



Disability Matters Special Edition



Dear friends:

Welcome to the special Disability Matters North America edition of The Wave.

As you may recall, this years event was held just as our country was shutting down due to Covid-19. We had to act fast to come up with a way to deliver this most important event in a way that was meaningful and engaging. Our first-ever Disability Matters live-stream was a huge success, but only because of all of you, our sponsors, our presenters, and of

course our honorees.

Mainstreaming people with disabilities in the workforce, workplace, and marketplace is always important, but this year in the midst of a global pandemic, it's more important than ever. For instance, navigating how to support employees who are caring for and educating children with special needs while working from home; employees who are experiencing mental health issues such as anxiety and depression for the first time in extraordinary numbers; employees who are disabled (and were pre-covid) who may need different types of accommodations when working from home and/or for returning to the workplace; frontline workers with disabilities, and all customers with disabilities that now need to make all purchases remotely. With so much on the plate, taking the time to actively participate in this conference showing your dedication and commitment to this most important work... we thank you for that.

Next April will be the 15th Anniversary of Disability Matters. We look forward to celebrating with you (hopefully, in-person) and the many achievements we know you will have earned.

My wish for each and every one of you, your colleagues, and families is that you find the joy in everything you do and most importantly, stay safe. I firmly believe we will come out of this health crisis, better than we entered. I hope you join me in that belief, and if so, we have a lot to look forward to in the near future.

Nadine O. Vogel
Springboard's CEO and friend

**2020
DISABILITY CONNECT
Forum Live-Stream
Tuesday,
October 27, 2020**

**2020
DISABILITY MATTERS
Europe Conference &
Awards Live-Stream
Tuesday-Wednesday
2-3 December 2020**

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www.consultspringboard.com

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North America Conference & Awards Live-Stream
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MEDIA

DiversityMBA

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HONOREES



PRESENTING THE AWARDS
NADINE O. VOGEL
Chief Executive Officer
Springboard Global Enterprises, LLC

MARKETPLACE



ACCEPTING THE AWARD
ANNA ETTIN
Senior Employee Resource
and Inclusion Leader
Amazon



ACCEPTING THE AWARD
GINA EMRICH
Senior Manager
Customer Accessibility
American Airlines

MARKETPLACE



ACCEPTING THE AWARD
Meg Muldoon, JD, LLM
*Assistant Vice President
Advanced Markets
Penn Mutual*



ACCEPTING THE AWARD
RON PETTIT
*Director, Disability Inclusion &
ADA Compliance
Royal Caribbean International*

WORKPLACE

NO
IMAGE
AVAILABLE

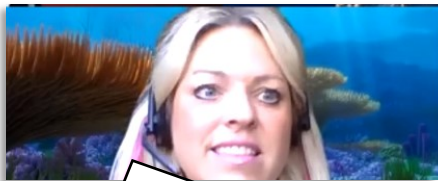


ACCEPTING THE AWARD
Mary Ulmer-Jones
*Senior Vice President /
Associate General Counsel
Bank of America*

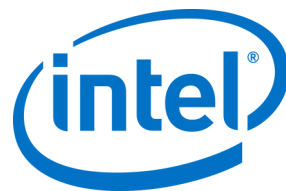


ACCEPTING THE AWARD
Simon J. Power
*Senior Manager IT
Cisco*

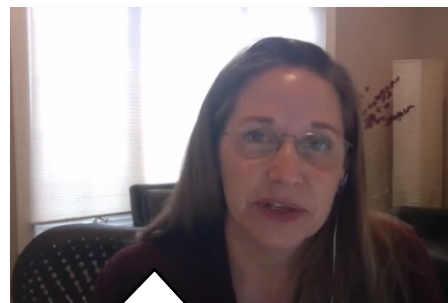
WORKPLACE



ACCEPTING THE AWARD
Kimberly Smieja
Manager
Global Diversity and Inclusion Community
Intel Corporation

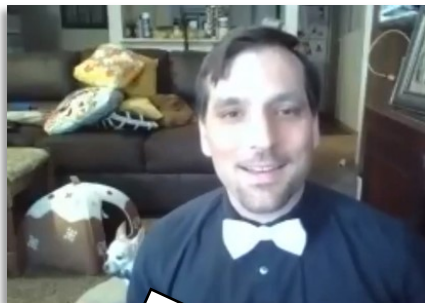


ACCEPTING THE AWARD
Dana Vandecoevering
Strategic External Partnership Manager
Global Diversity & Inclusion
Intel Corporation



ACCEPTING THE AWARD
KIM SAUVAGEAU
Global Workplace Experience Architect,
Royal Dutch Shell

DISABILITY CHAMPION



ACCEPTING THE AWARD
Frank Kaminski
EEO Assistant
Department of the Navy

DISABILITY HERO



ACCEPTING THE AWARD
ANGELA FORKER
Photographer / Owner
Precious Baby Photography



ACCEPTING THE AWARD
F. CARL HANSEN
Producer / Director
Cultural Detritus

2020 DISABILITY MATTERS
North America Conference & Awards Live-Stream
HONOREE STORIES



ANYthing Is Possible

By: Angela Forker

If you had told me that in my late 40's I would become a newborn photographer and that within a few short years my work would be seen around the world, I would have laughed in your face.

