TECHNOLOGY CHANGES EVERYTHING

INCLUSIVE TECH AND JOBS FOR A DIVERSE WORKFORCE

OCTOBER 26-27, 2017
TECHNOLOGY CHANGES EVERYTHING

Through several panel presentations and keynote speakers, this forum highlights existing and emerging innovations promoting greater disability inclusion in the workplace. Topics addressed are: workforce development initiatives in technology and tech-intensive industries; training and employment initiatives for people on the Autism Spectrum; inclusive design in tech products and services; entrepreneurship training and promotion for individuals with disabilities; recruitment, screening, career development and job matching online tools and employment inclusion of people with disabilities; and how business, the disability community, government, higher education, and the media can contribute going forward to improving employment outcomes for individuals with disabilities in tech- and tech-intensive sectors, and inclusive design of products and services.

SCHEDULE OF EVENTS

Thursday, October 26, 2017

12:00  Registration
1:00  Introduction and Setting the Stage
Linda Barrington, Associate Dean for Outreach and Sponsored Research, ILR School, Cornell University & Susanne Bruyère, Director, and Professor of Disability Studies K. Lisa Yang and Hock E. Tan Institute on Employment and Disability, ILR School, Cornell University; Gary Bolles, Chair of the Future of Work, Singularity University, San Francisco
1:30  Keynote Address Pat Romzek, LifeChanger Executive Consultant, Cisco
2:00  A Job Changes Everything – Skilling up the Diverse Technology Workforce

All organizations – regardless of industry – need a more tech-savvy talent pool to help them manage the ever-changing needs of the growing knowledge economy. Hear how tech-intensive employers and government policymakers are expanding the talent pool to include people with disabilities so as to acquire a workforce with the skills needed to stay competitive globally.

FACILITATOR:
- Mary Wright, Director, Employer Alliances, Jobs for the Future (JFF)

PANELISTS:
- Robin Boggs, US Corporate Citizenship Lead, Accenture
- Naitik Metha, Co-Founder, NextBillion
- Jennifer Sheehy, Deputy Assistant Secretary, Office of Disability Employment Policy, US Department of Labor
- Jim Sinocchi, Head of Office of Disability Inclusion, JPMorgan Chase & Co.

3:15  Break

3:45  Where Difference Contributes to Business Differentiation: Neurodiversity in the Workplace

Within the past five years, technology- and tech-intensive industries have shown increasing interest in broadening the pool of available talent to fill the significant number of open positions. Among the new labor pools being explored have been individuals with Autism. This panel of early adopters will describe why they made this choice, efforts to date, and how results are dramatically illustrating how a difference can be a business differentiator, as well as a change catalyst for building a more inclusive climate.

FACILITATOR:
- Marcia Scheiner, President and Founder, Integrate Autism Employment Advisors

PANELISTS:
- Megan Lawrence, Accessibility Technical Evangelist, Microsoft
- James Mahoney, Chief Quality Officer, Executive Director and Head of Autism at Work, JPMorgan Chase & Co.
- Jamell Mitchell, Associate Director, Americas ASA Program, EY
- Jose Velasco, VP Product and Innovation, Autism@Work Program, SAP

5:00  Networking Reception (Sponsored by Hamershlag Sulzberger Borg with music by CandoMusos)

7:00  Networking Reception Close
Friday, October 27, 2017

8:30   Registration and Breakfast

9:00   Entrepreneurship, Technology and Disability

Entrepreneurship and start-ups are providing a world of new employment opportunities for people around the globe. This panel will discuss how their organizational and individual efforts are contributing to extending opportunities to an increasingly diverse set of people with a wide variety of abilities, including individuals with disabilities.

FACILITATOR:
• Paolo Gaudiano, Director, CCNY QSDI.org; Founder, Aleria

PANELISTS:
• Rajesh Anandan, CEO, ULTRAtesting
• Kate Caldwell, Postdoctoral Fellow, Disability and Human Development, University of Illinois at Chicago and CEED (Chicagoland Entrepreneurship Education for People with Disabilities) Chicago
• Diego Mariscal, Founder, CEO, & Chief Disabled Officer, 2Gether-International
• Jim McCaffrey, BS ILR ’81, Partner, BTL Investments

10:15  Break

10:45  Inclusive by Design

Unintentionally limiting the population of potential users for your products usually does not make good business sense. But every design decision has the potential to exclude customers. With some forethought and an inclusive approach, potentially missed customers could become dedicated users. To make that work, employers need to bring to bear a workforce that understands inclusive design from the outset – and to include diverse talent in its workforce to do authentic testing and participate in the design from an intimately knowledgeable point of view. Come hear how leading businesses are changing their paradigm and attracting a broader customer base through inclusive product design and development.

