



NATIONAL ORGANIZATION ON

**DISABILITY**

&



present:

# Identity and the Disability Experience

*A celebration of the many identities and  
intersections of people with disabilities  
in today's workforce.*

September 26 | 6-9 PM | EY Headquarters | New York, NY

# A Note from the CEO

Dear Friends,

Welcome to *Identity and the Disability Experience*, co-hosted by the National Organization on Disability (NOD) and EY. This evening holds great significance for both NOD and me personally. Tonight, NOD marks 42 years of unwavering commitment, tireless advocacy, and transformative innovation on behalf of all people with disabilities. It is also my first event as President and Chief Executive Officer of this impactful organization. I am delighted to join you!

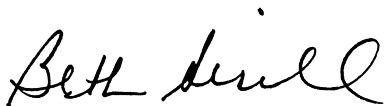
Tonight is more than a celebration of the many identities and intersections of people with disabilities in the workforce; it is a call for us all to deepen our understanding and commitment to building inclusive workplaces by challenging perspectives and forging meaningful connections with leaders in HR, DEI, and advocacy. Together, we have the power to build a more just society for all.

Before we delve into reflective discussion and captivating entertainment, I want to take a moment to thank NOD's extraordinary team. Together, they have created an event underscored with the same thoughtfulness, passion, and enthusiasm that they bring to their jobs every day as we work toward a time when every person with a disability has access to compelling job opportunities and inclusive workplaces that enable them to realize the full potential of their lives.

I also want to extend sincere gratitude to each of you for being here. As we acknowledge NOD's achievements over more than four decades, I must recognize the powerful, shared commitment held by everyone in this room that makes it all possible.

Thank you for being an integral part of this important journey. We look forward to sharing many more milestones and successes with you in the future.

Warmest regards,



**Beth Sirull**  
President & Chief Executive Officer,

*From Carol Glazer, NOD's CEO for 18 years to Beth Sirull: a legacy of leadership transitions into new hands.*



# Program

## 4:00 PM

### Pre-Event Discussion Starts

Exclusive to NOD Leadership Council members and sponsors

Facilitated by **Felicia M. Nurmsen**, Managing Director, Workforce Solutions, NOD

#### *Featuring*

**Jane Barry-Moran**, Managing Director Programs & Research, Out Leadership

**Nicole Tinson**, Founder & Chief Executive Officer, HBCU 20x20

**Shawn VanDerziel**, CEO & President of the National Association of Colleges and Employers (NACE)

## 6:00 PM

### Main Event & Networking

Doors Open to All Guests

Cocktail Reception & Networking

Omnium Circus Performances

## 6:55 PM

### Program Begins

Opening from **Maysoon Zayid**

Performance by **Austin Walkin' Cane**

Welcome & Video Feature from **Alysia Steinmann**, Office Managing Partner, EY

Remarks from **Laura Giovacco**, Partner & Principal, Markets & Business Development, EY

Remarks from **Luke Visconti**, Founder & Chairman, Fair360 & Chairman of the Board of Directors, NOD

Remarks from **Beth Sirull**, President & CEO, NOD

Sponsors Video Feature

Award Ceremony, presented by **Kristin Hohn**, Head of Disability Inclusion & Accessibility, Eli Lilly and **Sara Walsh**, Chief Operating Officer, NOD

Alan A. Reich Award for Innovation

Judy Heumann Award for Excellence in Disability Rights Advocacy

ERG Excellence Award for Making a Difference

Awardee Panel Discussion, facilitated by **Felicia M. Nurmsen**, Managing Director, Workforce Solutions, NOD

#### *Featuring*

**Rhonda Nesmith Crichlow**, Senior Vice President, Chief Diversity Officer, Charter Communications

**Maria Town**, President & CEO, American Association of People with Disabilities

**Susan Yarc-Burkett**, Manager, IP Operations & disABILITY Employee Network Global Chapter Co-Chair, Abbott

Performance by **George Dennehy**

Closing Remarks from **Charles E. Catherine-Caldaro**, Director, Corporate & Government Relations, NOD

## 8:30-9:00 PM

### Closing Reception

Networking & Desserts

# Thank you

Co-host



We're profoundly grateful to EY for opening their doors. Not only does their space serve as a stunning backdrop, it embodies their commitment to disability inclusion by allowing friends and colleagues to gather and make meaningful strides towards equitable opportunity in the workplace.



