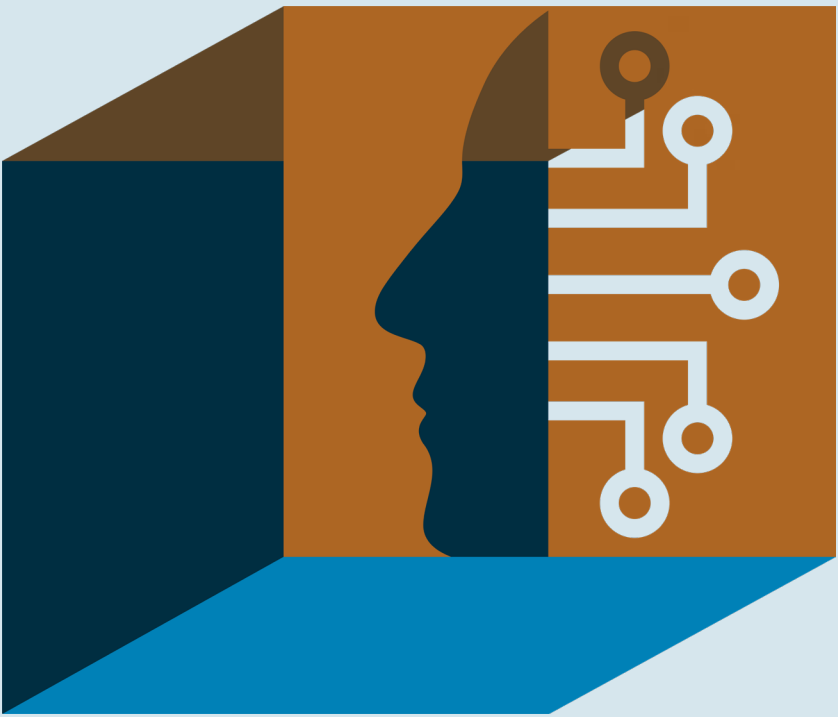


TECHNOLOGY AND THE DISABILITY EXPERIENCE



SEPTEMBER 30, 2025 | NEW YORK, NEW YORK



**National
Organization on
Disability**

**Unlocking human potential.
Enhancing business performance.**

On behalf of everyone at the National Organization on Disability (NOD), it is my great pleasure to welcome you to Technology and the Disability Experience. Tonight, we gather at an exciting intersection of innovation and business performance where emerging technologies are reshaping the accessibility landscape and redefining what disability inclusion can look like.

Beyond a showcase of groundbreaking tools and ideas, this evening serves as a call to action. Each of us has the opportunity to explore how technology can be harnessed to remove barriers, create scalable solutions, and foster workplaces where people with disabilities can contribute fully alongside their peers.

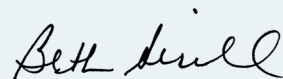
We are especially proud to highlight conversations that span

industries and generations. In connecting diverse perspectives, we are creating the conditions for meaningful change and practical solutions that can be implemented in the workplace tomorrow.

This evening also gives us a chance to celebrate the trailblazers among us: the leaders and organizations who have championed disability rights, advanced accessible innovation, and modeled what true inclusion looks like. Their efforts remind us that technology is most powerful when it amplifies human dignity and opportunity.

Thank you for joining us for this important gathering. Your commitment, energy, and leadership are what make this work happen. Together, we will continue to push the boundaries of what's possible for people with disabilities and for society at large.

With gratitude and excitement for the future,



Beth Sirull
President & CEO
National Organization on Disability



Program

3:30 PM

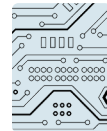


PRE-EVENT BEGINS

(Exclusive Leadership Council Session)

Access for One, Advantage for All: The Curb-Cut Effect in Emerging Technologies

5:30 PM



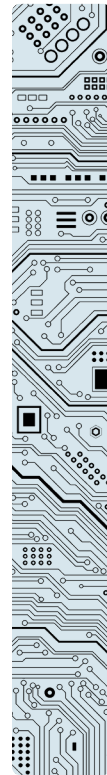
DOORS OPEN

Technology Showcase

Featuring Aira, Be My Eyes, Howe Innovation Center, Inclusively, Spectrum, Target, & Toyota

