



2019 **DISABILITY MATTERS**

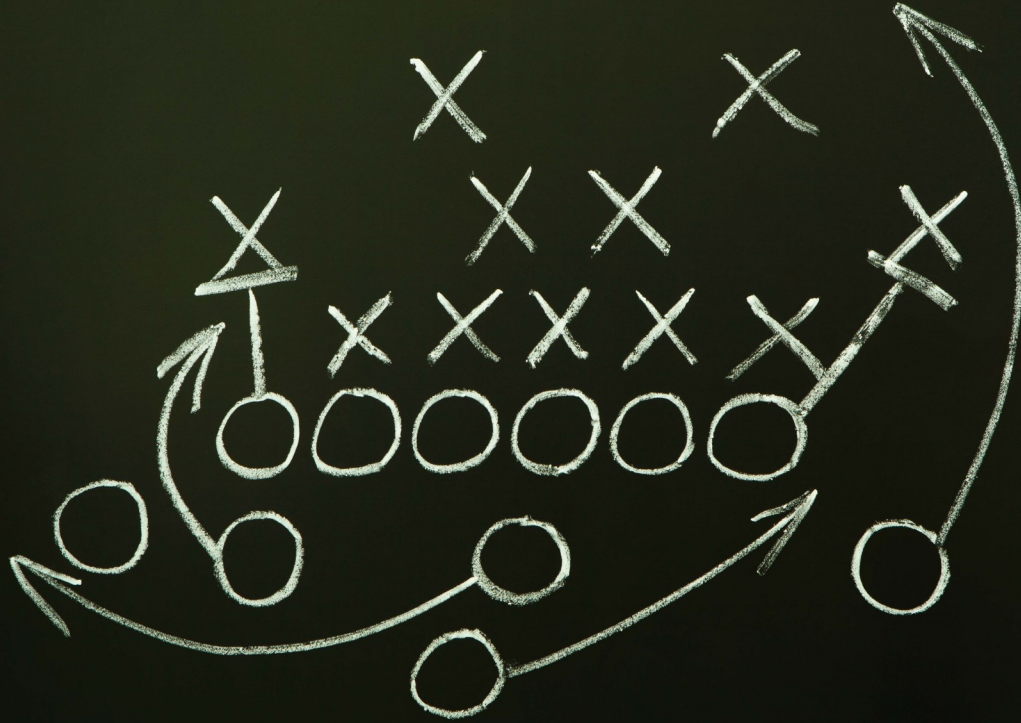
North America Conference & Awards

April 23-25, 2019

Wyndham Grand Jupiter at Harbourside Place

Jupiter, Florida

"Take your disability journey to new heights." ©



DISABILITY INCLUSION

What's your game plan for ensuring touchdowns?



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WELCOME FROM SPRINGBOARD CONSULTING



Welcome to Springboard Consulting’s 2019 Disability Matters North America Conference & Awards Gala.

People with disabilities are often referred to as being underrepresented in business, in the media, everywhere. I believe it's not because they are underrepresented but because they are underestimated. Disability Matters aims to change that belief. As sponsors and attendees of this conference, you're showing your commitment to do the same, whether referring to a candidate, employee or customer.

When it comes to the journey of disability inclusion, we all know the sky's the limit. However, in order to fully realize what's possible, we need to change our language and in doing so, change the perspectives and behaviors of others. There's power in language and in the stories we tell - it's what helps build disability competence on the road to disability confidence.

This year's Disability Matters Conference brings a host of new topics, best practices and more important, next practices. Our speakers will be sure to inspire and educate on issues ranging from neurodiversity, workplace violence, aging, the entertainment industry and air travel to research, mental health, strategic change management and more; helping you take your disability journeys to new heights.

It is because of our Sponsors commitment to this important body of work that an event of this magnitude can take place. As the Springboard team celebrates its 13th Anniversary of Disability Matters North America, we are once again grateful for these amazing partners in the mainstreaming of disability in the workforce, workplace and marketplace.

As always, a special thank you to the Springboard team who never ceases to amaze me by their unwavering commitment to Springboard’s mission and more specifically, to this event. A special shout-out to Ivette Lopez who leads the charge on everything Disability Matters.

Ladies and Gentlemen.....The best is yet to come!

Nadine O. Vogel
Chief Executive Officer
Springboard Consulting, LLC

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AGENDA



TUESDAY, APRIL 23, 2019

6:00 PM—8:00 PM	Registration	Pool Deck (Preserve Pre-Function, if raining)
6:30 PM—8:30 PM	Welcome Reception	Pool Deck (Preserve Pre-Function, if raining)
8:30 PM—10:30 PM	Full-Feature Film CinemAbility: The Art of Inclusion	Ibis

WEDNESDAY, APRIL 24, 2019

7:15 AM—12:00 PM	Registration	Preserve Pre-Function
7:30 AM—8:30 AM	Breakfast	Mangrove Deck / Preserve Pre-Function
8:30 AM—8:45 AM	Opening Procession	Preserve Ballroom
8:45 AM—9:00 AM	Welcome and Opening Remarks	Preserve Ballroom
9:00 AM—10:00 AM	Research Presentation	Preserve Ballroom
10:00 AM—10:15 AM	Break Sponsored by: Ahold Delhaize USA	Mangrove Deck / Preserve Pre-Function
10:15 AM—10:45 AM	Springboard in Post-Secondary Education	Preserve Ballroom
10:45 AM—11:15 AM	Disability in the Media and Entertainment Industry	Preserve Ballroom
11:15 AM—12:00 PM	Keynote Presentation: Tricia Downing	Preserve Ballroom
12:00 PM—1:00 PM	Networking Lunch	Mangrove Deck / Preserve Pre-Function
1:00 PM—1:30 PM	U.S. Disability Regulation and its impact on Corporate America	Preserve Ballroom
1:30 PM—1:40 PM	Neurodiversity: An Introduction	Preserve Ballroom
1:40 PM—2:45 PM	Neurodiversity in the Workplace Sponsored by: Landmark College	Preserve Ballroom

AGENDA

2:45 PM—3:00 PM	Break	Mangrove Deck / Preserve Pre-Function
3:00 PM—4:00 PM	The Importance of Making Full Spectrum Disability Part of your Company Strategy and Culture Sponsored by: Cisco	Preserve Ballroom
4:00 PM—4:45 PM	Next-Steps Exercise: How Prepared Are We?	Preserve Ballroom
4:45 PM—5:00 PM	Wrap-Up Day-1	Preserve Ballroom
7:00 PM—7:30 PM	Cocktail Reception	Mangrove Deck and Preserve Pre-Function
7:30 PM—10:00 PM	Awards Gala	Preserve Ballroom

THURSDAY, APRIL 25, 2019

7:15 AM—12:00 PM	Registration	Preserve Pre-function
7:45 AM—8:45 AM	Breakfast	Mangrove Deck and Preserve Pre-Function
8:45 AM—9:00 AM	Welcome and Opening Remarks	Preserve Ballroom
9:00 AM—9:30 AM	Springboard Event Announcements	Preserve Ballroom
9:30 AM—10:45 AM	Chief Diversity Officers for Disability Inclusion (C4DI) TM	Preserve Ballroom
10:45 AM—11:00 AM	Break	Mangrove Deck and Preserve Pre-Function
11:00 AM—11:30 AM	Best Practices	Preserve Ballroom
11:30 AM—12:15 PM	Keynote Presentation: Lex Gillette	Preserve Ballroom
12:15 PM—1:15 PM	Networking Lunch	Mangrove Deck and Preserve Pre-Function
1:15 PM—2:15 PM	Travel: Accessibility & Acceptance Sponsored by: Visa	Preserve Ballroom

AGENDA

THURSDAY, APRIL 25, 2019 — Continued

2:15 PM—3:00 PM	Workplace Violence	Preserve Ballroom
3:00 PM —3:15 PM	Break	Preserve Ballroom
3:15 PM—3:45 PM	Aging & Disability: A Fireside Chat	Preserve Ballroom
3:45 PM– 4:45 PM	Next-Steps Exercise: How Prepared Are We?	Preserve Ballroom
4:45 PM—5:00 PM	Closing Remarks and Departures	Preserve Ballroom

The great local brands of Ahold Delhaize | USA

Across our companies,
we share a common passion
**to support the rich diversity of thought,
people and experience in the local
communities where we live and work.**



The image displays a collection of logos for various brands owned by Ahold Delhaize USA. The logos are arranged in two rows. The top row includes Food Lion (a lion silhouette), Giant (a stylized leaf logo), GIANT (in all caps), and Hannaford (a red banner with fruit). The bottom row includes Peapod (a green leaf logo), STOP&SHOP (with a red and green dot), Retail Business Services (with a green triangle logo and the text 'A Company of Ahold Delhaize USA'), and Peapod Digital Labs (with a green leaf logo and the text 'DIGITAL LABS').

Proud sponsors of the 2019
Disability Matters Conference



SPEAKERS

TUESDAY, APRIL 23, 2019

WELCOME RECEPTION

Welcome and Opening Remarks

Nadine O. Vogel, Chief Executive Officer, Springboard Consulting, LLC

WEDNESDAY, APRIL 24, 2019

CONFERENCE DAY-1

Welcome and Opening Remarks

Nadine O. Vogel, Chief Executive Officer, Springboard Consulting, LLC

RESEARCH PRESENTATION

Moderator

Pamela McElvane, Chief Executive Officer & Publisher, DiversityMBA

Remarks

Barbara Frankel, Executive Editor, Working Mother Research Institute, Working Mother Media

Dahlia Shaewitz, Vice President, Transition, Disability & Employment, Institute for Educational Leadership (IEL)

Michelle Yin, Principal Economist, American Institutes for Research

SPRINGBOARD IN POST-SECONDARY EDUCATION

Harvard Case Study; and Disability & Diversity Management at the Universidad Europea di Roma

Nadine O. Vogel, Chief Executive Officer, Springboard Consulting, LLC

Springboard in European Government

Nadine O. Vogel, Chief Executive Officer, Springboard Consulting, LLC

Springboard in the Media

Forbes / Fortune / Entrepreneur (June 2019 Publications), and iHeart Podcast

Nadine O. Vogel, Chief Executive Officer, Springboard Consulting, LLC

Bloomberg TV

Glenn Hanson, Chief Executive Officer, Colony Hills Capital

Lawrence Rothstein, Ed.D, Executive Director, No Limits Media

DISABILITY IN THE MEDIA AND ENTERTAINMENT INDUSTRY

Moderator

Bryan M. Roberts, Associate Dean, Roy H. Park School of Communications, Ithaca College

