#DisabilityAdvantage

GLOBAL CONFERENCE & EXPO

JULY 13TH – 16TH, 2020
RITZ CARLTON & JW MARRIOTT
ORLANDO, FLORIDA
The Corporate Disability Inclusion Event of the Year

Join IN on the movement where corporate industry leaders gather to share best practices on disability inclusion and help develop a thriving global economy for all.

- Engage with industry peers, experts, and companies to learn about the disability advantage and how they’re benefiting from disability inclusion.
- Source a diverse group of talent through our NextGen Leaders program featuring highly-skilled college students with disabilities.
- Meet and discuss opportunities with disability-owned business enterprises (DOBEs), including disabled veteran-owned and service-disabled veteran-owned.
- Celebrate leaders in disability inclusion at the Inclusion Awards and top-scoring companies of the Disability Equality Index as the “Best Places to Work for Disability Inclusion”
- Connect with Disability:IN Affiliates and learn how to engage locally.

JOIN IN: THE INCLUSION COMMUNITY

John @Pulaski
Immensely proud to join TD Bank colleagues across North America tonight in receiving top honors in the DEI Index for the 5th consecutive year — the corporate benchmark for disability inclusion in the workplace. #INForInclusion #TheReadyCommitment

Ben Hasan @BenSthahsan
You’ve got a great one here @jennyjayfluffy! Congrats @BryanBlomer on the 2019 @DisabilityIN NextGen Alumni of the Year award! 🎉Go! Great meeting you & keep up the amazing work! INForInclusion twitter.com/jennyjayfluffy...

Jenny Lay-Flurrie @jennyjayfluffy
"Microsoft has not given me a job. Microsoft has given me a career." Incredible acceptance speech from @BryanBlomer who receives @DisabilityIN Alumni award on stage from @BenHasan, Chief D&I Officer @Walmart. We are so proud of you Bryn!’ Patient

Leslie Dawson @Ladylaw33
Listening to Microsoft’s Chief Accessibility Officer and Amazon’s Director of Accessibility talk about advances in technology. This is Amazing! Corporate America is owning Disability:IN the workplace! Accessibility Out of the Box #INForInclusion #DisabilityIN

Rach @Rach, Veltec
Had the opportunity to attend the @DisabilityIN Annual Conference as a NextGen Leader... A life-changing experience! #INForInclusion

Chris Caposela @chriscaposela
Honored and humbled by @DisabilityIN’s recognition of #Microsoft. Taking this moment to celebrate the passionate gamers who help us drive innovation and show us the power of inclusion. #INforInclusion linkedin.com/pulse/when-eve...

sundayparker @sundaysalesbar
Abilityforce leaders and @salesforce are #INForInclusion and we a11y! 🙌🏼 (gif: Four women smiling wearing I CLOUD a11y)
What to Expect

2,000+ ATTENDEES

80 EDUCATIONAL SESSIONS

20+ COUNTRIES REPRESENTED

3 YEARS SOLD OUT

7 TRACKS: WORKPLACE | SUPPLY CHAIN | TECHNOLOGY
ERG/BRG | GLOBAL | NEXTGEN | MARKETPLACE
SUNDAY, JULY 12TH: PRE-CONFERENCE

NextGen Leaders Program *

MONDAY, JULY 13TH: PRE-CONFERENCE

7:30 AM – 5:00 PM
Registration Desk Open

8:00 AM – 4:30 PM
NextGen Leaders Interview & Networking Center

8:00 AM – 6:00 PM
Inclusion Works Meeting†

8:30 AM – 10:30 AM
Circle Members Meeting†

8:30 AM – 3:30 PM
Affiliate Leadership Summit†

9:00 AM – 11:00 AM
Disability:IN National Certification Committee†

9:30 AM – 11:00 AM
Disability:IN Accessibility Leadership Committee Meeting†

12:00 PM – 1:30 PM
Disability:IN Affiliate & ERG/BRG Leadership Committee Networking Lunch†

