



AGENDA

2018 Disability Matters North America Conference & Awards

TUESDAY, APRIL 24, 2018

Time	Topic	Location
7:45 am - 5:00 pm	Registration	Pool Deck or IBIS Pre-Function, if raining.
6:30 pm - 9:30 pm	<p>WELCOME RECEPTION: <i>Sponsored by: Toyota Motors, Inc.</i></p> <p>Welcome and Opening Remarks:</p> <ul style="list-style-type: none"> Stephen Lewis <i>General Manager, Diversity & Inclusion, Toyota</i> Nadine Vogel <i>Chief Executive Officer, Springboard Consulting, LLC</i> 	Pool Deck or IBIS, if raining.

WEDNESDAY, APRIL 25, 2018

Time	Topic	Location
7:45 am - 5:00 pm	Registration	Preserve Pre-function
8:30 am - 9:45 am	<p>Breakfast <i>Sponsored by: Runway of Dreams Foundation</i></p> <p>Remarks:</p> <ul style="list-style-type: none"> Mindy Scheier <i>Founder, Runway of Dreams Foundation</i> 	Preserve Ballroom
9:45 am - 10:00 am	<p>Color Guard Procession <i>Junior ROTC of Delray Beach, Florida</i></p> <ul style="list-style-type: none"> Leader: <i>Chief Javier Gonzalez</i> Coach: <i>Charles Powell, First Sergeant, United States Army (Retired)</i> 	Preserve Ballroom
10:00 am – 10:15 am	<p>Welcome and Opening Remarks:</p> <ul style="list-style-type: none"> Nadine Vogel <i>Chief Executive Officer, Springboard Consulting, LLC</i> 	Preserve Ballroom
10:15 am - 11:00 am	<p>Steps-to-Success</p> <p>Moderator:</p> <ul style="list-style-type: none"> Susan Hamilton <i>General Counsel, Springboard Consulting, LLC</i> <p>Honorees:</p> <ul style="list-style-type: none"> Michael MacDonald <i>Manager, Health Services, Jazz Aviation</i> Beth Ruffin 	Preserve Ballroom

	<p><i>Diversity & Inclusion Consultant, Unum Group</i></p> <ul style="list-style-type: none"> • Ken Shapiro <i>Leader, Disability Employee Resource Group (ERG), Unum Group</i> <p>Panelist(s):</p> <ul style="list-style-type: none"> • Pete McNally <i>Senior Usability Experience Consultant, Springboard Consulting, LLC</i> <p>Description: <i>Hear from this year's award winner(s) about the initiative(s) that brought them to the Disability Matters stage. The Steps-to-Success award seeks to identify and celebrate those companies who are beginning on the journey of innovation, action and transformation relative to individuals with disabilities whether as employees, customers or both. This award also seeks to encourage these honorees whose initiative(s) have been in place no less than six months and no more than two years and who demonstrate significant promise of long term success, to have the commitment and perseverance to continue taking the steps necessary to eventually become a Disability Matters Employer or Supplier of Choice, the most prestigious of all Disability Matters Award.</i></p>	
11:00 am - 11:15 am	BREAK	
11:15 am - 12:00 pm	<p>Keynote Presentation:</p> <p>Introduction by:</p> <ul style="list-style-type: none"> • Patricia Dingle. <i>Senior Director, Diversity & Inclusion, Visa</i> <p>Keynote:</p> <ul style="list-style-type: none"> • Kyle Maynard (Biography) <i>Entrepreneur, Speaker, Bestselling Author, Award-Winning Extreme Athlete</i> 	Preserve Ballroom
12:00 pm - 1:30 pm	<p>NETWORKING LUNCHEON <i>Sponsored by: Barilla USA</i></p> <p>Remarks:</p> <ul style="list-style-type: none"> • Melissa Tendick <i>Vice President, Marketing, Barilla America</i> 	Preserve Ballroom
1:30 pm – 2:30 pm	<p>Special Needs Parents in the Workplace <i>Sponsored by: Bank of America</i></p> <p>Moderator:</p> <ul style="list-style-type: none"> • Paula Kelley <i>Managing Director, U.S. Trust Bank of America Private Wealth Management</i> <p>Panelist(s):</p> <ul style="list-style-type: none"> • Kristine d'Esterhazy 	Preserve Ballroom