If you had said that I would be photographing babies with special needs; that people around the world with children with special needs would be contacting me and telling me their child's story; that people would travel hours—and even fly—to come for one of my sessions; that my artwork would be in various clinics in the States and in other countries; and that major news outlets around the world would cause my photos to reach millions of people around the world, I would have told you, you were crazy!

I'm just a little nobody...with a big heart...who wants to do great things. And I do it all...from my kitchen. If there is anything I have learned during this photography journey of mine, it's that ANYthing is possible!

Early in my newborn photography career, I started creating fantastical floor scenes that were inspired by Adele Enerson. I gave them a refined look and called them Baby ImaginArt, with the motto, "ANYthing Is Possible!"

At the beginning of 2018, after a time of reflection and prayer, God showed me that my special floor scenes would be perfect for babies with special needs, who cannot sit up for photos. Most photographers are at a loss in this situation, but I had the perfect answer: "paint" my scene out of fabric, lay the baby in my scene and take their photo from above. This baby that may never be able to sit, crawl or walk is able to run or fly or do ANYthing in one of my scenes! I would call it the Precious Baby Project, with the motto "...because *every* baby is *precious!*"

Moms and Dads who may have never had the opportunity to have professional photos of their child would now have a custom-designed portrait of their little one doing the impossible.

The Precious Baby Project would also help raise awareness for babies with special needs, while bringing hope and joy to these parents—and the millions of others who would see their images in the news, online, or at the various places where they are displayed.

From the very start, I decided that I would never try to hide their trachs, g-tubes and other wires and tubes. Instead, I would actually *feature* them in my scenes and lovingly refer to them as “accessories”. Whenever possible, I would try to incorporate these accessories into their scene and use them to tell their child’s story. One of my favorite examples of this is my astronaut scene. I incorporated his trach as well as his helmet so that they perfectly fit into his scene in the most delightful way. As this little boy grows up and sees his photo, I want him to believe that the “The Sky’s the Limit” and that ANYthing is possible for him!

The Precious Baby Project is ongoing. Every time I have a session, I post the resulting photo on my Facebook page along with the baby’s story, which helps raise awareness for that baby's diagnosis. I also explain that I am looking for new participants. This way, new parents hear about the project and contact me to see if their baby might qualify for a free session. (To qualify, the baby must have a severe medical condition, be under 27 inches and not rolling over.) Since I do these sessions at no cost to the families and they take up to 20 hours of my time, I can only do two a month.

Before the session, I ask the parents a few questions to see if some of their answers might inspire me. Great effort is made to create a specialized scene specifically for that baby’s family. Whenever possible, I add symbolic elements. If the baby is terminally ill, I work diligently to make the photo extra meaningful, often adding forget-me-not flowers. Tears spill from my eyes as I place them into the scene.

It takes 4-10 hours to create each scene. I work all evening as well as the next morning and then at noon I welcome the family to my home studio for the session.

My scenes are quite large, so in order to capture the entire scene, it is necessary to photograph the baby from up high, on a safe photographer’s ladder.

Since this may be the only professional photos they will have of their baby, I also take a close-up shot for the parents.

The most difficult part of this project is when I get news that someone’s baby passed away. My only comfort is knowing that I provided these parents with a unique piece of artwork—that will be sure to bring a future smile to their faces.

One mother of a baby I photographed wrote to me to tell me her baby had passed away. She said, “Thanks to your photos, I had a chance to see my son running and walking. I will always see him happy, running on that bridge to his dreams. Thank you, thank you! Please don’t ever stop doing this work.”

Through the Precious Baby Project, I hope to change how society views people with special

needs. I want to show the world unexpected beauty—and value. I feel like these babies and I are on a mission: We’re raising awareness for babies—and people—with special needs, while spreading hope and joy!

If you are interested in contacting me for a speaking event, photography session or for use of my photos, please contact Angela Forker at preciousbabyphotography@outlook.com.

See my complete gallery of photos under the Precious Baby Project at www.preciousbabyphotography.com.





