



2024 DISABILITY INCLUSION OPPORTUNITY SUMMIT

THURSDAY, OCTOBER 24th, 8:00 AM – 3:30 PM

Blue Cross and Blue Shield of Illinois - 300 E. Randolph, 30TH Floor, Chicago 60601

8:00 – 8:30 AM REGISTRATION/CONTINENTAL BREAKFAST

30th Floor, Event Room

8:30 – 8:45 AM WELCOME

30th Floor, Event Room

Scott Hoesman, CEO, inQUEST Consulting - [\(20\) Scott Hoesman |](tel:(20) Scott Hoesman)
[LinkedIn](#)

Tricia Myers, Senior Director Diversity Equity & Inclusion, RGP & Chair,
Disability:IN Chicagoland Advisory Board - [\(22\) Tricia Myers, SPHR |](tel:(22) Tricia Myers, SPHR)
[LinkedIn](#)

Nancy Wohlhart, President Medicaid, Health Care Service Corporation -
 [\(22\) Nancy Wohlhart |](tel:(22) Nancy Wohlhart) [LinkedIn](#)

Laura Wilhelm, Executive Director, Disability:IN Chicagoland - [\(22\) Laura](tel:(22) Laura Wilhelm)
[Wilhelm |](#) [LinkedIn](#)

8:45 – 9:45 AM OPENING PLENARY
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30th Floor, Event Room

Integrating Disability Inclusion Across the Enterprise: A Leadership Perspective

It is imperative that senior leaders are involved in shaping and championing initiatives designed to grow and advance disability inclusion. This session will feature a panel discussion on designing and implementing strategies to increase accessibility and inclusion throughout a large organization. Senior leaders, in different corporate roles, will talk about how they are integrating disability inclusion across their business, including methods for tying inclusion into the performance objectives to maximize adoption and impact. Data from Disability:IN's corporate benchmarking tool, the Disability Equality Index (DEI), will be included to highlight both trends and opportunities for progress.

Moderator:

Jill Houghton, President and CEO, Disability:IN - [\(18\) Jill Houghton |](tel:(18) Jill Houghton)
[LinkedIn](#)

Panelists:

Stephen Cornejo Garcia, Global Head of Diversity Equity & Inclusion, UL Solutions - ([18](#)) [Stephen R. Cornejo Garcia, CEC](#) | [LinkedIn](#)

Wayne McRae, Executive Director, CAI Neurodiverse Solutions - ([18](#)) [Wayne McRae](#) | [LinkedIn](#)

Lilla Turner, Director, Center for Diversity, Equity & Inclusion; Health Care Service Corporation - ([18](#)) [Lilla Turner, CDP](#) | [LinkedIn](#)

9:45 – 10:15 AM BREAK

10:15 – 11:15 AM BREAKOUT SESSIONS – MORNING
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Please select one of six sessions below.

28th Floor, Room 106 **Digital Accessibility - From a Grassroots Passion Project to Enterprise Capability**

Digital accessibility programs often begin with passionate individuals creating a case for their organization to formally address digital accessibility. Those that succeed, are then tasked with translating their passion into a capability that can grow as an integral part of their organization. This session will use personal experience to highlight three critical paths in navigating this transition: policy, metrics, and capability-based planning.

Speaker:

Greg Gulledge, Digital Accessibility Program Manager, Health Care Service Corporation - ([18](#)) [Greg Gulledge, CPACC](#) | [LinkedIn](#)

28th Floor, Room 107 **Full Picture: Exploring Self-ID and Disclosure Through Storytelling**

This session addresses the challenges and opportunities surrounding disability self-identification and disclosure in the workplace. Utilizing the powerful 12-minute documentary “Full Picture,” which features Santana Muha, a woman in a wheelchair who explores the impact of self-identifying as a disabled person, we will create an engaging and thought-provoking discussion. The documentary highlights the nuances and personal experiences of disability disclosure, especially in a virtual environment where the choice to disclose is more pronounced.