Cocktail Reception, & Networking

6:55 PM



MAIN EVENT BEGINS

Comedy Set Kickoff

Tina Friml, Standup Comedian & Disability Advocate

Welcome Address

Laura Giovacco, NOD Board Chair & Senior Partner, Financial Services Organization, EY

Opening Remarks

Beth Sirull, President & CEO, NOD

Remarks & Video Presentation

Sara Walsh, Chief Operations & Finance Officer, NOD

Award Presentations & Panel Discussion

Perrin Anto, Google
Kimberly Hill Ridley, New York State
Luci Workman, KeyBank
Daniel Lamb, KeyBank
Erica Thein, Target
Moderated by Ariana Abouafia, Center for Democracy and Technology

Live Performances

Lachi, Recording Artist, Singer-Songwriter, Activist, Author & Actor
Indi Robinson, Actress, ASL Performer & Model

Closing Remarks

Charles-Edouard Catherine, Vice President, Corporate & Government Relations, NOD

8:30 PM



CLOSING RECEPTION

Networking, Photos, Meet & Greet with Lachi

9:00 PM

EVENT ENDS

Thank You to Our Sponsors

Our event sponsors ensure our researchers, experts, and advocates can continue to increase equitable opportunity for people with disabilities.

CHAMPION SPONSORS



CHANGEMAKER SPONSORS



ADVOCATE SPONSOR



ACCESSIBILITY SPONSOR



Thank you to
The Hershey Company for
their in-kind donation to
this evening's event.



