

the wave

A NEWSLETTER OF SPRINGBOARD CONSULTING

www.consultspringboard.com

March 2015, Volume 6, Issue 1



Dear friends,

As someone who resides in a state that has experienced a very cold, snowy winter, I am eager to embrace all that comes with spring, sun, warmer temps, more daylight and of course, Springboard's **2015 Disability Matters North America Conference and Awards**.

I do believe the Boston snow will be completely melted by April 14th but even if remnants of the fluffy, cold white stuff remain, Springboard's 2015 Disability Matters NA event will be our best yet. It will also be a completely sold out event with only ten registrations remaining.

So, if you've yet to register for DM, you'll need to do so today so you can experience 2 1/2 days of disability education, celebration, inspiration and networking

And don't forget to arrive one day early to participate in Springboard's **2015 Disability ERG Leadership Development Summit**.

Want to register for one or both terrific events? Click here: <http://consultspringboard.com/disability-matters/about/ticket-purchase/>

Looking forward to seeing all of you next month.

Your friend,

Nadine

2015 Disability Matters Events

NA - Boston, MA
April 14 -16th, 2015
EU - The Hague,
The Netherlands
17-18th June, 2015
AP - Bangkok, Thailand
17-18th August, 2015

2015 NA Disability
ERG Summit
Worcester, MA
April 14th, 2015

Disability Connect
Charlotte, NC
October 22nd, 2015

INSIDE THIS ISSUE:

Nadine's Message	1
The ADA Inquirer	2
Technical Wire	4
Disability Corner	8
The Travel Spot	10
Springboard Foundation	11
Employment Data for Veterans w/ Disabilities	12
Diversity MBA Save the Date	16
2015 Springboard Events	17
The Wave Word Search	21
Come See Springboard!	23
A Note From the Springboard Team	25

The ADA Inquirer:

Jana Burke, Manager, ADA Services, Springboard Consulting, LLC

Inclusion is the New Diversity

In today's market, our people are our greatest asset. Increased diversity and inclusion in our staffing strategy helps to increase our potential for success. Today, our nation benefits from an increasingly diverse and inclusive workforce, one that offers a number of different perspectives and rich ideas to American businesses of all sizes and in all industries. While diversity is about counting people, inclusion is about making people count.

Between 2010 and 2030, the country will lose 20% of its workforce. To maintain the jobs we have now, without growing the workforce, our country needs to add 10-15 million new workers between now and 2020. One "hidden" candidate pool that will help us fill our vacant positions is people with disabilities. Every day, people with disabilities, including lesbian, gay, bisexual and transgender (LGBT) people with disabilities, make significant contributions to workplaces across the U.S. Yet, many small employers remain reluctant to hire people with disabilities. People with disabilities continue to be unemployed at much higher rates than people without disabilities, despite being qualified, valuable workers.

People with disabilities are the next great wave of diversity in the United States and around the globe. In fact, they are the largest minority in America today and still growing, especially when we include maturing workers with age related disabilities and veterans with service related disabilities. Employees who have a disability or who have a child or other dependent with special needs represent approximately 15% of the U.S. workforce. Currently, in the U.S., this segment of the population has exceeded the Hispanic population by 5%. People with disabilities want to work and, in fact, come to employers with education and skill-sets that make them ideal candidates for a great many jobs, especially when utilizing technology that helps level the playing field.

Additionally, the LGBT community encompasses the full spectrum of our society's diversity. Employees who are LGBT represent approximately 6-10% of the U.S. workforce. The LGBT community crosses lines of gender, race, age, income, class, family structure, education, geography, religion and political affiliation and also includes individuals with disabilities. In fact, research indicates that disability is significantly more prevalent among adults who are LGBT.

Many large companies now include sexual orientation and gender identity in their diversity and inclusion efforts. Over 85% of Fortune 500 companies now include sexual orientation in their non-discrimination policies and 50% include gender identity.

The ADA Inquirer - Continued

Jana Burke, Manager, ADA Services, Springboard Consulting, LLC

LGBT employees now have more choices where to take their talents.

The intersection of disability and LGBT issues in the workplace represents a unique opportunity for us to increase the inclusiveness of our workforce and tap into a valuable "hidden" candidate pool of qualified workers. As an employer, it's important to take advantage of the mix of races, ethnicities, ages, gender identities and orientations, religions, and life experiences in your workforce. By placing value on your people, you create a sense of belonging for your workers where they feel welcomed and respected. Here are a few strategies to keep in mind as you increase your inclusiveness of people with disabilities, including LGBT people with disabilities:

- Verify that your facilities incorporate the principles of universal design to allow all employees the greatest level of access to their workplace
- Incorporate diversity and inclusion in your organization's leadership agenda
- Train your managers AND employees so that team members at all levels of the organization
- see the value of and commitment to inclusion
- Encourage a high-engagement organizational culture
- Reward questioning and risk-taking while also acknowledging and supporting mistakes
- Measure and report your organization's progress with diversity and inclusion efforts.

