the current digital accessibility legal space - laws, court cases, settlements, and more (primarily a US focus, with reference to global legal environment).
3. Enhance your understanding of alternatives to litigation.
4. Discover resources available to help you mitigate legal risk.

Hosted by: Microsoft

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

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 U.S.? 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. Come learn more about this amazing network and get involved locally!

Moderators:

* Lynn Kirkbride, M.S., Director of Affiliate Relations, Disability:IN
* Scott Hoesman, Disability:IN Affiliate Liaison, CBLN and CEO & Founder inQuest Consulting

Presenters:

* Judy Quigley, Executive Director, Disability:IN WI
* Tracey Andrus, Vice President of Strategy and Business Development, Rangam Consulting
* Bryan Kadlec, Vice President of Product Management, Northwestern Mutual
* Dan Tarrence, Executive Vice President, Franklin Energy
* Leah Lobato, Executive Director, Disability:IN Utah,
* Sharon Denson, Executive Director, Disability:IN Connecticut,
* Beth Butler, J.D., Executive Director, Disability:IN North Carolina,

Learning Objectives:

1. Introduction to the Disability:IN Affiliates and Process of Affiliation
2. Learn how engagement at the local level can give your company a competitive advantage
3. Discover the unique role that an Affiliate can play in your company’s emerging disability inclusion strategy

#### 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

Moderator:

* David Casey, Vice President, Workforce Strategies and Chief Diversity Officer, CVS Health

Panelists:

* Tonya Adams, Director, Diversity & Inclusion, Anthem, Inc.
* Robyn Afrik, Diversity and Inclusion Manager, Meijer
* Alfred Johnston, Manager of Inclusion & Diversity, W.W. Grainger, Inc.
* Raul Suarez-Rodriguez, Associate Director, Global Economic Inclusion & Supplier Diversity, Merck
* Laurie Henneborn, Managing Director – Accenture Research, Accenture

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

Hosted by: Anthem

#### 2:45 pm – 3:00 pm Break

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

Disability Inclusion within Procurement and Supplier Diversity Practices

Full disability inclusion extends to procurement and supplier diversity initiatives as a necessary component and a competitive advantage for organizations in reaching their supplier stakeholders. Accessibility is key to interacting with the disability community, supply chain and procurement leaders who play a crucial role in influencing how accessibility practices are adopted by their organizations and supply chains to ensure universal usability for all products sold in the US.

At this plenary, Disability:IN will present 2019 awards for Advocate of the Year – Supply Chain & Supplier of the Year

Remarks:

* Jill Houghton, President & CEO, Disability:IN
* Joanne Peterson, Owner & Founder, Abator (DOBE®)
* Affiliate Supplier Diversity Initiative – Wells Fargo Check Presentation:
* Regina Heyward, Vice Chair, Disability:IN, Senior Vice President, Head of Supplier Diversity, Wells Fargo & Company

A Conversation on Accessibility in Procurement – Introducing the New Accessibility Toolkit

Moderator:

* Brian Horn, Executive Vice President, Operations, Disability:IN

Presenters:

* Lainey Feingold, Lawyer, Author, Negotiator, Law Office of Lainey Feingold
* Wil Lewis, Global Diversity & Inclusion, Senior Vice President, Diversity & Inclusion Executive, Bank of America

Learning Objectives:

1. Hear from other industries and supplier diversity professionals about key trends impacting supplier diversity
2. Learn how to accelerate acceptance of disability supplier inclusion by developing a business case tied to your corporation’s business objectives
3. Identify and develop key strategies to position your supplier diversity program for success and how to anticipate and overcome internal and external challenges

Mentor/Mentee Recognition – Supplier Mentoring Program

Hosted by: Wells Fargo

Feature Event: DOBE® Pitch Tank Competition

Introduction to the 2019 Disability:IN Pitch Tank Competition:

* Joyce A. Bender, Founder & CEO, Bender Consulting Services, Inc. (DOBE®)

Emcee:

* Rondu Vincent, Director, Supplier Diversity, Bristol Myers Squibb

Pitch Tank Judges:

* Michael K. Robinson, Program Director, Global Supplier Diversity, IBM
* Leigh Ann Oravez, PRO, FL, CSR- Supplier Diversity & Sustainability, Bayer
* Todd Jackson, Supplier Diversity and Inclusion Manager, Intel

Sponsored by: Wells Fargo & UPS

#### 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.

DOBE Speakers:

* Dylan White, Founder & CEO, Alleviate (DOBE®)
* Andrew Houghton, Founder, No Barriers Media (DOBE®)

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  
Hosted by: The Paciello Group

## Wednesday, July 17, 2019

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

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

Hosted by: Prudential

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

Hosted by: Marriott International

Hosted by: AudioEye

Hosted by: The Paciello Group

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

#### 8:30 am – 11:00 am 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.

Hosted by: Hilton

#### 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.

Co-hosted by: PwC

#### 9:15 am – 10:15 am Corporate Partners and Affiliate Leaders Policy Discussion

The Department of Labor (DOL) is committed to increasing the participation of people with disabilities in the workface. Join the Disability:IN as we welcome Craig Leen, Director of the Office of Federal Contract Compliance Programs (OFCCP) and Jennifer Sheehy, Deputy Assistant Secretary of the Office of Disability Employment Policy (ODEP). They will be sharing information on the exciting initiatives the DOL is implementing to support employers and federal contractors in hiring and retaining people with disabilities.

During this fireside chat, participants will learn about:

* The incredible contribution people with disabilities make to the U.S. economy;
* DOL resources designed to support federal contractors in capitalizing on the talents of people with disabilities; and,
* DOL initiatives to ensure compliance with Section 503 of the Rehabilitation Act and encourage Affirmative Action, including the proposed Excellence in Disability Inclusion (EDI) Awards, the proposed Voluntary Enterprise‐wide Review Program (VERP) and Section 503 Focused Reviews.

Moderator:

* Jill Houghton, President & CEO, Disability:IN

Presenters:

* Craig Leen, Director, Office of Federal Contract Compliance Programs (OFCCP), U.S. Department of Labor
* Jennifer Sheehy, Deputy Assistant Secretary, Office of Disability Employment Policy (ODEP), U.S. Department of Labor
* Kathy West-Evans, Director of Business Relations, National Employer Team at the Council of State Administrators of Vocational Rehabilitation.

Note: This session is open exclusively to Disability:IN corporate partners and Disability:IN Affiliate leaders.

#### 11:30 am – 1:15 pm NextGen Leaders Luncheon Plenary: Going Beyond to Belong: Creating a Culture of Belonging in the Workplace

A culture of belonging goes beyond diversity and inclusion to ensure that employees are not only represented and valued in the workplace, but also welcomed to bring their whole authentic self to work. Research shows that the effects of a culture of belonging are profound – it helps increase retention and employee engagement in the workplace, critical aspects of a company’s performance and growth.

NextGen Leaders and corporate executives will discuss what belonging means to them, what steps companies have taken to foster belonging in the workplace, and what they are looking for in companies during their job search process.

Come prepared for this discussion and to hear from the top teams from the Wellness Innovation Lab brought to you by Walgreens as they pitch their universal design ideas and compete for first place

Innovation Lab (iLab) Pitch Competition

iLab Moderator:

* Carlos Wesley Cubia, Vice President Human Resources and Global Chief Diversity Officer, Walgreens Boots Alliance

iLab Judges:

* Ann Powell Judge, Chief Human Resources Officer, Bristol-Myers Squibb
* Jon Kaplan, Vice President, Training & Development, Discover Financial Services
* Rainia L. Washington, Vice President, Global Diversity and Inclusion, Lockheed Martin Corporation

First place prizes generously donated by Dell

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.

Moderator:

* Bri Sambo, Senior Program Manager, Military & Diversity Sourcing & Leader of Access for Disabilities Employee Network Group, T-Mobile

Presenters:

* Merwyn Fraser, HR Disability Manager, Merck
* Heather L. Morgado, Associate Director, Diversity, Inclusion, Culture & Engagement, Boehringer Ingelheim USA, Inc.
* Jacqui Winters, Principal, Deloitte

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

Hosted by: Deloitte

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

Culture and Mental Health

Depression is one of the leading causes of disability worldwide, according to the World Health Organization. With mental health conditions impacting employee productivity, corporate direct health care costs, and bottom lines, there are companies that have developed innovative and supportive approaches. This session will feature global corporate best practices that address cultural differences to reduce stigma, encourage treatment and expand access to mental health services for employees and their dependents in locations around the world.