STUDENT EXPERIENCE SPONSOR



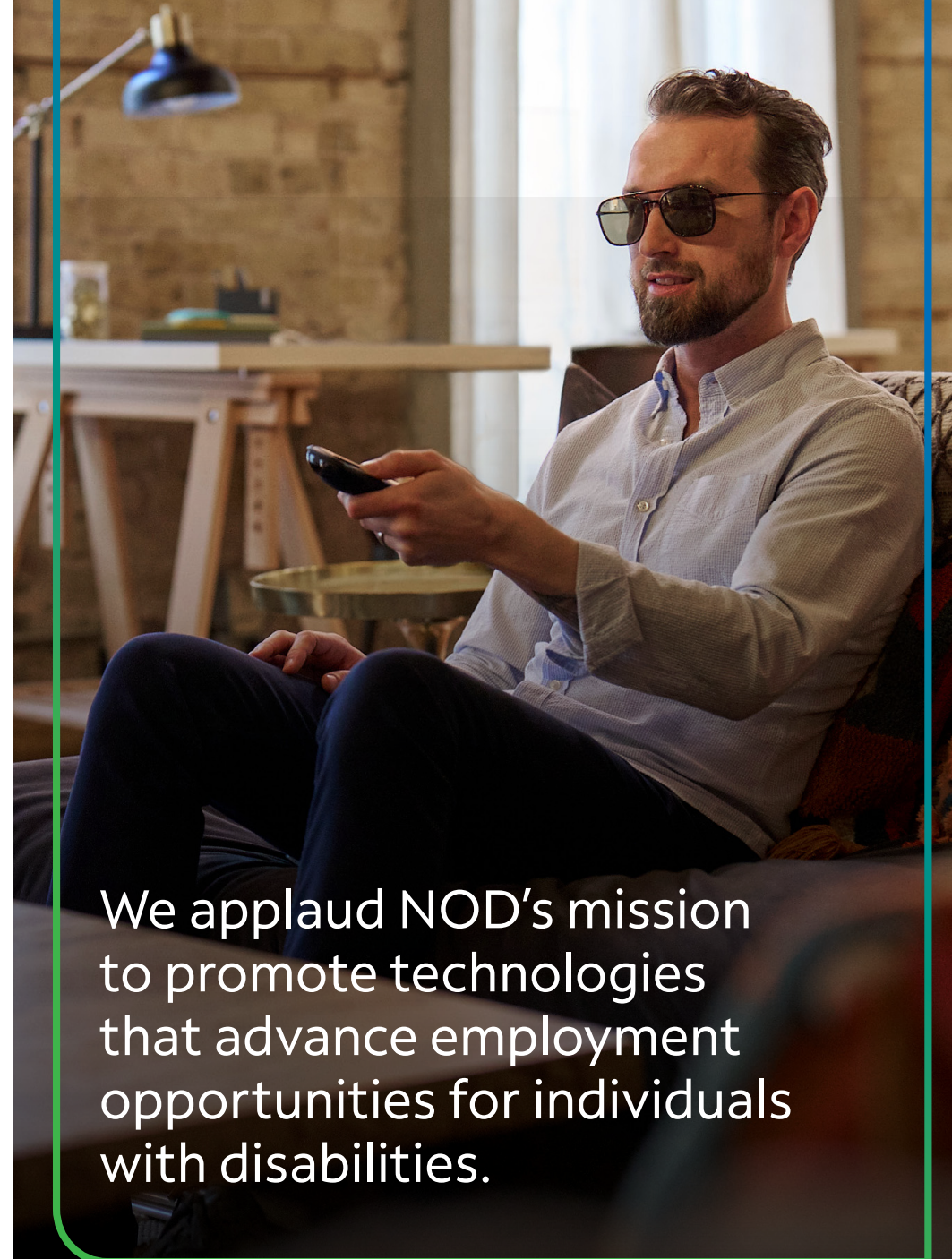
AWARD SPONSOR: EXCELLENCE IN
DISABILITY RIGHTS ADVOCACY



In addition to our generous
sponsors, we'd also like to
acknowledge the following:

Event Logistics: **Outshine Events**
Photography: **Kristen Blush Photography**
Roaming Photobooth: **One to Capture**
Videography: **Matt David Peters**
ASL Interpretation & Captioning:
Inclusive Communications Services

Spectrum



We applaud NOD's mission to promote technologies that advance employment opportunities for individuals with disabilities.

Pre-Event (Exclusive Leadership Council Session)

Access for One, Advantage for All: The Curb-Cut Effect in Emerging Technologies

Through interactive activities, expert presentations, and audience Q&A, participants will reflect on the evolving role of AI and accessibility in shaping a more inclusive workforce, while sharing personal experiences and insights into how these innovations benefit both individuals and the broader community.

***Offered exclusively to members of the Leadership Council.**

Featuring Charles-Edouard Catherine, Sandy K. Lacey, Josef Pevsner, and Sara Walsh.

Outside of his professional life, Charles is the proud captain of the USA Blind Soccer Men's National Team, preparing to compete in the

2028 Paralympics Games in Los Angeles, CA. He is also a classical pianist, a husband, and a father of two beautiful girls.



Sandy K. Lacey
Executive Director,
Howe Innovation Center &
Perkins Solutions

As the founding Executive Director of the Howe Innovation Center at the Perkins School for the Blind, Sandy is catalyzing and convening key players from startups, academia, corporates, and government to drive innovation in accessible products and services for the disability community.

Sandy has extensive innovation experience in corporate, government, and academic settings and excels in startup environments. Sandy is a 3x early startup employee, working at Emerging Energy Research (acquired: HIS), CB Insights, and Drafted (acquired: Instawork). Serving the Commonwealth of

Massachusetts under Governor Deval Patrick, she wrote state policies and programs and drove infrastructure investments to grow the state's emerging climatetech innovation cluster. As a corporate executive, Sandy built and led the engineering, design, and product management teams at the Innovation Lab for a Global 500 financial services company. In this role, she also spearheaded the company's advanced technology practice including blockchain and voice-activated devices. She loves studying how technology and design can be leveraged to improve the human experience.



Charles-Edouard Catherine
Vice President, Corporate &
Government Relations, NOD

Charles-Edouard Catherine serves as the Vice President of Corporate & Government Relations at NOD. In this role, he is responsible for overseeing the Leadership Council, where he focuses on delivering tangible value to corporations and creating impactful opportunities for their employees.

Charles also leads the Disability

Policy Roundtable, a significant national coalition co-convened by NOD and the American Association of People with Disabilities (AAPD), uniting over a dozen national disability organizations, advocating for federal policies that advance accessibility, economic mobility, and the full societal participation of people with disabilities.