	<p>Vice President, U.S. Trust Senior Trust Officer</p> <ul style="list-style-type: none"> • David G. Mumma Senior Relationship Manager, Bank of America, N.A. • Douglas Vogel Financial Advisor, Massachusetts Mutual Life Insurance Company (MassMutual) • Karen Wong Senior Vice President, Estate Settlement Market Director, U.S. Trust/Bank of America <p>Description: Approximately 9% of your workforce are special needs parents. When these amazing men and women go home at night, it's to attend to their second full-time job, that of caring for a child with special needs. While companies are beginning to understand these employee's needs, there are a myriad of issues that often go unaddressed including but not limited to unique needs relative to health benefits, issues pertaining to travel and relocation financial and legal issues and more. This session will serve as an open discussion and dialogue about these important topics.</p>	
2:30 pm - 2:45 pm	BREAK	
2:45 pm – 3:45 pm	<p>ADA, FMLA, Workers' Compensation: <i>The Interplay & Overlap</i></p> <p>Moderator:</p> <ul style="list-style-type: none"> • Michael Farrell EEOC Miami District Director, U.S. Equal Employment Opportunity Commission (EEOC) <p>Panelist(s):</p> <ul style="list-style-type: none"> • Norman Mann Assistant District Director, West Palm Beach Area Office, U.S. Department of Labor, Miami District Office <p>Description: This Panel of experts will provide detailed guidance for those who must navigate workplace issues that implicate one, two, or all three of the most complex laws regulating leave time: The Americans With Disabilities Act of 1990 (as amended in 2008)(the "ADA"), the Family and Medical Leave Act (the "FMLA") and Florida's Workers' Compensation Statute. Specifically, Panelists will provide practical information regarding what constitutes a "disability" for purposes of the ADA; leave time as an accommodation under the ADA; when such leave time may constitute an "undue hardship" on an employer's business; what constitutes a "serious medical condition" under the FMLA; the different methods of calculating leave time under the FMLA; and the burdens of both an employee who suffered a workplace injury and his or her employer with respect to leave time. The Panelists will also conduct a discussion, and respond to inquiries from the attendees, regarding common workplace scenarios that involve potential overlap, or even conflict, between and among these three statutes. In</p>	Preserve Ballroom

	<i>addition, the Panelists will address issues commonly faced by Human Resources professionals and employment attorneys under all of these statutes including reinstatement rights and responsibilities, as well as interference and retaliation claims.</i>	
3:45 pm – 4:45 pm	<p>Hot-Topic Breakouts</p> <ul style="list-style-type: none"> • Brain Health <i>Facilitated by: Kevin Hines, Founder, 17th & Montgomery Productions</i> • Employment <i>Facilitated by: Michael Farrell, EEOC Miami District Director, U.S. Equal Employment Opportunity Commission (EEOC)</i> • Intersectionality of PwD, Veterans & LGBTQA <i>Facilitated by: Samantha R. Rembo, Head of Research & Design Studio, CTO Dev, Intuit</i> • Technology <i>Facilitated by: Peter McNally, Senior User Experience Consultant, Springboard Consulting, LLC</i> • Veterans <i>Facilitated by: Laurie Sayles, President and CEO, Civility Management Solutions</i> 	Preserve Ballroom
4:45 pm – 5:00 pm	Wrap-Up day-1	Preserve Ballroom
7:00 pm – 7:30 pm	COCKTAIL RECEPTION	Preserve Pre-Function
7:30 pm – 10:00 pm	AWARDS GALA	Preserve Ballroom

THURSDAY, APRIL 26, 2017

Time	Topic	Location
7:45 am - 5:00 pm	Registration	Preserve Pre-function
8:30 am - 9:45 am	<p>Breakfast <i>Sponsored by: Visa, Inc.</i></p> <p>Remarks:</p> <ul style="list-style-type: none"> • James Green <i>Sr. Director of User Experience, Visa</i> 	Preserve Ballroom
9:45 am – 10:00 am	<p>Welcome and Opening Remarks:</p> <ul style="list-style-type: none"> • Nadine Vogel <i>CEO, Springboard Consulting, LLC</i> 	Preserve Ballroom

10:00 am – 10:15 am	DiversityMBA Presentation <ul style="list-style-type: none"> • Pamela McElvane <i>Chief Executive Officer & Publisher, Diversity MBA</i> 	Preserve Ballroom
10:15 am – 10:30 am	BREAK	
10:30 am – 11:00 am	Best Practices: A Fireside Chat with KPMG <p>Moderator:</p> <ul style="list-style-type: none"> • Nadine Vogel <i>CEO, Springboard Consulting, LLC</i> <p>Honorees:</p> <ul style="list-style-type: none"> • Brian Culvey <i>Managing Director, KPMG, LLP</i> • Barbara Wankoff <i>Executive Director, Inclusion and Diversity, KPMG, LLP</i> <p>Description: Hear from this year's award winner(s) about the initiative(s) that brought them to the Disability Matters stage. This award is in consideration of a company's programs/initiatives that touch on all aspects of accommodations, work-life initiatives, company policies and practices and training. The judges consider the use of reasonable accommodation processes, emergency preparedness programming and assistive technology offerings. They look for the presence and successful execution of a Disability Business Resource Group, its interactions with other BRGs, employee benefits and wellness programs, training, as well as all aspects of workplace standards and practices, accessibility and much more. As with other categories, the judges are looking for scale, geographic reach and sustainability among other key factors.</p>	Preserve Ballroom
11:00 am – 11:45 am	Keynote Presentation <p>Introduction by:</p> <ul style="list-style-type: none"> • Kathleen Giles <i>Senior Manager, Operational Excellence, Toyota Financial Services</i> <p>Keynote:</p> <ul style="list-style-type: none"> • Mike Schlappi (Biography) <i>CSP, MBA, Author, Gold Medalist, Hall of Fame</i> 	Preserve Ballroom
11:45 am – 12:45 pm	NETWORKING LUNCHEON	Mangrove Deck
12:45 pm – 1:00 pm	2018 Disability Matters Announcements <ul style="list-style-type: none"> • EUROPE <i>Dow, Inc.</i> <p>Description: Hear from Springboard's 2018DMEUR Host, Dow Europe GmbH, on November 5-7, 2018, in Horgen, Switzerland. Something to take back to share with your European colleagues.</p> <ul style="list-style-type: none"> • EDUCATION 	Preserve Ballroom