...to our 2024 event sponsors who ensure NOD's tireless researchers, experts, and advocates can continue to increase equitable opportunities for people with disabilities.

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## In-Kind

Thank you to The Hershey Company and National Alliance on Mental Illness-New York for their in-kind donations to this evening's event.

# Exclusive Partner Session

## Navigating through the Multiple Identities in the Workplace for Gen Z

A group of experts highlight the importance of varied perspectives in the workforce and share proven ways to support marginalized groups, with an emphasis on the Black, LGBTQ+, and neurodiverse communities, during the vetting, hiring, onboarding, and retention processes.

*Offered exclusively to members of the National Organization on Disability Leadership Council.*

### FEATURED SPEAKERS



#### **Jane Barry-Moran**

*Managing Director Programs & Research,  
Out Leadership*

Jane Barry-Moran is the managing director of programs and research at Out Leadership. Jane has a BA in educational psychology, master's in theology and ministry, and an M.B.A. In her current role, she leads Out Leadership teams in delivering talent development programming, global events, impactful research, and thought leadership around the LGBTQ+ experience at work and corporate impact on culture around the world. Some of the landmark research pieces Jane has published or co-authored include: ALLYUp, the last four U.S. climate Indexes, the annual OutQuorum Board Diversity Report, Out to Succeed 2.0- Global Talent Report, and many more.

Jane is a trusted speaker and facilitator with both emerging talent and senior leaders on topics including allyship, LGBTQ+ rights, inter-religious tolerance and celebration, corporate responsibility, DEI, and best practices in people operations.

Prior to Out Leadership, Jane worked in the world of higher education. In her work at universities, Jane helped open the first DEI center at a Catholic university and served as the LGBTQ+ advisor for the center. Jane also launched the university's first service-learning platform, rolling it out to over 50,000 stakeholders, including over 100 community nonprofits and their staff, in less than a year.

Jane lives on Long Island with her wife, daughter, and Bernese Mountain dog!



## Nicole Tinson

*Founder & Chief Executive Officer, HBCU 20x20*

A native of South-Central Los Angeles, Nicole Tinson is an HBCU (historically Black colleges and universities), diversity and inclusion, and civil rights advocate. She has learned to transform her pain into power and has made it her life's work to empower others along the way.

While at Dillard University, where she was a founding member of the Black Youth Project 100 (BYP100), Nicole was selected for the inaugural White House HBCU All Star program and succeeded in confirming First Lady Michelle Obama as Dillard's commencement speaker. Thereafter, she attended graduate school at Yale University to study the intersections between politics and religion. While there, she organized student protests and demonstrations and effectively worked with administration and student leaders to be more inclusive, including increasing funding to hire faculty of color and changing the name of the college formerly known as John C. Calhoun.

Nicole has had the opportunity to speak at the U.S. Department of Education, the White House (under the Obama Administration), Take Back the Night, Forbes CMO Summit, Black and Engaged, Wonder Women Tech, Dillard, and Yale University.

In 2017, Nicole founded HBCU 20x20, the world's largest network for HBCU and Black job seekers. Since then, HBCU 20x20 has expanded to become The Application, serving a community of more than 25,000 job seekers, engaging 600 corporate partners, and providing free college applications, jobs, internships, fellowships, mock interviews, VYP Research Institute, Professors' Circle, mind-blowing events, and reviews about the experiences of people of color within companies and academic institutions.



## Shawn VanDerziel

*Chief Executive Officer & President, National Association of Colleges and Employers (NACE)*

Shawn VanDerziel is the chief executive officer and president of the National Association of Colleges and Employers (NACE), the foremost source of information on the transition from college to career.

As a leading voice on the employment of the college educated and advocate for equitable outcomes for all students, VanDerziel is featured regularly as an industry expert in both traditional and digital media and is a sought-after speaker on a range of topics, including internships, hiring, career readiness, and trends in the workforce and college job market. He also represents NACE as a member of the DOL's Employer Assistance and Resource Network (EARN) Inclusion@Work Leadership Council and the Washington Higher Education Secretariat.

Prior to joining the NACE staff, VanDerziel served on the NACE board of directors as a board member, vice president, and president (2008 – 2011). In 2014, he was inducted into the NACE Academy of Fellows in recognition of his contributions to the profession. VanDerziel is a graduate of Michigan State University and was previously the chief human resources officer for the Field Museum and served as chief of staff.