FACILITATOR:
• Ron Brachman, Professor in the Department of Computer Science, Cornell University and Director Jacobs Technion-Cornell Institute at Cornell Tech

PANELISTS:
• Sara Basson, Accessibility Evangelist, Google
• Alan Brightman, Independent Consultant
• Megan Lawrence, Accessibility Technical Evangelist, Microsoft
• Richard Ram, Senior User Experience Designer, Bloomberg LP
12:00  Lunch (Sponsored by By the Lee Adaptive Sailing)

**KEYNOTE ADDRESS:** Gary Bolles, Chair of the Future of Work, Singularity University, San Francisco

1:15  Diversity and Inclusion Considerations in the use of Online Screening, Selection, and Job Matching Tools

Companies are increasingly using online tools to assist with recruitment, sorting and screening of thousands of applications coming in to online systems, and the matching of candidates to positions, with expectations of increased success in identifying the right talent for specific jobs. This panel will discuss how these products and services offer both business clients and diverse job applicants an opportunity to make it into the right jobs where both candidate and business success are better assured.

**FACILITATOR:**
- Alan Richter, President, QED Consulting, LLC

**PANELISTS:**
- Jeff Facteau, Executive Vice President of Science Operations, Logi-Serve
- Loren Larsen, CTO, HireVue
- Frida Polli, CEO/Co-Founder, Pymetrics
- Dale Stephens, Partnerships, ROIKOI

2:30  Break

3:00  Bringing it all Together/Concluding Panel

Representatives from business, higher education, government, the disability community, the media and forum participants will discuss how learnings across the days of the forum can be turned into action items for making tangible change in improving employ outcomes for individuals with disabilities in technology fields and the tech sector.

**FACILITATOR:**
- Gary Bolles, Gary Bolles, Chair of the Future of Work, Singularity University, San Francisco

**PANELISTS:**
- Ginger Adams Otis, On the Job, NY Daily News
- Ron Brachman, Professor in the Department of Computer Science, Cornell University and Director Jacobs Technion-Cornell Institute at Cornell Tech
- Victor Calise, Commissioner, NYC Mayor's Office for People with Disabilities
- David Jones, Disability Employment Initiative Lead, Employment and Training Administration at U.S. Department of Labor
- Lori Golden, Abilities Strategy Leader, Americas Talent Team, EY

4:15  Closing Remarks

Susanne Bruyère, Director, K. Lisa Yang and Hock E. Tan Institute on Employment and Disability, ILR School, Cornell University
Linda Barrington

Linda Barrington is the Associate Dean for Outreach and Sponsored Research in the ILR School at Cornell University. She is also the Executive Director of the Institute for Compensation Studies (ICS), an interdisciplinary initiative that analyzes, teaches, and communicates broadly about monetary and non-monetary rewards from work. Barrington comes to the ILR School from The Conference Board, a global business membership and research organization. There, she held several positions over the past 10 years, including economist, special assistant to the CEO, research director, and most recently Managing Director of Human Capital. Prior to The Conference Board, Barrington was on the economics faculty at Barnard College of Columbia University. While on faculty at Barnard College, she published several articles on gender economics, poverty measurement and economic history. She has also taught at Columbia’s School of International and Public Affairs (SIPA), the University of Michigan, and the University of Illinois. She earned a Ph.D. in economics from the University of Illinois, and a B.S. in economics from the University of Wisconsin.

Sara Basson

Dr. Sara Basson works at Google as “Accessibility Evangelist,” with the goal of making the experience of Googlers more accessible and usable, through enhancements to technologies and education and advocacy around accessibility. In previous roles, she worked at IBM Research on the Education Transformation initiative, to achieve better academic outcomes using personalized learning and analytics. In 2011, she completed an international assignment at IBM Research-India, where she was working on strategy, business, and user interface design issues for Spoken Web, a tool that created internet-like access for developing regions, using mobile phones and speech recognition. She has also served as principal investigator from IBM Research to drive improved educational access using speech technologies for university students with disabilities through the Liberated Learning consortium, working with 20 universities worldwide. Sara has more than 50 articles published on topics in speech technology and accessibility in technical journals, as well as a number of pending and issued patents. She was granted the title of Master Inventor in IBM Research in 2011.

Dr. Basson holds an M.B.A. in Management/Marketing from Stern School of Business, New York University, and a Ph.D. in Speech, Hearing, and Language Sciences from The Graduate Center of the City University of New York. She also holds an Honorary Doctorate degree from Saint Mary’s University in Halifax, Nova Scotia.
Robin Boggs

Robin Boggs is the US Corporate Citizenship Lead for Accenture. Accenture is a leading global professional services company, providing a broad range of services and solutions in strategy, consulting, digital, technology and operations. With approximately 425,000 people serving clients in more than 120 countries, Accenture drives innovation to improve the way the world works and lives. As an employer, Accenture strives to ensure an inclusive, barrier-free work environment that supports people with disabilities across the globe. The company is committed to providing reasonable accommodations to employees with disabilities through technology and workplace-related adjustments, such as adapting a person’s workspace and providing appropriate technology to fit their needs. In addition, Accenture develops strong partnerships with external organizations, allowing us to expand persons with disabilities sourcing and to advance the careers of our people inside and outside the company. Please see Accenture.com for more information about the company and its commitments to inclusion for persons with disabilities.

