



AGENDA (Final – Updated April 27, 2022)

2022 Disability Matters North America Conference & Awards

Wednesday – Thursday, April 27 – 28, 2022

Live-Stream

WEDNESDAY, APRIL 27, 2022

Time	Topic
10:00 am – 10:30 am	<p>WELCOME & REFLECTION</p> <ul style="list-style-type: none"> • Nadine Vogel <i>Chief Executive Officer, Springboard Consulting, LLC</i> • Rev. Mark E. Fowler <i>Chief Executive Officer, Tanenbaum Center for Interreligious Understanding</i>
10:30 am – 11:15 am	<p>RESEARCH</p> <ul style="list-style-type: none"> • Pam A. McElvane <i>Chief Executive Officer & Publisher, Diversity MBA</i>
11:15 am - Noon	<p>BUT YOU LOOK SO GOOD: CHALLENGES WITH INVISIBLE DISABILITIES</p> <p>Moderator</p> <ul style="list-style-type: none"> • Wayne Connell <i>Founder, President & Chief Executive Officer, Invisible Disabilities® Association</i> <p>Panelist(s)</p> <ul style="list-style-type: none"> • Heather Ehle <i>Chief Executive Officer and Founder, Project Sanctuary</i> • Tim Goldstein <i>Neurodiverse Communication Specialist, A2Z Consulting, LLC</i> • C. Marsha Martino <i>Executive Director, NAMI Palm Beach County, FL</i> <p><i>Description: “But You LOOK so good” is a phrase shared with people living daily with illness, pain and disability. But what does it mean and imply? It often brings a sense of misunderstanding and disregard and even prejudice. Join an insightful, experienced panel of experts in disability support as they help us learn about the positive impact of validation, belief and acceptance in the workplace and beyond. Our panelists will provide insight and practical advice in the areas of mental health, veterans support, neurodiversity, caregiving and invisible disabilities.</i></p>
Noon - 12:45 pm	<p>FIRESIDE CHAT WITH MOHAMED MASSAQUOI</p> <ul style="list-style-type: none"> • <u>Mohamed Massaquoi</u> <i>Founder, VESSOL</i> • Eugene Kelly <i>Vice President, Global Diversity, Equity & Inclusion, Colgate-Palmolive Company</i>
12:45 pm - 1:45 pm	<p>LUNCH BREAK</p>

<p>1:45 pm – 2:30 pm</p>	<p>MARKETPLACE</p> <p>Moderator</p> <ul style="list-style-type: none"> • Ashli Molinero, DSc <i>Director, UPMC Disabilities Resource Center, UPMC</i> <p>Panelist(s)</p> <ul style="list-style-type: none"> • Michelle A. Banks <i>Chief Diversity & Inclusion Officer, Kohl's</i> • Brooke Kearney <i>Chief Development Officer, Morgan's Inclusion Initiative</i> <p>Description: Hear from this year's award winners about the initiatives that brought them to the Disability Matters stage. This award is in consideration of a company's programs/initiatives that focus on the outreach, communication and marketing of products and/or services to consumers who are individuals who either have a disability and/or have a dependent with special needs.</p>
<p>2:30 pm - 3:15 pm</p>	<p>GOVERNMENTAL REGULATION & IMPLICATIONS IN A POST-COVID WORLD</p> <ul style="list-style-type: none"> • Beatriz Biscardi Andre <i>Supervisory Trial Attorney, U.S. Equal Employment Opportunity Commission (EEOC)</i> • Eric J. Felsberg <i>Principal, Jackson Lewis P.C.</i>
<p>3:15 pm – 3:45 pm</p>	<p>THE TIME IS NOW. IF NOT NOW, WHEN?</p> <ul style="list-style-type: none"> • Nadine Vogel <i>Chief Executive Officer, Springboard Consulting, LLC</i> <p>Description: Imagine if you woke up tomorrow morning and learned that the only people available to work were individuals with disabilities? What would you do? When Covid hit and everyone was forced to work from home, it was our employees with disabilities that in many cases were most prepared, at least as it related to the use of technology. As we experience what is being referred to as "The Great Resignation", this imagined scenario may not be so imaginary. We must stop thinking about the employment and employee engagement of individuals with disabilities and do something about it once and for all. No excuses!</p>
<p>3:45 pm – 4:15 pm</p>	<p>MENOPAUSE: IN THE HEAT OF THE MOMENT</p> <p>Moderator</p> <ul style="list-style-type: none"> • Claire Gill <i>Founder, National Menopause Foundation</i> <p>Panelist(s)</p> <ul style="list-style-type: none"> • Trish Barbato <i>Co-Founder, Menopause Foundation of Canada</i> • Janet Ko <i>Co-Founder, Menopause Foundation of Canada</i> • Mache Seibel, MD <i>Faculty, Beth Israel Hospital/Harvard Medical School, and Editor at</i>