Diversity efforts in your organization help you comply with various labor laws and regulations while also ensuring your workforce reflects the labor market and your customer base. Diversity remains a valuable part of our workplace. However, inclusion involves a diverse workforce that encourages improved engagement, productivity, loyalty, employee morale, and ultimately, the bottom line. Employees with disabilities, including LGBT people with disabilities, have more options where to take their unique skill sets. It's important that we create inclusive, high-engagement culture to attract this valuable talent pool.

Springboard is a valuable resource for employers as you seek ways to create an inclusive and diverse culture. Get in touch now to discuss training opportunities and other services to address inclusion in the workplace.

Technical Wire:

Peter McNally, IT/Web Accessibility Consultant, Springboard Consulting, LLC

Twitter and Accessibility

Social media is fast becoming part of the culture in the United States and around the world. Regardless if you personally keep in touch with your friends on Facebook or tweet what coffee shop you were just at, businesses are fast realizing social media is an important part of their communication strategy. Like others aspects of the internet it is important to consider the accessibility of social media. In this article I discuss some accessibility matters of posting or tweeting on Twitter.

Twitter allows you to post a message of 140 characters or less. This is called a tweet. Many tweets include a link to a web page providing more details about the post or topic. Even though tweets are text based there are several potential accessibility issues to be aware of.

Images with Text

Please take a look at this tweet and see if you see any accessibility problems. Please note I have blacked out the name of the twitter account/company.



Figure 1

Alright, what do you think? If you are blind and/or rely on a screen reader you would have missed the advice "In this industry, it is crucial to network & foster relationships."

Technical Wire:

Peter McNally, IT/Web Accessibility Consultant, Springboard Consulting, LLC

Unlike traditional web content where developers can add alternative text (or "alt text") to images in order for visually impaired users to understand the image, the standard Twitter client does not offer an alternative text feature. This can be most problematic when text is included in image as this would be invisible to some followers.

Solution using EasyChirp

There are several solutions to this issue. The most straightforward is to not include images with text. However if you must do this there are several accessible solutions. You could immediately reply to your own tweet with the text in the image. This would only work if the text is less than 140 characters.

However, a better and more accessible solution is to use the Twitter client called EasyChirp (<http://www.easychirp.com/>) when you have to tweet images with text. EasyChirp allows you to add a short and long description to an image that is posted with a tweet. For example, I tweeted about the Patriots Super Bowl win with the following tweet (figure 2). My apologies to any Seattle fans! Using EasyChirp I added an image with text and descriptions so blind users can read the text.



Figure 2: Tweet with a link to image with text

EasyChirp added a link to the end of the tweet which brings the user to a new page (figure 3). Please note there are typos in my descriptions. The short description should be: 'Should I just hand this to you?' The long description should be: 'Image description: Picture of Pete Carroll working the drive thru at Starbucks. He is about to hand an order to a customer in a car. Caption reads: "Should I just hand this to you or step back 5 yards for no reason"'

You can also access this tweet by going to <https://twitter.com/pmcnallyux/status/562377740242780161>

Technical Wire:

Peter McNally, IT/Web Accessibility Consultant, Springboard Consulting, LLC

Should I just had this to you?




Image description: Picture of Pete Carroll working the drive thru at Starbucks. He is about to hand an order to a customer in a car. Caption reads: "Should I just hand this to you or step back 5 yards for no reason"

This page is designed to provide an [accessible image](#).

Note that the longdesc image attribute on this page (if content is provided) targets a data URI which IE does not yet support.

Brought to you by [Easy Chirp \(@EasyChirp\)](#) and the [Imgur](#) photo service.




Figure 3: Example of Easy image description service

You can learn more about the issue of including text in images in tweets by reading posts by Steve Faulkner from the Paciello Group [1] and Adrian Roselli [2]. To learn more about how to add text descriptions to your images using EasyChirp go to the article on the WebAxe site [3].

Other Accessibility Recommendations

In addition to the issue of text in images there are several other things you can do to make your tweets more accessible. Most of the following recommendations are from the Queen’s University in Canada [4] and DigitalGov.gov from the US General Services Administration [5]:

- Include your web page address in your Twitter profile so there is an alternative for contact
- Avoid using abbreviations such as what you would use in a text message. This can be a challenge given the 140 character limit; however it will be more readily understood by screen reader users and others not familiar with your abbreviations.
- When writing hashtags with compound words capitalize the first letter in each

Technical Wire:

Peter McNally, IT/Web Accessibility Consultant, Springboard Consulting, LLC

word, e.g., #WordsOfWisdom as this will make it easier to read both for sighted user and users relying on screen readers.

- Ensure that linked web pages (from your organization) are accessible. Your organization can control this if the web page is on your website.
- If you include multimedia (audio, video, or pictures) in the tweet include the following at the beginning of the tweet so as to give users warning this special content is coming.
 - [AUDIO]
 - [VIDEO]
 - [PIC]
- Before posting your tweet test out how it out sounds with a screen reader, e.g., VoiceOver on the iPhone or iPad. If what you hear does not make sense or sound right you can adjust before tweeting.

Well I hope you find this information on accessible tweets informative. If you are a regular twitter user I hope these recommendations are helpful in tweeting #WordsOfWisdom to your followers.

Thank you!