	<p><i>Stephen V. Moll, Vice Provost, Florida International University</i></p> <p>Description: <i>Stephen Moll, Vice Provost, Florida International University, will announce the date and location of Springboard's First-Ever Disability Matters Education. This inaugural one-of-a-kind event will be for post-secondary education professionals to address the mainstreaming of college students with disabilities.</i></p>	
1:00 pm – 2:00 pm	<p>A Marketplace Success Story: AT&T</p> <p>Moderator:</p> <ul style="list-style-type: none"> • David Ortiz <i>Senior Diversity and Inclusion Consultant, Oracle</i> <p>Honorees:</p> <ul style="list-style-type: none"> • TeNita Ballard <i>Lead Consultant – Diversity & Inclusion, AT&T</i> • Lorraine Clayton <i>President, Ability, AT&T</i> • Roman A. Smith <i>Director, Community Investment / Social Innovation, AT&T</i> • Rick J. Wilson <i>Director, Diversity & Inclusion, AT&T</i> <p>Description: <i>Hear from this year's award winner(s) about the initiative(s) that brought them to the Disability Matters stage. This award is in consideration of a company's programs/initiatives that focus on the outreach and marketing of products and/or services to consumers who are individuals who either have a disability and/or are have a dependent with special needs. It is also in consideration of a company's business-to-business initiatives impacting this community. The judges take into account the look, feel and messaging as well as the appropriateness, accessibility and relevance of collateral, advertising, social media, etc. They seek to understand what segment of the disability community is targeted and why and how it relates to the company's overall marketing strategy and mission. They also seek to understand new product development, event accessibility, research employed and much more.</i></p>	Preserve Ballroom
2:00 pm – 2:15 pm	BREAK	
2:15 pm – 2:45 pm	<p>Brain Health: A Suicide Survived</p> <p>Moderator:</p> <ul style="list-style-type: none"> • Kevin Hines <i>Founder, 17th & Montgomery Productions</i> <p>Panelist(s):</p> <ul style="list-style-type: none"> • Lacy Dicharry <i>CEO, Kevin & Margaret Hines Foundation</i> 	Preserve Ballroom

	<ul style="list-style-type: none"> • Alisa LaPolt <i>Executive Director, National Alliance on Mental Illness (NAMI) Florida</i> • Greg Van Borssum <i>Suicide Prevention Australia Ambassador, GVB Mind Warriors</i> <p>Description: <i>Kevin Hines is an award-winning speaker, author, documentary film maker, suicide prevention and mental health advocate. Two years after he was diagnosed with Bipolar Disorder, he attempted to take this life by jumping off the Golden Gate Bridge. Since 1937 when the bridge opened, thousands have attempted this but only 34 survived and Kevin was one of them. Kevin, along with an amazing team of subject matter experts, will address the critical topic Mental Health in the Workplace. It's a session you will never forget!</i></p>	
2:45 pm – 3:15 pm	<p>Veterans Transitioning to the Private Sector – It's a Journey</p> <p>Moderator:</p> <ul style="list-style-type: none"> • Laurie Sayles <i>President and CEO, Civility Management Solutions</i> <p>Panelist:</p> <ul style="list-style-type: none"> • BriGette McCoy <i>CEO and Founder, Women Veteran Social Justice Network</i> <p>Description: <i>Laurie Sayles returns to the Disability Matters stage with her friends from Veteran Service Organizations including Women Veteran Social Justice & DAV-Disabled American Veterans to address the most prevalent issues, concerns and victories of the Veteran and Service-Disabled Veteran Community.</i></p>	Preserve Ballroom
3:15 pm – 3:45 pm	<p>Lightning Rounds (Novelty prizes to be awarded)</p> <p>Facilitator:</p> <ul style="list-style-type: none"> • Nadine Vogel <i>CEO, Springboard Consulting, LLC</i> <p>Description: <i>There will be Lightning at Disability Matters NA This year! The Conference will conclude with individuals delivering up to a four-minute talk focused on an innovative, best or next practice idea on the topic of Disability Inclusion in the Workforce, Workplace or Marketplace. This fun-filled, lightning-speed session will conclude with the audience selecting the winner.</i></p>	Preserve Ballroom
3:45 pm – 4:00 pm	Closing Remarks & Departures	Preserve Ballroom