Panelist(s)

F. Carl Hansen, Producer/Director, Beverly Entertainment

Jim True-Frost, Actor, Freelance

KEYNOTE PRESENTATION

Keynote

Tricia Downing, Athlete, Author, and Owner, RedefiningAble

SPEAKER LISTING

U.S. DISABILITY REGULATION AND ITS IMPACT ON CORPORATE AMERICA

Panelist(s)

Craig E. Leen, Director, Office of Federal Contract Compliance Programs (OFCCP)

Michael Murray, Director, Employer Policy, U.S. Department of Labor (DOL)

NEURODIVERSITY: AN INTRODUCTION

Speaker

Valerie Herskowitz, MA, CCC-SLP, Founder, The Chocolate Spectrum

NEURODIVERSITY IN THE WORKPLACE

Sponsored by: Landmark College

Moderator

Jessica Nelson, Associate Director, Career Connections, Landmark College

Panelist(s)

Jan Coplan, Director, Career Connections, Landmark College

Andrew Garcia, Talent Acquisition Lead, New Balance Athletic Shoe

Maxwell Lyttle, Social Mentor, Landmark College

THE IMPORTANCE OF MAKING FULL SPECTRUM DISABILITY PART OF YOUR COMPANY STRATEGY AND CULTURE

Sponsored by: Cisco

Introduction

Maria Medrano, Director, Employee, Partner & Customer Experiences, Cisco

Panelist(s)

Lori Paschall, Regional Manager, Cisco

Seann Ritzman, CDAN Co-Lead, Cisco

AWARDS GALA

Remarks and Award Presentations

Nadine O. Vogel, Chief Executive Officer, Springboard Consulting, LLC

THURSDAY, APRIL 25, 2019

CONFERENCE DAY-2

Welcome and Opening Remarks

Nadine O. Vogel, Chief Executive Officer, Springboard Consulting, LLC

SPRINGBOARD EVENT ANNOUNCEMENTS

2019 Disability Connect Forum

James E. Taylor Ph.D., Chief Diversity, Inclusion and Talent Management Officer, UPMC

2019 Disability Matters Europe

Maria Medrano, Director, Employee, Partner & Customer Experiences, Cisco

2020 Disability Matters North America

Susan Hamilton, Legal Counsel, Springboard Consulting, LLC

SPEAKER LISTING

CHIEF DIVERSITY OFFICERS FOR DISABILITY INCLUSION (C4DI)[™]

Moderator

Nadine O. Vogel, Chief Executive Officer, Springboard Consulting, LLC

Panelist(s)

Kirsten Weeks, Director, Inclusion and Collaboration, and Community Relations, Cisco

Eugene Kelly, Vice President, Global Diversity & Inclusion, Colgate-Palmolive Company

Andres E. Gonzalez, Vice President, Chief Diversity Officer, Froedtert & Medical College of Wisconsin

Amy Warner, Vice President & General Manager, IT Digital Business Solutions, Intel Corporation

Scott Beth, Chief Diversity & Inclusion Officer, Intuit

David Ortiz, Disability Inclusion Program Manager, Oracle

James E. Taylor, Ph.D., Chief Diversity, Inclusion and Talent Management Officer, UPMC

Reginald J. Miller, Head of Global Inclusion and Diversity, VF Corporation

KEYNOTE PRESENTATION

Keynote

Lex Gillette, Keynote Speaker and Paralympic Track & Field Athlete

TRAVEL: ACCESSIBILITY & ACCEPTANCE

Sponsored by: Visa

Moderator

Patty Nishimura Dingle, Senior Director, Diversity & Inclusion, Visa

Panelist(s)

Gina Emrich, Senior Manager, American Airlines

Bonnie Hayes, Customer Accessibility Analyst, American Airlines

WORKPLACE VIOLENCE

Moderator

Mitch Morgan, Vice President, Manager, Inclusion and Diversity, Fifth Third Bank

Panelist(s)

W. Barry Nixon, Executive Director, National Institute for the Prevention of Workplace Violence, Inc.

James W. Satterfield, President / Founder, CrisisRisk Strategies, LLC

AGING & DISABILITY: A FIRESIDE CHAT

Panelist(s)

Meryle Mahrer Kaplan, Senior Consultant, Rupert Organizational Design

Paul Rupert, Chief Executive Officer, Rupert Organizational Design

SESSION DESCRIPTIONS



RESEARCH SESSION

Springboard regularly hears from corporate executives about the need for up-to-date quality research in order to make more informed decisions when it comes to implementing initiatives for mainstream people with disabilities in the workforce, workplace and marketplace. The 2019 Disability Matters North America Conference & Awards Gala will present Michelle Yin, a Principal Economist with The American Institute for Research (AIR) in this dynamic session of researchers on the latest findings, inclusive of AIR's findings, relative to this most important segment of our population.

DISABILITY IN THE MEDIA AND ENTERTAINMENT INDUSTRY

Whether we are talking about large or small screen, people with disabilities are helping Hollywood in a big way. Are there challenges? Yes... but the entertainment industry is finally taking notice. For the very first time, the 2019 Disability Matters Conference & Awards Gala will present a session on Disability in the Media and Entertainment Industry. This highly engaging session will be led by Bryan Roberts, the associate dean in the Roy H. Park School of Communications at Ithaca College. In this position, he oversees a wide array of student success-initiatives including assisting with the creation and launch of the Ithaca College New York City Program. Diagnosed with Parkinson's disease in 2010 at age 30, he serves on the Patient Council of the Michael J. Fox Foundation for Parkinson's Research.

U.S. DISABILITY REGULATION AND ITS IMPACT ON CORPORATE AMERICA

Hear directly from the OFCCP and ODEP about the latest issues and resources concerning U.S. Disability Regulation and its impact on Corporate America.

NEURODIVERSITY IN THE WORKPLACE

For the first time ever, the important topic of "Neurodiversity and sourcing, hiring, and retaining Neurodivergent talent," will be addressed from the main stage at the Disability Matters North America Conference. This session, led by Jan Copland, Director of Career Connections at Landmark College, will examine how emerging "neurodiversity in the workplace" efforts are recognizing the strengths that neurodivergent individuals can bring to problem-solving and innovation. Landmark College is helping to define neurodiversity as one of the pillars of human diversity. This session will have you thinking about solving today's war for talent in a very new way.

SESSION DESCRIPTIONS

THE IMPORTANCE OF MAKING FULL SPECTRUM DISABILITY PART OF YOUR COMPANY STRATEGY AND CULTURE

Cisco, under the leadership of CEO Chuck Robbins, has a unique perspective on disability that is embedded into the company's culture. A focus on "well-being", with support for employees with any disability from the visible to the hidden, such as mental health issues, is core to our business strategy. This strategy fosters a culture where employees are encouraged to bring their whole selves to work – a culture that is supported by the overall company and especially by voluntary employees in our Employee Resource Organization of CDAN (Connected Disability Awareness Network) in particular. Disability support goes beyond programs, initiatives, and employee benefits – it's core to how Cisco does business, supports diversity and inclusion and, is embedded as part of our DNA. Understanding the Cisco difference of supporting from the heart, is key to understanding the company's unique culture of empathy and action. From the focus on mental well-being, to SafeTalk, to bringing your special kids to work day, the company leverages its employee resource organizations, talent acquisition teams, and global HR leaders to drive a sustaining culture of care and support across the globe. This expanded focus on well-being is an extension of Cisco's People Deal strategy, which creates a company culture that benefits our employees, partners, customers and communities.

SPRINGBOARD ANNOUNCEMENTS

2019 Disability Connect: Hear from the 2019 Disability Connect Host, James E. Taylor, Ph.D. Chief Diversity, Inclusion and Talent Management Officer, UPMC about this event taking place on Thursday, November 12, 2019 in Pittsburgh, Pennsylvania.

2019 Disability Matters Europe: Hear from the 2019 Disability Matters Host, Maria Medrano Director, Employee, Partner & Customer Experiences, Cisco, about this event which is scheduled to take place in the United Kingdom... stay tuned... there are more details to follow.

2020 Disability Matters North America: Susan Hamilton, Springboard Counsel, will announce the date and location of the 2020 event, which will leave you cheering!

SESSION DESCRIPTIONS

CHIEF DIVERSITY OFFICERS FOR DISABILITY INCLUSION (C4DI)[™]

These diversity leaders and their corporations are role-models who understand the importance of ensuring candidates, employees, and customers with disabilities, as well as those caring for dependents with disabilities, are fully and appropriately included in everything from workforce, workplace and marketplace. They also understand the need to approach this work as a business imperative; committed to conversation, collaboration and action for successful mainstreaming of this large, loyal segment of our population by taking Springboard's C4DI Pledge!

TRAVEL: ACCESSIBILITY & ACCEPTANCE

Trains, planes, and automobiles. Small town and large city, anywhere in the world. Your travel experience should be one that is clearly accessible and accepting of people with disabilities. Patty Dingle will lead this most provocative session.

WORKPLACE VIOLENCE

Workplace violence is on the rise as is the number of employees with disabilities. Although companies have begun to prepare their employees on how to remain safe based on the many current events of workplace violence, what companies are not doing is taking into consideration those employees who have disabilities who need to receive that information differently such as: an employee who is on the Autism Spectrum, or an employee who is experiencing Post Traumatic Stress, and different yet, for an employee who uses a wheelchair. What is a company to do?

AGING & DISABILITY: A FIRESIDE CHAT

The incidence of disability doubles between the ages 40-55; meaning, there are and will continue to be an aging-population in the workforce living with a disability. Add to that, the many who are staying in the workforce longer than ever before. As a result, employers must implement a variety of workplace practices to support the aging employee-population; many of these practices can benefit all workers. Paul Rupert and Meryle Mahrer Kaplan of Rupert Organizational Design and Respectful Exits will lead a lively discussion about the advantages and best practices for retaining this cohort, especially when they have or develop a disability.



AWARD CATEGORIES

CORPORATE AWARDS

Employer of Choice

This award is in consideration of companies that have taken their Disability Matters award-winning initiatives to a level where there is complete synergy between mission, achievement and impact. Award consideration requires a company to have received two Disability Matters awards in both a Workforce and Workplace category and be able to illustrate the past and future long-term sustainability of the related initiatives.