Peter McNally

References

- [1] <http://www.paciellogroup.com/blog/2015/01/notes-on-providing-alt-text-for-twitter-images/>
- [2] <http://blog.adrianroselli.com/2014/12/dont-tweet-pictures-of-text.html>
- [3] <http://www.webaxe.org/easy-chirp-now-provides-accessible-images-for-your-tweets/>
- [4] <http://www.queensu.ca/accessibility/how-info/social-media-accessibility>
- [5] <http://www.digitalgov.gov/resources/improving-the-accessibility-of-social-media-in-government/#tweets>

Diversity Corner:

Pam McElvane, CEO, Diversity MBA, Springboard Consulting, LLC

Count Me In

When I think about the most diverse group on the planet, I think about persons with disabilities. I'm talking about the largest underrepresented group in our workplace. According to the U.S. Census Bureau, 19 percent of the population in 2010 had some form of disability – approximately 309 million people. Also 70 percent of our aging population, 65 years and older, have some form of disability.

Now let us be clear, disability does not have to prevent someone from being a significant contributor in the workplace. In 2013, 17.6 percent of persons with a disability were employed, the U.S. Bureau of Labor Statistics reported. In contrast, the employment-population ratio for those without a disability was 64.0 percent. Companies do get that this group is significant to our workforce.

Below are some insights on what companies are doing to be inclusive, according to our 2014 Inclusive Leadership Survey (DMBA Benchmarking):

- 88 percent of companies target persons with disabilities for inclusive recruiting;
- 80 percent of companies use, on average, five sources for disability recruiting;
- 47 percent of companies have disability employee resource groups;
- 100 percent of companies do not know the total number of persons with disabilities in their employee base;
- 100 percent of companies identify persons with disabilities in the on-boarding process when referencing accommodation requirements;

Yet, as I was reviewing these statistics, I was getting very emotional because the data shows that we know we have a large group of persons with disabilities who are contributing individuals in the workforce however companies are not putting in the necessary resources to know for sure how many persons with disabilities are in their current employee base. Yeah, some key things are being done but, when it comes to efforts to ensure that no discrimination or bias enters into any decision-making, too many are hiding behind laws that protect the privacy of persons with disabilities.

Oops, that does not work because, I guarantee you, bias creeps into the depths of the subconscious of employees who are not quite sure how to engage persons with disabilities (visible or invisible disability). It is a reality that we can identify physical disabilities and provide accommodations and try our best to make sure these individuals feel safe and worthy. But how about the ones with invisible disabilities who would love to let their employer know that, if they could just get a bit more accommodation, they could contribute more. But they dare not speak out because it is

Diversity Corner:

Pam McElvane, CEO, Diversity MBA, Springboard Consulting, LLC

not safe; the environment is not trustworthy and the team member or hiring manager just does not get it. They feel that their job or a promotion could all be at risk, therefore they say nothing.

At the end of the day, they just want to be counted on as a major source of talent. I ask the many companies and organizations in the marketplace: Does bias exist in your company in the form of inability to or disinterest in learning more about the most underrepresented group in your workforce?

The Travel Spot:

Scott Rains—*The Rolling Rains Report*

Livability Ranking from a Disability Perspective

The unemployment rate for persons with a disability continues to be almost double the rate for persons without a disability. Personal finance social network WalletHub conducted an analysis of [2014's Best and Worst Cities for Americans with Disabilities](#).

The group analyzed the 150 most populated U.S. cities across 23 key metrics. They range from the number of physicians per capita to the rate of employed people with disabilities to park accessibility.

Best Cities for People with Disabilities

1	Overland Park, KS
2	Peoria, AZ
3	Scottsdale, AZ
4	Lubbock, TX
5	Chandler, AZ
6	Amarillo, TX
7	Gilbert, AZ
8	Tampa, FL
9	Chesapeake, VA
10	Huntsville, AL

Worst Cities for People with Disabilities

141	Chicago, IL
142	Los Angeles, CA
143	Reno, NV
144	Fort Lauderdale, FL
145	Jackson, MS
146	Hialeah, FL
147	Las Vegas, NV
148	Miami, FL
149	North Las Vegas, NV
150	Providence, RI

Key Stats

- The **adjusted cost of living** in New York is 2 times higher than in Nashville, Tenn.
- The **employment rate of people with disabilities** in Overland Park, Kans. is 2 times higher than in Port St. Lucie, Fla.
- The **percentage of the population with disabilities below poverty level** in Rochester, N.Y. is 6 times higher than in Plano, Tex.
- The **cost of a doctor visit** in Madison, Wis. is 3 times higher than in Jacksonville, Fla.
- The **annual cost of in-home services** in Madison, Wis. is 2 times higher than in Brownsville, Tex.
- The **percentage of persons with disabilities living in** Detroit, Mich. is 4 times higher than in Irvine, Calif.
- The **number of special education teachers per people with disabilities** in Charlotte, N.C. is 26 times higher than in Detroit, Mich.
- The **percentage of the population with walkable park access** in San Francisco, Calif. is 4 times higher than in Charlotte, N.C.