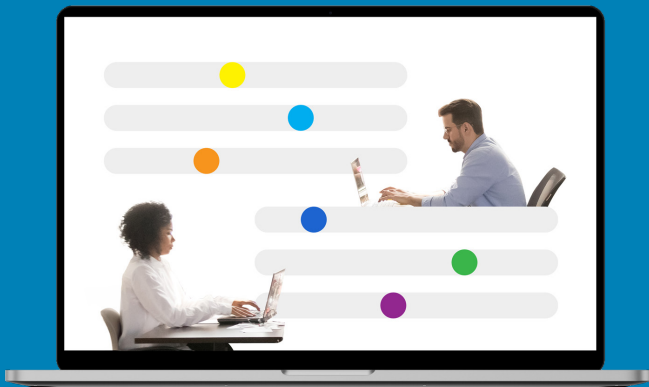
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# 26% of Americans have a disability, but only 4.2% of employees self-identify as having a disability\*.

Because of this discrepancy, employers drastically underestimate what employees need. NOD's Engagement Survey is your roadmap to meeting the needs of your employees.



Visit [nod.org/engagement-survey](https://nod.org/engagement-survey)

# Featured Entertainment



## Maysoon Zayid

*Emcee*

Renowned comedian, actress, writer, and disability advocate Maysoon Zayid jokes that if there were an 'Oppression Olympics,' she would win the gold medal: "I'm Arab, I'm Muslim, I'm a woman of color, I'm divorced, I'm disabled, and I live in New Jersey." Known for her famed TED Talk "I got 99 problems...palsy is just one," which has over 11M views, Zayid

is a highly sought-after speaker for events with groups like the Ralph Lauren Foundation, Fidelity, Veeam, the Asia Society, Salesforce, and many more. Zayid has performed around the world, headlining the Arabs Gone Wild Comedy Tour and The Muslims Are Coming Tour, in which comedians toured the U.S. in an effort to counter Islamophobia. She is the co-founder and co-executive producer of the New York Arab American Comedy Festival and The Muslim Funny Fest. In her *New York Times* bestselling memoir *Find Another Dream*, Zayid shares her hilarious and poignant journey of failures, successes, and insights about what it takes to make your dream a reality. Zayid served as a full-time on-air contributor for *Countdown with Keith Olbermann*, and has been featured on *The Nick Cannon Show's Cannon's Comedy Club*, *Let's Kiki* with Miz Cracker, CNN, *The Wall Street Journal's* Secrets of Wealthy Women podcast, in *The New York Times*, and *Glamour*, which nailed her as "the most fearless comic alive." Her writing has been featured in Refinery29 and *The Daily Beast*, among many others. Her second book, a middle-grade graphic novel titled *Shiny Misfits*, is set to be published by Scholastic in 2024, with an audiobook distributed by Audible. A current Princeton University Arts Fellow, she teaches in-demand courses on comedy, brand messaging, and collaboration. Hilarious, disarming, and sharing a message of inclusion that matters, Zayid's comedy and commentary resonate with audiences of all kinds. [maysoon.com](http://maysoon.com)

## Omnium Circus

A Bold New Circus is a visionary not-for-profit organization bringing together a completely diverse cast of extraordinary talent from all over the globe. Uniquely unified, multit talented, multi-racial, and multi-abled, our stars transport audiences into a world of jaw-dropping spectacle and wonder, inspiring them with extraordinary feats of human accomplishment and the astounding potential of the human spirit. [omniumcircus.org](http://omniumcircus.org)





## Austin Walkin' Cane Charanghat

*Musician*

Austin Walkin' Cane is a blues singer, songwriter, and slide guitarist that performs acoustic solo, duo, and electric band sets. He has toured Australia, Nepal, Colombia, France, Germany, England, Wales, and the U.S., traveling from New Orleans, Louisiana to Juneau, Alaska with only a guitar and

suitcase in hand. Austin walked for ten years with a cane due to an arterial venous malformation at birth. While performing on Bourbon Street in New Orleans, a homeless man called out "Hey Walkin' Cane got some spare change for a brother?!" Austin took the jibe as his nickname. In 1996, after years of battling the inevitable, his left leg was amputated below the knee. A year after the surgery, he returned to the music scene stronger and without need of a cane. Austin Walkin' Cane is proud to be sponsored by National Reso-Phonic Guitars, Ernie Ball Strings, and Dr. Z Amplifiers. **[walkincane.com](http://walkincane.com)**