F. Carl Hansen of Cultural Detritus receives Disability Hero Award

By: F. Carl Hansen

I am F. Carl Hansen, team leader of the filmmaking team, Cultural Detritus, and was recognized with a Disability Matters 2020 North America Disability Hero Award for my work casting people with disabilities in our award-winning short films. I am a passionate advocate for diversity and inclusion in the Entertainment industry and produce and direct films from concept to completion in very strict timeframes with my team, often having to make a complete film in about 2 days through competitions like the Easterseals Disability Film Challenge.

The Easterseals Disability Film Challenge gives filmmakers the opportunity to tell original stories that showcase disability in its many forms. Roughly 1-in-5 Americans live with a disability yet only 3% are represented in Film and Television, and a large number of those roles are played by able-bodied actors. The Challenge addresses this problem by requiring filmmakers – with and without disabilities - to use at least one disabled cast or crew member. It also helps actors and other creators to take their careers into their own hands, to inspire others to do the same, and to expand the audience’s understanding of disability today. It has become an important part of my advocacy work and using talent that was discovered through the film challenge, I have been able to incorporate actors with disabilities in other film work that they have been able to use in their professional reels and some have even landed representation from our work together.

We won Best Film, Best Writing, Best Sound Design and Best Graphics in the 2019 Los Angeles 48 Hour Film Project competition with “Connections,” about a woman trying to find a connection among strangers on a subway, and represented Los Angeles in the international film competition, Filmapalooza, in Rotterdam, The Netherlands, this past March. We won Best Film in the 2018 Easterseals Disability Film Challenge with “Check Mate,” a buddy comedy about two eccentric guys vying to become a woman’s roommate. I also won Best Director in the 2019 Easterseals Disability Challenge for our short film, “I/O,” about a man who struggles to reveal to his girlfriend that he’s been dating her through his robot avatar. “I/O” recently had its East Coast Premiere as an Official Selection in the 45th Boston Sci-Fi Film Festival, the longest-running genre film festival in the United States. It is the film’s 11th film festival, having

competed in various festivals around the world – including the Oscar-qualifying HollyShorts Film Festival - and is continuing its festival run this year. “I/O” features four performers with disabilities, including the singer in the end credit song (which was also created during the competition).

I am so honored to receive this beautiful award, though I look forward to a time when the work I’m doing isn’t considered out of the ordinary but just a part of normal casting practices in the entertainment industry.

To check out the films I’ve made with Cultural Detritus, you can see them here: www.culturaldetritus.com

To contact me: Carl Hansen fhansen1@gmail.com

And if you’re looking to be inspired to make a film, check out these film competitions: www.disabilityfilmchallenge.com
www.48hourfilm.com





**The Penn Mutual Life Insurance Company
Advocates for Brighter Futures**

***By: Meg Muldoon
Assistant Vice President of Advanced Markets, Penn Mutual***

Two years ago, with the knowledge that nearly [one-fifth of all Americans](https://www.census.gov/newsroom/releases/archives/miscellaneous/cb12-134.html) (<https://www.census.gov/newsroom/releases/archives/miscellaneous/cb12-134.html>) — more than 56 million people — have a disability, and close to 30% of all families have a family member with a disability, we asked ourselves why including life insurance in special needs planning wasn't a part of every financial professional's practice?

That question led us to develop *Advocating for a Bright Future* – a company-wide initiative to train and equip the Penn Mutual field leaders and financial professionals on how to incorporate the benefits of life insurance as part of a comprehensive special needs financial plan. The program includes guidance on how to approach cases for clients caring for children and adults with special needs and illuminates the financial professional's role in helping parents identify and leverage the relevant resources.

We encourage every financial professional to ask questions about potential special needs. All financial professionals are in this market, even if they don't know they are. This is a sensitive area, and both parents and financial professionals remain largely uninformed of how the simplest of mistakes can negatively impact people with special needs.

There are several legal components involved in special needs planning. Our goal is to ensure that Penn Mutual professionals are well trained on the issues and understand that their role is to educate — not necessarily provide specific advice and never provide tax or legal guidance. They can then help parents connect with qualified attorneys and allow attorneys to put the right pieces in place.

What began as an effort to train field management and financial professionals quickly grew to include many facets of Penn Mutual's business – Underwriting, Distribution, Product Development and Marketing. One example involves multi-generational legacy planning, which generally requires *all* of a grandparent's children to be covered by an insurance policy for the benefit of *all* the grandchildren. A new illustrated sales concept was created to facilitate multi-generational legacy planning for the benefit of a single grandchild with special needs. More importantly, we worked directly with a financial professional with expertise in this area to help develop a new Survivorship Whole Life product with the special needs marketplace in mind.