Moderator:

* Allison Stark, Global Wellness Program Manager, Hewlett Packard Enterprise

Presenters:

* Barbara Harvey, Managing Director – Accenture Research & UK Mental Health Sponsor, Accenture UK
* Joe Leveridge, Assistant Vice President - Global Banking & Markets Technology, Bank of America Merrill Lynch
* Apoorva Gandhi, Vice President, Multicultural Affairs, Marriott International

Learning objectives:

1. Gain an understanding of mental health conditions that impact employees and their dependents.
2. Learn practical approaches to introducing or strengthening programs that reduce stigma and promote mental well-being.
3. Learn feasible, quick-wins for providing access to mental health treatment for employees and their dependents in locations around the world.

Hosted by: Hewlett Packard Enterprise

#### 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.

Moderator:

* Casey Oakes, Director, Supplier Diversity, Marriott International Global Operations

Presenters:

* Jackie LaJoie, Sr. Manager, Supplier Diversity, Ingersoll Rand
* Tim Yamada, Supplier Diversity Manager, Toyota Financial Services (TFS)
* Deon M. Crayton, Supplier Diversity Associate, United Airlines
* Artura Taylor, President & CEO, Taylor Distribution Group (DOBE®)

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

Hosted by: Ingersoll Rand

#### 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.

Moderator:

* Mike Ellis, CPACC, Global Vice President of Accessibility, Sprint Accessibility

Presenters:

* Jenny Lay-Flurrie, Chief Accessibility Officer, Microsoft
* Tom Wlodkowski, Vice President, Accessibility, Comcast
* Mark Balsano, Vice President, Accessibility, Charter Communications
* Amanda Damman, Chief Engineer, Autonomous Vehicles, General Motors

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.

Moderators:

* Angela Borrell, Boeing Company Focal to Disability:IN, The Boeing Company
* Greg Pollock, Vice President of Human Resources & Accessibility Officer, PNC Financial Services Group, Inc.,

Presenters:

* Allison, Chelsea, Director of Human Resources, Illinois District. UPS
* Anna Kendall, Senior Consultant, EY
* Rachel Cyrus, Program Manager, Dell Technologies

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: EY

#### 1:30 pm – 2:45 pm Breakout Session: Veterans Roundtable: Self-identification and Educating Candidates on Workplace Accommodations

A retired, retiring or transitioning Veteran’s primary identity is as a member of the Armed Forces. Veterans that return with a disability, apparent or non-apparent, are typically hesitant to self-identify as a person with a disability (PwD). Since the military culture is to not complain or ask for assistance, requesting an accommodation during the recruiting process or after being hired is typically not done for a number of reasons, i.e. Why is my employer asking this? What does that mean if I self-ID as PwD? Will they not hire me if I ask for an accommodation?

During this round table you will have the opportunity to engage in a facilitated conversation with fellow employers to share their best practices around increasing your organization’s self-ID percentages, learn about their accommodations process and ways to solve the challenges of educating all candidates on that process, etc.

Discussion Topics:

1. Strategies for engaging employees who are Veterans with disabilities in a conversation on disability self-disclosure.
2. Accommodations best practices for employees who are Veterans with disabilities.

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

Moderator:

* Tom Downs, Senior Manager, Diversity Talent Acquisition Capital One

Hosted by: Capital One

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

You’ve Onboarded Employees from an Autism Hiring Program, What’s Next?

Employers with Autism Hiring Programs have been interviewing and hiring for their companies for a while now. As their employees grow in their role, or manage the day-to-day, change and growth is a part of the employee experience. Join EY, JP Morgan Chase and Microsoft to learn from their experiences building manager support, career development and change management.

Panelists:

* Jen Guadagno, Senior Inclusive Hiring Program Manager, Microsoft
* Anthony Pacilio, Vice President, Global Technology, JPMorgan Chase & Co
* Jamell Mitchell, Neurodiversity CoE Operations Leader, Ernst & Young

Learning Objectives:

1. Building manager support and inclusive team culture
2. Considerations for career development conversations
3. Getting ahead of transitions and change – teams, managers, peers, environment

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

Going Big: How to Crank up your Disability Hiring

The Walgreens disability hiring initiative launched in 2007 in one of its distribution centers with the hiring of two hundred people with disabilities. It was groundbreaking because of its scope: 30% of the workforce, same jobs, same pay, same performance standards in a completely inclusive environment. It has continued to grow throughout Walgreens (now 2,000 PWDs, 20% of its entire logistics workforce) and is being spread to other companies and industries in the US and abroad (e.g., Toyota, Crown Equipment, Archer Daniels Midland).

The key and most unique element is the “transitional work group” which is used for most entry-level jobs. The session will cover the mechanics, the critical success factors, the pitfalls, the results to expect, the key roles and partnerships needed for success. Get your questions answered.

