

the wave

A NEWSLETTER OF SPRINGBOARD CONSULTING

Disability Matters Special Edition



Dear friends:

Welcome to the special edition of The Wave, highlighting the 2022 Year in Review and its amazing accomplishments.

Due to the ongoing impact of the Covid-19 global pandemic, we held all three 2022 Disability Matters events (N.A., EUR, and AP), via live-stream for a third year. We did so to reinforce our commitment to the mainstreaming of people with disabilities in the workforce, workplace and marketplace, ensuring everyone's safety. The good news is our 2023 N.A. Conference will be an in-person event... be sure to visit the [website](#), or contact our office for more information.

We are thankful to all our sponsors, presenters, honorees, and everyone who attended each of these events for their dedication and commitment to this most important work.

Separately, we would also like to express our gratitude to our supporters. Springboard staff and I experienced personal challenges in 2022 as we cared for family members who were and continue to face health challenges. If that were not enough, we experienced two hurricanes (Ian and Nicole), but thankfully everyone was safe. We want to thank you for standing by us during these trying times.

With that said, we hope you enjoy this issue of The WAVE.

Wishing you all a Happy New Year of health, happiness and prosperity! And we look forward to working with you in 2023.

Nadine O. Vogel
Springboard's CEO and friend

**2023
DISABILITY BRG
Summit Live-Stream
&
DISABILITY MATTERS
N.A. Conference & Awards**

In-Person Events

**Tuesday - Wednesday &
Thursday
April 25, 26 & 27
Charleston, South Carolina**

Visit >>

<https://tinyurl.com/2023DMNA>

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www.consultspringboard.com



**But first. . . 2023
DISABILITY MATTERS**



2023 DISABILITY MATTERS
NORTH AMERICA
Conference & Awards In-person and simultaneous Live-Stream

Join Us

April 25, 26 & 29 (Tuesday–Thursday)
Charleston, South Carolina at the [Hyatt House Charleston Historic District](#)

To learn more >> <https://consultspringboard.com/disability-matters-2023-north-america/#welcome>

To sponsor email >> nadine@consultspringboard.com, and ivette@consultspringboard.com

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2022 Year in Review





2022 What's Up What's Not



CHIEF DIVERSITY OFFICERS FOR DISABILITY INCLUSION™

C4DI has been rebranded to include many more benefits and exposure! Join to take advantage of the special membership perks. That's **What's Up!**

A little about C4DI...

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

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

To learn more >> <https://consultspringboard.com/c4di-pledge/>

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

**WE HAVE TAKEN THE PLEDGE
WILL YOU?**



DIGITAL TRANSFORMS PHYSICAL



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



THE SPRINGBOARD CONSULTING LEARNING INSTITUTE

The Springboard Consulting Learning Institute (SCLI) was a **What's Up** for our participants. The is separate from our consulting work, and training is direct to the individual. Typically individuals from varying companies are in attendance.

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

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

To learn more or to see which courses will be offered in the upcoming year >>

<https://consultspringboard.com/sc-events-scli/>



WeLOVE
UNITY ~ SUPPORT ~



WeLOVE™ didn't work out too well, no longer exists, and is a **What's Not**.

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

Unlike other online platforms, **WeLOVE™** addressed any and every topic one can imagine from the general-public; although, there were over 70 pre-populated categories, anyone could add any topic at any time.

WeLOVE™ was intended as a safe environment for sharing; it was completely private, members only. Members were also rewarded with gifts for referring others to join the community.

It was less than **\$12 USD/per year** (\$1 per month).

We wanted to show the world that the disability community had an important voice, and a global voice.

Unfortunately, this was brand down.

SPRINGBOARD SELF-DIRECTED PRODUCTS



This is a **What's Up** for Springboard.
We continue to add products regularly.

Visit us >>

<https://consultspringboard.com/products/>
to access our library of self-directed products and reading material.



SPRINGBOARD PRODUCTIONS



Springboard Productions is **What's Up!**

Particularly our Podcast titled Disabled Live Matter as we go into our third season in 2023.