In her role, Robin is responsible for outcomes from Skills to Succeed and environmental stewardship initiatives, the company’s strategic areas of focus for Corporate Citizenship. She leads a pro bono and cash giving portfolio and all employee engagement programs for approximately 50,000 US employees in 32 locations. In addition to her Accenture responsibilities, Robin also serves as Secretary of the board of the Association of Corporate Contributions Professionals and is a member of the US Chamber of Commerce Foundation’s Education, Employment and Training Committee.

Prior to her Corporate Citizenship role, Robin spent 13 years leading human performance and customer relationship management projects for Accenture clients in telecommunications and public service. She’s been active many local community initiatives during her Accenture career and spent a year on pro bono projects for the Homeless Prenatal Program in San Francisco and Points of Light in Atlanta. Before joining Accenture, she spent five years in nonprofit sales, business development and program execution. She has a Bachelor of Arts degree in English, History and Drama from Queens University of Charlotte and a Master’s degree in Shakespeare Studies from the University of Birmingham (England), which she earned during a year as a Rotary Foundation Scholar. Outside of work, she serves as a board member of Heartbound Ministries and a volunteer with Happy Tails Pet Therapy in her hometown of Atlanta, Georgia.

Gary A. Bolles

Gary A. Bolles is an internationally-recognized expert on the future of work and the future of learning. His focus is on the strategies for helping individuals, organizations, communities and countries to thrive in the transition to a digital work economy.
As Chair for the Future of Work for Singularity University, he leads the organization’s efforts to empower a global community with the mindset, skillset, and network to create an abundant future of work and learning. In the seismic transition to what Bolles calls the digital work economy, individuals, organizations, communities and countries all need to develop a shared understanding of the dynamics of disruptive change, collaborate on the development of effective strategies, and ensure that all people have access to meaningful work and lifelong learning opportunities.

As co-founder of eParachute.com, he helps job-hunters & career changers, from youth to 50+, with online and in-person programs. Trained as a career counselor at the age of 19, he is an expert on the world’s most effective methods for helping job-hunters and career changers, from “What Color Is Your Parachute?”, the best-selling career book of all time, with 10 million copies in print. Bolles has also authored a series of video courses on the future of work for LinkedIn Learning.

As a partner in the boutique consulting agency Charrette LLC, he helps clients to identify and understand trends affecting their organizations and markets, often through strategic conferences, innovation consulting, strategy design charrettes, and collaborative initiatives.

Ronald J. Brachman

Ron Brachman is the Director of the Jacobs Technion-Cornell Institute at Cornell Tech in New York City and also a Professor of Computer Science at Cornell University. Prior to moving to the Jacobs Institute, he was Chief Scientist of Yahoo and Head of Yahoo Labs. Ron was one of the original leaders who defined and built Yahoo Research in 2005. Prior to that, he was the Director of the Information Processing Technology Office at DARPA. Before that he held various research leadership, management, and research positions at AT&T Labs, AT&T Bell Laboratories, Fairchild/Schlumberger, and BBN. Ron is an internationally known expert in Artificial Intelligence. He has published extensively and is the co-author of a well-known textbook in Knowledge Representation and Reasoning. He holds a B.S.E.E. degree from Princeton University and S.M. and Ph.D. degrees in Applied Mathematics from Harvard University. He is a Fellow of the Association for Computing Machinery, a Fellow of IEEE, and a Founding Fellow of the Association for the Advancement of Artificial Intelligence (AAAI). He has won multiple distinguished service awards, was President of AAAI between 2003 and 2005, and serves on the Board of Directors and as Treasurer of the Computing Research Association. He acts as an advisor to Segovia Technology, a NYC-based startup that provides enterprise technology to help relieve extreme poverty in emerging economies and provide rapid and seamless humanitarian relief through secure, reliable cash transfers.
Alan Brightman

Alan Brightman received a Ph.D. in Education from Harvard University and an Honorary Ph.D. in Science from The University of Massachusetts. Brightman was most recently a Vice President at Yahoo where he created the Accessibility Group in 2006. This group continues to be responsible for ensuring that all of Yahoo!’s Internet products are as accessible as possible to individuals with disabilities. Previously, Brightman was the Founder of Apple Computer’s Worldwide Disability Solutions Group and served as its Director for thirteen years. The work of Brightman’s group at Apple, the first of its kind in the industry, has been widely recognized and honored around the globe. Brightman has served on the Board of Directors of the Starbright Foundation, an international organization chaired by Steven Spielberg that works to create new futures for seriously ill children. In recognition of his work in the field of assistive technology, Brightman was awarded a Lifetime Achievement Award from Boston University.