In the first two years of the program, 50 financial professionals and staff from all over the country, from various distribution channels, have devoted time to attend our training forums and learn how to best work with this market and best serve this community. We set out to ensure that at least one person in each agency and each region was trained and could help any financial professional who encounters a special needs situation. One of the most powerful aspects of our forums was that two-thirds of the attendees either had a loved one with special needs or knew someone who did. That added a sense of passion and immediacy to the conversations.

The training programs involve an intense two-day forum. The agendas include topics specifically and uniquely designed to address special needs planning. Educational sessions feature items like understanding and using appropriate terminology, legal and regulatory issues, needs evaluation and product recommendation, and how to be an active participant in community organizations that support families with special needs.

Penn Mutual plans to continue this training with a series of webinar sessions to solidify the learnings from the forum and provide participants with the support and materials they need to develop a special needs practice area.

Meg Muldoon is an Assistant Vice President with The Penn Mutual Life Insurance Company. In her position, she offers comprehensive case design, technical, marketing, and educational support to Penn Mutual's field management, financial professionals, independent broker dealer partners, and third party professional advisors on matters pertaining to estate and charitable planning, business succession planning, selective employee benefits, and qualified retirement plan distribution strategies. Connect with Meg via email at Muldoon.Meg@pennmutual.com.



We are honored to be recognized with the 2020 Disability Matters North America Award for Marketplace Innovation.

As part of our vision to be the most customer-centric company in the world, we aim to serve and delight *all* customers—as such, we strive to apply our principle of Customer Obsession to customers with disabilities.

At Amazon, we don't want to make products *for* people with disabilities. We focus on making products *with* people with disabilities, *for* everyone. Earning the business of customers with disabilities means making devices, services, entertainment, retail, and more, that aren't just accessible but that are delightful.

Our worldwide staff includes Amazonians who are blind in roles like engineering, quality assurance, program management, and accounting; Deaf and Hard of Hearing staff in user experience design, HR, marketing, and in our fulfillment centers helping deliver orders to our customers; Amazonians who use power wheelchairs serving in public policy and customer service; staff with intellectual disabilities in our sortation centers; and people across the company with invisible disabilities such as Dyslexia and major depression, PTSD and OCD, cancer and Crohn's disease – making and delivering accessible products, services, and experiences for *all* of our customers.

A few examples of our accessibility work include:

- Customers have multiple accessible choices for shopping, including on our desktop and mobile websites, the dedicated shopping app for iOS, Android, and Fire OS, and voice shopping with Alexa.
- Customers who are blind or have low vision can use our **VoiceView** screen reader on Fire Tablets, Fire TV, Echo Show and Kindle devices, as well as our **Screen Magnifier** feature on Fire Tablets and Fire TV.
- With **Tap to Alexa**, customers can use Alexa without their voice using the touchscreen to access features like the weather, news, routines, and other information.
- **Show and Tell** is an Alexa feature designed to help customers who are blind or have low vision identify household pantry items. Customers can simply hold up a product to their Echo Show camera and ask, "Alexa, what am I holding?" to hear Alexa identify it.
- **Prime Video** offers over 1,800 titles with audio descriptions which customers can enjoy on Fire TV, Fire Tablet, iOS and Android devices, game consoles, and many smart TVs; all new Amazon Studios original movies and shows include audio descriptions. We stock over 12 million accessible **Kindle ebooks**, which work with assistive technologies like screen readers and screen magnifiers on many devices, and have built-in access features like **Reading Ruler**, adjustable font boldness, adjustable margins, and the ability to

choose the font you want to read in, including OpenDyslexic.

- Our **Amazon Lockers** are accessible, offering both lower locker slot preference for customers who may be in wheelchairs or scooters or otherwise have difficulty reaching the upper-most or bottom-most locker slots, a large, and high-contrast screen, and a talking interface with a rich set of spoken instructions, providing access to customers who are blind or low vision.

Beyond what our customers experience, Amazon makes accommodations internally to support employees year-round. We dedicate the entire month of May to **Global Accessibility Awareness Month (GAAM)** by hosting accessibility-related technical talks, workshops, and interactive activities. Each October, in honor of Disability Employment Awareness Month, we also sponsor **A11yCON**, an internal conference that drives innovation through awareness, understanding, and empathy.