Workforce

This award is in consideration of a company's human resources, talent acquisition and management, assessment and compliance programs/initiatives that impact candidates and employees with disabilities.

Workplace

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.

Marketplace

This award is in consideration of a company's programs/initiatives that focus on the segmentation, outreach and engagement of consumers who either have a disability or who are caring for someone with a disability.

Supplier of Choice

This award is in consideration of companies that have taken their Disability Matters award-winning initiatives to a level where there is complete synergy between mission, achievement and impact. Award consideration requires a company to have received two Disability Matters awards in the Marketplace category and be able to illustrate the past and future long-term sustainability of the related initiatives.

Steps to Success

The Steps-to-Success award seeks to identify and celebrate those companies who are beginning on their journey of innovation, action and transformation relative to individuals with disabilities whether as employees, customers or both. To qualify, these initiative(s) must have been in place no less than six-months and no more than two-years and demonstrate significant promise of long term success. Additionally, the companies must display the commitment and perseverance to continue taking the steps necessary to become a Disability Matters Employer or Supplier of Choice, the most prestigious of all Disability Matters Awards.

AWARD CATEGORIES

Disability Champion

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 organizations 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:

- People with disabilities and their families are value-added contributors to an organization's success both internally and externally.
- Initiatives to recruit, support, and/or market to the disability community must be strategically linked to business goals and objectives.

The understanding and awareness of such issues are directly tied to employee productivity, customer engagement and overall profitability.

Award recipients must be nominated in one of three categories - Executive, Management, and Associate.

Small Business Award

This award seeks to recognize small-businesses, despite their size and available resources, that have made mainstreaming disability in their Workforce, Workplace and/or Marketplace, a business imperative. These small businesses are leading by example, improving the quality of life of PWD and serving as a driving force for change.

INDIVIDUAL AWARD

Everyday Hero

A Disability Matters Everyday 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.



SEAL OF APPROVAL



Focusing on disability is not just a strategic advantage, it's a business imperative, especially so for today's leading corporations. Companies interested in being considered for Springboard's Seal of Approval must meet the required Total Points for the level of Seal (Bronze, Silver, Gold or Platinum) they are applying for and in relation to their initiatives in mainstreaming individuals with disabilities in the workforce, workplace and marketplace.

The Seal of Approval is based on a points system. Points are accrued within the previous calendar year and within the categories of: Awards, Assessments, Talent Acquisition/Management, Learning & Development, Readiness/Compliance, Disability BRG, and Events; the initiative will be measured on its own merit and points assigned based on initiative and/or award.

SPEAKER BIOGRAPHIES



SCOTT BETH

Chief Diversity & Inclusion Officer, Intuit

Scott Beth joined Intuit in February of 2003 and is currently Intuit's Chief Diversity & Inclusion Officer (and loves his dream job!). Over the past 15 years, Scott has been responsible for global procurement, quote-to-cash, supply chain, workplace and real estate as Intuit's VP of Finance Operations. Scott is a member of Intuit's Employee Benefits Advisory Committee, and is an officer of the Intuit Foundation.

Prior to Intuit, Scott held a number of leadership positions at Hewlett-Packard and Agilent Technologies over 26 years spanning engineering, information technology, supply chain management, procurement, manufacturing and finance.

Scott earned his BA in economics from Stanford University. He recently published articles in Quartz, Mic, Forbes and FlexJobs, and served on the governing board of Out & Equal Workplace Advocates for four years. Scott is passionate about environmental stewardship, human rights and the arts. He lives in Palo Alto with his husband of 36 years and their eight year old Corgi.



JAN COPLAN

Director, Career Connections, Landmark College

Jan Coplan, M.Ed. has more than 25 years' experience in the field of education and has been a career counselor for the past eight years. She is currently the Director of Career Connections at Landmark College in Putney, Vermont, an institution exclusively for students who learn differently, including students with learning disabilities (such as dyslexia), ADHD, or autism.

Jan is passionately committed to creating greater awareness of the advantages individuals with learning differences bring to the workplace. During her four years at Landmark College, she has worked fervently to increase the number of professional work experiences for neurodivergent individuals both locally and nationwide, including placements at Hasbro, JPMorgan Chase, Microsoft, and SAP. She participated in Microsoft's Autism at Work Summits in Redmond, Washington and Philadelphia, Pennsylvania and was interviewed by Vermont Public Radio about the support individuals with autism need to enter the workforce. Jan is a member of the Executive Steering Committee for the College's Center for Neurodiversity and serves as Chair of its Partnership Building Committee. She played an instrumental role in Landmark College

SPEAKER BIOGRAPHIES

becoming the first Neurodiversity Hub (a collaborative to create employment opportunities for neurodivergent students) in the United States and was appointed as an advisor to the hub in Fall 2018.

She has presented at various conferences including: Landmark College's Summer Institute, National Career Development Association (NCDA), Cooperative Education and Internships (CEIA), and the College Inclusion Summit. In June, she will present at the annual National Association of Colleges and Employers (NACE) conference and serves as a content expert for NACE's Student with Disabilities Task Force.

Her presentations focus on helping colleges build career readiness programs to address the specific needs of students with learning differences. More recently she and her team of career counselors have turned their focus towards educating employers on the benefits of neurodiversity, and best practices in managing a neurodiverse workforce.

Prior to joining the staff of Landmark College, Jan worked with several academic institutions and businesses in Southern Vermont to establish the region's first collaborative internship program and served as their Internship Coordinator for two years. She earned her master's degree at Antioch New England University and her bachelor's at McDaniel's College.



PATTY NISHIMURA DINGLE

Senior Director, Diversity & Inclusion, Visa

Patty Dingle is a leader on Visa's Diversity and Inclusion team, where she supports the enhancement and implementation of corporate diversity and inclusion strategies including recruitment, performance management, leadership development, employee engagement and retention.

Patty began her career as a producer for ABC 7 network television and later served as the Promotion Director for KTSF 26, the leading television station for the Asian community in the Bay Area.

A Monterey, California native, Patty has served on the board of directors for the Asian Women's Shelter, Project Open Hand and Na Lei Hulu I Ka Wekiu, an organization that promotes Hawaiian culture through hula dance.

I **DARE** TO LEARN DIFFERENTLY



Be sure to attend our mainstage panel presentation

“Neurodiversity and Sourcing, Hiring, and Retaining Neurodivergent Talent”

Wednesday, April 24

Landmark College was the first institution of higher learning exclusively for students with language-based learning disabilities (such as dyslexia), ADHD, and autism.

Today, with a 6:1 student-to-faculty ratio, and our industry-leading research and training institute, we are a global leader in integrated teaching methods for students who learn differently.



The College of Choice for
Students Who Learn Differently

Putney, Vermont

landmark.edu



Diverse perspectives inspire great collaborations.

Inclusion and collaboration are the bridge to possible – connecting diverse perspectives, challenging the status quo, and fueling our success.

At Cisco, we are delivering on our vision of accelerating full-spectrum diversity—inclusive of gender, generation, race, ethnicity, orientation, ability, nationality, religion, veteran status, background, culture, experience, strengths, and perspectives.

Go to: cisco.com/go/diversity

A diverse and inclusive workplace where you belong.

visa.com/diversity



SPEAKER BIOGRAPHIES



GINA EMRICH

Senior Manager, American Airlines

Gina began her career at American Airlines in 1987 and has worked in a variety of roles focused on innovation and improving the customer experience. She has been involved in everything from working with travel agents, developing codeshare relationships, revenue management, onboard product development, and service recovery. Her current passion is improving the experience for our passengers traveling with any type of disability.



BARBARA FRANKEL

Executive Editor, Working Mother Research Institute, Working Mother Media

Barbara Frankel is executive editor of the Working Mother Research Institute, working on diversity surveys, research and editorial projects.

Barbara is a thought leader, editor, writer, manager and consultant in global and U.S. diversity management, business development and marketing, business journalism, and human and civil rights advocacy.

She previously was the executive editor and senior vice president at DiversityInc, overseeing content for websites, a print magazine, and all events and leading the benchmarking division, including frequent presentations to CEOs and corporate leaders.

Barbara currently serves on the Board of Directors of Garden State Equality. She also has served on the national Board of Directors of GLSEN (Gay Lesbian Straight Education Network) leading corporate development, and the global advisory board of WeConnect International, a non-profit that helps women entrepreneurs be corporate suppliers.

SPEAKER BIOGRAPHIES



ANDREW GARCIA

Talent Acquisition Lead, New Balance Athletic Shoe

Andrew Garcia is a 2011 graduate of Landmark College with an Associate of Arts in Liberal Studies, and is currently a talent acquisition lead for New Balance Athletic Shoe in Brighton, Massachusetts. In his role, Andrew is partnering with hiring teams across the organization to help identify strong talent for the company, wherever it may exist and in whatever form. Aside from daily sourcing and recruiting, Andrew is working with leaders within footwear design, information technology, and HR to develop a “next-gen” approach to talent strategy. Over the years, and throughout his education and employment, Andrew has struggled with ADHD and executive function and continues to educate himself and others around him about the unique challenges and advantages to working with and employing neurodivergent individuals.



ANDRES E. GONZALEZ

Vice President, Chief Diversity Officer, Froedtert & Medical College of Wisconsin

Andres Gonzalez has worked in the non-profit sector for over 20 years. He has been instrumental in creating culturally and linguistically competent programs. He serves as the Vice President, Chief Diversity Officer at Froedtert & Medical College of Wisconsin located in Milwaukee, WI. He provides direction to the Office of Diversity & Inclusion where he leads Diversity & Inclusion strategic initiatives that include: Community Engagement, Diversity Action Teams (DATs), Diversity & Cultural Competence Education, Emerging Markets Initiative, Health Equity, Inclusion Advocates, Language Services, Leadership Development, Supplier Diversity and Talent Acquisition.

In his previous role, Mr. Gonzalez served as the Chief Diversity & Inclusion Officer for Baystate Health in Springfield, MA from November 2012 to June 2015. He provided direction to the Office of Diversity & Inclusion where he led the strategic initiatives system wide that included: Business Employee Resource Groups (BERGs), Diversity Council, Leadership Development Initiative, Diversity & Cultural Competence Education, Supplier Diversity and New England’s premier Diversity Conference.