Listen to **Disabled Lives Matter** currently on PodBean >> <https://disabledlivesmatter.podbean.com/>, Google Podcasts >> https://podcastsmanager.google.com/show?show=show%3Anlecu5bgJPJ3LPVWw4hh_A, iHeart Radio Podcasts >> <https://www.iheart.com/podcast/269-disabled-lives-matter-76598853/>, Spotify >> <https://open.spotify.com/show/2EJR8yB2n4OYkxqiTH4D9c>, and Samsung Podcasts (available exclusively on Samsung devices), plus many more podcast apps.

Our shows will also be made available for free on the Springboard website in 2023. You can visit to learn more as soon as available for viewing >> <https://consultspringboard.com/media/>.

To be interviewed, recommend someone to be interviewed, sponsor or advertise on any of the shows or podcasts, please contact sbdproductionsllc@gmail.com.

It's a wrap!

SPRINGBOARD CONSULTING OVERALL



2022 was a year of growth for Springboard, geographically and topically.

Our global immersion training programs expanded from 42 to over 75 countries.

We expanded our learning and development offerings to include Caregiving for Elderly or Disabled Parents. And we also added offerings focused on Neurodiversity and Mental Health, a global practice on Implicit Bias & Disability. And in partnership with our sister company, The WIP Group (Women, Influence & Power), we launched comprehensive offerings related to Menopause in the Workplace.

Our work with Executive and People Leadership Teams, including coaching services, quadrupled while we added Informational Products such as Language Guides, Standards Guides, Intersectionality Glossary of Terms, and the Global Disability Policy & Practice Toolkit.

Plus we now have in-house Captioning Services.

Another body of work that grew was the writing of Essential Job Functions and providing Intake services for Corporate Reasonable Accommodations.

2022 was a GREAT year!



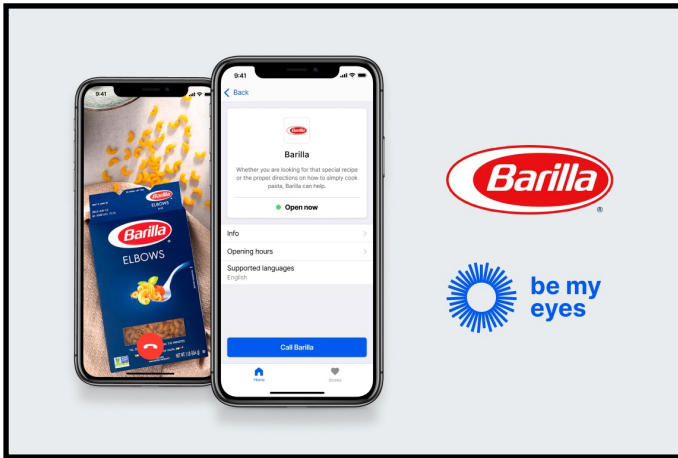


STORIES



STORIES

THE ROAD TO ACCESSIBLE PASTA Pioneering Accessibility in the Food Industry



Barilla has long been passionate about creating diverse, equitable, inclusive, and accessible products. Both internally and customer-facing, we do our best to create truly accessible and inclusive experiences.

"Access to good, nutritious food and educational resources to create healthy meals is fundamental to who we are," —Laura Birk, Vice President of Human Resources, Barilla Americas

During this past year, Barilla is the first food company to have partnered with Be My Eyes, a platform that provides a live audio and visual connection between Barilla experts and consumers all through your

smartphone. Created several years ago to provide the blind and visually impaired community with visual assistance, Be My Eyes has since grown and assists many more than just the blind and visually impaired.

Consumers of Barilla products can now call an expert through Be My Eyes, a free iOS or Android App (available on the iOS App Store and the Google Play store) and receive any visual information they wish all through the back camera of their smartphone. Visit <https://call.bemyeyes.com/barilla> to download the app and connect with a Barilla expert. One of the most common questions our call centers receive is if the pasta has passed its expiration date. Call center representatives in the past worked with consumers to photograph their pasta packaging, email the photos to them, and read the expiration date from the photo. Now that we use Be My Eyes, customers can simply access the Barilla portal on Be My Eyes and with the touch of a button make a call to a live Barilla expert who can view anything the customer needs through their camera.

This partnership may seem small, but it is truly game changing in the consumer-packaged goods industry. Our customers now can call our experts and ask literally anything they wish about our products. Does this pasta look done cooking? I am cooking for my family and would like assistance with recipes. What type of pasta do I have? When does this pasta expire? These are but a few examples of how Barilla can now help all their customers real-time.