For the full report and to see where your city ranks, please visit:

<http://wallethub.com/edu/best-worst-cities-for-people-with-disabilities/7164/>



Springboard Consulting is pleased to announce that it has formed a non-profit foundation, 501(c)(3), for the sole purpose of providing "**PossAbilities Scholarships**" to college students with disabilities.

The Springboard Foundation will enable more individuals with disabilities to earn college degrees, ultimately improving their employment opportunities. These students have many challenges before them; it is our belief that paying for college should not be one of them.

Help us provide these very important scholarships by making an individual and/or corporate tax-deductible donation today!

Donations can be made by check or by Major Credit Card. Please make checks out to: The Springboard Foundation (Tax ID: 45-2448252) and mail it to:

The Springboard Foundation
14 Glenbrook Drive
Mendham, NJ 07945

For additional information please contact Nadine Vogel, CEO, The Springboard Foundation:
E: nadine@thespringboardfoundation.org;
T: 1-973-813-7260 x 302.

Thank you for your Donation.



Employment Data for Veterans with Disabilities:

ADA National Network—www.adata.org/factsheet/employment-data-veterans-disabilities

This factsheet was published by the ADA National Network. It aims to provide and explain data on employment rates for veterans with disabilities. These data can be used to advocate for increased employment opportunities for veterans with disabilities.

Disability measurements and veterans:

There are two different measurements of disability for veterans in the Census Bureau's American Community Survey (ACS):

- **ACS disability:** A difficulty with one or more of the following: hearing, vision, cognitive, ambulatory, self-care and independent living.^[i] Please note that an ACS disability may or may not be acquired during military service.
- **Service-connected (SC) disability:** A disease or injury determined to have occurred during military service. The Veterans' Administration assigns a disability rating as a percentage from 0% -100% disabled.^[ii]

Note: These two measures might not fully capture all veterans' disabilities. Post-traumatic stress disorder (PTSD), traumatic brain injury (TBI) and/or depression are called the "signature" disabilities because these impairments are so common among returning veterans. Because of the questions asked on the survey, some veterans with the signature disabilities might not have indicated they had disabilities. Also, many veterans with these impairments might not have been diagnosed. They may have acquired their disabilities at a time when the symptoms displayed were not thought to be related to a disability or they may not yet recognize that they have a disability. It is estimated that the number of OEF/OIF veterans with one or more of the signature disabilities is about 30%.^[iii]

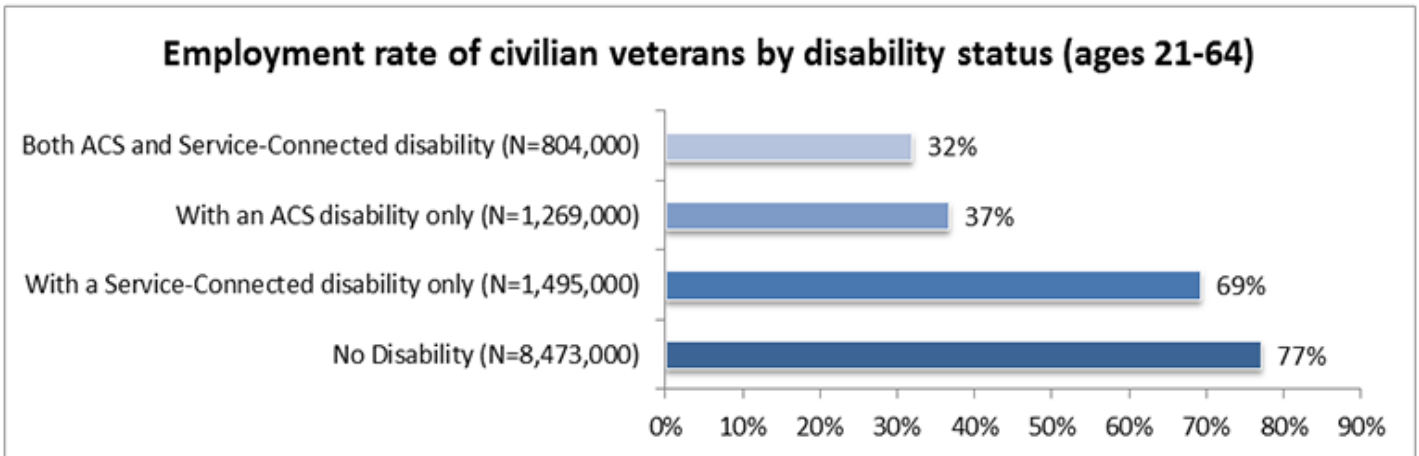
Key statistics^[iv] on employment rate for veterans with disabilities^[v]:

- Nearly a third (29.6%, 3.5 million) of the 12 million veterans ages 21-64 report having a disability:
 - 12.4% (1,495,000) report only a SC disability
 - 10.5% report an ACS disability only
 - 6.7% report both an ACS and a SC disability
- The employment rate of veterans with disabilities is significantly lower than that of veterans without disabilities. Only about a third of veterans who report both an ACS and SC disability (32%) and only 37% of those reporting only an ACS disability are employed, compared with over three-quarters of veterans without disabilities.
- As a comparison, the overall employment rate of the civilian population is 71%.
- 69% of veterans with only a SC disability are employed, a number only eight percent lower than for those with no disability. This number includes veterans