Mr. Gonzalez served as the Director, Diversity & Community Outreach and Interim Supplier Diversity Director at Cleveland Clinic Health System from February 2007 to October 2012. He provided direction to the Office of Diversity & Inclusion where he led the strategic initiatives system wide that included: Employee Resource Groups, Diversity Councils, Language Enrichment and Supplier Diversity Programs and

SPEAKER BIOGRAPHIES

Community Outreach initiatives.

Mr. Gonzalez has worked in the community based sector providing leadership as Executive Director for Hispanic Urban Minority Alcoholism and Drug Abuse Outreach Program (UMADAOP), a chemical dependency prevention, intervention and treatment agency from October 1994 to December 2004. He also led efforts as the Executive Director of El Barrio, a workforce development agency that serves the Hispanic/Latino community in the Near West Side of Cleveland from January 2005 to February 2007.

Mr. Gonzalez holds a Bachelor's Degree in Biology from Cleveland State University and a Master's Degree in Education with a concentration on Community Agency Counseling from Cleveland State University. He also completed the certification program at Cornell University's Industrial and Labor Relations Department and earned a Cornell Certified Diversity Practitioner/Advanced Practitioner (CCDP/AP) certification.

Mr. Gonzalez serves on the national boards of the following organizations: American Heart/Stroke Association's Diversity Leadership Committee and Health Equity Taskforce, American Leadership Council for Diversity in Healthcare (ALCDH), The Institute for Diversity and Health Equity, and a member of the National Association for Latino Healthcare Executives (NALHE). He also serves on the following local boards: Employ Milwaukee-the Milwaukee Area Workforce Investment Board (MAWIB), Junior Achievement, La Causa, Inc., Nativity Jesuit Academy and Waukesha County Land Conservancy.

Mr. Gonzalez is a graduate of Cleveland Public Schools, a 2004 German Marshall Fund Fellow, an alumnus of: Esperanza (Cleveland, OH), Cleveland Bridge Builder's Flagship Program, Leadership Cleveland and Next Generation Executive Leadership Program (The Partnership, Inc. based in Boston, MA).



SUSAN HAMILTON

Legal Counsel, Springboard Consulting, LLC

An attorney, Susan has had a diverse career, most recently with CSX where she retired as its Chief Diversity Officer. Prior roles with CSX include House Counsel specializing in tort work, heading both General and Freight Claims departments, founder of the Administrative Services Department, General Counsel and Corporate Officer of the CSX logistics unit, General Manager of the Crew Management Department and Assistant Vice President, Labor Relations.

She has been heavily involved in the Jacksonville, Florida, community, being the first woman to chair the

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Gator Bowl on New Year's Day, having served previously as Chairman of the United Way Board, Chairing Go Red for Women for the American Heart Association and chairing the Diversity Task Force for the Jacksonville Regional Chamber of Commerce. Susan has served several charity boards and is a past President of the Uptown Civitan Club. She teaches her adult church school class, sings in her church choir, loves music, football and golf.

Susan is a member of both the Alabama and Florida Bars. She resides in Jacksonville, Florida, United States.



F. CARL HANSEN

Producer/Director, Beverly Entertainment

Carl Hansen is an award-winning filmmaker and Emmy-winning producer who has been involved in various capacities with many successful unscripted and variety series. He won a Sports Emmy award for his involvement in "100,000 Cameras: Ohio State at Michigan" (Fox Sports) and was previously nominated for "89 Blocks" (FOX Sports). As a Co-Executive Producer he was nominated for a Primetime Emmy for "Shark Tank" (ABC). He was Supervising Producer on the critically-lauded and award-winning docu-series "Boston Med" (ABC News) where he was instrumental in coverage of the 2nd partial-face transplant in the U.S. and which led to many people signing up as organ donors for the first time.

Carl has traveled the globe and is experienced in domestic and international production. Some of his other television credits include: "The Amazing Race," (CBS), "School Pride," (NBC) "Mind of Mencia" (Comedy Central); "Weekends at the DL" (Comedy Central); "Trading Spouses" (FOX); "Joe Millionaire" (FOX); "The Osbournes" (MTV); and "Fear" (MTV). He has been working in the film and television industry since he was 14, when his first paid job was as a production assistant on the feature film "Housesitter."

Carl is also an acclaimed timed-short filmmaker - producing and directing films from conception to completion in very strict timeframes with his team, Cultural Detritus. Their work has played at multiple film festivals around the globe where they have won a number of awards:

- "Check Mate" won Best Film in the 2018 Easterseals Disability Film Challenge.
- "War Torn" won Best Military Short at the 2017 Variety Film Festival; and won Best Acting Ensemble and was nominated for 9 other awards including Best Film and Best Director in the 2016 Los Angeles 48 Hour Film Project competition.

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- "Sheltered" won Best Thriller Short at the 2016 Marina del Rey Film Festival.
- "Rock Bottom" was a top-10 world finalist in the Producer's Guild / Debra Hill Weekend Shorts Filmmaking competition.
- "TGIF: The Musical," won the top prize at the 2009 Boston Comedy Festival and garnered Carl a Best Director award in that year's 48 Hour Film Project competition.

Carl is a passionate advocate for diversity and inclusion in the Entertainment industry and he enjoys volunteering his time teaching producing and production management classes to the next generation of young storytellers. Originally from Beverly, Massachusetts, Carl is a graduate of Beverly High School and Ithaca College. He currently resides in Los Angeles with his wife and son.



GLENN HANSON

Chief Executive Officer, Colony Hills Capital

Glenn Hanson, the Founder and majority shareholder of Colony Hills Capital, has over 30 years of experience managing complex organizations and he understands the critical components of a successful commercial real estate team. In just 5 years he built a cohesive, productive team, which under his direction sourced, structured and closed 25 properties (8,334 units) for more than \$519MM across the United States. This included originating and closing debt and equity, as well as syndication.

As the primary fund-raiser for Colony Hills Capital, Glenn has built an impressive personal network developed from a 35-year career of successful deal flow and continues to cultivate a strong network of business partners from around the globe. This influential network is a result of his persistent quest for dedicated and uncompromising business partners working together to get the deal done.

A veteran entrepreneur and mentor, Glenn was a Private Equity investor, investing in 25 start up companies in the fields of medical devices, software, aerospace and consumer products, and successfully completed a roll-up of pet cremation facilities. His strength is in quickly understanding complex systems stemming from 30 years of engineering and producing sophisticated tooling and plastic components for fortune 500 companies globally. It is there he learned the value of creativity and delivering what he promised.

Glenn is a strong believer in the value of philanthropy, and currently is on the board of No Limits Media. Previously, he funded and served on the Advisory Board of the Hanson Initiative for Language and Literacy at

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the Massachusetts General Hospital Institute of Health Professions. An aviation enthusiast, he is an instrument rated fixed wing pilot and a helicopter pilot, and served as a trustee of Daniel Webster College.



BONNIE HAYES

Customer Accessibility Analyst, American Airlines

Bonnie Hayes is an analyst in the Customer Accessibility Department for American Airlines. She prefers the title 'Accessibility Evangelist' because she enjoys preaching accessibility in air travel is not only necessary but the right thing to do.

Her primary focus is identifying areas where American can excel at accessibility and assist in making it happen so that customers with disabilities are treated with the dignity, respect and the kindness they deserve.

In her 38 year career with American, Bonnie has been an Airport Agent, Instructor, System Advisory Board President and Policy and Procedures Analyst.

Bonnie lives north of Dallas with her husband, chickens, honey bees and horses.



VALERIE HERSKOWITZ, MA, CCC-SLP

Founder, The Chocolate Spectrum

Ms. Herskowitz has been a speech and language pathologist for over 40 years. She was the recipient of the 2004 Stevie Lifetime Achievement Award for her work with autistic and special needs children as well as the first place winner of the 2015 Stevie Award for Women in Business Innovator of the Year for establishing employment programs for adults with autism. She is the author of *Autism and Computers: Maximizing Independence Through Technology* and *Always Leave Them Laughing*, which is a fiction-based book that deals with the subject of autism and what will happen when 1 out of 67 individuals are adults with autism. She has lectured all over the world on this subject of technology and computers. Ms. Herskowitz is also the mother of a 27 year old son with autism. She is also the President of the National Autism and Past-President of the Florida Association for Speech-Language Pathologists and Audiologists. She was the owner of Dimensions Therapy Center until 2009.

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In 2010, after selling her therapy center, Valerie decided to study to become a pastry chef. Upon completion of her baking and pastry studies, she completed the Chocolatier Certification from Ecole Chocolat. During the time that Valerie was practicing her new skills, her son, Blake, an adult with autism, became extremely interested in the pastry and chocolate world as well. In 2013, after Blake had graduated from high school, Valerie and Blake started The Chocolate Spectrum, an artisan chocolate company out of their home. In 2016, Valerie opened The Chocolate Spectrum Café and Academy in Jupiter Florida, where they not only sell their delicious chocolate and pastries, but run a training program for teens and adults on spectrum and other developmental disabilities. Several of the graduates are now employed by The Chocolate Spectrum.



MERYLE MAHRER KAPLAN

Senior Consultant, Rupert Organizational Design

Meryle has led diversity and inclusion assessment, consulting, strategy, training and coaching initiatives in a broad range of organizations over three decades. She draws from this expertise in executive coaching with individuals.

After pioneering work in corporate childcare consulting, she spent close to two decades in advisory work at women's/inclusion leader, Catalyst. She was the executive responsible for Consulting Services and more recently, Catalyst's Talent and Culture and Learning Programs. Meryle has a PhD in Developmental Psychology and has also worked in university administration, teaching, and serving as the founding director of a Women's Center.

As global diagnostic and strategic advisor, she led creation of major C-suite and talent development initiatives backed by multi-level learning programs that promote both inclusion and organizational effectiveness.

Reflecting her strong experience in diversity and inclusion, Meryle offers comprehensive consultation in develop and engagement of the multigenerational workforce, Mutual Respect and phased retirement.

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EUGENE KELLY

Vice President, Global Diversity & Inclusion, Colgate-Palmolive Company

Eugene Kelly is Vice President, Global Diversity & Inclusion for Colgate-Palmolive, a \$15.2 billion consumer products company serving people in more than 200 countries and territories. In this role, Eugene's focus is on furthering Colgate's efforts to attract and retain the best people from a diverse and broad base of global talent. In addition, Eugene leads the Corporation's focus on Global Diversity and Inclusion while actively supporting its commitment to its' Managing with Respect principles and ensuring that Colgate provides a most inclusive work environment for all people.