Susanne M. Bruyère

Susanne M. Bruyère, Ph.D., CRC, is currently Professor of Disability Studies and the Director of the K. Lisa Yang and Hock E. Tan Institute on Employment and Disability at the Cornell University ILR (Industrial and Labor Relations) School, Ithaca, N.Y. Dr. Bruyère has served as the director or co-director of numerous federally-sponsored research, dissemination, and technical assistance efforts focused on employment and disability policy and effective workplace practices for people with disabilities, and served as the Director of Cornell University’s Faculty-Staff Health Program. She is a past president of the Division of Rehabilitation Psychology (22) of the American Psychological Association, the American Rehabilitation Counseling Association, and the National Council on Rehabilitation Education. She holds a doctoral degree in Rehabilitation Counseling Psychology from the University of Wisconsin-Madison, is a Fellow in the American Psychological Association, a member of the National Academy of Social Insurance, and currently serves as an Executive Board Member of the Division of Rehabilitation Psychology (22) American Psychological Association, a past-chair of GLADNET (the Global Applied Disability Research and Information Network on Employment and Training), and a past-chair and current Board Member of CARF (rehabilitation facility accreditation organization).

Kate Caldwell

Kate Caldwell is a Postdoctoral Fellow in Disability and Human Development at the University of Illinois at Chicago in the College of Applied Health Sciences. Dr. Caldwell is a theorist, methodologist, and empirical researcher. She received her Doctorate in disability studies from the University of Illinois at Chicago. Having also received a master’s’ degree from the University of Chicago in interdisciplinary social sciences, she brings this expertise to approaching complex issues where
various fields intersect and facilitating dialogue across disciplines.

Dr. Caldwell works on the Chicagoland Entrepreneurship Education for People with Disabilities (CEED) project which is an interdisciplinary effort to help and support people with disabilities in pursuing entrepreneurship as a pathway to employment. The project, funded by the Coleman Foundation, works to bridge entrepreneurship and disability by developing and implementing evidence-based comprehensive entrepreneurship education and training programs for people with disabilities and service providers working in Disability Community Agencies and Small Business Development Centers (SBDC) in Illinois. This has been accomplished through a dual focused, person-centered approach that combines disability and business knowledge/practices, and targets the needs and barriers specifically experienced by people with disabilities looking to start or grow a business. The project builds upon and complements existing programs for entrepreneurship in both disability and business fields.

Victor Calise

Commissioner Calise has served city government for over a decade and as Commissioner for the Mayor’s Office for People with Disabilities under two administrations. Victor is a deeply motivated leader dedicated to helping others with disabilities.

As Commissioner, he sets disability policy, advises the Mayor and city agencies, creates partnerships and initiatives that better the lives of people with disabilities, advocates for the passage of legislation; and is the chair of the Accessibility Committee of the NYC Building Code. Under his leadership he is working to make New York City the most accessible city in the world in Transportation, Employment, Education and Access to city services and programs.

Prior to leading MOPD, Victor joined the NYC Department of Parks & Recreation as the Americans with Disabilities Act (ADA) Coordinator. The New York City parks system comprises 29,000 acres and mostly historic properties designed and built prior to the NYC accessibility laws and the ADA. He coordinated efforts to improve accessibility compliance agency-wide. This included a transition plan to address accessibility for parks, playgrounds, beaches, recreation and nature centers, routes and trails and a variety of other features which included public programs.

Early in his career he served as Recreation Coordinator for United Spinal Association, eventually rising to Director of Special Projects - lobbying State and Federal government on Spinal Cord Research, Housing, Transportation and Voting Rights. His last position was Director of Sports Marketing where he integrated disabled sport with able bodied sport securing sponsorships with local and national sport franchises including the National Hockey League and Major League Baseball.

Victor is an athlete and proud member of the first USA Paralympic Sled Hockey Team that competed in the 1998 Paralympic Games in Nagano, Japan.

He currently lives on the upper west side of Manhattan with his wife and two children.
Jeff Facteau

Jeff Facteau received his Ph.D. in Industrial and Organizational (I/O) Psychology from the University of Tennessee. He currently is EVP of Science Operations at Logi-Serve where a key focus of his role is on helping clients implement Logi-Serve’s assessments in a technically sound manner that drives key business outcomes. Across his career, Jeff has consulted with organizations to effectively implement assessment solutions that will help them meet their human capital needs. He has directed large scale projects involving the design, implementation and evaluation of assessment solutions across multiple jobs and within multiple industries, such as retail, financial services, manufacturing, and broadcasting. Prior to joining Logi-Serve, Jeff worked for the Corporate Executive Board (CEB), Right Management Consultants and Hogan Assessment Systems, and prior to that he taught in the I/O doctoral programs at Virginia Tech and Auburn University. Jeff has 20+ years of experience in the talent measurement field, has published original research in the Journal of Applied Psychology, Journal of Management, Human Resource Management Review, Human Performance, International Journal of Selection and Assessment, and Leadership Quarterly, and has 25+ presentations at scientific and industry conferences.