Employment Data for Veterans with Disabilities:

ADA National Network—www.adata.org/factsheet/employment-data-veterans-disabilities

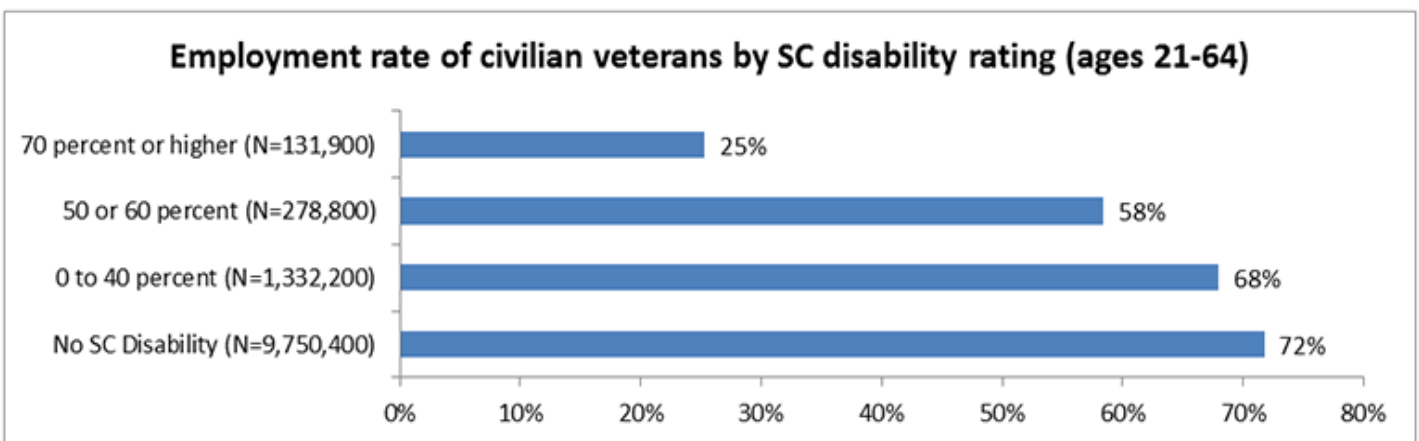
across a wide age span. Other data sets indicate the unemployment rate among younger, recently-returned veterans is much higher than the civilian



population.^[vi] This might indicate that veterans do over time tend to heal or cope with their SC disabilities in ways that enable them to return to work.

Key statistics on employment rate for veterans with a service-connected (SC) disability rating:

- The SC disability rating is issued by the U.S. Department of Veterans’ Affairs based on the percent an injury or illness acquired as a result of service impacts the veteran’s lifetime earning capacity. This rating is given in ten percent increments, with 0% indicating a disability that does not impact earning capacity and 100% indicating a severe disability that renders the veteran totally unable to work.
- 35.1% of veterans with a SC disability have a disability rating of 50% or higher (410,700).
- Veterans with a SC disability rating of 50% or higher have significantly lower rates of employment than those with ratings of 0 to 40%.



Employment Data for Veterans with Disabilities:

ADA National Network—www.adata.org/factsheet/employment-data-veterans-disabilities

- Only 25% of the 131,900 veterans with a SC rating of 70% or higher are employed.

Employment data in context

Several laws protect the employment rights of veterans with disabilities.

- Like all Americans, they are covered by the Americans with Disabilities Act (ADA).
- In addition, the United Services Employment and Reemployment Rights Act (USERRA) requires the reinstatement of returning veterans to the same civilian job they left when deployed.
- Veterans with disabilities (called “Special Disabled Veterans”) are covered under the new rules of the Vietnam Era Veterans’ Readjustment Assistance Act (VEVRAA)
- Veterans with and without disabilities may also be eligible for hiring preferences. [\[vii\]](#)

Veterans included in these estimates could have served as long ago as the Vietnam era or as recently as the Gulf War era II.

- Gulf War Era II veterans have a higher prevalence of the “signature disabilities” of the Gulf War (PTSD, TBI and/or depression).
- An estimated 30% of recently returned veterans screen positive for one or more of these impairments. [\[viii\]](#)
- For these recently returned veterans, delays and barriers in accessing treatment could significantly impact employment outcomes.

A survey of veterans with both ACS and SC disabilities [\[ix\]](#) found that:

- 57% feared they would be discriminated against in hiring because of their disabilities.
- 36% intended to disclose their disabilities to an employer.
- 27% intended to request an accommodation when employed.

A survey of employers [\[x\]](#) found that many employers:

- Struggle with accommodating veterans with the signature disabilities of PTSD, TBI and depression.
- Are confused about resources related to recruiting or accommodating veterans with disabilities and therefore are not using these effectively.
- Do not understand the disability disclosure rights of veterans with disabilities.