Eugene joined Colgate in 2001 as Human Resources Director, Global Finance & Legal. There, he provided HR leadership in the areas of succession planning, competencies/career tracks, staff development, performance management strategies and organizational change management. He was later named Human Resources Director, Colgate Oral Pharmaceuticals, where Eugene led all Human Resources initiatives for business with particular emphasis on people development.

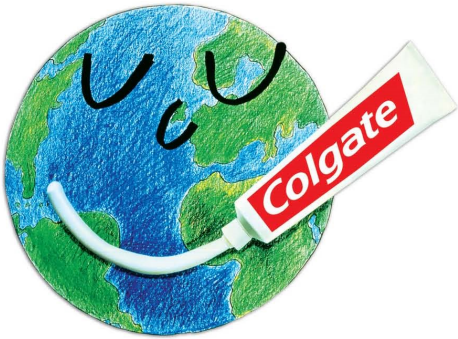
Prior to Colgate, Eugene spent four years with AOL/Time Warner where he served as Associate Director, Human Resources for Money, Mutual Funds, and Fortune Small Business Magazines.

During his career, Eugene has also held Human Resources leadership positions with PepsiCo, Wendy's International and Hyatt Hotels Corporation.

Eugene currently serves on the Global Diversity & Inclusion Councils for the Asia Society and the Conference Board. Eugene was recently recognized as one of the 2016 Harlem YMCA National Black Achievers in Industry and was named the 2015 Corporate Citizen of the Year by Determine To Educate, Inc.

Eugene is a graduate of Cornell University with a Bachelor of Science degree in Industrial and Labor Relations.

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CRAIG E. LEEN

Director, Office of Federal Contract Compliance Programs (OFCCP)

Craig E. Leen serves as the Director of the Office of Federal Contract Compliance Programs (OFCCP) at the U.S. Department of Labor, after previously serving as Deputy Director and Senior Advisor. He leads a staff of professionals around the country who are dedicated to protecting workers, promoting diversity and enforcing the law.

OFCCP administers and enforces three equal employment opportunity laws: Executive Order 11246, as amended; Section 503 of the Rehabilitation Act of 1973, as amended, 29 U.S.C. 793; and the Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended, 38 U.S.C. 4212. Collectively, these laws make it illegal for contractors and subcontractors doing business with the federal government to discriminate in employment because of race, color, religion, sex, sexual orientation, gender identity, national origin, disability or status as a protected veteran. In addition, contractors and subcontractors are prohibited from discriminating against applicants or employees because they inquire about, discuss, or disclose their compensation or that of others, subject to certain limitations.

Prior to serving at OFCCP, Mr. Leen was the City Attorney of Coral Gables, Florida, where he was the general counsel and chief legal officer for a full-service city in Florida. In that role, he practiced in the areas of constitutional law and civil rights, labor and employment, land use and zoning, ethics, procurement, real estate, construction, code enforcement, and appellate law. Before serving as City Attorney, Mr. Leen was the Chief of the Appeals Section and then the Chief of the Federal Litigation Section at the Miami-Dade County Attorney's Office. Mr. Leen has also worked at several international law firms, and served as a law clerk to the Honorable Robert E. Keeton, United States District Judge, District of Massachusetts. Mr. Leen is also board certified by the Florida Bar in City, County, and Local Government law, and is admitted to practice law in Florida, Massachusetts, and New York.

Mr. Leen has also taught courses in various legal subjects at The George Washington Law School, Florida International University College of Law, and the University of Miami School of Law.

Mr. Leen received his Juris Doctorate from Columbia Law School, graduating as a Harlan Fiske Stone Scholar, and having served as a teaching fellow in both Contracts and Torts. Mr. Leen received his Bachelor of Arts, cum laude, from Georgetown University, where he majored in both Government and Economics.

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MAXWELL LYTTLE

Social Mentor, Landmark College

Max Lyttle is a mentor in Landmark College's social pragmatics program, working closely with neurodivergent students to help them build social skills that can lead to successful interpersonal connections and greater self-confidence in larger social settings. Max, a Chicago native who struggles with learning and attention challenges, is currently working toward completing a bachelor's degree at Landmark College.



PAMELA MCELVANE

Chief Executive Officer & Publisher, DiversityMBA

Diversity MBA is a national brand that provides recognition & branding, talent management and diversity & inclusion strategies to Fortune 1000 companies.

Ms. McElvane leads an innovative, passionate and creative team that provides clients like, Kaiser Permanente, Walmart, AT&T, UPMC, Nielsen, Verizon, Clorox, Colgate-Palmolive and more with access to leadership development programs, research on current trends for diversity strategy & talent management, and reputation management. Diversity MBAs key brands position companies to recognize top talent, celebrate diversity leadership, and support thought leaders. DiversityMBA Magazine distributes to 1.95 million subscribers print and digital; DMBA Inclusive Leadership Index has surveyed more than 800 unique companies across industries and recognized more than 500 companies for the Best Places for Women and Diverse Managers to Work; DiversityMBA Top 100 has recognized more than 1300 leaders for outstanding performance; and Diversity MBA has merged with CTR Leadership Institute has trained more than 100,000 professionals in 12 years.

Ms. McElvane has her MBA in Finance and Marketing from University of California at Berkeley. Ms. McElvane has received numerous awards; recently she was awarded Martin Luther King Excellence Award from Illinois Dept. of Human Rights; Strategic Star from Diversity Woman; Phenomenal Women, Black Women's Expo; Who's Who Most Influential Chicago Spotlight; Chicago Minority Supplier of the Year. Ms. McElvane is also dedicated to help others and support their dreams. She served on more than 40 boards and chaired more than a dozen.. Ms. McElvane is a frequent guest on national and local radio and television (ABC, WGN, NBC & WVON) speaking about Diversity & Inclusion business impact. She is also published in several books, business publications, and thought leadership white papers. Beginning May 2019, her first book joint of 10 will be published. Most important, Ms. McElvane is inspired by her three children (Chris, Joshua and Cameron) and spouse (Nelson).

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MARIA MEDRANO

Director, Employee, Partner & Customer Experiences, Cisco

As a Director of Inclusion and Collaboration within Cisco's Office of Inclusion and Collaboration, Maria leads the global strategic partnership initiatives and I&C community strategy for Cisco by focusing on creating and implementing inclusive and collaborative strategies designed to fuel exponential growth for Cisco, our employees, Customers and Partners.

Maria leverages Cisco's collaborative technology to create business relevant strategies and value creation programs that support Cisco's employee resource organizations, business initiated networks, virtual group, and global ambassadors. The collaboration drives broad adoption and integration of inclusive behaviors, best practice sharing, and leverages executives to instill accountability and change.

Maria, a Mexican-American Californian native, has earned a Bachelor of Science degree in Business from San Jose State, a Masters of Arts in Organizational Development from Sonoma State University, and an MBA from California State University Sacramento. Maria and her husband Mauricio, live in Elverta, Ca with their 3 children, Magdalena, Mauricio and Mateo.



REGINALD J. MILLER

Head of Global Inclusion and Diversity, VF Corporation

Reginald J. Miller serves as the Head of Global Inclusion and Diversity at VF Corporation where he directs, develops and operationalizes VF's global I&D strategy with a focus on transformational change.

Throughout his career, he has worked in a variety of different disciplines including supply chain, merchandising, international project management, and multiple disciplines within human resources. Prior to joining VF, Reggie served as Director, Diversity Strategy and Support, responsible for the D&I strategy, reporting, and consultation for all Walmart stores in the US and was a recruiting and D&I leader at Tyson Foods. He also was an instructor and faculty administrator for the University of Phoenix for several years.

As a US Army Veteran, he served as a Supply Sergeant with deployments to Germany, Afghanistan, and Uzbekistan. In addition, he holds a BS, Education - HR Development and a MS, Education - Workforce Development from the University of Arkansas. He also holds an MBA from Webster University.

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Reggie serves as a board member for the Executive Advisory Committee for the College of Business and Economics at North Carolina A&T State University. Additionally, he is on the Executive Committee for Camber Outdoors, the university subcommittee for CEO Action for D&I, the CHRO subcommittee for Paradigm for Parity, and signed the C4DI pledge for Disability Matters.



MITCH MORGAN

Vice President, Manager, Inclusion and Diversity, Fifth Third Bank

Mr. Morgan was named Vice President, Diversity and Inclusion Strategy Manager in 2016. In this role, he is responsible for the execution of the Bank's 8 Enterprise Business Resource Groups as well as Business Resources Groups across the Bank's footprint. He also directly leads the effort for the Bank around the inclusion and representation of individuals with disabilities for across the Bank. The scope of support crosses all Regions of the Bank as well as Bancorp, LOB and specific geography. Mr. Morgan's role is responsible for the strategic development, continued enhancement and execution of the Bank's Business Resource Group's strategy and the recruitment and retention of individuals with disabilities. In addition, he is responsible for the day-to-day operations of three Project SEARCH programs at Fifth Third Bank located in Madisonville and Cincinnati, Ohio and Grand Rapids, Michigan. Mr. Morgan was named the 2017 Partner Champion Award from Michigan Rehabilitation Services, the 2014 Vernooy Service Excellence Award winner from Wright State University, the 2010 Advocacy Award winner from the Southwest Ohio Rehabilitation Association and the 2009 Ohio Person of the Year/Special Needs Division by the Ohio Association for Career and Technical Education.

He joined Fifth Third Bank in 2005 as a leadership and development manager in the Central Operations division of the Bancorp and has over 20 years' experience in the financial services industry.

He is President and Executive Board Member for the Ohio Business Leadership Network, and is a Board member for Hamilton County Special Olympics. Mr. Morgan attended Northern Kentucky University.

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MICHAEL MURRAY

Director, Employer Policy, U.S. Department of Labor (DOL)

Michael is the Director of the Employer Policy Team at the Department of Labor's Office of Disability Employment Policy (ODEP). In this role, Michael is responsible for ensuring that ODEP's policies and practices address the needs of employers, and building coalitions with the business sector to promote disability employment.

Michael's drive for inclusion is fueled by his experience as a person with a learning disability, ADHD and an anxiety disorder.