## George Dennehy

*Musician*

Born without arms, George Dennehy plays music from his heart using his feet. He started his musical journey by learning to play the cello at eight. With this as his launching pad, George taught himself guitar, electric bass, and basic piano. George gained worldwide attention in 2012 after he

posted a video covering "Iris" by the Goo Goo Dolls, culminating in the band inviting George to join them and perform to a crowd of 7,000. Today George travels the world full time and loves sharing his story and music. He lives in Virginia with his wife, Amanda, and two sons, Landon and Alaster. **[www.thatarmlessguy.com](http://www.thatarmlessguy.com)**

# Featured Speakers



**Luke Visconti**

*Founder & Chairman, Fair360*

Luke Visconti is the founder and chairman of Fair360. Visconti started the company in 1997 as a media organization dedicated to fairness in corporate America. In 2001, he launched the Top 50 list, a revolutionary tool for benchmarking organizations committed to inclusion and equality. He has since guided Fair360 to be the number one source of comparative human capital data and workplace best practices.

Visconti is Chair of the National Organization on Disability (NOD) and Chair of New Jersey City University. He sits on the board of the Hispanic Association of Colleges and Universities (HACU). He created the Fair360 Foundation, a 501(c)(3) which has endowed scholarships at the three schools where he has/had a board seat: Bennett College (historically Black), New Jersey City University (Hispanic serving) and Rutgers University.

Visconti holds a bachelor's degree in biology from Rutgers University. He is a veteran, having served as a Naval aviator for more than eight years on active duty and another 18 months in the reserves. He served as a member of the Chief of Naval Operations Executive Panel for almost 10 years and served as a special advisor to the Chief of Naval Operations for another four years. He is a stroke survivor and is partially paralyzed.

**Beth Sirull**

*President & Chief Executive Officer, National Organization on Disability*



Beth joined the National Organization on Disability (NOD) as President and CEO in May 2024. Prior to joining NOD, Beth served as the President and CEO of the Jewish Community Foundation San Diego (JCFSD) from March 2017 through May 2024. During her tenure, JCFSD granted over \$750 million to nonprofit organizations globally, with 70% of that total going to secular causes.

Prior to joining JCFSD, Beth served as President and CEO of Pacific Community Ventures (PCV), a combined for-profit/nonprofit organization that leverages human and financial capital investments to create economic opportunity in historically underestimated communities. Beth led PCV through a period of significant growth, doubling revenues, increasing net assets by over 50%, and growing the team from six to twenty people.



Beth is the author of *Creating Your Life Collage: Strategies for Solving the Work/Life Dilemma* (Random House, 2000), as well as a contributor to *Triple Pundit*, *The Huffington Post*, and *Philanthropy News*. In addition, she edited and contributed to numerous Pacific Community Ventures publications. She is an accomplished public speaker, having addressed the Social Venture Network, SRI in the Rockies, Social Finance Canada, Principles for Responsible Investing Network, and the Democratic Caucus of the California State Assembly, among others. Beth has held two adjunct academic appointments, both in graduate business programs.

Beth received the 2015 James Irvine Foundation California Leadership Award, which recognizes Californians who are advancing innovative, proven, and replicable solutions to critical issues facing the state. She holds an undergraduate degree from Brandeis University, an MBA from Boston University, and a Master of Public Policy from Goldman School of Public Policy at the University of California at Berkeley.

### **Charles E. Catherine-Caldaro**

*Director, Corporate and Government Relations, National Organization on Disability*

Charles joined the National Organization on Disability in 2018 as the special assistant to the president, going on to serve as NOD's associate director of special projects. With a background in global health, he served for several years as the



executive director of the Surgeons of Hope Foundation. He successfully led the expansion of the organization from operating a solo program in Nicaragua to several ongoing, congruent programs throughout Latin America. A 2012 graduate of Sciences Po Bordeaux, France, Charles holds a master's degree in international relations. Charles is also a classical pianist of 25 years, a marathoner, and an elite triathlete.



**Felicia M. Nurmsen**

*Managing Director, Workforce Solutions, National Organization on Disability*

Felicia M. Nurmsen oversees development and delivery of NOD's suite of consulting services, the NOD Employment Tracker™, Leadership Council program development, and NOD's innovative program, Campus to Careers, creating a pipeline of professional-level talent with disabilities for business.