Paolo Gaudiano

Paolo Gaudiano is Founder of Aleria and Executive Director of Quantitative Studies of Diversity and Inclusion (QSDI) at the City College of New York. He is also President and CTO of Icosystem Corporation, the applied R&D company from which Aleria was spun out in 2017. Since joining Icosystem in 2001, Paolo has overseen research and software development efforts to solve complex business and technology problems for leading corporations (BP, Intel, NIKE, Eli Lilly, ...), government agencies (US DoD, NASA, French Postal Service, ...) and foundations (Rockefeller, Kellogg, MacArthur, ...). Paolo also holds strategic roles with Infomous and Concentric, two of Icosystem’s spinoffs.

Paolo began his career in academia at Boston University in 1991, where he reached the level of tenured Associate Professor, focusing on computational neuroscience, robotics and machine learning. In 1999 he became Chief Scientist of Artificial Life, a company that applied machine learning to a variety of Internet usage and navigation problems. He maintained a passion for teaching, and was a Sr. Lecturer at Tufts University from 2008 through 2013, and since 2016 he has been an Adjunct in the Economics & Business and Computer Science departments at the City College of New York.

Paolo holds degrees in Applied Mathematics, Aerospace Engineering and Computational Neuroscience. He has authored more than 50 peer-reviewed scientific publications, is a regular contributor to Forbes on “the Complexity of Diversity,” has contributed to numerous other publications including HBR, Wired, MediaPost and VentureBeat. and is a frequent speaker at industry and professional events. During his time at Boston University, he was recipient of a Young Investigator Award from the Office of Naval Research, a Neuroscience Fellowship from the Alfred P. Sloan Foundation, and M.G.F. Fuortes and E.A. & J. Klingenstein Fellowships from the Marine Biological Laboratory in Woods Hole, MA.
Affiliations:

Aleria is developing cloud-based software to help organizations plan, execute and measure the impact of diversity & inclusion initiatives. QSDI performs core research, professional training and education that complement Aleria's software. Together, Aleria and QSDI are revolutionizing the way corporate America thinks about diversity, and what they do about it.

Lori Golden

Lori Golden is Ernst & Young’s Abilities Strategy leader, driving efforts to build an enabling and inclusive work environment for people of all abilities. A frequent speaker on disability employment issues, she serves on the US Department of Labor’s Circle of Champions, the NYC Mayor’s Office People with Disabilities Business Development Council, the NYC Mental Health Alliance, and is Vice Chair of the Board of TransCen, a non-profit helping young people with disabilities transition from school to competitive employment. She has previously served on the Board of Directors of the US Business Leadership Network, the largest employer-led disabilities organization.

In her free time, Lori facilitates a National Alliance on Mental Illness Family Connections training class for family members of people with Borderline Personality Disorder. She is a winner of EY’s Chairman’s Values Award and EY’s Better Begins with You Award for Innovation. She’s been with Ernst & Young 19 years and is a graduate of Harvard University.

David Jones

David Jones is a Workforce Analyst within the Employment and Training Administration focused on strengthening the capacity of one-stop centers to serve individuals with disabilities in finding jobs. Prior to starting this position in October 2015, David served six years as a Vocational Rehabilitation Program Specialist within the Rehabilitation Services Administration of the U.S Department of Education. In that capacity, he was also the National Program Officer for the Protection and Advocacy of Individual Rights (PAIR) and Protection and Advocacy for Assistive Technology (PAAT) programs. During his career, David served on Capitol Hill with the U.S. House Government Reform and Oversight Committee and United Way of America. He also served within the federal Inspector General community for the U.S. Department of Labor, Treasury Inspector General for Tax Administration, and the Corporation for National and Community Service monitoring the AmeriCorps program.
Loren Larsen

Loren Larsen is currently CTO at HireVue and is responsible for guiding HireVue’s product direction through the product management, user experience, and engineering teams. Larsen is an award-winning technology veteran with more than 20 years of engineering and research experience. Prior to joining HireVue, Larsen led the development of innovative mobile device applications and video relay services for the deaf as director of Engineering and Mobile Products at Sorenson Communications. Earlier in his career, he served as Vice President of Engineering at Move Networks – where he was responsible for development of the Move online HD video player, which was deployed to over 50 million users – and as Chief Software Architect at World Wide Packets where he architected carrier-grade ethernet platforms.

Larsen was previously co-founder and board member for Pepun.com, which enables independent filmmakers to market and monetize their films online. He has earned both a master’s degree and a bachelor’s degree in Computer Science at Clemson University and the University of Utah, respectively.

Megan Lawrence

Dr. Megan Lawrence is an accessibility technical evangelist at Microsoft. She is a skilled accessibility professional with over 13 years of experience designing, implementing, analyzing and reporting qualitative and quantitative research that lead to accessibility solutions.