In addition to these events, we also prioritize employee groups and programs to educate and support all Amazonians on an ongoing basis. While there are many, a few working groups that we're proud to include:

- **AmazonPwD** (People with Disabilities) is an affinity group that aims to make Amazon as inclusive and accessible as possible for employees with disabilities. Whether sharing personal stories or “how to” guides for daily inclusive practices, supporting career development, or participating in community outreach, AmazonPwD strives to build a community that supports employees with disabilities and their allies.
- The **Amazon Alternative Workforce Supplier Program (AWSP)** is a staffing program tailored to meet the needs of individuals who have traditionally faced obstacles to both entering and advancing in the workplace, beginning with People with Disabilities.
- Amazon's **ASL Interpreter Program** provides job-related language accommodations to Deaf and Hard of Hearing Amazonians to facilitate communication and access. Its mission is to revolutionize communication access by providing best-in-class sign language interpretation and related services to current and future employees globally.
- **Vocational Consultation** is a short-term accommodation that supports Amazon corporate employees with cognitive disabilities by offering evidence-based techniques and tools to perform the essential functions of their job.

By building a diverse and inclusive workplace that is representative of our customers with disabilities, we are able to use our size and scale to provide access to opportunities for all communities. This award truly goes to the Amazonians in the many teams across the company that have worked hard to make delightful, accessible products, and who continue to build a company culture of Customer Obsession for customers – and employees – with disabilities.

We thank again Springboard Consulting, LLC for this recognition of our work. It inspires us to work even harder on behalf of our customers with disabilities as we continue to consistently strive to raise the bar for accessibility and inclusion.

American Airlines



for your information

non-urgent advisories
and announcements

Personal protective equipment and customers with disabilities

May 08, 2020

Customer Care

Domestic/international, mainline/regional Customer Care

Details:

As we manage the health and safety needs for our team members, it is a good time to remember our customers with disabilities and how they are coping with this pandemic.

- People with cognitive disabilities (ex. autism, dementia) often thrive on routine. Wearing a face covering or gloves or even maintaining a proper social distance can trigger anxiety or be difficult. For some, wearing a face covering, keeping it in place and handling it properly, is not an option
- Those that are hard of hearing or deaf, often rely on lip reading. Wearing a face covering obscures this. Gate information displays and written information are helpful alternatives; or it may be necessary to carefully lower your own face covering so that your lips can be read as you speak with an individual that is hard of hearing
- People that are blind and rely on a Braille keyboard may not wear gloves because it inhibits their ability to receive information
- Those with hand deformities (ex. rheumatoid arthritis) or severe skin conditions may not be able to wear gloves

Thank you for everything you are doing, every day, to take care of our customers while remaining sensitive to the needs of our customers with disabilities.

Who to contact: Bonnie.Hayes@aa.com



CHIEF DIVERSITY OFFICERS FOR DISABILITY INCLUSION™

Chief Diversity Officers (CDOs) for Disability Inclusion™ intends to assemble the business community to progress the mainstreaming of people with disabilities in the workforce, workplace and marketplace. It creates a blueprint for a set of actions the undersigned companies will take to foster an accessible and safe environment for individuals with disabilities; whether visible or not, and to ensure individuals with disabilities feel welcomed, are treated fairly and equitably, and feel comfortable disclosing their disabilities with or without a need for an accommodation.

The signatories serve as the diversity leaders of their companies and are dedicated to working with other company leaders and colleagues to execute the following pledge at their workplaces.

As diversity leaders of some of the largest corporations in the United States, we are role-models; it is important that we ensure candidates, employees, and customers with disabilities, as well as those caring for dependents with disabilities, are fully and appropriately included in everything we do from the workplace to the marketplace. Understanding that this segment is the largest and fastest growing minority in the world, making this commitment a business imperative.

Beyond compliance, there are a myriad of issues that must be addressed to successfully engage, employ and retain this large, loyal segment of the world's population. What this requires is commitment, conversation and collaboration, which will lead to action. Although we are passionate about this work, passion without action will not yield the desired results. Therefore, we will:

1. Create and maintain a culture of trust where employees feel comfortable to disclose their disability and request accommodations as needed.
2. Implement and expand education on disability etiquette and awareness to help our employees become comfortable communicating, engaging, and working side-by-side individuals with all types of disabilities; providing them with the tools to do so in an appropriate manner.
3. Help other companies start, grow, and/or enhance their current disability inclusion strategies by sharing successes and learnings at a special closed-door, invitation-only, CDO session held annually following Springboard's Disability Matters North America Conference.
4. Be accountable to our peers by tracking our company-specific progress and sharing regular updates on invitation only quarterly conference calls.
5. Call on our CDO colleagues across Corporate America to join us on this most important journey.

For our companies, this commitment means good, productive and profitable business; for our employees and customers with disabilities, this commitment means the world.

To take the pledge, contact us at info@consultspringboard.com and in the subject-line state, "**I AM TAKING THE PLEDGE!**"

WE HAVE TAKEN THE PLEDGE

WILL YOU?