12:00 PM – 2:00 PM
Procurement Council Meeting & Luncheon†

12:45 PM – 2:15 PM
Global Roundtable Meeting & Luncheon†

12:45 PM – 2:45 PM
DEI Advisory Committee Meeting & Luncheon†

1:00 PM – 4:00 PM
Job Accommodations Network (JAN) Academy **

3:00 PM – 5:00 PM
Disability:IN ERG/BRG Leadership Committee Meeting†

4:30 PM – 6:00 PM
Supplier Diversity Mentoring Mixer†

4:30 PM – 6:30 PM
NextGen Leaders Matchmaking Session I **

6:30 PM – 8:30 PM
Conference Kick-Off: Veterans Community Service Project & Opening Reception

TUESDAY, JULY 14TH:

6:30 AM – 7:15 AM
Sunrise Yoga

7:00 AM – 7:45 AM
Continental Breakfast

7:30 AM – 5:00 PM
Registration Desk Open

8:00 AM – 9:30 AM
Opening Plenary: #DisabilityAdvantage

9:30 AM – 4:30 PM
NextGen Leaders Interview & Networking Center

9:45 AM – 11:00 AM
Breakout Sessions

11:00 AM – 11:20 AM
Snack Break

11:20 AM – 12:50 PM
Technology Plenary

12:50 PM – 2:00 PM
Networking Lunch

2:00 PM – 3:15 PM
Breakout Sessions

3:30 PM – 5:00 PM
Supply Chain Plenary: DOBE Pitch Competition

5:00 PM – 6:30 PM
NextGen Leaders Matchmaking Session II **

5:15 PM – 6:30 PM
Supplier Diversity & Affiliate Networking Reception

6:30 PM – 8:00 PM
Expo Opening Reception

WEDNESDAY, JULY 15TH:

6:30 AM – 7:30 AM
Sunrise Jog

7:00 AM – 8:15 AM
Continental Breakfast

7:30 AM – 5:00 PM
Registration Desk Open

8:30 AM – 10:00 AM
NextGen Plenary

10:00 AM – 12:30 PM
Business Exchange Matchmaker Meetings **

10:00 AM – 2:00 PM
Engagement Expo Open

10:00 AM – 6:00 PM
NextGen Leaders Interview & Networking Center

12:00 PM – 2:00 PM
Networking Expo Lunch

2:15 PM – 3:30 PM
Breakout Sessions

3:45 PM – 5:00 PM
Breakout Sessions

5:45 PM – 6:45 PM
Disability Equality Index (DEI) Top-Scorer Reception†

7:00 PM – 9:30 PM
Inclusion Awards Dinner

THURSDAY, JULY 16TH:

7:30 AM – 11:00 AM
Registration Desk Open

7:30 AM – 8:45 AM
Continental Breakfast

9:00 AM – 10:15 AM
Roundtable Sessions

10:30 AM – 12:00 PM
Closing Plenary: Intersectionality

* Only open to NextGen Leaders & corporate hosts of the session
† Private session
** Separate registration required
Meet the 2020 NextGen Leaders

SOCIAL DEMOGRAPHICS

- 59% PEOPLE OF COLOR
- 47% WOMEN
- 20% LGBTQ

CONCENTRATION

- 60% STEM
- 16% BUSINESS
- 10% FINANCE
- 14% OTHER

EDUCATION LEVEL

- Seniors and Recent Graduates: 44%
- Graduate Students: 17%
- Junior: 19%
- Freshman/Sophomore: 20%

Want IN? To learn more...
Visit DisabilityIN.org/NextGen
Email Mackenzie Ward: Mackenzie@DisabilityIN.org
A Look Back: 2019 Conference

GLOBAL REACH

Afghanistan  Australia  Bangladesh  Canada  Congo Democratic Republic
Costa Rica  Ethiopia  Gambia  Ghana  Hong Kong
Hungary  India  Italy  Spain  United Kingdom

Kodi Lee, America’s Got Talent winner, performs at the 2019 Conference.
LARGEST CORPORATE DELEGATIONS