	<p><i>HotYearsMag.com</i></p> <p>Description: <i>The once taboo topic of menopause is finally getting more attention around the world and national organizations have recently come on the scene in the U.S. and Canada to provide education, support, and advocacy for women journeying to and through menopause. This panel of experts will discuss key issues impacting women’s health and empowerment at menopause, particularly in the workforce, and offer suggestions on how menopause can become a higher priority on the health agenda in both the U.S. and Canada.</i></p>
4:15 pm – 5:00 pm	<p>ACCESSIBLE MEDIA</p> <p>Moderator</p> <ul style="list-style-type: none"> • Karen Graham <i>Co-Chief Executive Officer, Sign1News/Sign1Studios</i> <p>Panelist(s)</p> <ul style="list-style-type: none"> • Jabari Butler <i>Co-Founder and Co-Chief Executive Officer, Sign1News</i> • Gaitrie Persaud <i>News Anchor, Sign1News</i> <p>ASL Interpreter</p> <ul style="list-style-type: none"> • Carmelle Cachero <i>ASL Interpreter, Phoenix The Fire</i>
5:00 pm – 5:15 pm	<p>WRAP-UP DAY-1</p> <ul style="list-style-type: none"> • Nadine Vogel <i>Chief Executive Officer, Springboard Consulting, LLC</i>

THURSDAY, APRIL 28, 2022

Time	Topic
10:00 am – 10:15 am	<p>WELCOMING REMARKS</p> <ul style="list-style-type: none"> • Nadine O. Vogel <i>Chief Executive Officer, Springboard Consulting, LLC</i>
10:15 am - 11:00 am	<p>THE POST-COVID LANDSCAPE: IMPLICATIONS, ISSUES, AND RETURN TO WORK</p> <ul style="list-style-type: none"> • Stephanie Kacoyanis <i>Sr. Thought Leadership Marketing Manager, Guardian</i> • Gene Lanzoni <i>Second Vice President, Enterprise Content, Guardian</i> <p>Description: <i>The widespread shift toward remote work during the COVID-19 pandemic brought challenges, but one of its benefits was how it normalized remote work and flexible schedules – both of which improve accessibility for employees with disabilities. In addition, many organizations were forced to take a harder look at what they do to support employees’ well-being, including their mental wellness. As more organizations return to the physical workplace, how can they carry lessons from the pandemic with them to create a more inclusive workplace and holistic employee support strategy?</i></p>

11:00 am – Noon	<p>THE STATE OF THE UNION FOR HEALTHCARE & DISABILITY</p> <p>Moderator</p> <ul style="list-style-type: none"> • Andres Gonzalez <i>Vice President, Chief Diversity Officer, Froedtert Health</i> <p>Panelists</p> <ul style="list-style-type: none"> • Juan Banda <i>Human Resources Director, Froedtert Health</i> • Andy Dresang <i>Director Community Engagement, Froedtert Health</i> • Dessa Johnson <i>Director, Emerging Markets & Inclusion, Froedtert Health</i> • Mark Lodes, M.D. <i>Vice President and Chief Medical Officer, Population Health and Medical Education, Froedtert & The Medical College of Wisconsin</i>
Noon - 12:45 pm	<p>THE POWER OF ONE</p> <p>Introduction by</p> <ul style="list-style-type: none"> • Nadine O. Vogel <i>Chief Executive Officer, Springboard Consulting, LLC</i> <p>Keynote</p> <ul style="list-style-type: none"> • <u>Brad Cohen</u> <i>Inspirational Educator, Class Performance</i>
12:45 pm – 1:45 pm	<p>LUNCH BREAK</p>
1:45 pm – 2:45 pm	<p>THE FOOD & BEVERAGE INDUSTRY</p> <p>Moderator</p> <ul style="list-style-type: none"> • Terrance Irizarry <i>Chief Inclusive Diversity Officer, Danone North America</i> <p>Panelist(s)</p> <ul style="list-style-type: none"> • Yannick Benjamin <i>Co-Founder & Sommelier, Contento Restaurant</i> • Dr. Hoby Wedler <i>Managing Partner, Wedland Group, LLC</i>

<p>2:45 pm – 3:45 pm</p>	<p>MOVING THE NEEDLE ON DISABILITY INCLUSION POST-COVID</p> <p>Moderator</p> <ul style="list-style-type: none"> • Nadine Augusta <i>Chief Diversity, Equity, Inclusion and Belonging Officer, Cushman & Wakefield</i> <p>Panelist(s)</p> <ul style="list-style-type: none"> • Veneranda Aguirre <i>Attorney & Autism Advocate</i> • Marla Maloney <i>President, Asset Services Americas, Cushman & Wakefield</i> <p>Description: <i>During the height of COVID-19, companies were challenged to adapt to a virtual environment, ensuring that necessary shifts were made to accommodate a new way of life while continuing to meet the needs of their employees. Creative solutions became an urgent focus and employees endured the impact of prolonged isolation, the inability to build work relationships and the lack of daily in-person interactions with colleagues, all of which are instrumental in cultivating a sense of belonging. On top of the impact of a global pandemic, diverse communities experienced increased incidents of hate crimes, police brutality and bigotry in all its forms. Companies continue to address the repercussions of these experiences that their diverse talent has faced and carries with them to work every day.</i></p> <p><i>Today's discussion will focus on insights into the challenges faced by the disability community in a COVID/Post-COVID work environment. Hear from our esteemed panelists who will share their personal stories, offer tangible actions that are pivotal to supporting employees with disabilities, as well as share the key drivers to building engagement and enabling this frequently over-looked group to thrive.</i></p>
<p>3:45 pm – 4:00 pm</p>	<p>BREAK</p>
<p>4:00 pm – 4:15 pm</p>	<p>AWARDS PRESENTATION</p> <ul style="list-style-type: none"> • Nadine Vogel <i>Chief Executive Officer, Springboard Consulting, LLC</i>
<p>4:15 pm – 4:30 pm</p>	<p>FAREWELL</p> <ul style="list-style-type: none"> • Nadine Vogel <i>Chief Executive Officer, Springboard Consulting, LLC</i>