Felicia is a sought-after speaker and subject matter expert on issues regarding the employment of people with disabilities, has addressed national and international audiences, and has provided training to thousands of corporate, government, and NGO employees. During her tenure with NOD, Felicia has provided consulting services and assisted several corporations (including Footlocker, Toyota, United Nations, Sutter Health, Stanley Black and Decker, and many more) in launching successful disability employment initiatives.

Throughout her career, Felicia has served on various boards including the American Heart Association Diversity Council, National Association of Colleges and Employers Disability Employment Task Force, U.S. Center for Advance Manufacturing Workforce Development Committee, U.S. Department of Labor Office of Disability Employment Policy Circle of Champions, and has been recognized for her work with the Massachusetts Governor's Exemplary Employer Award, National Economic Development Commission of the American Legion Veteran Employer of the Year, and others.



**TOYOTA**

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National Organization  
on Disability

To all you forward  
thinkers, thanks for  
striving to make  
things better.

We celebrate Rhonda Nesmith Crichlow, recipient of the Alan Reich Award for Innovation, and our **Spectrum** team for their leadership in enhancing accessibility for our employees and customers.

Congratulations to all the National Organization on Disability award winners.



**Spectrum** ▶

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# Award Recipients & Disability Inclusion Panelists

## Alan A. Reich Award for Innovation

Named after pioneering disability rights advocate and the National Organization on Disability founder Alan A. Reich, this award recognizes someone who is also creating a world where people with disabilities can achieve dignity through equitable opportunity.



### AWARDED TO

#### **Rhonda Nesmith Crichlow**

*Senior Vice President, Chief Diversity Officer,  
Charter Communications*

Rhonda Nesmith Crichlow joined Charter Communications as senior vice president, chief diversity officer in 2016.

Ms. Crichlow is responsible for the overall strategic development and implementation of Charter's diversity and inclusion initiatives. Ms. Crichlow also oversees Charter's Community Impact function, focused on strategic philanthropic investments and employee volunteerism initiatives.

Ms. Crichlow joined Charter from Novartis Pharmaceuticals Corporation, where she served as vice president, head of U.S. diversity and inclusion, and president of the Novartis U.S. Foundation.

Before Novartis, Ms. Crichlow consulted for the Office of the Monitor, established pursuant to the Consent Decree entered in the Pigford v. Glickman and Brewington v. Glickman litigations. They involved nationwide class actions brought by African-American farmers alleging racial discrimination in the U.S. Department of Agriculture's farm credit and non-credit benefit programs.

Earlier in her career Ms. Crichlow worked as a tax attorney representing corporate clients. She also served as a judicial law clerk for U.S. District Judge Ronald L. Buckwalter in the United States District Court for the Eastern District of Pennsylvania.

She received a B.A. in psychology and sociology from George Washington University, a master's of public policy from Duke University, and juris doctor from the University of Virginia Law School.

## Judy Heumann Award for Excellence in Disability Rights Advocacy

Named in honor of the "Mother of the Disability Rights Movement," this award celebrates an individual who not only carries Judy Heumann's spirit forward, but amplifies it.



### AWARDED TO

#### **Maria Town**

*President & CEO, American Association of People with Disabilities*

Maria Town is the president and chief executive officer of the American Association of People with Disabilities (AAPD). Town previously served as director of the city of Houston Mayor's Office for People with Disabilities, advocating for citizens with disabilities. Town also was the senior associate director in the Obama White House Office of Public Engagement, managing disability community engagement and coordinating federal engagement. Town has expertise in areas of youth development, leadership, and promoting college and career readiness.



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## ERG Excellence Award for Making a Difference

This award celebrates an Employee Resource Group (ERG) successfully creating a culture of awareness, understanding, and advancement of underrepresented groups.



### AWARDED TO

#### **Susan Yarc-Burkett**

*Manager, IP Operations & disABILITY Employee Network  
Global Chapter Co-Chair, Abbott*

Susan has nearly four decades of experience in intellectual property administration and management. Before joining Abbott, she worked at Fortune 500 companies as well as the private sector. In 2021, Susan co-founded the Abbott disABILITY Network, which has since grown to approximately 1,900 members across 30 countries, representing every division at Abbott. Outside of work, Susan leads the women's ministry at her church and actively teaches in children's ministry. She has coached children in the sport of cheer for over a decade and served on several boards for the legal profession, education, and ministry.