Employment Data for Veterans with Disabilities:

ADA National Network—www.adata.org/factsheet/employment-data-veterans-disabilities

[i] For more information regarding the ACS and the disability categories see: Erickson, W., Lee, C., & von Schrader, S. (2012). 2011 Disability Status Report: United States. Ithaca, NY: Cornell University Employment and Disability Institute (EDI). www.DisabilityStatistics.org

[ii] For more on SC disability compensation: <http://www.military.com/benefits/veterans-health-care/va-disability-compensation-rates.html>

[iii] Tanielan T, Jaycox, L, (Eds.) (2008). Invisible wounds of war: Psychological and cognitive injuries, their consequences, and services to assist recovery. Santa Monica, CA: Rand Center for Military Health Policy. Accessed April 29, 2013 at <http://www.rand.org/pubs/monographs/MG720.html>.

[iv] Estimates are based on analysis of the 2011 ACS Public Use Microdata (PUMS) and limited to the non-institutionalized working age (21-64) civilian population. The U.S Census Bureau defines veterans as persons who have served on active duty in the US armed forces, military Reserves or National Guard. It excludes the persons in the Reserves or National Guard who only received training and have not been on active duty.

[v] This only includes people who are non-institutionalized and does not include people who are, for example, in nursing homes or prisons.

[vi] U.S. Bureau of Labor Statistics. (2014) *Employment Situation of Veterans Summary*. Available at <http://www.bls.gov/news.release/vet.nr0.htm>.

[vii] For more information, go to <http://www.fedshirevets.gov/job/vetpref>.

[viii] Tanielan T, Jaycox, L, (Eds.) (2008). Invisible wounds of war: Psychological and cognitive injuries, their consequences, and services to assist recovery. Santa Monica, CA: Rand Center for Military Health Policy. Accessed April 29, 2013 at <http://www.rand.org/pubs/monographs/MG720.html>.

[ix] Rudstam, H., Wilson, J. & Gower. (2011). Beyond Goodwill: Are Employers Prepared to Hire, Accommodate and Retain Returning Veterans with Disabilities? Paper presented at the National Council on Rehabilitation Education (NCRE) Annual Spring Conference, Los Angeles, CA.

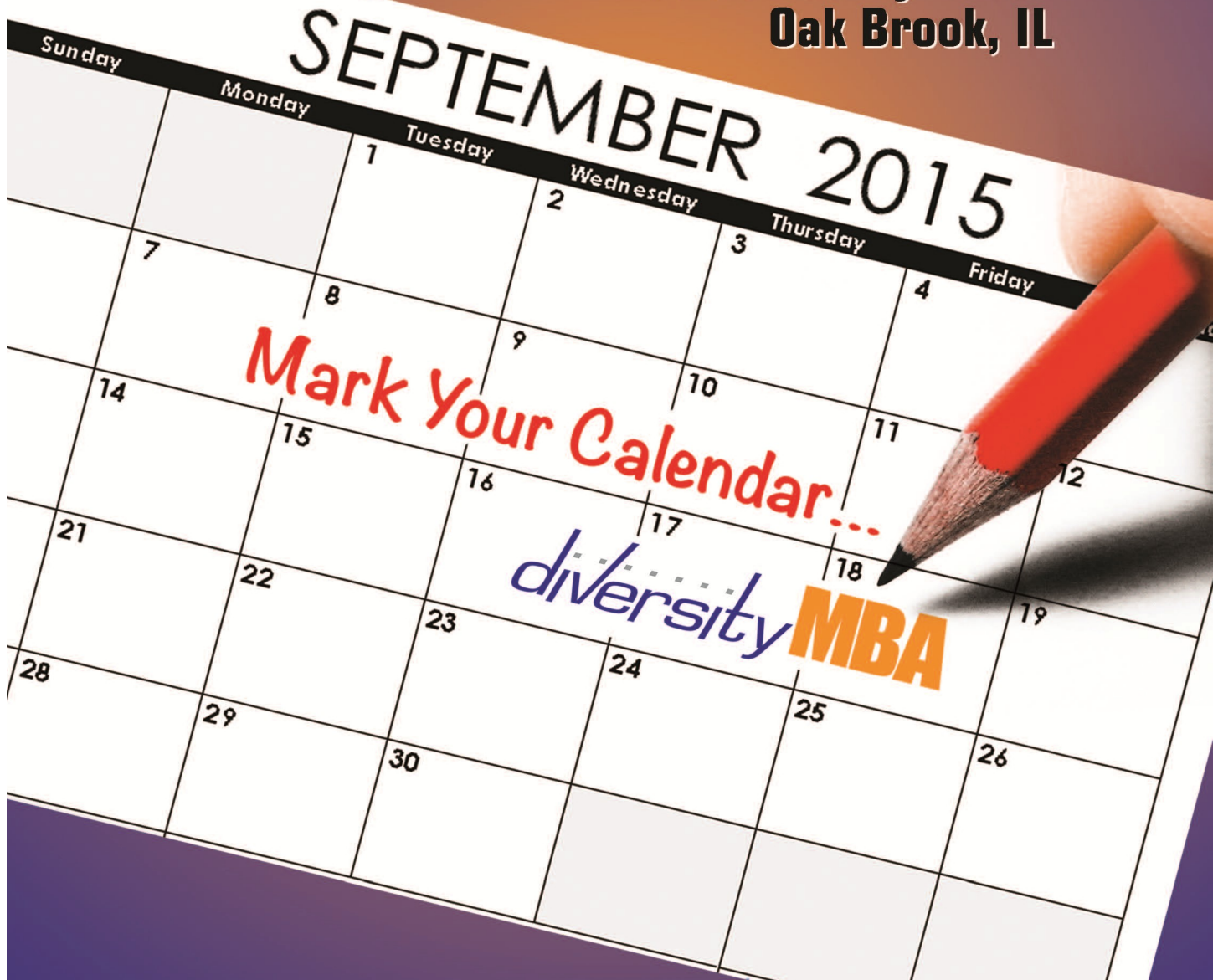
[x] Rudstam, H. H., Strobel Gower, W., Cook, L. (2012) Beyond Yellow Ribbons: Are Employers Prepared to Hire, Accommodate and Retain Returning Veterans with Disabilities? *Journal of Vocational Rehabilitation*, 36(1), 87-95.