CURRENT C4DI MEMBERS

COLGATE

ERIE INSURANCE

FROEDTERT HEALTH

INTEL

INTUIT

ORACLE

UPMC

VF CORPORAION

To hear what our members have to say, please visit >> <https://vimeo.com/363611093>



COMING SOON!

THE SPRINGBOARD CONSULTING LEARNING INSTITUTE

The Springboard Consulting Learning Institute trains Corporate America's cross-functional, cross-industry leaders to develop their skills in the mainstreaming of individuals with disabilities in the global workforce, workplace and marketplace.

Depending on the topic, classes are taught utilizing a variety of learning modalities including lecture, facilitated dialogue, small group exercises, role-play, and hands-on experience. SCLI courses are not based on theory, but rather practical applications.

Stay tuned for our e-blast notification on program start dates.



WeLOVE
UNITY ~ SUPPORT ~ LOVE

WeLOVE™ is a new online platform built on unity, support and love for anyone impacted by disability of any type and impacted in any way. **WeLOVE™** is for those who have a disability, are a family member, ally, friend, and can be for anyone who either has something to say, or seeks information and guidance.

Unlike other online platforms, **WeLOVE™** addresses any and every topic one can imagine. There are over 70 pre-populated categories, but anyone can add any topic at any time.

Also, **WeLOVE™** is a safe environment for sharing; it is completely private, members only. Members are rewarded with gifts for referring others to join the community.

All this for less than **\$12 USD/per year** (\$1 per month).

We need to show the world that we have a voice and an important one at that. And yes, **WeLOVE™** is global. Join today and help us grow our Community.

Join by visiting >> https://welove.mn.co/share/N6uqhmJZT61GUX6U?utm_source>manual

UPCOMING 2020 LIVE-STREAM EVENTS



Join Us Tuesday, October 27, 2020
9:00 AM ET - 4:00 PM ET
LIVE-STREAM

We Are Better Together
DISABILITY CONNECT
A SPRINGBOARD CONSULTING EVENT

A one-day interactive event
focused on addressing societal topics impacting
the Disability, LGBTQA+, and Veteran communities

RACE, PANDEMIC, and POLITICS

Purchase a ticket & register >>
<https://consultspringboard.com/sc-events/2020dcna-welcome/>

WE ARE BETTER TOGETHER! **#DCNA2020**



JPMORGAN CHASE & CO.

**Disability Matters
Europe Conference**
With Springboard Consulting

you Belong Here!

2020
2ND TO 3RD DECEMBER
LIVE-STREAM

SPRINGBOARD CONSULTING LLC **DISABILITY MATTERS**
diver in with precision A SPRINGBOARD CONSULTING EVENT

<https://consultspringboard.com/disability-matters/2020dmeur-welcome/>



2020 DISABILITY MATTERS
North America
Conference & Awards Live-Stream
SPEAKERS



RESEARCH SESSION
PAM MCELVANE
CEO & Publisher
DiversityMBA Magazine, A P&L Group Co.



C4DI PRESENTATION
SCOTT BETH
Chief Diversity & Inclusion Officer
Intuit



**UNIVERSAL DESIGN &
PHYSICAL BARRIER ASSESSMENTS**
TROY BALTHAZOR
Manager
Physical Accessibility Universal Design,
Springboard Consulting, LLC



**UNIVERSAL DESIGN &
PHYSICAL BARRIER ASSESSMENTS**
BILL BUTLER
Principal
Pelli Clarke Pelli Architects



KEYNOTE PRESENTATION DAY-1
CHRISTOPHER J. WADDELL
Commentator, Athlete, and Author
[*\(Biography\)*](#)



KEYNOTE PRESENTATION DAY-2
LESLIE IRBY
Pilot
[*\(Biography\)*](#)



TABOO
THE FORBIDDEN TOPIC AT WORK
REV. MARK E. FOWLER
Deputy CEO
Tanenbaum



TABOO
THE FORBIDDEN TOPIC AT WORK
JEAN-MARIE NAVETTA
Director, Learning & Inclusion
PFLAG National



ABLEISM
MICHELLE R. NARIO-REDMOND
Professor of Psychology
Hiram College



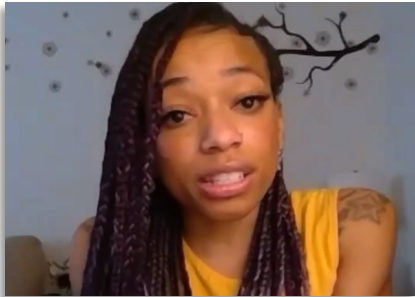
C4DI PRESENTATION
CHATÓN T. TURNER, ESQ.
Senior Associate Counsel and
Senior Director of Disabilities Services
UPMC