"Food insecurity is probably the most important single issue for the blind community," said Be My Eyes Vice President, Will Butler. "Barilla is leading the way and ensuring that the visually impaired have access to all the information they need about what they're putting in their bodies. For that, we truly applaud them."

STORIES

The partnership with Be My Eyes came about through our desire to make our packaging more accessible to people with visual disabilities. But once we launched the partnership, we realized that our intended use case is a tiny subset of the vast usefulness of this partnership.

If you forgot your reading glasses and need help reading a recipe off a package, call us. If you recently had your eyes dilated and things look blurry, we are here for you. And of course, if you need any visual assistance (even if you are not visually impaired), don't hesitate to give us a call so you can get cooking!

While we know there is still more work to continue making our packaging fully accessible, we believe this is a step in the right direction. We know that consumer needs are evolving and we are excited to continue our journey in a positive and inclusive direction.

Stay tuned for more exciting news as this partnership grows!

DOW'S DISABILITY EMPLOYEE NETWORK (DEN)

Learning and Impact

Founded in 2002, now celebrating its 20th year, the Disability Employee Network (DEN) at Dow is an Employee Resource Group (ERG) focused on improving perceptions about people with disabilities and raising awareness about the contributions they make – both at work and in our communities. DEN's purpose is to drive inclusion, equitable opportunity, and accessibility so that individuals of every ability can thrive, and participants include employees with disabilities, parents of children with disabilities and other supporters of the DEN purpose. DEN is one of 10 ERGs at Dow, and has over 5,100 members and 35 chapters globally, with membership growth of 20% in 2020 and another 9% in 2021.

Over the last 20 years DEN has experienced a lot of change in an effort to help Dow people be at their inclusive collaborative best. In the early years, there were struggles getting employees with disabilities engaged at all levels, and visible in leadership roles. Societal pressures and stigma were challenging to overcome, as they raised fear and concern about acceptance, even in the inclusive company culture. DEN focused on development and training resources, storytelling, and increasing awareness. More members started to join DEN, and grass roots efforts globally started to have an impact within work groups and in communities around the world.

Over the years, as more leaders and employees shared their stories, raising awareness of personal and professional challenges and successes, as well as their personal impact, DEN transitioned from being an affinity group to a true resource group. Decentralized initiatives became strategically aligned with an organizational and governance structure. Local grass roots initiatives had strategic intent, with a focus on outcomes with set goals. With each initiative, whether it be a "Lunch 'N Learn", "Tea and Cookies", a communication mistakenly sent without all the accessibility checks made, or the first DEN global webcast that

STORIES

went off without a hitch, the learning, awareness, influence and impact continued to grow. The positive impact spread in the lives of Dow employees, the communities in which they live, and in the business.

Now 20 years later, DEN has entered a new era and revamped its strategy with guiding pillars that have global relevance and alignment. Near and long-term goals are strategically aligned, with measurements, and the DEN Purpose is aligned with the Dow Purpose and Ambition. Intersectionality with the other 9 ERGs at Dow is being explored and leveraged more than ever, and more DEN members are bringing their full self to work today than ever before. DEN is still learning from the past and from each initiative, each success, and each opportunity to try something different to further its purpose and to have an impact. DEN is trying new things, such as creating a taskforce focused hiring people with disabilities, and DEN members are influencing and collaborating on accessibility for a new buildings and workspace updates. As an ERG, DEN has come a long way in 20 years, with so much more to influence and do to drive inclusion, equitable opportunity, and accessibility so that individuals of every ability can thrive at Dow.



Kohl's is dedicated to championing diversity and inclusion through our actions and the commitments we have made to create a more equitable and inclusive environment for our people, our customers and our communities.

By: Michelle A. Banks, Chief Diversity and Inclusion Officer, Kohl's

At Kohl's, we believe that understanding and embracing our differences is not just the right thing to do; it is critical in creating an inclusive workplace and brand experience, as well as driving growth for our organization. We are dedicated to championing diversity and cultivating a culture of belonging for our people, our customers and our community, and we are committed to being a place where our associates and customers feel seen; and their unique needs, experiences, abilities and perspectives are valued, and heard.

In 2020, we launched our commitment to a renewed Diversity & Inclusion (D&I) strategy through our Pledge for Progress; which demonstrates our unwavering long-term commitment to make meaningful change and drive impactful results. While D&I has always been part of our culture, our evolved strategy accelerates how we are embedding D&I throughout our business by being intentional about our programs and practices and holding ourselves accountable with measurable results.