Presenters:

* Randy Lewis, former Senior Vice President-Supply Chain, Walgreens
* Tom Gustafson, Vice President HR Supply Chain, Sephora
* Carla Gaouette, Senior Vice President, Viability Inc.
* Joe Wendover, Chief HR & Diversity Officer, Viability
* James Emmett, Corporate Disability Consultant, James Emmett & Company
* Kathy West-Evans, Director of Business Relations, CSAVR

Learning Objectives:

1. Learn how Walgreens and other companies have hired people in distribution centers.
2. Learn about how to implement the transitional workgroup model.
3. Learn about how to partner with Vocational Rehabilitation agencies.

#### 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.

Moderator:

* Fay Marie Dunbar, Director, Inclusion & Diversity, Prudential Financial, Inc.

Presenters:

* Nikki Alphonse, Director Equality and Access, Northrop Grumman Corporation
* Dominica Groom Williams, Vice President, Office of Inclusive Engagement, Human Resources, Freddie Mac
* Nish Parikh, CEO and Chief Innovator, Rangam

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. A panel of multi-national corporate representatives will discuss the usefulness of the database and feature their disability inclusion activities and best practices.

Moderator:

* Veronica Angel, Senior Manager, Diversity & Inclusion, Boston Scientific

Presenters:

* Derek Shields, International Disability Inclusion Expert, Disability:IN
* Renata Cerqueira, Account Manager—Travel Industry, Facebook

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.

Hosted by: McDonald’s

#### 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.

Moderator:

* Reginald E. Humphrey, Senior Manager, Supplier Diversity, General Motors/Global Purchasing & Supply Chain

Presenters:

* Tim Ruddell, Supplier Diversity, Sony Entertainment Pictures & 2019 Supply Chain Track Chair
* Sheri A. Shafir, A.P.P. Head, Supplier Diversity, Novartis Business Services
* Punita Patel, Vice President, Global Supplier Diversity JPMorgan Chase & Co.
* Dave Feldman, Manager Local Content/Supplier Diversity/Corporate Procurement, Chevron

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

Hosted by: General Motors

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

Talent + Tools: Taking Productivity to the Next Level

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

Moderator:

* Matt Ater, Vice President, Vispero

Presenters:

* Bert Floyd, Senior Manager, Assistive Technologies, TD Bank
* Peter Korn, Director, Accessibility, Amazon
* Dena Wainwright, Vice President/Enterprise Digital Accessibility Program Team Manager, Wells Fargo
* Suzanne Montgomery, Vice President – Compliance & Chief Accessibility Officer, AT&T

Learning Objectives:

1. Discover tools and technologies that improve productivity for employees with disabilities
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 best practices for providing, procuring and creating access to digital platforms for all employees

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.

Moderator:

* Darlene Fuller, Senior Director, Supplier Diversity, Supply Management, Sodexo

Presenters:

* Thomas Hershey, Global Sourcing for Production and Events, Viacom
* Rose Hatcher, Director, Supplier Diversity, Viacom
* Monica Doyle, Vice President, Director of Strategic Sourcing and Vendor Management, Federal Home Loan Bank of Chicago
* Jon Kim, Assistant Vice President, SEC Reporting Analyst and Supplier Diversity Liaison, Federal Home Loan Bank of Chicago
* Hetal Parikh, President, Rangam Consulting (DOBE®)

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

#### 3:00 pm – 4:15 pm Breakout Sessions: Workplace

Implementing a Universal Design strategy into the built environment

Companies face numerous challenges when planning for the diverse needs of users who utilize their campuses and spaces. Today’s needs extend beyond the American’s with Disabilities Act (ADA) which mandated equal access for all.

Whether renovating existing buildings or constructing new ones, Universal Design provides an array of options from a framework of strategies. The strategies recognize the context in which design takes place rather than imposing an absolute standard to every situation.

Presenters:

* John H. Catlin, FAIA, Partner, LCM ARCHITECTS
* Kathryn A. Gibbs, PMP, MCR, SFP, SLCR, Director, Project Engineering & Capital Management, Merck
* Michael Perry, AIA, Principal and Executive Vice President, Progressive AE
* Andrew Houghton, Founder and CEO, Integrated Global Strategies

Learning Objectives:

1. Seven principles of Universal Design
2. Improve safety measures by minimizing hazards that lead to accidents, lost productivity and related expenses
3. Design inclusive places and spaces that are easy to understand regardless of the user’s experience, knowledge or language skills

#### 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

During this dinner, Disability:IN will present the Employer of the Year Awards, Top Corporation for Disability-Owned Businesses Award, and the John D. Kemp Leadership Award. Additionally, DEI top-scoring companies will be recognized.