**OFCCP MOCK AUDIT
503 FOCUSED REVIEWS
CRAIG E. LEEN**
*Director, Office of Federal Contract
Compliance Programs
U.S. Department of Labor*



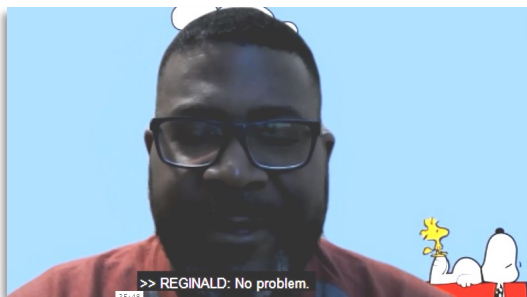
**ACCESSIBLE SPORTS
BONNIE ST. JOHN**
*Founder
Blue Circle Leadership*



**ACCESSIBLE SPORTS
KARNESHIA PATTON**
*Entrepreneur, Ms. Wheelchair Alabama,
Athlete, ShantelzNailz*



**ACCESSIBLE SPORTS
ROBB TAYLOR**
*Head Coach
Auburn's Wheelchair Basketball Team
Auburn University*



**C4DI PRESENTATION
REGINALD MILLER**
*Head of Global Inclusion & Diversity
VF Corporation*



**C4DI PRESENTATION
EUGENE KELLY**
*Vice President,
Global Diversity & Inclusion
Colgate-Palmolive Company*



DISABILITY CHAMPION MODERATOR
GREG AKERS
Consultative Technology Executive
Greg Akers Consulting

DISABILITY CHAMPION HONOREE
Frank Kaminski
EEO Assistant
Department of the Navy

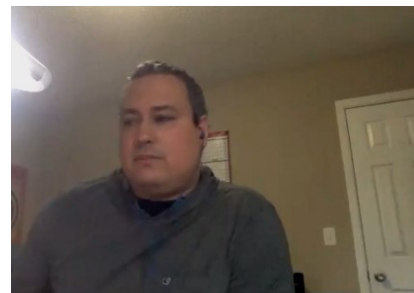


DISABILITY HERO HONOREE
ANGELA FORKER
Photographer / Owner
Precious Baby Photography

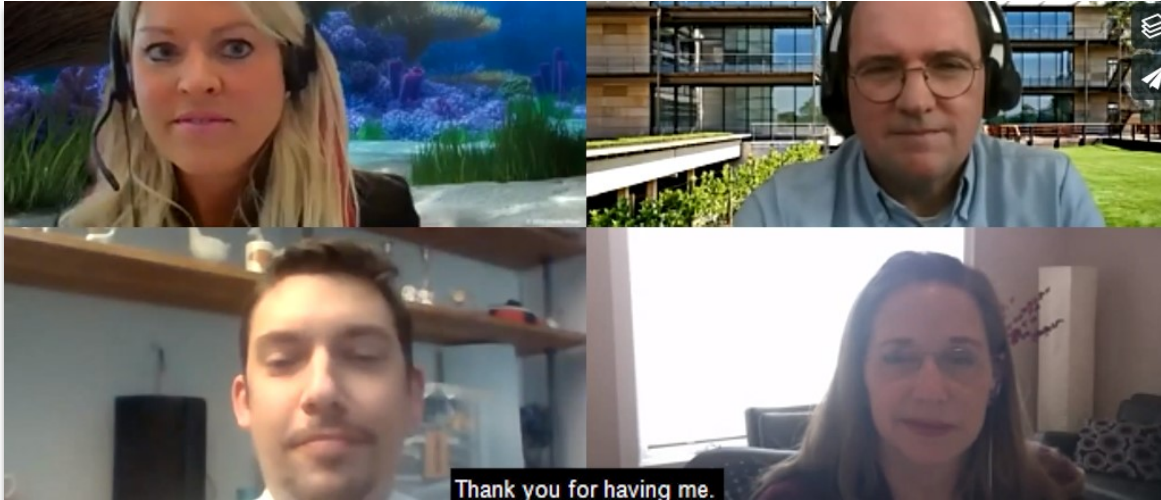
DISABILITY HERO HONOREE
F. CARL HANSEN
Producer / Director
Cultural Detritus



C4DI PRESENTATION
TESHA L. NESBIT ARRINGTON
Director, Diversity & Inclusion
Erie Insurance Group