Kohl's strategic D&I framework aims to enhance our D&I efforts across three pillars:

- **Our People** — we strive to be purposeful in attracting, growing and engaging more diverse talent while giving associates equitable opportunities for career growth. Along this journey, we're championing the

STORIES

value and strength of our differences to foster a workplace of inclusion and belonging.

- **Our Customers** — we strive to celebrate our differences and help more customers see themselves reflected in our brands. Along this journey, we're working to offer culturally-relevant products, designs and storytelling that is meaningful to diverse customers.
- **Our Community** — we strive to drive economic empowerment through conversations, programs and partnerships that improve quality of life in diverse communities. Along this journey, we're embracing opportunities to address racial disparities.

Advancing Diversity & Inclusion is an imperative for our long-term business success And we are committed to creating positive change in our workplace and communities.

Kohl's is honored to be recognized by Disability Matters for our assortment of adaptive apparel — which offers inclusive products across several of our private label brands. We believe different backgrounds, cultures, abilities, and perspectives make us all better and stronger, and I'm proud of the work our teams have accomplished in order to ensure our product assortment is inclusive for all. This includes the addition of adaptive clothing to our three largest, private-label' brands; Jumping Beans, SO and Sonoma, offering customers adaptive options from baby all the way to young adults.

Our adaptive assortment first came to life after we identified an unmet customer need, and was further fueled by a passionate design team that was determined to provide clothing solutions for all families. By listening to personal experiences from both associates and customers, we were able to understand the challenges that families face and the opportunity we had to support their needs through accessible apparel. As a result, our adaptive clothing is thoughtfully designed — making stylish, quality apparel accessible to all. Kohl's innovative design teams developed this apparel with three core principles in mind: sensory-friendly, physical and foundational. Our adaptive pieces are made with a focus on comfort of the wearer, with soft fabrics, flat seams, and heat sealed tags to be smooth against the skin. In addition, our teams ensure these products offer abdominal access, functional leg openings, wider necklines, seated comfort, reinforced belt loops, hook and loop closures, and are diaper-friendly. It was also important to us that we create everyday pieces that could serve as the foundation of a child's wardrobe, with a focus on extending the useability of the apparel.

Kohl's also demonstrates a commitment to fashion inclusivity through our partnership with Runway of Dreams — by supporting the organization to drive awareness of the need for adaptive apparel and increase accessibility for families across the country.

I'm so proud and inspired by how our adaptive assortment is resonating with customers and how our teams continue to innovate our offerings with expanded assortments. At Kohl's, we celebrate our differences and strive to ensure every customer sees themselves reflected in our brand and experiences, which comes to life for me every time I see a smiling child in our adaptive clothing.

To view Kohl's adaptive clothing options, visit [Kohls.com](https://www.kohls.com). For more details on Kohl's commitment to Diversity & Inclusion, visit [Corporate.Kohls.com](https://www.kohls.com/corporate).

STORIES

Michelle A. Banks is the chief diversity & inclusion officer for Kohl's. In her role, Banks oversees enterprise-wide diversity and inclusion (D&I) efforts — including training and development, strategic initiatives across the business, and leadership of both the company's D&I Task Force and its D&I Council.

Banks joined Kohl's in 2010 and has held a number of progressive leadership roles within the stores organization during her more than 10-year tenure, most recently having served as senior vice president, territory manager for the Southeast region. Banks has more than 25 years of retail industry experience, having previously served in store leadership roles with DSW Designer Shoe Warehouse, Gap Inc., Marshall Field's, and Donna Karan. For more information, follow [Michelle A. Banks](#) on LinkedIn.

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2022 EVENTS



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The right people.

