



## AGENDA (FINAL)

### 2020 Disability Matters North America Conference & Awards

Wednesday – Thursday, April 22 – 23, 2020

Virtual Live-Stream

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#### WEDNESDAY, APRIL 22, 2020

Time	Topic
9:00 am – 9:15 am	<p><b>Welcome</b></p> <ul style="list-style-type: none"> <li>• <b>Nadine Vogel</b> <i>Chief Executive Officer, Springboard Consulting, LLC</i></li> </ul>
9:15 am – 10:00 am	<p><b>RESEARCH</b></p> <p><b>Moderator:</b></p> <ul style="list-style-type: none"> <li>• <b>Pam McElvane</b> <i>CEO &amp; Publisher, DiversityMBA Magazine, A P&amp;L Group Co.</i> <b>Presentation:</b> <i>Employment and Beyond</i></li> </ul> <p><b>Panelists:</b></p> <ul style="list-style-type: none"> <li>• <b>Gene Lanzoni</b> <i>Assistant Vice President, Thought Leadership, Guardian</i> <b>Presentation:</b> <i>Workforce 2020: What Employees Want and Special Needs Caregivers Need</i></li> <li>• <b>Scarlet Thompson</b> <i>Executive Vice President, Civitan International Research Center</i> <b>Presentation:</b> <i>Civitan International Research Center</i></li> </ul>
10:00 am - 10:15 am	<p><b>C4DI Presentation</b></p> <ul style="list-style-type: none"> <li>• <b>Scott Beth</b> <i>Chief Diversity &amp; Inclusion Officer, Intuit</i></li> </ul>
10:15 am – 10:30 am	<p><b>BREAK</b></p>
10:30 am – 11:15 am	<p><b>Universal Design &amp; Physical Barrier Assessments</b></p> <ul style="list-style-type: none"> <li>• <b>Troy Balthazor, M.Ed.</b> <i>Manager, Physical Accessibility Universal Design, Springboard Consulting, LLC</i></li> <li>• <b>Bill Butler</b> <i>Principal, Pelli Clarke Pelli Architects</i></li> </ul> <p><b>Description:</b> <i>Universal Design is the design and composition of an environment that can be accessed, understood, and used to the greatest extent possible by all people with a focus on individuals with disabilities. This session will explore the seven global principles of Universal Design through the eyes of one company, its architect, design team and the accessibility auditor. A case study for all.</i></p>

11:15 am - 12:00 pm	<b>Keynote Presentation:</b> <ul style="list-style-type: none"> <li>• <b>Christopher J. Waddell</b> <i>Commentator, Athlete, and Author</i> <a href="#">(Biography)</a></li> </ul>
12:00 pm - 1:00 pm	<b>LUNCH BREAK</b>
1:00 pm – 1:30 pm	<b>TABOO: The Forbidden Topic at Work</b> <ul style="list-style-type: none"> <li>• <b>Rev. Mark E. Fowler</b> <i>Deputy CEO, Tanenbaum</i></li> <li>• <b>Jean-Marie Navetta</b> <i>Director, Learning &amp; Inclusion, PFLAG National</i></li> <li>• <b>Nadine O. Vogel</b> <i>Chief Executive Officer, Springboard Consulting, LLC</i></li> </ul> <p><b>Description:</b> A session on the intersectionality of LGBTQA+, Religion and Disability in the workplace.</p>
1:30 pm – 2:00 pm	<b>Ableism</b> <ul style="list-style-type: none"> <li>• <b>Michelle R. Nario-Redmond</b> <i>Professor of Psychology, Hiram College</i></li> </ul> <p><b>Description:</b> This provocative and informative interactive session about Ableism... the prejudice against disabled people stereotyped as incompetent and dependent, can elicit a range of reactions that include fear, contempt, pity, and inspiration. This can and does have tremendous impact when it comes to issues of candidates, employees and customers alike.</p>
2:00 pm – 2:15 pm	<b>C4DI Presentation</b> <ul style="list-style-type: none"> <li>• <b>Andrés E. González</b> <i>Vice President, Chief Diversity Officer, Froedtert Health</i></li> </ul>
2:15 pm - 2:30 pm	<b>BREAK</b>
2:30 pm – 3:30 pm	<b>OFCCP Mock Audit: 503 Focused Reviews</b> <ul style="list-style-type: none"> <li>• <b>Craig E. Leen</b> <i>Director, Office of Federal Contract Compliance Programs (OFCCP), U.S. Department of Labor</i></li> <li>• <b>Tina Williams</b> <i>Director, National Office of Policy and Program Development, Office of Federal Contract Compliance Programs (OFCCP), U.S. Department of Labor</i></li> </ul> <p><b>Description:</b> During a Section 503 focused review, the OFCCP assesses a contractor's compliance with all elements of the Section 503 regulations, including whether the contractor conducted the required assessments of its employment policies and tracked appropriate data concerning individuals with disabilities. While this may seem straight forward, many companies struggle with preparing for such assessments and entering the process with confidence. In order to better prepare for a successful review, the OFCCP will lead a mock audit for everyone to participate and will utilize the OFCCP's actual forms and processes for this session.</p>