BANK OF AMERICA  BOEING  LOCKHEED MARTIN  NORTHROP GRUMMAN

TOP PARTICIPATING INDUSTRIES

<table>
<thead>
<tr>
<th>Industry</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Financial Services</td>
<td>22.5%</td>
</tr>
<tr>
<td>Technology</td>
<td>13%</td>
</tr>
<tr>
<td>Healthcare</td>
<td>11%</td>
</tr>
<tr>
<td>Insurance</td>
<td>10%</td>
</tr>
<tr>
<td>Energy and Utilities</td>
<td>7.5%</td>
</tr>
<tr>
<td>Pharmaceuticals</td>
<td>7.5%</td>
</tr>
<tr>
<td>Professional Services</td>
<td>7.5%</td>
</tr>
<tr>
<td>Manufacturing</td>
<td>6%</td>
</tr>
<tr>
<td>Aerospace and Defense</td>
<td>5%</td>
</tr>
<tr>
<td>Consumer Products</td>
<td>5%</td>
</tr>
<tr>
<td>Media</td>
<td>5%</td>
</tr>
</tbody>
</table>

NOTABLE SPEAKERS

Catherine P. Bessant  
Chief Operations and Technology Officer  
Bank of America

Carlos Cubia  
Global Vice President and Chief Diversity Officer  
Walgreens Boots Alliance

Amy Fuller  
Chief Marketing & Communications Officer  
Accenture

Regina Heyward  
Senior Vice President and Head of Supplier Diversity  
Wells Fargo

Ted Kennedy, Jr.  
Board Chair  
American Association of People with Disabilities

Jenny Lay-Flurrie  
Chief Accessibility Officer  
Microsoft

Kodi Lee  
Musician and America’s Got Talent Winner

Marne Levine  
V.P. of Global Partnerships, Business & Corporate Development  
Facebook

Rodney Martin  
Chairman & Chief Executive Officer  
Voya Financial

Jeannette Ramos  
SVP, Manufacturing, Supply Chain & Operations  
Boeing

Discover full conference details at Conference.DisabilityIN.org | 6
BUILDING THE TALENT PIPELINE: NEXTGEN LEADERS

**Morgan D.**

Since starting her collegiate journey with Davidson College, Morgan has interned with Information Technology Industry Council (ITI) and PricewaterhouseCoopers. “A skill of mine is looking at a problem and being creative on how I solve it and methodical on how to break it down. That has come from navigating the world in a wheelchair. This is an asset to me in the workplace.”

**Meenakshi D.**

Currently serving as NextGen Council Secretary, Meena studied Computer Science at Mississippi State University and is currently a Graduate Research Assistant at Auburn University. With a growing passion for Accessibility since attending a conference at University of Washington, Meena has since interned with Qualcomm and Microsoft.

**Linda Z.**

Hired by Pfizer in 2019, this NextGen alum has joined the team of one of our Inclusion Works companies: Pfizer. “It’s going really well at Pfizer! The culture here is great and I feel this is where I belong. I was able to use my connection with Disability:IN to strengthen our outreach efforts in the disability community. I also joined Pfizer’s employee resource group for colleagues with disabilities.”
2019 INCLUSION AWARD WINNERS

The 2019 Disability:IN Inclusion Award winners are recognized as visionary brands and individuals that are advancing disability inclusion around the globe.

JOHN D. KEMP LEADERSHIP AWARD:
Russell Shaffer
Director, Culture Diversity & Inclusion, Walmart
The John D. Kemp Inclusion Award recognizes an individual who has developed or influenced the development of significant company disability employment programs and/or services that resulted in measurable, tangible and positive outcomes that dramatically improved disability employment opportunities.

AFFILIATE OF THE YEAR:
Disability:IN Connecticut
Award accepted by Sharon Denson, Executive Director of Disability:IN Connecticut
The Affiliate of the Year honors a Disability:IN Affiliate that has demonstrated exemplary efforts in promoting the vision, mission and spirit of Disability:IN. This Affiliate helps their territory understand, utilize, and benefit from the valuable resources that people with disabilities present in the workplace, supply chain and marketplace.