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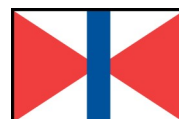
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PLAYBACK

North America >>

<https://consultspringboard.com/disability-matters-2022-north-america/#videos>

Europe >>

<https://consultspringboard.com/disability-matters-2022-europe/#videos-images>

Asia-Pacific >>

<https://consultspringboard.com/disability-matters-2022-asia-pacific/#videos-images>

**2022 DISABILITY MATTERS
Conference & Awards Live-Stream
PRESS RELEASES**

Press Releases

North America >>

<https://www.businesswire.com/news/home/20220504006251/en/The-16th-Annual-Disability-Matters-North-America-Conference-Awards-Winners-Are-Announced>

https://www.prnewswire.com/news-releases/the-16th-annual-disability-matters-north-america-conference--awards-winners-are-announced-301540198.html?tc=eml_cleartime

Europe >>

<https://www.prnewswire.co.uk/news-releases/2022-disability-matters-europe-conference-award-honorees-819841640.html>

Asia-Pacific >>

<https://en.prnasia.com/releases/apac/2022-disability-matters-asia-pacific-conference-award-honorees-384792.shtml>



CONGRATULATIONS!

**2022
DISABILITY MATTERS
Honorees**

2022 DISABILITY MATTERS
NORTH AMERICA
Conference & Awards Live-Stream

SPEAKERS (In order of appearance)

DAY-1: WEDNESDAY, APRIL 27, 2022

Welcome & Reflection

- Nadine Vogel, Chief Executive Officer, Springboard Consulting, LLC
- Rev. Mark E. Fowler, Chief Executive Officer, Tanenbaum | Center for Interreligious Understanding

Research

- Pam A. McElvane, Chief Executive Officer & Publisher, Diversity MBA

But You Look So Good: Challenges with Invisible Disabilities

- Moderator: Wayne Connell, Founder, President & Chief Executive Officer, Invisible Disabilities® Association
- Panelists:
 - Heather Ehle, Chief Executive Officer and Founder, Project Sanctuary
 - Tim Goldstein, Neurodiverse Communication Specialist, A2Z Consulting, LLC
 - C. Marsha Martino, Executive Director, NAMI Palm Beach County, FL

A Fireside Chat with Mohamed Massaquoi

- [Mohamed Massaquoi](#), Founder, VESSOL
- Eugene Kelly, Vice President, Global Diversity, Equity & Inclusion, Colgate-Palmolive Company

Marketplace Session

- Moderator: Ashli Molinero, DSc, Director, UPMC Disabilities Resource Center, UPMC
- Panelist(s)
 - Michelle A. Banks, Chief Diversity & Inclusion Officer, Kohl's
 - Brooke Kearney, Chief Development Officer, Morgan's Inclusion Initiative

Governmental Regulation & Implications in a Post-Covid World

- Beatriz Biscardi Andre, Supervisory Trial Attorney, U.S. Equal Employment Opportunity Commission (EEOC)
- Eric J. Felsberg, Principal, Jackson Lewis P.C

The Time is Now, if not Now, When?

- Nadine Vogel, Chief Executive Officer, Springboard Consulting, LLC

Menopause: In the Heat of the Moment

- Moderator: Claire Gill, Founder, National Menopause Foundation
- Panelist(s)
 - Trish Barbato, Co-Founder, Menopause Foundation of Canada
 - Janet Ko, Co-Founder, Menopause Foundation of Canada
 - Mache Seibel, MD, Faculty, Beth Israel Hospital/Harvard Medical School, and Editor at HotYearsMag.com

Accessible Media

- Moderator: Karen Graham, Co-Chief Executive Officer, Sign1News/Sign1Studios
- Panelist(s)

2021 DISABILITY MATTERS NORTH AMERICA Conference & Awards Live-Stream

SPEAKERS (In order of appearance)

- Jabari Butler, Co-Founder and Co-Chief Executive Officer, Sign1News
- Gaitrie Persaud, News Anchor, Sign1News
- ASL Interpreter : Carmelle Cachero, ASL Interpreter, Phoenix The Fire

DAY-2: THURSDAY, APRIL 28, 2022

Welcoming Remarks

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

The Post-Covid Landscape: Implications, Issues, and Return to Work

- Stephanie Kacoyanis, Thought Leadership Marketing Manager, Guardian
- Gene Lanzoni, Second Vice President, Enterprise Content, Guardian

The State of the Union for Healthcare & Disability

- Moderator: Andres Gonzalez, Vice President Chief Diversity Officer, Froedtert Health
- Panelists:
 - Juan Banda, HR Director, Froedtert Health
 - Andy Dresang, Director Community Engagement, Froedtert Health
 - Dessa Johnson, Director, Emerging Markets & Inclusion, Froedtert Health
 - Mark Lodes, M.D., Vice President and Chief Medical Officer, Population Health and Medical Education, Froedtert & The Medical College of Wisconsin