3:30 pm – 4:15 pm	<p><b>Accessible Sports</b></p> <p><b>Moderator:</b></p> <ul style="list-style-type: none"> <li>• <b>Bonnie St. John</b> <i>Founder, Blue Circle Leadership</i></li> </ul> <p><b>Panelists:</b></p> <ul style="list-style-type: none"> <li>• <b>Karneshia Patton</b> <i>Entrepreneur, Ms. Wheelchair Alabama, Athlete, ShantelzNailz</i></li> <li>• <b>Bruce Pearl</b> <i>Head Men's Basketball Coach, Auburn University</i></li> <li>• <b>Robb Taylor</b> <i>Head Coach, Auburn's Wheelchair Basketball Team, Auburn University</i></li> </ul> <p><b>Description:</b> Every person, regardless of ability, should have an equal opportunity to participate in sports and recreation, education, their profession, and overall community. The benefits extend to the individual, their school, their employer, and society. This session will explore the who, how, and why of accessible sports.</p>
4:15 pm – 4:30 pm	<b>Wrap-Up day-1</b>

**THURSDAY, APRIL 23, 2020**

Time	Topic
8:30 am - 8:45 am	<p><b>Welcoming Remarks</b></p> <ul style="list-style-type: none"> <li>• <b>Nadine O. Vogel</b> <i>Chief Executive Officer, Springboard Consulting, LLC</i></li> </ul>
8:45 am - 9:15 am	<p><b>Announcements</b></p> <ul style="list-style-type: none"> <li>• <b>Nadine O. Vogel</b> <i>Chief Executive Officer, Springboard Consulting, LLC</i> <b>Announcing:</b> <ul style="list-style-type: none"> <li>○ <i>Disability Matters Accessible Sports</i></li> <li>○ <i>Disability Connect Forum</i></li> <li>○ <i>Other Springboard Updates</i></li> </ul> </li> <li>• <b>Helen Tabeshfar</b> <i>Vice President, EMEA Diversity and Inclusion, J.P. Morgan Chase &amp; Co.</i> <b>Announcing:</b> <i>Disability Matters Europe</i></li> <li>• <b>Professor Gabriele Giorgi</b> <i>Associate professor of Organizational Psychology, European University of Rome</i> <b>Announcing:</b> <i>Disability Matters<sup>2</sup> Italy</i></li> </ul>
9:15 am – 9:30 am	<p><b>C4DI Presentation</b></p> <ul style="list-style-type: none"> <li>• <b>Reginald Miller</b> <i>Head of Global Inclusion &amp; Diversity, VF Corporation</i></li> </ul>