Previously, Michael was a Deputy Director for the Office of Diversity and Inclusion (ODI) at the U.S. Office of Personnel Management (OPM), driving highly successful government-wide workforce initiatives with various diverse communities. At OPM, Michael was also responsible for steering and designing the government-wide policies and programs of 56 Federal agencies throughout the country to increase Federal employment of individuals with disabilities. By fostering teamwork and collaboration, Michael led the Federal government to successfully exceed historic records for the employment of people with disabilities. Before joining OPM, Michael was the Chief Operating Officer for the American Association of People with Disabilities (AAPD), supporting private sector employers in creating innovative and high performing teams. Michael is fluent in American Sign Language and holds a Bachelor of Science degree in Special Education.



JESSICA NELSON

Associate Director, Career Connections, Landmark College

Jessica Nelson, M.A., is the Associate Director of Career Connections at Landmark College (VT), the premiere college for students that learn differently. She completed her B.A. in Speech Communication at Miami University (OH) and her M.A. in Communication Studies at the University of Iowa with a focus in Interpersonal

Communication.

Jessica has worked in higher education for the past 12 years, first in college admissions, and she has spent the last 5 years in the Career Connections office at Landmark College, working with students with learning disabilities. Her 'big picture' thinking, creativity and drive have made her instrumental as Landmark has transitioned from a two-year to a four-year college and have expanded the scope of their career services. In 2015, she created the Landmark College Works program--a comprehensive campus employment program

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with the goal of helping students with learning differences connect their campus jobs to both their academics and future career goals. At the center of Landmark College Works is the Employment Readiness Experience, an experiential work experience that pairs an academic professional skills course with an on-campus job. This program was recently recognized by the National Student Employment Association and Jessica was awarded the Student Employment Innovation Award in 2017.

Over the last decade, Jessica has spoken at and contributed to presentations both regionally and nationally ranging from the New England Transfer Association to the National Career Development Association. As of late, she has focused on helping other secondary and post-secondary institutions develop career readiness programs to address the specific needs of students with learning differences and most recently she has turned her focus towards educating employers on the benefits of neurodiversity, and best practices in managing a neurodiverse workforce, while also helping empower jobseekers to do the same.



W. BARRY NIXON

Executive Director, National Institute for the Prevention of Workplace Violence, Inc.

W. Barry Nixon is the Executive Director, the National Institute for Prevention of Workplace Violence, Inc., a consultancy focused on assisting organizations to effectively implement programs to prevent workplace violence and creating a worldwide learning community so that every workplace has the latest information about violence prevention. With over 25 years experience in Human Resources and Organization Development in Fortune 500 companies, Mr. Nixon is well grounded in the real issues companies face and develops practical solutions based on his real life experiences.

Prior to founding the Institute, Mr. Nixon studied 'General Management' in the Executive Management Program, University of Hawaii. He earned a masters' degree in Human Resource Development from the New School for Social Research, and a Bachelor's degree in Business Management from Northeastern University. Mr. Nixon has also completed the Advanced Human Resource Management program of Babson College, as well as the certification programs in Organization Development from National Training Laboratories, Systems Thinking from MIT, and the highly acclaimed "Creating Competitive Advantage through Human Resources," program from the University of Michigan's School of Industrial Relations. He is a certified SHRM Senior Certified Professional (SCP), a trained Mediator, certified Anger Management facilitator, Security Specialist, Trauma Response Specialist and earned a certificate in Background Investigations from the Public Safety

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Institute, Santa Rosa College. In addition, he is a member of ASIS International's Crisis Management Council and served on ASIS International's Workplace Violence Prevention Guidelines Committee. He represented SHRM on a joint commission with ASIS International to create the first Standard for Workplace Violence Prevention. He is also a member of the Security Executive Council Advising Editors for Security Magazine, the past National President of the American Association for Anger Management Providers and is past Co-Chair, International Committee, National Association for Professional Background Screeners. He is a past Board member of Professionals in Human Resources Association, District 14, former Chair HR Advisory Board, Cal St. University, Dominquez Hill and is a past member of SHRM's Employee Health, Safety & Security Special Expertise Panel which provided specialize counsel to the SHRM Board and membership. He is also a past member of The National Action Alliance for Suicide Prevention's Workplace Task Force.

As a specialist in workplace violence prevention he has gained a reputation for developing comprehensive programs that are practical in nature and which fit the needs of the client. His Workplace Violence Prevention programs cover the full realm of this troubling issue helping companies to assess their vulnerability, implement readiness programs, establish crisis management teams, train employees and managers, address physical security issues and revise or add new policies to effectively address this critical issue. In essence, he helps organizations to implement an effective program to minimize the likeliness of a major workplace violence incident occurring and to be ready in the event one should actually occur.

He served as the Workplace Violence Prevention consultant for the State of California for over nine years, providing consulting and training to managers and employees. Some of his other clients include Gillette, Canon, Beckman-Coulter, CA Department of Transportation, Southern California Edison, Orange County Sanitation, National Transit Institute, City of Pasadena, AEGON, Blue Shield Foundation, Macy's, Peterson Brothers Construction, TransAmerica Insurance Companies, Anheuser Busch, District of Columbia Water & Sanitation Authority, etc.

In addition, Mr. Nixon is a frequently requested speaker both in the US and internationally on the subject of Workplace Violence and Background Screening. He has presented at the World HR Congress held in Singapore and the Annual India's Pre-employment Conference in Bangalore. He is the creator of the award winning web site www.Workplaceviolence911.com and the leading online information portal on background screening, www.PreemploymentDirectory.com.

He has written three books on workplace violence and co-authored 'Background Screening and Investigations: Managing Risk in the Hiring Process from the HR and Security Perspective.' He publishes the industry leading magazine Workplace Violence Today and The Global Background Screener which was recognized by MARCOM as one of the best e-magazine's in the world. He is also the contributing author to

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The Workplace Violence News published by Specialty Technical Publishers and has appeared on CBS, NBC, CNN, MSNBC, Wall Street Journal Radio, United Kingdom – National Talk Radio. He previously hosted the popular radio talk show - 'Workplace Violence Today.' He is also a past recipient of the prestigious 'One of the Top 25 Most Influential People in Security' award by Security Magazine.



DAVID ORTIZ

Disability Inclusion Program Manager, Oracle

David is part of the Oracle Diversity and Inclusion (D&I) team, which manages all aspects of D&I for Oracle US. As part of the D&I team, David delivers integrated solutions to help embed D&I and employee engagement competencies, concepts, thinking, systems, and processes into the business. In this role, David engages individuals as part of the organization's disability inclusion strategy and manages a portfolio of diversity strategic partnerships. Oracle received a high score of 90 on the 2017 Disability Equality Index® (DEI®), and was deemed a "2017 DEI Best Places to Work."

As the past Corporate Diversity Consultant at BlueCross BlueShield of Tennessee, based in Chattanooga, TN, David was responsible for the research, development, implementation and metrics of enterprise diversity initiatives. In this role he educated all levels of employees on the business case for diversity to help develop a culture of inclusion and accountability. He also provided diversity training, career counseling and community outreach advocacy to address health care disparity.

David has served on the La Paz Chattanooga Board of Directors, the Chattanooga area's Latino advocacy agency. As chairman, he spearheaded efforts to revitalize the agency through an intensive and highly collaborative strategy development session that led to increased funding, growth in staff, a new location, enhanced brand and sought-after expertise. He formerly served as Chair on the Advisory Board for Youth Leadership Chattanooga, a youth development program of the YMCA. He is a past-president and charter member of the BlueCross Toastmasters Club.

David earned his Masters of Management in Human Resources Management from the University of Phoenix and holds a Bachelor's degree in English with a minor in Journalism from Montclair State University.

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LORI PASCHALL

Regional Manager, Cisco

Lori Paschall is a Regional Manager with Cisco. She is a respected leader who is always willing to take on new challenges. Her specialties include leadership, learning & development, public speaking, and coaching. Lori wears many hats at Cisco and within the community, including being a Cisco Culture Ambassador, Certified Design Thinker, Co-Chair of Cisco Disabilities Awareness Network, and Professional Development

Facilitator for Foundation of the World's PACT Program.



SEANN RITZMAN

CDAN Co-Lead, Cisco

Seann Ritzman grew up in a blue collar home along the shores of New Jersey. When he wasn't working at one of his 3 jobs in high school, he was frequently found on his BMX or at concert in the Stone Pony or one of the other area venues. Growing up in a musically rich and diverse area, he saw beyond the shadow of Springsteen finding a particularly dichotomous love of blues and hardcore punk. While many of his

classmates were applying to colleges, he chose to enlist in the Navy ahead of graduation. He had a short summer between receiving his diploma before heading to Great Lakes, IL for boot camp and then onto San Diego for his continued Navy training. Following the education and indoctrination phase, he received orders and served at the historic Naval War College in Newport, RI for 3 years before transitioning back to civilian life as a Radioman 3rd class. Some of his accolades during his service include a Navy Achievement Medal, marksmanship awards, Junior Sailor of the Quarter recipient, and 2 nominations for Junior Sailor of the Year.

His accolades reflect his experiences while stationed at NWC as he was exposed to the best and finest leadership from each military branch and was responsible for setup and support of inter-branch war games that ranged from junior and senior military flag officers. Since leaving active duty, he has maintained the course his Navy rate set him on; working and growing in the technical support realm with a focus on VIP / white glove customer experience and engagement.

After a brief job managing retail when he left the Navy, Seann has worked in technical roles in the government sector, public safety sector, in small and a few Fortune 500 companies; currently calling Cisco in Research Triangle Park, NC "home". In addition to his full-time job as a High Touch Operations Manager,

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Seann recently passed the lead duties of Cisco's NC Veteran Enablement & Troop Support chapter and currently is the Southeast Regional Connected Disability Awareness Network (VETS and CDAN, respectively). These ERO groups are responsible for connecting and empowering Cisco employees to help those in need through organizing fund raisers, leading supply drives, and other charitable engagements in our community.

Seann has also had great influence on Cisco's VETS outreach programs, helping drive Cisco's Corporate and Social Responsibility initiatives across the other US sites. Seann prides himself on being someone who is "sleeves rolled" on the front lines who connects other passionate people (and companies) with local resources and organizations, as well as on the national level through events like the Cisco-founded Veteran Career Transition Day (VCTD). The VCTD is an annual event that happens in November across multiple Cisco sites with area companies and resources which is a military focused resource event that helps empower transitioning service members and their families to find success in civilian roles.

While still passionate about music, Seann's life purpose and personal commitment is to help those in need with a key focus on veteran centric, children fighting illness, and animal welfare causes. With no end in sight for what his driving passion can do, he hopes to make helping others not only a key factor of his career, but his legacy.