The Power of One

- Introduction by: Nadine O. Vogel, Chief Executive Officer, Springboard Consulting, LLC
- Keynote: [Brad Cohen](#), Inspirational Educator, Class Performance

The Food & Beverage Industry

- Moderator: Terrance Irizarry, Chief Inclusive Diversity Officer, Danone North America
- Panelists:
 - Yannick Benjamin, Co-Founder & Sommelier, Contento Restaurant
 - Dr. Hoby Wedler, Managing Partner, Wedland Group, LLC

Moving the Needle on Disability Inclusion Post-Covid

- Moderator; Nadine Augusta, Chief Diversity, Equity, Inclusion and Belonging Officer, Cushman & Wakefield
- Panelists:
 - Veneranda Aguirre, Attorney & Autism Advocate
 - Marla Maloney, President, Asset Services Americas, Cushman & Wakefield

Awards Presentation

- Nadine Vogel, Chief Executive Officer, Springboard Consulting, LLC

Farewell

- Nadine Vogel, Chief Executive Officer, Springboard Consulting, LLC

2022 DISABILITY MATTERS
EUROPE
Conference & Awards Live-Stream

SPEAKERS (In order of appearance)

DAY-1: TUESDAY, 26 JULY 2022

Welcome

- Nadine Vogel, Chief Executive Officer, Springboard Consulting, LLC

Opening Remarks

- Giangaddo Prati, Chief Financial Officer, Barilla Group

Disability & Education

- Moderator: Prof. Gabriele Giorgi, Associate Professor, Organizational Psychology, European University of Rome
- Panelists:
 - Dr. Georgia Libera Finstad, PhD candidate, Teaching Assistant, and Lecturer, European University of Rome
 - Emanuela Ingusci, Associate Professor, Work & Organizational Psychology, Human & Social Sciences Department, University of Salento
 - Nicola Mucci, Professor, University of Florence, Italy
 - Jose M. Leon-Perez, Associate Professor, Department of Psychology, Universidad de Sevilla

Workforce Session

- Moderator: Talita Ramos Erickson, Chief D&I Officer, Barilla Group
- Panelists:
 - Rosanna Maserati, Diversity and Inclusion Service Manager, Crédit Agricole Italia
 - Daniele Regolo, Brand Ambassador D&I, Seltis Hub s.r.l.
 - Christian Schinko, Head of Disability Management | Vice President, UniCredit Bank Austria AG

Keynote Presentation

[Gretchen Vogel](#), Executive Assistant, Springboard Consulting, LLC | Motivational Keynote Speaker

The Film Industry & Persons with Disabilities: Your unique creativity and authenticity is needed now.

- Moderator: Mrs. Rayna Lountzis, Filmmaker + Film Student, De Montfort University
- Panelists:
 - Lewis Ian Bray, Actor + Screenwriter
 - Amanda Graham, Writer, Lecturer, and Ideas Person, Freelance
 - Ms. Maria Rogers, Getreal Media

Invisible Disabilities and Wellbeing in the Workplace

- Moderator: Dr. Christine Parker, Associate Professor, University of Derby
- Panelists:
 - Mandy Aulak, Solicitor, Director, and Co-Founder, Talem Law
 - Mr. Gavin Cooper, Director, Mental Health, Derbyshire Mind

2021 DISABILITY MATTERS EUROPE Conference & Awards Live-Stream

SPEAKERS (In order of appearance)

Workplace Session

- Moderator: Talita Ramos Erickson, Chief D&I Officer, Barilla Group
- Panelists:
 - Phil Canale, Vice President, International Area Management, BNY Mellon
 - Karin Flinspach, Regional Head Transaction Banking Europe & Americas, Standard Chartered Bank AG
 - Simona Piva, Diversity Officer and People Care, Findomestic Banca spa

Creating Menopause-Inclusive Workplaces

- Dinah Tobias, Director & Founder, Blooming Menopause

Wrap-Up day-1

- Nadine Vogel, Chief Executive Officer, Springboard Consulting, LLC

DAY-2: WEDNESDAY, 27 JULY 2022

Welcome

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

A Fireside Chat. Intersectionality: What does it mean and how does it manifest itself for people from being included in the workplace?