Facilitator:

Nassim Abdi, CEO, Storybolt - ([18](#)) [Nassim Abdi, Ph.D.](#) | [LinkedIn](#)

Moderator:

Heather Winandy, Director of Operations, Storybolt - [\(18\) Heather Winandy | LinkedIn](#)

Panelists:

Santina Muha, Producer, Storyteller - [Santina Muha - IMDb](#)

Tricia Myers, Senior Director Diversity Equity & Inclusion, RGP - [\(18\) Tricia Myers, SPHR | LinkedIn](#)

Brenda Pino, Vice President, Physical Channels, Operations, BMO - [\(18\) Brenda Pino | LinkedIn](#)

28th Floor, Room 108 **Workplace Well-being: Data Driven Solutions for Positive Change**

Employee happiness is now acknowledged as a fundamental driver of business success, and this means all employees. Numerous studies and real-world practices affirm that organizations with happy employees not only survive but thrive. This session discusses the results and implications of a case study and provides actionable insights on how mood and emotional needs show up in the workplace and how supporting employees' specific needs leads to happier individuals and promotes positive business outcomes. Additionally, this discussion will include considerations when engaging with members of the disability community with emphasis on the Deaf and hard of hearing.

Speakers:

Corey Axelrod, Founder & CEO 2axend - [\(18\) Corey Axelrod | LinkedIn](#)

Rico Ricketson, Founder & CEO, MH3 - [\(18\) Rico R. | LinkedIn](#)

Dr. Sunitha Chandy Psy.D., Chief Mental Health Officer, MH3 - [\(18\) Sunitha Chandy Psy.D. | LinkedIn](#)

28th Floor, Room 109 **Job Accommodations, Disclosing a Disability & Requesting Reasonable Accommodations**

This session will share results from two surveys, one to people with physical disabilities and one to U.S. employers. Information was collected on 28 job accommodations from employees with disabilities and employers. Information was also obtained on employer policies and procedures regarding reasonable accommodations. The conversation will focus on findings from these national surveys including job accommodations data and related employer policies and procedures. Strategies for disclosing a disability and requesting a reasonable accommodation will also be discussed.

Speakers:

Deborah Crown, MS, CRC, LCPC, Research Operations Manager, Center for Rehabilitation Outcomes Research, Shirley Ryan AbilityLab - [\(19\) Deborah Crown | LinkedIn](#)

Emily Dinelli, PhD Candidate, Research Assistant, Shirley Ryan AbilityLab - [\(19\) Emily Dinelli, L/CPO | LinkedIn](#)

Allen Heinemann, PhD, Director, Center for Rehabilitation Outcomes Research and Professor, Physical Medicine and Rehabilitation, Northwestern University, Shirley Ryan AbilityLab - [\(19\) Allen Heinemann | LinkedIn](#)

30th Floor, East Wing

Mental Health in the Workplace

As business leaders, our roles extend beyond bottom lines to helping ensure our teams can thrive in a workplace environment of equity and respect. This session will share insight about health equity, including the #HealthEquity in the Workforce employer resource guide, developed by AHA in collaboration with SHRM Foundation, and the Deloitte Health Equity Institute. Participants will learn how this guide can equip you with the steps to help advance health equity at work.

Speakers:

Dr. Jay Bhatt, Managing Director, Deloitte LLC and Executive Director of the Deloitte Center for Health Solutions and the Deloitte Health Equity Institute - [\(20\) Jay Bhatt | LinkedIn](#)

Christina Schendel, Leader of Clinical Psychology, Integrated Mental Health Services, Deloitte - [\(20\) Christina Schendel, Ph.D. | LinkedIn](#)

30th Floor, West Wing

Unlocking Innovation: The Power of Cognitive Diversity

In a world where innovation is a key to staying competitive, leveraging the full spectrum of cognitive diversity is no longer optional, it's a strategic imperative. Drawing insights from Deloitte's Innovation + Center for Integrated Research Report, this panel explores how neuroinclusivity transcends the traditional talent initiatives to play a critical role in driving sustained innovation. Join us for an in-depth conversation about the unique strengths that neurodiverse individuals bring to the table, the organizational strategies that unlock this potential, and how companies can transform their management practices to foster a culture where diverse thinking leads to groundbreaking solutions. This discussion will challenge leaders to rethink neurodiversity as a core part of their business strategy and as a key driver of future growth.