Emcee:

* Paul Gennaro, Senior Vice President, Chief Brand and Communications Officer, Voya Financial, Disability:IN Board Member

Speakers:

* Rodney O. Martin, Jr., Chairman and Chief Executive Officer, Voya Financial

Hosted by: Voya Financial

## Thursday, July 18, 2019

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

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

Hosted by: Prudential

### 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

The sandwich generation cares for the people who matter most, but sometimes in doing so they put themselves and their careers last. Anyone, at any level of an organization, can be impacted by caregiving needs. To make life simpler for employees who combat caregiving-related issues, companies must foster an empathetic culture that allows for self-disclosure. 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 are some of the benefits that give the sandwich generation the ability to succeed personally and professionally?
2. How has your company encouraged caregiver disclosure?
3. What are some effective strategies for balancing career growth during stressful periods?

Moderator:

* Kimberly Marcus, Director, Supplier Diversity, AARP

Table Facilitator:

* Alishea Johnson, Senior Manager, Diversity & Inclusion, Centene Corporation

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.

Moderator:

* Wayne Shanks, Supplier Diversity Director, USAA

Table Discussion Facilitators:

* Bridget Carter, Senior. Manager, National Supplier Diversity, Caesars Entertainment, Inc.
* Tiffany Blocker, Supplier Development and Diversity, St. Louis Lead, The Boeing Company
* Holli Turner, Supplier Diversity & Sustainability, Enterprise Category Management (ECM) Organization/Finance, Humana

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.

Moderator:

* Richard Ram, Senior UX Designer, Bloomberg

Table Discussion Facilitators:

* Carrie Farber, Principal Product Owner, Accessibility, Walmart eCommerce
* Andrew Kirkpatrick, Head of Accessibility, Adobe
* Tom Wlodkowski, Vice President, Accessibility, Comcast
* Jeff Wissel, Senior Accessibility Consultant, Fidelity Investments
* Hale Pulsifer, Customer Accessibility Lead, Office of Customer Accessibility, Fidelity Investments
* Eric Bridges, Executive Director, American Council of the Blind

Learning Objectives:

1. Share best practices and strategies for building an accessibility program.
2. Learn how to create momentum and excitement to optimize and grow your digital inclusion program.
3. 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?

Moderator:

* Hunter Schwartz, Business Development Manager, Getting Hired, Inc. (An Allegis Group Company)

Table Discussion Facilitators:

* Kristy Mandigo, Mechanical Engineering Manager, Raytheon Company
* Hope Crumley, M.S., C.R.C., Chief Diversity Officer, Galt Foundation

Hosted by: Getting Hired

#### 10:15 am – 10:30 am Breakout Session: Special Presentation

The Impact of Artificial Intelligence on Disability Inclusion

Artificial intelligence promises to revolutionize the way in which companies make employment decisions. As companies leverage big data analytics in sourcing and selection procedures, onboarding, and career development, questions remain as to whether these products powered by artificial intelligence adequately accommodate people with disabilities. Employers using AI for traditional HR functions must take measures to ensure that those technologies do not improperly discriminate against people with disabilities and accommodate the needs of all candidates and employees.

Presenters:

* Adam S. Forman, Member at Epstein Becker & Green, P.C., Detroit and Chicago
* Nathaniel M. Glasser, Member at Epstein Becker & Green, P.C., Washington DC

#### 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

Mental and behavioral health conditions are prevalent among adults. There is growing evidence that physical and mental health are linked with one directly impacting the other. This mind-body connection increases overall healthcare costs and negatively impacts productivity. As deaths from addiction and suicide reach a crisis point, workplace mental wellness has become a high priority. Speakers representing multi-national corporations will present their companies’ unique approaches to reducing stigma and improving access to mental health and substance use treatment for their employees and dependents.

Moderators:

* Leslie Wilson, Vice President, Workplaces Initiatives, Disability:IN
* Liz Taub, Executive Vice President, Disability:IN

Presenters:

* Barbara Harvey, Managing Director – Accenture Research & United Kingdom Mental Health Sponsor
* Liz Harrington, Vice President, Health and Wellness Benefits Manager, PNC Financial Services Group, Inc.

Hosted by: Cox Communications