C4DI PRESENTATION
DAVID ORTIZ
Disability Inclusion Program Manager
Oracle

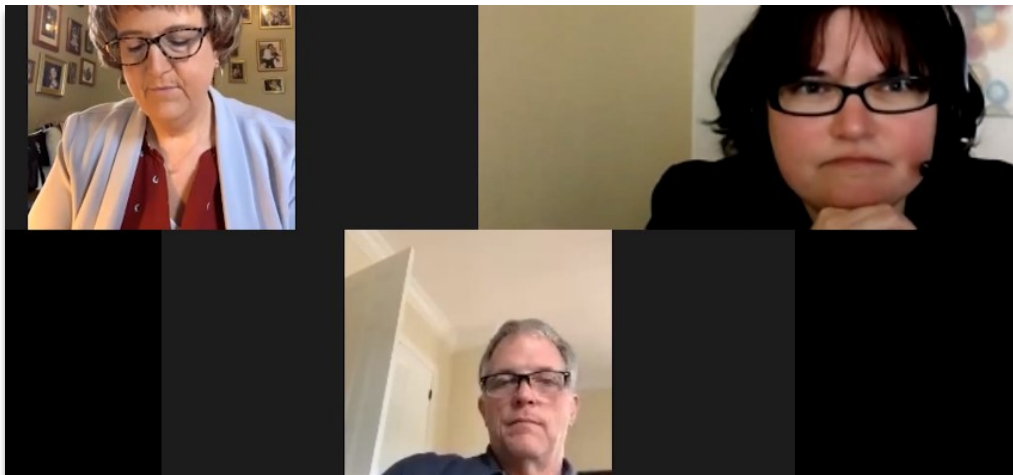


WORKPLACE SESSION HONOREE
KIMBERLY SMIEJA
Manager
Global Diversity and Inclusion Community
Intel Corporation

WORKPLACE SESSION HONOREE
SIMON J. POWER
Senior Manager IT
Cisco

WORKPLACE SESSION MODERATOR
ADRIAN HYYRYLAINEN-TRETT
Global Membership Development Manager
Employers Network for Equality & Inclusion
(ENEI)

WORKPLACE SESSION HONOREE
KIM SAUVAGEAU
Global Workplace Experience Architect
Royal Dutch Shell



TALENT AQUITION
CARLA GAQUETTE
Director, Cohort Hiring Programs
Springboard Consulting, LLC

WORKPLACE SESSION MODERATOR
JANA L. BURKE, PhD
ADA Employment Specialist
Springboard Consulting, LLC

TALENT AQUITION
TRACE DONALD
Director, Office of Accessibility
Auburn University



C4DI PRESENTATION
REUBEN MILLER
Director
Human Resources Global Diversity,
Inclusion, and Social Impact Office
Intel Corporation



MARKETPLACE SESSION
MODERATOR
DOUGLAS A. VOGEL
Financial Services Executive
SpecialCare Planner
MassMutual

MARKETPLACE SESSION
HONOREE
SARAH CAPLENER
Senior Manager
Alexa for Everyone
Amazon

MARKETPLACE SESSION
HONOREE
RON PETTIT
Director,
Disability Inclusion &
ADA Compliance
Royal Caribbean International

MARKETPLACE SESSION
MODERATOR
MEG MULDOON, JD, LLM
Assistant Vice President
Advanced Markets
Penn Mutual

MARKETPLACE SESSION
MODERATOR
GINA EMRICH
Senior Manager
Customer Accessibility
American Airlines



2020 DISABILITY MATTERS North America Conference & Awards Live-Stream FUN SCREENSHOTS



Angela Forker's favorite photo of her work.



F. Carl Hansen (Cultural Detritus),
and family accepted the
Disability Hero award.
Meet Carl and son Henry (front),
and wife Jen and dog Terry (back).



Eugene Kelly (Colgate)
brought BIG smiles to the event!



Frank Kaminski's (NAVSEA Warfare Center
Keyport) accepted his Disability Champion
Award accompanied by his co-workers Lilly
the Chihuahua and Elsa the Mouse!



Meg Muldoon (Penn Mutual) and her daughter
Christina accepting their award.

***BACK TO THE FUTURE!
THE PANDEMIC AND ITS IMPACT***

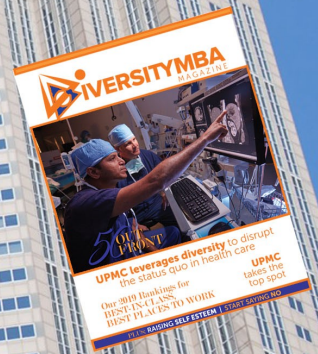
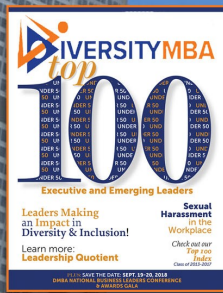
Click on image or link below to begin video.



<https://vimeo.com/423317185>



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