9:30 am – 9:45 am	<b>C4DI Presentation</b> <ul style="list-style-type: none"> <li>• <b>Eugene Kelly</b> <i>Vice President, Global Diversity &amp; Inclusion, Colgate-Palmolive Company</i></li> </ul>
9:45 am – 10:15 am	<b>Disability Champion</b> <b>(Honorees to be announced during Live-Stream)</b> <p><b>Moderator:</b></p> <ul style="list-style-type: none"> <li>• <b>Greg Akers</b> <i>Consultative Technology Executive, Greg Akers Consulting</i></li> </ul> <p><b>Description:</b> <i>This award recognizes an individual whose advocacy, commitment, and action in support of mainstreaming disability in their workforce, workplace and/or marketplace has greatly contributed to their organization’s success in these endeavors. The award recipient is someone whose job description does not specifically include this work, yet he/she diligently works to influence others in recognition of:</i></p> <ul style="list-style-type: none"> <li>• <i>People with disabilities and their families are value-added contributors to an organization’s success both internally and externally.</i></li> <li>• <i>Initiatives to recruit, support, and/or market to the disability community must be strategically linked to business goals and objectives.</i></li> <li>• <i>The understanding and awareness of such issues are directly tied to employee productivity, customer engagement and overall profitability.</i></li> </ul>
10:15 am - 10:30 am	<b>BREAK</b>
10:30 am – 11:00 am	<b>Disability Hero</b> <b>(Honorees to be announced during Live-Stream)</b> <p><b>Moderator:</b></p> <ul style="list-style-type: none"> <li>• <b>Jay H. Van Vechten</b> <i>Chairman, American Disabilities Foundation, Inc.</i></li> </ul> <p><b>Description:</b> <i>A Disability Hero is someone who makes their voice, time, efforts and at times, money, count, for issues impacting the disability community. These individuals can be found anywhere, in all shapes, sizes and ages; although, they are not affiliated with a non-profit organization, agency or the like. Though their intentions are good, their acts of kindness and resulting outcomes are amazing.</i></p>
11:00 am – 11:15 am	<b>C4DI Presentation</b> <ul style="list-style-type: none"> <li>• <b>Tesha L. Nesbit Arrington</b> <i>Director, Diversity &amp; Inclusion, Erie Insurance Group</i></li> </ul>
11:15 am – 12:00 pm	<b>Keynote Presentation</b> <ul style="list-style-type: none"> <li>• <b>Leslie Irby</b> <i>Pilot</i> <a href="#">(Biography)</a></li> </ul>
12:00 pm – 1:00 pm	<b>LUNCH BREAK</b>

1:00 pm – 1:15 pm	<p><b>C4DI Presentation</b></p> <ul style="list-style-type: none"> <li>• <b>David Ortiz</b> <i>Disability Inclusion Program Manager, Oracle</i></li> </ul>
1:15 pm – 2:15 pm	<p><b>Workplace</b> <b>(Honorees to be announced during Live-Stream)</b></p> <p><b>Moderator:</b></p> <ul style="list-style-type: none"> <li>• <b>Adrian Hyyrylainen-Trett</b> <i>Global Membership Development Manager, Employers Network for Equality &amp; Inclusion (ENEI)</i></li> </ul> <p><b>Description:</b> 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 speak to its culture relative to the support for resources, engagement, celebration and retention of employees who either have a disability or are caring for someone with a disability.</p>
2:15 pm – 3:15 pm	<p><b>Talent Acquisition</b></p> <p><b>Moderator:</b></p> <ul style="list-style-type: none"> <li>• <b>Jana L. Burke, PhD</b> <i>ADA Employment Specialist, Springboard Consulting, LLC</i></li> </ul> <p><b>Panelists:</b></p> <ul style="list-style-type: none"> <li>• <b>Trace Donald</b> <i>Director, Office of Accessibility, Auburn University</i></li> <li>• <b>Carla Gaouette</b> <i>Director, Cohort Hiring Programs, Springboard Consulting, LLC</i></li> </ul> <p><b>Description:</b> People with disabilities tend to be some of the most creative, innovative and, quite frankly, most loyal employees. So why haven't businesses truly leveraged this talent pool? There are a myriad of reasons that include: a lack of understanding about the scope of the available talent and not knowing where to source whether from colleges, vocational rehabilitation, school district, etc. There are also misconceptions about the cost of accommodations, concerns when there's no formal accommodations process and other issues of organizational readiness. Lastly, questions of how to interview, train, onboard and even mentor in new ways such as in the case with hiring individuals on the Autism spectrum or group hiring opportunities for those with cognitive or developmental disabilities or even those individuals who may be attending college.</p> <p><i>This session will address these issues and provide guidance for successfully building a Pipeline of Individuals with disabilities at all levels in the organization.</i></p>
3:15 pm – 3:30 pm	<p><b>BREAK</b></p>
3:30 pm – 3:45 pm	<p><b>C4DI Presentation</b></p> <ul style="list-style-type: none"> <li>• <b>Reuben Miller</b> <i>Director, Human Resources Global Diversity, Inclusion, and Social Impact Office, Intel Corporation</i></li> </ul>

3:45 pm – 4:30 pm	<p><b>Marketplace</b>  <b>(Honorees to be announced during Live-Stream)</b></p> <p><b>Moderator:</b></p> <ul style="list-style-type: none"> <li>• <b>Douglas A. Vogel</b>  <i>Financial Services Executive   SpecialCare Planner, MassMutual</i></li> </ul> <p><b>Description:</b> <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>
4:30 pm – 4:45 pm	<b>Closing Remarks</b>
4:45 pm – 5:00 pm	<b>BREAK</b>
5:00 pm – 6:30 pm	<b>Awards Presentation</b>