#### **Jack Raslawski**

*Senior Program Manager, Business Continuity &  
Resilience & disABILITY Employee Network Global  
Chapter Co-Chair, Abbott*

Jack has over three decades of experience in crisis management, business continuity, emergency management, and public safety. Before joining Abbott, he spent nine years as a paramedic/firefighter with the Lake Villa Rescue Squad and eight years as a licensed death investigator with the Lake County Coroner's Office. In 2021, Jack co-founded the Abbott disABILITY network, which has since grown to over 1,900 members across 30 countries, representing every division at Abbott. He holds a B.S. in kinesiology from the University of Illinois at Chicago. Outside of work, Jack serves as a commissioner with the Fox Lake Fire Protection District. He has also played various roles in hockey, including player, coach, referee, instructor, and administrator. Jack's true passion lies in refereeing ice hockey games, particularly in the disabled discipline (warrior, blind, sled, deaf, and special). Additionally, he volunteers as the head coach for special needs athletes in the Chicago Storm Special Hockey program.





# Transform your workplace.

The National Organization on Disability's Leadership Council is a network of forward-thinking organizations **dedicated to advancing disability inclusion**. As a member, you'll get:



## Reinforcement

Personalized support from a Relationship Manager tailored to your organization's goals.



## Recognition

Establish yourself as a champion of disability rights alongside like-minded companies including EY, Hilton Worldwide, Target, and many more.



## Resources

Access to exclusive networking events and practical resources backed by data.

# 2024 Leadership Council

The National Organization on Disability Leadership Council is a network of forward-thinking companies committed to advancing inclusion in the workplace. These members are actively contributing to a growing national movement that recognizes the unique talent, ingenuity, and diversity of thought that people with disabilities bring to the workforce.

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# 2024 Leading Disability Employers



We applaud this year's Leading Disability Employers, including many Leadership Council members(\*), who achieved the highest benchmarks in disability inclusion practices on the NOD Employment Tracker™ against more than 200 other participating organizations.

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- Abbott\*
- The Auto Club Group
- Accenture
- Alcon
- American Heart Association\*
- Aramark
- AT&T
- auticon US
- Blue Shield of California
- The Boeing Company\*
- Centene Corporation
- Children's Hospital of Philadelphia
- Cincinnati Children's Hospital Medical Center
- Comcast NBCUniversal
- Digital Accessibility by WeCo
- Dow
- Eli Lilly and Company\*
- Endeavors Unlimited
- EY\*
- Everise
- Ferrara
- Fifth Third Bank
- FINRA
- General Dynamics Information Technology (GDIT)
- The Hershey Company\*
- Hilton Worldwide\*
- Idaho National Laboratory
- Johnson & Johnson\*
- KeyBank\*
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- Mercy
- Nautilus Hyosung America
- Northrop Grumman\*
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- Oshkosh Corporation
- PRIDE Industries
- Public Service Enterprise Group\*
- Puerto Rico Industries for the Blind, Corp.
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- Verisk Analytics
- The Viscardi Center
- VSP Vision
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# Thank you for supporting the National Organization on Disability

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**Charles E. Catherine-Caldaro**,  
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**Shonica Charles**, Finance &  
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**Lorena Chelaru**, HR & Operations  
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**Katherine D'Anjolell**, Associate,  
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**Daniel Wynn**, Senior Manager,  
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## Board of Directors

NOD is extremely grateful to our committed and engaged board of directors, who tirelessly dedicate their time, resources, and talent to increasing equitable opportunity for people with disabilities.

**Luke Visconti, Chairman of the Board**

Founder & Chairman, FAIR360

**Robert David Hall**

Actor & Advocate

**Laura Giovacco, Vice Chair**

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## NOD envisions a world where...

Every person with a disability has access to compelling job opportunities and inclusive workplaces that provide a foundation to leverage their talent and fulfill their life potential.

## We serve...

**Individuals with disabilities** by partnering with employers to increase hiring, engagement, development, and retention. We foster professional environments and provide tools that enable people with disabilities to succeed and thrive in the workplace.

**Organizations** by building enduring employer relationships, conducting research, and leveraging data-fueled insights to change human capital policies, programs, and practices. We transform outcomes for people with disabilities while supporting business success.

**Society** by using our expertise to change public opinion and shape public policy.

We serve because we are committed to realizing our vision and understand the business imperatives at stake.



 [www.nod.org](http://www.nod.org)

 [info@nod.org](mailto:info@nod.org)

 [@disability.is.diversity](https://www.instagram.com/disability.is.diversity)

 The National Organization on Disability