Want to get involved? Seann recommends these organizations to help assist, honor, and empower our nation's heroes:

- <http://enduringwarrior.org>
- <http://wholevet.org>
- <https://www.oscarmike.org/>
- <http://www.22kill.com/>

<https://www.linkedin.com/pulse/we-owed-nothing-its-finding-your-why-service-over-self-seann-ritzman/>

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BRYAN M. ROBERTS

Associate Dean, Roy H. Park School of Communications, Ithaca College

Bryan M. Roberts is the associate dean in the Roy H. Park School of Communications at Ithaca College. In this position, he oversees a wide array of student success initiatives including assisting with the creation and launch of the Ithaca College New York City Program. Trained as a media researcher, Bryan studies the impact of sexual and violent media on a wide array of age groups.

Diagnosed with Parkinson's disease in 2010 at age 30, he serves on the Patient Council of the Michael J. Fox Foundation for Parkinson's Research and is committed to advocacy, philanthropy and clinical trial participation.

Bryan grew up in Eastern Long Island and holds his undergraduate and graduate degrees in Communication Science from the University of Connecticut. Prior to his position at Ithaca, he worked at Purchase College, SUNY for several years in both teaching and administrative capacities.

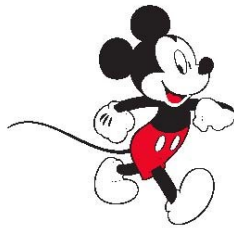
In his free time, he enjoys watching the Mets and UConn Huskies, reading books on political history and hitting baseballs. Bryan resides in upstate New York with his daughter, Avery.



LAWRENCE ROTHSTEIN, Ed.D

Executive Director, No Limits Media

Larry Rothstein Ed.D is the co-founder and executive director of No Limits Media, a non-profit whose mission is to show the value and abilities of people with disabilities. He is a former editor of the Harvard Business Review and has collaborated on a number of bestselling books including those on New York Times and Wall Street Journal list. In addition to his No Limits activities, he is working with the Safra Center for Ethics at Harvard and Berklee College of Music's Institute for Arts Education and Special Needs. He holds a doctorate in public policy from Harvard University.



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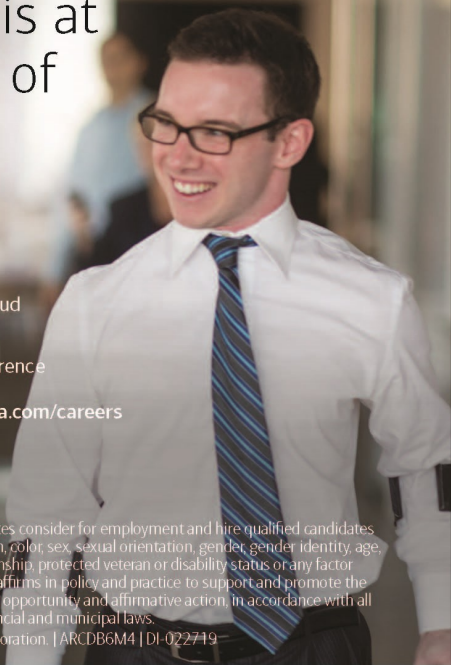
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PAUL RUPERT

Chief Executive Officer, Rupert Organizational Design

Paul Rupert is Chief Executive of Rupert Organizational Design. He has been a flexible staffing and scheduling practitioner, advocate and consultant for four decades. As founder, he utilized flexibility as a central organizing principle in five SF Bay Area start-ups, was a leader in pioneering flexibility and work-life organizations New Ways to Work and Work/Family Directions and has consulted to more than a hundred major employers on superior approaches to implementing flexible work. For two decades his firm has pioneered innovative approaches to flexibility, including the development of phased retirement programs and Mutual Respect initiatives in response to sexual harassment and bias in the workplace. He is also founder and CEO of Respectful Exits, leading advocacy organization for transforming the trajectory of retirement through longer careers and flexible and phased retirement.



JAMES W. SATTERFIELD

President / Founder, CrisisRisk Strategies, LLC

Jim is a nationally recognized expert, keynote speaker and author on crisis management, threat assessment, disaster preparedness and business continuity planning.

He has experience, as President, CEO and COO of public and private companies, in business continuity, communications, crisis management, environmental, insurance, reinsurance, risk management and technology. Jim has extensive expertise in the identification and quantification of risk.

Jim has led in the development of national standards for risk management, environmental risk and disaster due diligence.

He has spoken to hundreds of groups on risk management, crisis management, governance, disaster planning and preparedness.

Jim's analysis and experience in working with thousands of businesses has led to the foundation for all CrisisRisk services and initiatives. Jim emphasizes promoting and enforcing a culture of preparedness to protect an organization's assets, brand/reputation, revenues and enterprise value.

Jim led the team that provided the crisis and media management support at Virginia Tech in response to the

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shootings, as well as hundreds of other client crisis engagements.

Jim's philosophy is that "Every crisis is a human crisis." He co-authored *Disaster Ready People for A Disaster Ready America*. The book guides individuals in developing their own preparedness plans at home. This benefits corporations as the key to having employees perform at work is for them to know their families are safe – a fundamental building block for all business continuity plans – at work.

Jim is also a dynamic, engaging and compelling public speaker and receives exceptionally high praise from his audiences. His keynote addresses, seminars, workshops and exercises are highly-interactive presentations on preparedness and response measures.

Jim is personally involved in selecting and designing exercises to fit the audience and speech topic. Test exercises engage the audience in the decision-making processes required of them during a crisis – a rare opportunity to practice both tactical and strategic measures before an actual emergency forces response.

Jim has conducted these preparedness seminars for public and private corporations, associations and government agencies. Promoting and enforcing a culture of preparedness protects a company's assets.



DAHILIA SHAEWITZ

Vice President, Transition, Disability & Employment, Institute for Educational Leadership (IEL)

Dahlia Shaewitz develops strategies and approaches to empower youth and adults with disabilities to create their futures and lead their communities toward greater inclusion and financial independence. At the Institute for Educational Leadership (IEL), she oversees a portfolio of work that addresses the systems change and collaboration needed to connect people with disabilities to education and employment

opportunities.

Prior to joining IEL, Ms. Shaewitz led the Disability and Rehabilitation Practice Area at the American Institutes for Research to improve competitive employment outcomes for qualified adults with disabilities. She led knowledge translation activities to support researchers and practitioners to identify and use innovative strategies to improve the provision and effective use of health care services. Ms. Shaewitz led training for adults with disabilities and qualitative research and evaluation to measure the results of those efforts. She worked with vocational rehabilitation agencies to evaluate strategies to improve employment outcomes for youth and adults with disabilities; universities to develop in-person and online training for researchers,

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practitioners, and people with disabilities; private corporations to build greater awareness of the value of hiring people with disabilities; and other stakeholders to create a climate of full inclusion of people with disabilities in all aspects of work including design, development, and implementation of products and processes.

Since 2012 Ms. Shaewitz has also served as co-Coordinator of IEL's DC Education Policy Fellowship Program (EPFP) site. In this role, she coordinates a 10-month professional development program to support emerging leaders in education and related fields to acquire new perspectives and skills needed to function effectively in the increasingly complex, political, and changing environment of local, state, and national education. She has also supported the national EPFP in developing strategic plans, annual evaluation reports, a logic model, and data review and monitoring of the national program.

Ms. Shaewitz holds a master's in Diplomacy from Norwich University and a master's in Writing from Johns Hopkins University. She is fluent in ASL and hails from a Deaf family.



JAMES E. TAYLOR, Ph.D.

Chief Diversity, Inclusion and Talent Management Officer, UPMC

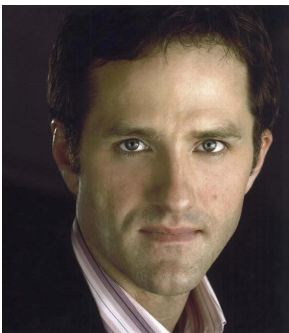
James E. Taylor is both chief diversity and inclusion officer and chief talent management officer at UPMC, one of the nation's largest and most successful integrated health care delivery and finance systems. In his capacity as chief diversity and inclusion officer, Dr. Taylor is responsible for the development and implementation of leading-edge diversity initiatives that differentiate UPMC. To this end, he executes next-generation inclusion strategies that advance the diversity management capability of UPMC, and its national presence as a health care provider and insurer. As chief talent management officer, Dr. Taylor provides oversight to the design and execution of an integrated roadmap that provides UPMC with highly effective and technologically advanced employee learning, organizational development, succession planning, and consultative services aligned to the institution's long-term priorities.

Prior to joining UPMC, Dr. Taylor served as chief learning and diversity officer at Carolinas HealthCare System. In this role, he was charged with driving the transformational culture of the organization through the development of products and services that improved its competitive position in the marketplace. Dr. Taylor has also served as executive director, diversity strategy execution and workplace inclusion at Kaiser

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Permanente, one of the nation's largest not-for-profit health plans.

Dr. Taylor earned both a doctorate and master's degree in organizational psychology from the California School of Professional Psychology at Alliant International University, and completed his undergraduate studies at Ithaca College in New York, where he now serves on the board of trustees. He received an executive leadership certificate from the Harvard Business School. Dr. Taylor has been awarded for his work both within and outside the health care industry, as he is actively engaged in many philanthropic and community-based endeavors, holding multiple board appointments and supporting numerous charitable



JIM TRUE-FROST

Actor, Freelance

Jim True-Frost is best known for playing PREZ on the HBO series *The Wire*. He also appeared as a regular on *American Odyssey*. He played recurring roles on *Boardwalk Empire*, *Hostages*, and *666 Park Avenue*. TV guest appearances include *Proven Innocent*, *Madam Secretary*, *Blindspot*, *Elementary*, *The Good Wife*, *Blue Bloods*, *Fringe*, *Medium*, *CSI: Miami*, *Law and Order*, *Law and Order: SVU*, and *Law and Order: Criminal Intent*. Film credits include *The Conspirator*, *Affliction*, *Singles*, *The Hudsucker Proxy*, *Off the Map*, *Company Retreat*, *Diminished Capacity*, *Slippery Slope*, *Normal Life*, and *Far Harbor*. He is a member of the Steppenwolf Theatre Company of Chicago where he has directed and appeared in many plays including *I Just Stopped By to See the Man*, *David Copperfield*, *Side Man*, *The Pillowman*, *The Playboy of the Western World*, *The Homecoming*, and *Killers*. On Broadway and other New York stages, he has been seen in *Buried Child*, *Philadelphia*, *Here I Come!*, *The Rivals* and *The Grapes of Wrath*.