SUPPLIER DIVERSITY ADVOCATE OF THE YEAR:
Michael K. Robinson
Program Director, Global Supplier Diversity, IBM
The Supplier Diversity Advocate of the Year recognizes a procurement champion who has demonstrated outstanding commitment to the utilization and growth of disability-owned businesses. Robinson has also provided exceptional support for certified Disability-Owned Business Enterprises- DOBE®, Veteran-Disability Owned Business Enterprises (V-DOBE®) and Service-Disabled Veteran Disability-Owned Business Enterprises (SDV-DOBE®).

ERG/BRG EXECUTIVE SPONSOR OF THE YEAR:
Don Watson
Vice President, Global Workplace and Enterprise Services, Merck
The ERG/BRG Executive Sponsor of the Year Award recognizes an Executive Sponsor of a company’s disability ERG/BRG who has had a measurable impact on disability inclusion at the company and champions disability inclusion across the enterprise.

ERG/BRG OF THE YEAR:
Wells Fargo
Award accepted by Patrick T. Stone, VP, Human Resources Consulting Partner
The Employee/Business Resource Group of the Year recognizes a corporate employee resource group (ERG) or business resource group (BRG) as having exemplary programming and practices for its employee group that provides business value to the company and professional growth for its members.

GLOBAL EMPLOYER OF THE YEAR:
Bank of America
Award accepted by Wil Lewis, Diversity & Inclusion Executive
The Global Employer of the Year recognizes a corporation that is leading disability inclusion efforts within the United States and beyond. This corporation leverages existing tools to advance disability inclusion and aids in developing new tools for future corporations to use.

EMPLOYER OF THE YEAR:
PNC Financial Services Group, Inc.
Award accepted by Vicki Henn, Chief Human Resources Officer
The Employer of the Year recognizes exemplary policies, strategies and initiatives that have resulted in measurable results in the areas of disability inclusiveness in the workplace, marketplace and supply chain.

MARKETPLACE INNOVATOR OF THE YEAR, ADVERTISING & MARKETING CATEGORY:
Microsoft
Award accepted by Chris Capossela, Chief Marketing Officer and Executive Vice President, Marketing and Consumer Business
The Marketplace Innovator of the Year, Advertising & Marketing Category recognizes a visionary corporation for an advertising or marketing strategy that highlights people with disabilities.

MARKETPLACE INNOVATOR OF THE YEAR, PRODUCT CATEGORY:
Amazon
Award accepted by Peter Korn, Director, Accessibility, Amazon Lab126
The Marketplace Innovator of the Year, Product Category recognizes an innovative product(s) that is inclusively designed, to be used for people of all abilities.

TOP CORPORATION FOR DISABILITY-OWNED BUSINESSES:
Bristol-Myers Squibb
Award accepted by Ann M. Powell, Chief Human Resources Officer
The Top Corporation for Disability-Owned Business recognizes a corporation that has demonstrated outstanding inclusion of Disability:IN certified disability-owned businesses (including businesses owned by service-disabled veterans), and demonstrated commitment to disability business inclusion in their supply chain processes and corporate supplier diversity programs.

SUPPLIER OF THE YEAR:
Strong Tower Consulting
Award accepted by Floret Khosa, Strong Tower Consulting Partner
The Supplier of the Year recognizes a certified Disability-Owned Business Enterprises- DOBE®, Veteran-Disability Owned Business Enterprises (V-DOBE®) or a Service-Disabled Veteran Disability-Owned Business Enterprises (SDV-DOBE®) supplier that has provided excellent service and serves as a role model for disability business inclusion in the supply chain.

NEXTGEN ALUM OF THE YEAR:
Bryan Stromer
Product Marketing Manager, Microsoft and Disability:IN NextGen Leader ’17
The NextGen Alum of the Year recognizes an alumnus who has gone above and beyond after participating in Disability:IN’s NextGen Leader Initiatives. This alumnus has not only demonstrated corporate leadership, but has also paid the way forward for future NextGen Leaders.