As an Accessibility Evangelist, she builds global relationships among different accessibility communities and key stakeholders. She deeply believes in stakeholder engagement and user research to bring the voice of people with disabilities to the table during the research and development of products and services. We know that accessibility is the foundation to build inclusive experiences that enable everyone to create accessible content, develop inclusive environments at school, work and home, and to be more connected, independent, and productive. People with disabilities can provide us with the critical feedback that we need in order to continue improve the accessibility and usability of our products and services. So start now, check out Microsoft’s user voice forum (https://microsoftaccessibility.uservoice.com/forums/307429-microsoft-accessibility-feedback) and Microsoft’s Twitter feeds such as @MSFITEnable and get support through the Microsoft Disability Answer Desks (https://support.microsoft.com/en-us/accessibility/disability-answer-desk) worldwide.
James Mahoney

James Mahoney is an executive director in Global Technology and head of Autism at Work for JPMorgan Chase. In this role, he oversees the program to identify roles for which people on the autism spectrum would add high value, as well as develop candidate pipelines and ensure best practices for ongoing support. James has been with JPMC 5 years, serving in a variety of technology roles in CCB, most recently as Chief Quality Officer for Mortgage Banking Technology. Prior to joining JPMC, he held various leadership positions in the technology and business sectors.

Diego Mariscal

As the CEO and Chief Disabled Officer of 2Gether-International, Diego Mariscal utilizes communication technology to engage disabled and nondisabled youth into several disability issues ranging from Education and Employment to Police Violence and Sexuality.

As an expert on youth, social media, and social entrepreneurship, Diego has collaborated with the US Department of State, the Inter-American Development Bank, the United Nations and leading technology companies like Blackboard to better engage youth on disability. Diego has been internationally recognized for his work, most noticeably by the Waldzell Institute in Vienna as an Architect of the Future and by the British Council as a Global Change Maker. In 2014, he was also a Youth in International Development and Affairs Fellow for the U.S. International Council on Disabilities. This year Diego was listed as one of the 30 under 30 leaders in social entrepreneurship by Forbes magazine, and invited to the first United Nations World Humanitarian Summit, held in Istanbul.

Born with cerebral palsy in New Orleans but raised in Monterrey, Mexico, Diego also represented Nuevo Leon in the Mexican National Paralympics from 2004-2009.

James McCaffrey

James ‘Jim’ McCaffrey is a veteran television and media executive who previously served as Executive Vice President, Technology, Operations & Strategy and Chief Strategy Officer at Turner Broadcasting System, Inc. (TBS, Inc.) He retired from this position 2014 and since then has been in consulting with and investing in new technology start-up companies through Media Investment Partners LLC., and his own firm, BTL Investments, Inc.

A lifelong philanthropist, Jim currently serves on the Board of Directors of 21st Century Leaders and previously served on the Board of Trustees of the Atlanta Botanical Gardens, Georgia Partnership for
Excellence in Education, and Upper Chattahoochee Riverkeepers. He was also on the Leadership Board of the Duke University Center on Leadership & Ethics. An avid sailor, Jim volunteers with By-the-Lee Adaptive Sailing, an organization his family founded to enable veterans and others with disabilities to sail.

Jim is a guest lecturer at Cornell University in both entrepreneurship and employment disability practices. Jim is a 1981 graduate of the ILR school at Cornell and is a member of the Cornell Alumni Council.

Naitik Mehta

Naitik Mehta is a 21-year old entrepreneur, who is passionate about using technology & design to have social impact. He has won over 25 awards in entrepreneurship, technology & design – including the Grand Prize at Stanford’s largest entrepreneurial competition and the World Youth Summit Award, amongst others. He has also previously worked at Microsoft and Facebook, and has founded 2 startups.

Naitik is currently the CEO & Co-Founder of NextBillion.org – a social enterprise that works with tech companies to provide personal mentorship & employment opportunities to people with disabilities in the technology industry. Most recently, he was recognized as a ‘25 Under 25’ Awardee by Internet Society for his work with NextBillion.org – and for using the Internet to have positive social impact.

Jamell Mitchell

Jamell G. Mitchell serves as the National ASA Tax and Assurance Practice Leader, and the Neurodiversity CoE Operations Leader. His experience relative to market trend analysis and business strategies spans over thirteen years. A leader who adapts to various cultural and personal styles, his contributions creates a culture in which timely feedback and coaching are provided and knowledge gaps are identified all while demonstrating a passion in promoting strategy, service delivery and core values. He has also decreased the administrative tax budget while developing, implementing and monitoring reporting tools for operational performance.

Jamell is responsible for driving awareness, identifying learning opportunities, sourcing and aligning the firm’s Neurodiversity CoE. Jamell has directly managed over 90 team members across the US, developed training procedures, analyzed and reviewed budget reports and implemented best practices. He has an MBA with specific focus on Leadership and Finance from Walden University in Minneapolis and a holds a BS in Criminal Justice Administration/Planning from John Jay College in New York.
Ginger Adams Otis

Ginger Adams Otis is a staff reporter for the New York Daily News. Currently she writes a section called On the Job, a mix of commentary, reporting and in-depth investigations into working America. Focusing on local as well as national stories, On the Job looks to put a spotlight on the struggles and success stories of the American worker, with a special focus on the evolving role of labor organizations in the 21st-century landscape. Ginger is also the author of “Firefight: The Century-Long Battle to Integrate New York’s Bravest,” from St. Martin’s Press, a non-fiction book based on 10 years of reporting that recounts the 150-year struggle to bring women, blacks and Latinos into the city’s Fire Department.