NADINE O. VOGEL, MBA, CSP, GLOBAL SPEAKING FELLOW

Chief Executive Officer, Springboard Consulting, LLC

Nadine O. Vogel is the CEO of Springboard Consulting LLC, a global company working with corporations around the world to successfully mainstream disability in the global workforce, workplace and marketplace. As CEO, Nadine leads Springboard's production of the world-renowned Disability Matters Conference and Awards Gala as well as The Springboard Foundation which provides scholarships to college students with disabilities. She also serves as

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the Founder and CEO of Disability Mama & Co., educating, empowering and celebrating moms and dads around the world who have children with special needs.

Prior to founding Springboard, Nadine held a variety of executive positions in both Corporate America and the non-profit sectors.

Vogel is the author of “DIVE IN, Springboard into the Profitability, Productivity and Potential of the Special Needs Workforce,” a highly acclaimed must-read business book. She is a regular contributor to Profiles in Diversity Journal, Diversity MBA Magazine and Diversity Executive Magazine, and has authored articles for many other professional, industry and consumer publications. Nadine is also recognized as a powerful informational, motivational and inspirational speaker. Recognized for her civic and professional activities, Vogel has received numerous awards and accolades including:

Awarded the Albert Nelson Marquis Lifetime Achievement Award in 2018. In 2017, Acquisition International Magazine’s Global Mobility & International HR Award and the 2017 Leadership Award from the American Economic Institute. In 2016, recognized as a Top Business recipient by DiversityBusiness.com and the year’s Most Outstanding in Wealth & Money Management and Most Innovative Special Needs Workforce Consultancy in the USA by Wealth & Finance International. A 2015 Winner of the DANDI Award in Entrepreneurship for demonstrating an outstanding commitment towards creating a more diverse and inclusive world, a 2015 Brava Award Winner, one of Smart CEO’s powerhouse female business leaders, a 2015 Humanitarian Award Honoree from the American Conference on Diversity, a 2013 First Star Recipient of Diversity Woman Magazine’s “Stars Who Mean Business Peer Award”; by MEA Magazine as one of the 2013 “25 Influential Women in Business”; by The Garden State Woman Education Foundation as the recipient of the Garden State Woman of the Year 2012 Diversity award; by Diversity Journal as a 2012 Diversity Leader Award recipient; as one of Diversity MBA’s 2011 Top 100 under 50 Executive Leaders; as a 2011 recipient of the American Association for Affirmative Action Edward M. Kennedy Community Service Award; for the Inaugural M2Moms 2010 MomFirst Award, “One Mom’s Idea That Made a Difference”; by the YAI, Business Advisory Council, for the 2010 Advocacy Award; by NJ BIZ Magazine’s for the 2008 Best 50 Women in Business Award; for the Count Me In, 2008 Make Mine a Million \$ Business Program Award; by for the 2007 Howard L. Green Humanitarian Award from the NJ Broadcasters Association; for The College of Charleston's 2003 Distinguished Alumni Award; for the Voices Award 2003 - individuals who have made a difference in the community; for the Golden Gate University's 2002 Alumni Community Service Award; for the Fast Company Magazine's 2002 debut list of "Fast 50" innovators -- individuals whose achievements helped change their companies or society; for the Working Mother Magazine's Mothers We Love Top 25 List in 2000 and the magazine's 2000 Mothering That Works Award, and numerous elections to a variety of

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editions to Who's Who.

Vogel has been featured on NBC News, CNNfn, Lifetime Live on the Lifetime Channel, Good Day NY and Oxygen Television's Pure Oxygen program. She is a Board member of the American Disabilities Foundation, Inc., The Runway of Dreams Foundation, Low Country Autism Consortium, the founder and past president of the board of SNAP, Special Needs Advocate for Parents, a member of the College of Charleston's Department of Communications Professional Advisory Council, a founding Board member of the Society for Diversity, a multi-year member of the SHRM Workplace Diversity Special Expertise Panel, WBENC, Women's Business Enterprise National Council, WPO, Women's Presidents Organization, a member of the National Speakers Association and the Global Speakers Federation . In 2014, Nadine earned "The Certified Speaking Professional" (CSP) designation which recognizes competency in platform excellence, established business practices and success and is held by less than ten percent of professional speakers worldwide. And in 2015, Nadine earned the "Global Speaking Fellow" designation for her demonstrated sustainability as a global presenter, her mastery of the global speaking competencies, and favorable reviews by global clients and peers.

Vogel received an MBA from Golden Gate University in San Francisco, CA and a BS in Industrial Psychology from the College of Charleston in Charleston, SC. She is the mother of two adult daughters with disabilities, and resides in South Florida with her husband.

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AMY WARNER

Vice President & General Manager, IT Digital Business Solutions, Intel Corporation

Amy Warner is vice president and general manager of IT digital business solutions (DBS) at Intel Corporation. This position is focused on strengthening IT's strategic engagements with Intel's market-facing business groups to advance Intel products and services in the market. Prior to leading DBS, Warner was the director of IT enterprise service solutions and IT service management at Intel.

Warner joined IT in 2016 as the GM of the CIO strategy office, where she was responsible for driving Intel's IT strategy development and integration while ensuring tight alignment with Intel's long-term needs. Prior to IT, she was the chief of staff and technical assistant to the former President of Intel. Previously, Amy held a variety of sales leadership roles at McAfee/Intel Security.

Warner has over 20 years of executive leadership experience at a variety of technology companies, including McAfee, Lenovo, Dell and IBM. In addition to her two U.S. patents for storage technology, she holds a bachelor's degree in mechanical engineering from the University of Wisconsin-Madison.



KIRSTEN WEEKS

Director, Inclusion and Collaboration, and Community Relations, Cisco

Kirsten Weeks is Director of Inclusion, Collaboration and Community Relations for Cisco. She leads a global team responsible for driving inclusive employee giving and volunteering programs, and investing in philanthropic organizations driving equity in communities where Cisco has an employee presence.

Weeks is a member of the North Carolina State University Board of Visitors, and serves on the board of the Research Triangle Park Charitable Trust.

Kirsten, her husband and three children live in Raleigh, NC.

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MICHELLE YIN

Principal Economist, American Institutes for Research

Michelle Yin, Ph.D. is a principal economist at AIR, where she focuses on labor economics. Dr. Yin has led a range of research studies using experimental and quasi-experimental designs in the areas of disability employment and postsecondary education. Dr. Yin has a strong background in policy evaluation design, intervention evaluation design, and statistical analysis. Dr. Yin is currently the principal investigator of an evaluation study of a Transition Work-Based Learning Model for youth with disabilities in the state of Maine. This demonstration project aims to help eligible students enter postsecondary education or training, and/or obtain competitive employment through providing employment services. Dr. Yin is also the impact study lead of two career pathway demonstration projects in the state of Virginia and Kentucky using quasi-experimental designs. In addition, Dr. Yin is the principal investigator of the State Exchange on Employment and Disability evaluation project coordinated through the Office of Disability and Employment Policy. This initiative advances disability employment policy at the state and local levels. The approach is expected to serve as a model for promoting policy adoption throughout the U.S. Department of Labor and other federal agencies. Dr. Yin received her Ph.D. training in economics from the University of Florida, and was a visiting scholar at Northwestern University prior to joining AIR. Dr. Yin is also a What Works Clearinghouse certified reviewer. Dr. Yin's training has equipped her with extensive methodological tools and knowledge on impact evaluation design.



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Robert B. III

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UNITED VOICES CHOIR

Miami Lighthouse for the Blind & Visually Impaired, Inc.

Our Miami Lighthouse United Voices Choir came together in 2018 and is made up of current and past clients, all of which are visually impaired. This is a relatively new group that is already making a name for itself in the community. The group met in Miami Lighthouse's Social Group and Health Activities Program and quickly bonded over their shared love of music and singing. When our United Voices Choir is invited to perform anywhere, they make a tremendous impact and leave a lasting impression, especially on sighted attendees. The choir originally performed in neighborhood venues but has recently been invited to share their gift of music with the community at large. Our Miami Lighthouse Music Program provides the rehearsal space, transportation, and choir robes for United Voices Choir. If you are interested in participating in our choir or are interested in having the United Voices Choir perform at your event, contact Music Program Director John Nichols at (786) 362-7535 or via email at jnichols@miamilighthouse.org.

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NATALIA SULCA

Vocalist

Natalia Sulca is a Vocalist from Miami Florida. At an early age, she was exposed to all kinds of music. She enjoys all of it, from the Disney music of her childhood, to the Latin classics learned at her father's knee. Influenced by artists such as Whitney Houston, Christina Aguilera, Aretha Franklin, and Carol King, Natalia hopes to blend elements of many genres both old and new to create a unique musical flavor.

As a Graduate of the Prestigious Berklee College of Music, Natalia has been the recipient of various awards, including The Celia Cruz Award, The VSA Young soloist award, and the Berklee Achievement Scholarship.

Natalia was recently mentioned on the Boston globe for her outstanding tribute to Valery Simpson at the Berklee College of Music Commencement concert. She has had the honor of performing with multi-Grammy award winners Alejandro Sans, Jose Feliciano, and Javier Limon. She has also been featured in The Latin Grammys, and the Discover orange bowl. She appears on various albums, including Is This Love, a Tribute to Bob Marley, produced by Sony music, as well as albums produced by Henry Stone, and the Miami Lighthouse for the blind.

Natalia's soul resounds through her instrument. Whether it is in front of thousands, or playing on a radio somewhere, she tells stories with her music. She believes that music is the one thing that brings all kinds of people together and takes them on unforgettable journeys.

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Facebook: [@theroyaldjsinc](https://www.facebook.com/theroyaldjsinc)
www.royaldjs.org

THE ROYAL DJ'S, INC.

Royal D.J.'s, Inc. is a nonprofit organization and its DJs are differently-abled young adults who play music for events. The Royal D.J.'s goals are to play music for fun and to entertain others. They wish to make friends of all kinds so as to educate them about 'differently-abled' persons like them. They wish to inspire confidence in other persons like them to show they can also be D.J.s.



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