Discover full conference details at Conference.DisabilityIN.org | 8
THE 2019 BEST PLACES TO WORK FOR DISABILITY INCLUSION

The American Association of People with Disabilities and Disability:IN are honored to recognize the following companies that scored 100% on the 2019 DEI. The DEI was completed by 180 companies in 2019.


Want IN? To learn more... Visit DisabilityEqualityIndex.org Email Becky Kekula: Becky@DisabilityIN.org
THANK YOU TO OUR 2019 PARTNERS

PRESENTING PARTNERS

Accenture
Bank of America
Barnes & Thornburg LLP
Boston Scientific
Bristol-Myers Squibb
Capital One
Lockheed Martin

INFLUENCERS

Microsoft
Southwest

Merck
Northrop Grumman Corporation
Prudential
Voya Financial

INFLUENCERS

Presenting Partners

Accenture
Bank of America
Barnes & Thornburg LLP
Boston Scientific
Bristol-Myers Squibb
Capital One
Lockheed Martin

THOUGHT LEADERS

Lowes Companies
Marriott International
McKesson
Meijer
MetLife
Mitsubishi Electric America Foundation and The HSC Foundation
Pfizer

THOUGHT LEADERS

WASHINGTON

Panasonic

THOUGHT LEADERS

PNC Financial Services, Inc.
TD Bank
T-Mobile
United Airlines
UPS
Vispero
The Walt Disney Company

THOUGHT LEADERS

COLLABORATORS

AARP
Air
Anthem
AQR
Bloomberg L.P.
Booz Allen Hamilton
Cargill
Caterpillar
Comcast NBC Universal
Deloitte
The Coca-Cola Company
Ernst & Young (EY)
General Motors
Getting Hired
Hewlett Packard Enterprise
Highmark Health
IBM
Ingersoll Rand
Johnson & Johnson
KPMG
McDonald’s
MGM Resorts International
PwC

COLLABORATORS

Rangam
Royal Caribbean Cruises LTD.
Sanofi
The TJX Companies, Inc.
UnitedHealth Group
United Technologies Corporation (UTC)
USAA
Verizon

COLLABORATORS

CONNECTORS

Aetna
AIG
Allstate
American Water
Amgen
Aramark
AXA
BASF Corporation
Baxter Healthcare Corporation
Bayer
Becton Dickinson
Best Buy
Boehringer Ingelheim
Brown Forman
Caesars Entertainment
Centene Corporation
Charter Communications
Choice Hotels
Cigna
Citrix
Colgate Palmolive Company
Delta
Dominion Energy
Dun & Bradstreet
DXC Technology
ESPN
eSSENTIAL Accessibility
Fannie Mae
Federal Home Loan Bank of Chicago
Federal Home Loan Bank of Indianapolis
Fidelity Investments
First Data Corporation
Florida Blue
Ford Motor Company
Genentech
Goldman Sachs
HEB
Healthcare Service Corporation
Hess Corporation
Humana
Huntington Bancshares
Indeed
Innovage
InQuest Consulting
JLL
Lincoln National Corporation
L’Oreal
Mass Mutual
Medtronic
Nielsen
Northwest Farm Credit Services
Novartis
Oracle
Pitney Bowes
PPL Corporation
Procter & Gamble
Q&A Events
Raytheon

CONNECTORS

SAP
Shell
Sodexo
Southern California Edison
Spaulding Rehabilitation Network
Sprint
Starbucks
State Street Corporation
Takeda Pharmaceuticals
The Hartford
TIAA
Toyota
Travelers
United States Tennis Association (USTA)
US Bank
US Cellular
VF Corporation
Viacom
VW
Walt Disney Parks & Resorts
ZVRS/Purple Communications

#DisabilityAdvantage

Discover full conference details at Conference.DisabilityIN.org
Join IN at Conference.DisabilityIN.org

For more information and partnership inquiries, contact Liz Taub, Executive Vice President, Programs at Liz@DisabilityIN.org