SAVE THE DATE

Diversity MBA 9th Annual Leadership Conference & Awards Gala

September 16th-18th, 2015

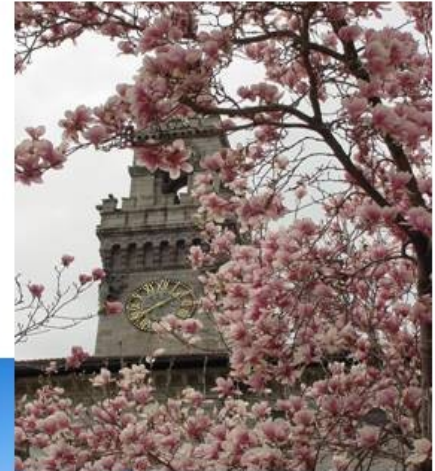
DoubleTree by Hilton
Oak Brook, IL



THE DISABILITY ERG SUMMIT
North America
April 14, 2015
Worcester, Massachusetts, USA



Many factors contribute to a successful Disability Resource Group. Whether you refer to yours as an Employee, Affinity or Colleague Resource Group, having the right leadership team and the right executive sponsor can make all the difference. This year's Summit will address these two important issues and many more.



Attend the 2015 Summit for:

- Candid discussions with today's leading Disability ERG Executive Sponsors
- Insight into proven ERG leadership training and coaching programs
- Innovative, game changing ideas and best practices
- Networking with like-minded peers from across Corporate America

This one-day intensive in-person session will be invaluable in helping you successfully start, re-start and/or grow your Disability Resource Group. And remember, the Summit takes place just before the start of the Disability Matters Conference so plan on attending both to make 2015 a truly game-changing year for your Disability ERG and all of your disability related initiatives.



Approved for 6.00 Credit Hours

"The use of this seal is not an endorsement by the HR Certification Institute of the quality of the program. It means that this program has met the HR Certification Institute's criteria to be pre-approved for recertification credit."

DISABILITY MATTERS
North America
April 14-16 2015
Boston, Massachusetts, USA



Disability Matters is one of the most important Corporate events in North America. The highly coveted awards are given to Corporations that are leading the way in mainstreaming disability in their workforce, workplace and/or their marketplace.



In North America specifically, there are an additional three award categories that are offered: Steps-to-Success, Disability Champion and Employer/Supplier of Choice.

These award winning initiatives are publicly celebrated during the Awards Ceremony. Moreover, the conference features experts from corporations, academia, government and the national non-profit sector who share best practices relative to successfully embarking on this most important work.

Come Join Us!

<http://consultspringboard.com/disability-matters/about/ticket-purchase/>



Disability Matters Conference and Awards



European Union
17 – 18 June, 2015
The Hague, The
Netherlands
Hosted By: **Shell, Inc**



Asia - Pacific
17 – 18 August, 2015
Bangkok, Thailand
Hosted By:
KRUNGTHAI - AXA



<http://www.consultspringboard.com/events-main/>

For Details Please Contact
Jill Frankel
Director, Global Events
T: (973) 813-7260 ext 106
E: Jill@consultspringboard.com



**WELLS
FARGO**

The Disability Connect Forum 2015

October 22, 2015

**Hosted by: Wells Fargo
Charlotte, NC**

SAVE THE DATE

What: The Second Annual Disability Connect event for and about Corporate Disability, LGBT and Veterans Employee Resource Group members, leaders and their sponsors. Hailed as the premier business event for addressing the issues, intersections and opportunities of these three most important constituency groups, Disability Connect is the perfect platform for which to make powerful connections, share best practices and formulate strategies aligning with the theme of Communities in Common.

In addition to learning from one another, attendees will learn, be inspired and will be included in Springboard's Disability/ LGBT/Veterans ERG Member/Leader Registry, the first such network in the world.