Frida Polli

Frida Polli is an award-winning Harvard + MIT trained neuroscientist turned CEO, and a thought leader on neuroscience and AI. She is the CEO and co-founder of pymetrics, a company using neuroscience and AI to match people to jobs without bias. pymetrics has the world’s largest dataset linking cognitive and emotional traits to careers, which is used to source, select, and develop talent while removing any gender, ethnic, or pedigree-based biases. Frida was a predoctoral fellow at Harvard Medical School, and a postdoctoral fellow at MIT. She was also a Life Science Fellow at Harvard Business School, where she received her MBA. She has been featured on CNN, CNBC, the Wall Street Journal, among other outlets, and she regularly contributes to Forbes.

Alan Richter

Alan Richter is the president of QED Consulting. He has consulted to corporations and organizations for many years in multiple capacities, primarily in the areas of leadership, values, culture and change. He has provided strategic consulting and facilitation and program delivery for varied organizations globally, and has been involved in innovative instructional product development.

Dr. Richter is the creator of The Global Diversity Game© – an award winning training tool, The Global Diversity Survey© – a self-assessment tool which measures how we deal with difference, The Global Leadership Survey© – a leadership style self-assessment tool, co-creator of the Coaching Development Assessment© – a developmental tool for leader coaches and executive coaches, co-creator of The Global Diversity & Inclusion Benchmarks© and The Global Ethics & Integrity Benchmarks© – which helps organizations measure their Diversity and Ethics initiatives respectively against best practices. He also co-produced Global Words for Global Leaders© – an inspirational leadership video, and co-authored Lost in Cyberspace© – a team-decision based tool that explores the nature of global virtual teams.
Patrick Romzek

Patrick Romzek is an accomplished and innovative Executive leader who has achieved worldwide impact in senior roles at Cisco Systems, Siemens Medical Systems, and several not-for-profit corporations. He has extensive experience and proven global results leading sales, strategy, and business development teams that achieved major market impact and drove innovation across the IT industry. Beyond a skilled Technology Executive leader, he is a passionate advocate for children with special needs and people with disabilities that drove innovation and transformative impact on employment for people with disabilities.

Patrick’s most recent business role was the Vice President of Cloud Sales Strategy and Operations worldwide at Cisco Systems where he led Cisco’s cloud sales strategy globally including the incubation and growth of the #1 cloud collaboration solution worldwide. In prior roles Mr. Romzek led worldwide sales go-to-market and market development for Collaboration Solutions at Cisco. Cisco is the worldwide leader in IT that helps companies seize the opportunities of tomorrow by proving that amazing things can happen when you connect the previously unconnected. More information is available at https://newsroom.cisco.com/overview

Mr. Romzek is the innovator, founder, and executive owner for Project LifeChanger, a transformative program driving employment for people with disabilities at Cisco. LifeChanger leverages technology and process change to innovate and accelerate employment, with quantifiable productivity, cost, and brand benefits. LifeChanger has been recognized both within Cisco and in the industry at a global best practice and is espoused as a transformational strategy for employment and education for people with disabilities.

Patrick is a Board of Directors member for the U.S. Business Leadership Network (USBLN); Abilities United; Special Needs Leadership Council, Catholic Archdiocese of Detroit; and is an Executive Committee member for the National Catholic Partnership for Disabilities (NCPD).

He resides in Northville Michigan with his wife, and his special needs son. He holds a Master’s degree in Not for Profit Administration and a Bachelor’s degree in Economics from the University of Michigan.

Marcia Scheiner

Marcia Scheiner is the President and Founder of Integrate Autism Employment Advisors Inc (Integrate), formerly Asperger Syndrome Training & Employment Partnership. Prior to founding Integrate, Ms. Scheiner spent twenty-five years in the financial services industry, most recently as CEO of Centrally Managed Businesses for Zurich Financial Services. She has also held management positions at Chase Manhattan Bank and Canadian Imperial Bank of Commerce. Ms. Scheiner is a graduate of Wellesley College and has an MBA from Columbia University's Graduate School of Business. She is the parent of a young adult son with Asperger Syndrome.