- Moderator: Nadine O. Vogel, Chief Executive Officer, Springboard Consulting, LLC
- Panelists:
 - Gurchaten Sandhu, ILGA World Programmes
 - Adrian Hyrylainen-Trett, Global Inclusion & Diversity Advisor, AngloAmerican

Practical Inclusion: Usability Testing for Evaluating Accessibility

- Chris Hass, Executive Director, User Experience Center, Bentley University
- Peter McNally, Senior Consultant, User Experience Center, Bentley University

Marketplace Session

- Moderator: Floriana Notarangelo, Sales Senior Manager, Barilla Group
- Panelists:
 - Prof. Gianluca Amatori, Associate Professor, Special Education, Ufficio Inclusione – Università Europea di Roma
 - Karthik Kannan, Co-Founder & Chief Technology Officer, Envision
 - Andrea Pontremoli, Chief Executive Officer & General Manager, Dallara
 - Christian Schinko, Head of Disability Management | Vice President, UniCredit Bank Austria AG

2022 DISABILITY MATTERS
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SPEAKERS (In order of appearance)

Keynote Presentation

[Chris Moon, MBE](#), Keynote Speaker, Step Beyond

Awards Presentation

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

Closing Remarks

- Mauricio Cannavacciuolo, Head of HR for Global Marketing & Barilla Acceleration Team, Barilla D&I Board Member, Barilla Group

Farewell

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

2021 DISABILITY MATTERS
ASIA-PACIFIC
Conference & Awards Live-Stream

SPEAKERS (In order of appearance)

DAY-1: WEDNESDAY, 9 NOVEMBER 2022

Welcome

Nadine Vogel, Chief Executive Officer, Springboard Consulting, LLC

Opening Remarks

Kenneth Rappold, Chief Financial Officer, Manulife Asia

Workforce Session

- Moderator: Mike Assin, Consultant, Heidrick & Struggles
- Panelists:
 - Loïc André, Group Commercial Director, OJ Group | Founder, OJ Ability (Part of OJ Group)
 - Fraser Douglas, AVP Talent Acquisition Lead, Manulife North Asia
 - Elise Lau, Director of Human Resources, The Ritz-Carlton, Hong Kong
 - Vikas Verma, Head of Strategic Human Resources, United Overseas Bank Limited

2021 DISABILITY MATTERS ASIA-PACIFIC Conference & Awards Live-Stream

SPEAKERS (In order of appearance)

Mental Health

- Porsche Poh, Executive Director, Silver Ribbon | Singapore
- Hilleke van Osch, Program Development Lead, City Mental Health Alliance Hong Kong (CMHA HK)

Keynote Presentation

- Introduction by: James Clifford Downes, Senior Manager, Regional Diversity Sourcing, Manulife Asia
- Keynote: [Hitesh Ramchandani](#), Global Motivational Speaker, Author, and Founder, BTN Physio Hub

Marketplace Session

- Moderator: Karen Khaw, Advisory Board Member, Sensational Foundation, Ltd.
- Panelist: Junto Ohki, Chief Executive Officer, ShuR Group

The Importance & Impact of Organizational Readiness

- Nadine Vogel, Chief Executive Officer, Springboard Consulting, LLC

Workplace Session

- Moderator: Regina Pasión, Senior Program Officer, The Asia Foundation
- Panelists:
 - Merry Barua, Director, Action for Autism
 - Sonal Chugani, Group Diversity & Inclusion Manager, John Swire & Sons (HK) Limited
 - Yumi Takahata, Diversity, Equity & Inclusion Manager, Deloitte Japan

Awards Presentation

- Nadine Vogel, Chief Executive Officer, Springboard Consulting, LLC

Closing Remarks

- Sudesh Thevasenabathy, Head of Diversity, Equity & Inclusion, Manulife Asia

Farewell

- Nadine Vogel, Chief Executive Officer, Springboard Consulting, LLC

THANK YOU FOR YOUR CONTINUED SUPPORT

A note of thanks to all who have contributed to “The Wave” Newsletter.
And to those who have subscribed and continue to read and support the newsletter
and Springboard throughout the last 17-years.
We could not have come this far without you.

THANK YOU!



4740 S. Ocean Blvd. #505
Highland Beach, Florida 33487
United States
+1-973-813-7260
info@consultspringboard.com
www.consultspringboard.com