Who:

- Disability ERG Members, Leaders and Sponsors
- LGBT ERG Members, Leaders and Sponsors
- Veterans ERG members, Leaders and Sponsors
- Chief Diversity Officers and Managers

Where: Wells Fargo
Wholesale University, 10th Floor
Tryon and Stonewall rooms
550 S. Tryon Street
Charlotte, NC 28202

Information: Companies interested in becoming a proud sponsor, purchasing tickets or requiring additional information, contact: Jill Frankel (T: 973-813-7260 x106); Jill@consultspringboard.com, visit <http://consultspringboard.com/about-disability-connect/2015dcna-welcome/>





Word Search Key:

**ACCESSIBILITY
APRIL
ASIA PACIFIC
AUGUST
AWARDS
BANGKOK
CONFERENCE
CONNECT
CORNER
DEVELOPMENT
DISABILITY
EASYCHIRP
EMPLOYMENT
EUROPEAN
FOUNDATION
INCLUSION**

**INTERSECTION
ISSUES
JUNE
LEADERSHIP
LGBT
LIVABILITY
MASSACHUSETTS
MATTERS
NETHERLANDS
NORTH AMERICA
PANELS
POSSIBILITIES
REGISTER
SCHOLARSHIPS
SOLUTION
SPRINGBOARD**

**STATISTICS
SUMMIT
TECHNICAL
TRAVEL
TWEET
TWITTER
VETERANS
WIRE**

A S I A P A C I F I C Y Q F X H I M P S H Y D A K D W
M D U T U W C J D M O L Z K X N N O I S U L C N I K R
X I T A W Y N O I T A D N U O F K O H Y G L G B T S E
O S R T X D G T I F L R M Q E V K L I R P A P J R Q T
H A Q F G A V P O S S A B I L I T I E S S M W U A L T
T B U N O I T U L O S A O S L H J J Q X I I W P W A I
V I N E S F Y T A G L T T C Z Z J I B N R T M N A C W
A L O V S C S D R A W A U Q T A K Y Q E R H O T Y I T
Z I I E B G D P F V T H I S W R T U X A Z R F I P N P
K T T G S B R X O I T V U Z P I I D V F T E E S C H T
O Y C Z M T U U S W S G U C L R R E A H N G P S O C Y
K M E E K Z T T E N U Y L I E A L C A C I I R U N E N
G C S U X X I E A A I D B R O P Q M Q L A S I E N T T
N A R U D C T R S V C I Y B S S E M H W N T H S E K W
A X E P S V E P V U S L G T S R D P K L I E C U C K C
B C T D U T V U F S H N A J I C U N D T Q R Y M T T E
Q C N E E V E P E W I C U C X L H P A Y U W S M J T F
C A I V V V L C T R X N A E D F I O T L U T A I H F L
Y O R E W D C K P G E C S S G J S B L Z R J E T H I M
S V I L W A Q S O P G S Z S S Q J R A A V E T N H P P
A K Y O W P L Y B R J E L C U A O H E V R H H K K S A
A X R P Q P H C O R N E R X L H M W V T I S N T W U N
L Z C M M F E M P L O Y M E N T L Q N J T L H Q E F E
S G Y E P B O G P E C N E R E F N O C P P A Y I F N L
G K U N S N A E P O R U E B A N D J J I S P M I P A S
F W O T F Z O Z S W L E A D E R S H I P I W S B W S Q

Come See Springboard!



Nadine O. Vogel
CEO

Springboard Consulting will be presenting at the following upcoming conferences:



Carolinas HealthCare System

April 29, 2015
Westin
Charlotte, NC

Springboard Presenter: Nadine O. Vogel



EMPLOYEE RESOURCE
LEADERSHIP INITIATIVE

catalyst.org

CATALYST 

May 4—5, 2015
BMO Institute for Learning
Toronto, CA

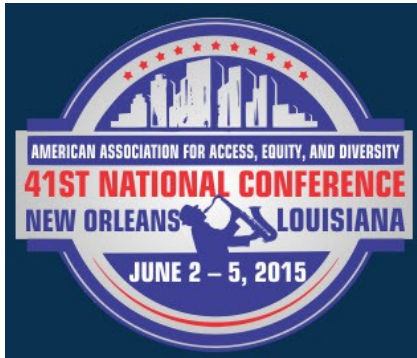
Springboard Presenter: Nadine O. Vogel



May 8, 2015
2015 Big Data Forum
Chicago, IL

Springboard Presenter: Nadine O. Vogel

Come See Springboard!



June 2—5, 2015
New Orleans Marriott
New Orleans, LA

Springboard Presenter: Nadine O. Vogel



June 4—5, 2015
San Diego Marriott La Jolla Hotel
San Diego, CA

Springboard Presenter: Nadine O. Vogel



July 28—31, 2015
NY Marriott Marquis
New York City, NY

Springboard Presenter: Nadine O. Vogel

A Note from the Springboard Team:

Spring is finally here in the northeastern part of the U.S. with the occasional snow fall and the still too cold winds. Yet, the promise of warmth, budding trees and even the April showers fill us with excitement.

In this month's issue, we hope you enjoy all of the new informative articles, and a bit of fun with our New Word Search. We are also very excited about all of our upcoming Disability Matters Events and look forward to seeing you all there.

As always, please help us spread the word...tell everyone you know to visit our website and sign-up for the newsletter-<http://www.consultspringboard.com/newsletter/>.

We at Springboard Consulting, all wish you a glorious Spring awakening and we hope everyone has enjoyed this edition of "The WAVE".

Again we thank you for your support and for subscribing to...

"The WAVE"

Until Next Time...