Integrate is a non-profit that works with organizations to help them identify, recruit and retain qualified professionals on the autism spectrum. Integrate helps companies become autism friendly employers of college graduates with autism by providing assessment, education and training, recruiting and ongoing support services to those organizations.
Jennifer Sheehy

Jennifer Sheehy is the Deputy Assistant Secretary, leading the Office of Disability Employment Policy (ODEP), US Department of Labor. The mission of ODEP is to develop policies to increase the number and quality of employment opportunities for youth and adults with disabilities. Prior to her current position, Jennifer spent ten years at the US Department of Education in many roles, including acting Director of the National Institute on Disability and Rehabilitation Research, acting Deputy Commissioner of the Rehabilitation Services Administration and Special Assistant to the Assistant Secretary of Office of Special Education and Rehabilitative Services. Jennifer came to the Department of Education from the Presidential Task Force on Employment of Adults with Disabilities where she was Senior Policy Advisor and served a detail as Associate Director in the White House Domestic Policy Council. Before she joined the task force staff, Jennifer was Vice President of the National Organization on Disability and Director of its CEO Council. She has worked for Marriott, Sheraton, and Anheuser-Busch and has received many civic and leadership honors. Jennifer earned a BA from Cornell University and an MBA from Georgetown University.

Included among the many projects that Jennifer leads is the Partnership on Employment and Accessible Technology (PEAT), which focuses on accessible technology across the entire employment lifecycle, and offers numerous tools and resources to help employers, human resources professionals and technology providers learn about accessibility best practices. PEAT has recently engaged more than fifty companies and associations in broad dialogues on a range of accessibility issues, including developing apprenticeship programs for people with disabilities in tech companies.

Jim Sinocchi

As Head of the Office of Disability Inclusion at JPMorgan Chase & Co., Jim works closely with senior leaders across the firm to establish consistent standards and processes to better support employees with disabilities. The office also supports employees who care for disabled family members.

Jim joins JPMorgan Chase & Co. from IBM where he led global workforce communications. This included working across multiple internal and external channels to create awareness and understanding of IBM’s Human Resources and Diversity programs, policies and initiatives.

Jim is keenly aware of the issues and challenges facing people with disabilities as he sustained a spinal cord injury early in his business career. He has been active in creating awareness and understanding of disability inclusion through his blog, View from the Chair. He has served on the boards of Jawonio, an organization focused on the well-being and equality of people with disabilities, and the Human Rights Commission in Rockland County, NY. He is also a member of the Viscardi Center Board of Directors -- a special education school in NY for severely disabled students.

Jim previously served as the Corporate Communications Director for IBM’s Workforce Communications
organization in Armonk, New York. His role was to ensure IBM’s HR programs complemented IBM’s image as a technology leader and employer of choice. He was also responsible for creating messages and materials that described IBM’s HR efforts around the world in venues that included media relations, internal communications and events. In addition, he served as lead co-chair executive for the IBMer’s with Disabilities Global Council.

Jim received a Masters in Public Administration from New York University and a BA of Arts from Colgate University.

Dale Stephens

Dale Stephens works on partnerships at ROIKOI, an online diversity tool that builds a private database of diverse talent for clients - including Atlassian, Philip Morris, Expedia/HomeAway and more.

Dale speaks about the future of work and education to audiences worldwide from TED to the New York Times (more than 250 events and counting!) In 2011, he was one of the first Thiel Fellows, and in 2013 Forbes named me a 30 Under 30 in Education and Penguin published my book, “Hacking Your Education”.

Previously, he founded Uncollege.org, grew the organization to $2M in lifetime revenue, and hired an awesome management team to continue growing the business. As a sole founder, Dale has deep experience with business and corporate development, strategy, marketing, product development, sales, fundraising, and recruiting. Today, the company operates under the Gab Global brand and he continues to be an active board member.

José Velasco

José Velasco is the head of the Autism of Work Program at SAP. Mr. Velasco has 28 years of experience in the IT industry: 10 in product management, product marketing and product strategy functions, 15 in the experience of implementing IT business solutions in roles ranging from developer to consultant to director of application development. SAP initiated it’s Autism at Work program in 2013 and it is a business transformation program that leverages the unique skills and abilities of people with ASD.

In line with SAP’s Vision to improve people’s lives and make the run world better, SAP has teamed up with Government and non-Profit Organizations, advocacy groups, NGOs, enterprises and universities to adapt the oftentimes difficult processes to gain employment opportunities by people with autism.

SAP’s Autism at Work program is currently implemented in 9 countries and 17 locations. In 2017, the program will extend to China and Mexico.
Mary V.L. Wright is Jobs for the Future’s Director of Employer Alliances. Ms. Wright gears her work toward increasing the prominence of employability skills: she helps provide education and training that foster the skills preferred by employers, ultimately contributing to the learner’s long-term success. Ms. Wright has many years of experience connecting the public and private sectors in municipal finance, government affairs, and workforce development. Prior to joining JFF, she served as director at The Conference Board in New York City, driving its work in workforce readiness, business, and education partnerships. She also focused on improving the employment outcomes for people with disabilities through research and convenings. Ms. Wright co-authored or acted as project director on several key reports regarding workforce readiness skills, including Are They Really Read to Work? and The Ill-Prepared Workforce. Her nonprofit board experience includes work with organizations that support educational opportunities for underrepresented youth, housing options for low-income families, and the arts. Ms. Wright received a master of business administration in public/nonprofit management from Columbia University and a bachelor of arts in urban affairs from Connecticut College.
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