Moderator:

Andrea Beirne, Partner, KPMG - ([20](#)) [Andrea Pipitone Beirne | LinkedIn](#)

Panelists:

Dave Friedman, CEO, Autonomy Works - ([20](#)) [Dave Friedman | LinkedIn](#)

Deborah Golden, Deloitte US Chief Innovation Officer - ([20](#)) [Deborah Golden | LinkedIn](#)

11:15 – 11:30 AM

BREAK

11:30 – 12:45 PM

LUNCHEON PLENARY

30th Floor, Event Room

Remarks:

Karen Tamley, President and CEO, Access Living - ([20](#)) [Karen Tamley | LinkedIn](#)

Remarks:

Rachel Arfa, Commissioner, City of Chicago Mayor’s Office for People with Disabilities - ([20](#)) [Rachel Arfa | LinkedIn](#)

Navigating the Future of Disability Employee/Business Resource Groups (E/BRGs)

Disability Employee/Business Resource Groups (E/BRGs) have become an integral part of corporate inclusion and accessibility strategies with 93% of participants in the 2024 Disability Equality Index (DEI) indicating that they have a disability E/BRG. Around the globe, disability E/BRGs are advocating for tools that enhance productivity, helping their companies create accessible products and services, and fostering inclusive corporate cultures. This panel will feature E/BRG leaders exploring how their companies are growing and strengthening their workplaces through the efforts of their disability-focused E/BRGs. It will also discuss the challenges facing disability E/BRGs as a result of recent push back on diversity equity and inclusion efforts.

Moderator:

Scott Hoesman, CEO, inQUEST Consulting - ([20](#)) [Scott Hoesman | LinkedIn](#)

Panelists:

David Hutchins, Vice President of Strategic Programs & Executive Sponsor ABLE (Alliance for Business Leading Equality) BRG, CDW - ([20](#)) [David Hutchins | LinkedIn](#)

Ron Mallicoat , Executive Vice President, and Group Managing Director, Wealth Management | Executive Sponsor Abilities Business Resource Council - Northern Trust - [\(20\) Ron Mallicoat, CPWA® | LinkedIn](#)

Olivia Schiller, Employee Relations Specialist, Chair Disability Alliance BRG, Walgreens - [\(20\) Olivia Schiller, SHRM-CP | LinkedIn](#)

Shannon Wallace, Manager, Corporate Brand & Vice Chair of Communications for ABLE (Abilities Beyond Limits and Expectations) Allstate - [\(21\) Shannon Wallace | LinkedIn](#)

12:45 – 1:15 PM **BREAK**

1:15 – 2:15 PM	BREAKOUT SESSIONS – AFTERNOON
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Speaker:

Greg Gulledge, Digital Accessibility Program Manager, Health Care Service Corporation - [\(18\) Greg Gulledge, CPAAC | LinkedIn](#)

28th Floor, Room 107 **Recruiting & Building an Accessible Workplace**

This session will focus on leading practices for recruiting and retaining people with disabilities. Facilitators will share insights about reducing bias in the interview process and having conversations with potential employees about where their strengths may fit in organizations. You'll learn about supporting employees with disabilities to help them thrive in the workplace. What resources might you offer? How do you help employees feel comfortable disclosing disabilities and needs? Facilitators will share insights about business reasons to start accumulating data and create processes to report on both hiring and employee retention programs for people with disabilities. You'll also hear stories about how this may impact employees and benefit businesses.

Speaker:

Jonathan Moore, Managing Director, Deloitte - [\(20\) Jonathan Moore | LinkedIn](#)

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Panelists:

Dave Friedman, CEO, Autonomy Works - [\(20\) Dave Friedman | LinkedIn](#)

Deborah Golden, Deloitte US Chief Innovation Officer - [\(20\) Deborah Golden | LinkedIn](#)

2:15 – 2:30 PM

BREAK

2:30 – 3:20 PM

FINAL PLENARY

30th Floor, Event Room

Disability Inclusion & AI

Touching on Technology, People, Partnership and Policy, this discussion will share the latest on AI and Accessibility at Microsoft, providing real life examples of the benefits of this technology, and the opportunity AI presents.

Keynote:

Jenny Lay-Flurrie, Chief Accessibility Officer, Microsoft - [\(21\) Jenny Lay-Flurrie | LinkedIn](#)

3:20 – 3:30 PM

CLOSING REMARKS