Josef Pevsner

Director of Research, Strategy & Product Development, NOD

Josef Pevsner is passionate about making the world more inclusive and accessible for people with disabilities. He currently serves as the Director of Research, Strategy & Product Development at NOD. In this role, Josef manages EnAble Learning and oversees federally- and foundation-funded research programs focused on employment for people with disabilities,

with specific sub-focuses on accessibility, mental health, and artificial intelligence.

Josef holds a Bachelor of Science in Industrial and Labor Relations from Cornell University and is endeavoring towards a Doctor of Law (J.D.) from Georgetown University Law Center in the part-time evening division.



Sara Walsh

Chief Operations & Finance Officer, NOD

As Chief Operations and Finance Officer, Sara Walsh is responsible for the key operational functions of NOD, including human resources, finance, IT, and strategy. She began her career as a corporate attorney and then transitioned to work in the public sector, holding leadership roles at large school districts and consulting with nonprofits and government organizations on strategy, capital

planning, and organizational effectiveness.

Sara holds a J.D. and M.B.A. from DePaul University and an M.S. in Educational Leadership from The Broad Center at the Yale School of Management. She currently lives in Colorado with her family and loves to explore the Rockies trail running and skiing.



Proud Sponsor of the National Organization on Disability

TOYOTA

LIMITLESS POSSIBILITIES FOR ALL

ToyotaEffect.com

Inaugural Technology Showcase

NOD is proud to welcome innovative brands as they showcase **cutting-edge, tech-driven products designed to support people with disabilities.**

Aira



Aira delivers on-demand accessibility through two apps: **Aira Explorer** connects people who are blind or have low vision to professional visual interpreters for real-time navigation, reading, and daily tasks, while **Aira ASL** provides instant video-based interpreting for the Deaf and Hard of Hearing community. Together, these solutions advance the mission that access is a human right, empowering independence and inclusion across workplaces, customer experiences, and everyday life.

Be My Eyes



Be My Eyes connects nearly 900,000 people who are blind or have low vision with real-time visual support through AI and the world's largest network of 9 million volunteers. Partnered with major brands, the app enables everyday independence at home, at work, and on the go—proving the power of technology and community to expand accessibility.

Spectrum



Spectrum Access offers free audio description, captions, and soon ASL interpreting for a wide range of entertainment, ensuring inclusive viewing experiences for all. Complementary accessibility services include Spectrum's **ASL Store Interpreting**, the Large Button Xumo remote, and accessible overlays for the Spectrum Guide remote—bringing usability, flexibility, and independence to customers at home and in-store.

Howe Innovation Center



The Howe Innovation Center at Perkins is a global hub for DisabilityTech, bringing together entrepreneurs, innovators, and the disability community to accelerate solutions that expand access. By convening and supporting this growing ecosystem, Howe drives innovation designed to create a more inclusive and accessible world.

Inclusively



Inclusively's **Retain and Hire platforms** connect employers with job seekers with disabilities while simplifying the accommodations process for new hires and existing employees. Through purpose-built technology, Inclusively creates a more inclusive workforce where accessibility is embedded into talent acquisition, onboarding, and long-term retention.

Target



Target is proud to introduce the **first fully accessible self-checkout** experience in retail, created by the blind, with the blind, and for the blind. This groundbreaking solution redefines equity in shopping, empowering guests who are blind or low-vision to check out independently and with confidence. Designed with universal design principles, it also enhances accessibility for guests who are neurodiverse, dyslexic, or have motor-control disabilities. The result is a seamless, inclusive, and equitable experience that ensures every guest can shop with ease.

Toyota



Toyota showcases technology-driven mobility solutions that deliver freedom, dignity, and access for all. Through immersive storytelling, interactive displays, and a bold vision of "Mobility for All," Toyota highlights its ongoing commitment to creating inclusive, human-centered transportation for people of all abilities.

Live Performances

NOD is proud to present an evening of captivating entertainment that brings laughter and performance to the stage, while highlighting the power of comedy and music as vehicles for advocacy and connection.

Featuring Tina Friml, Lachi, & Indi Robinson



Tina Friml
Standup Comedian &
Disability Advocate

Tina Friml is a standup comedian who uses animated optimism to talk about living with cerebral palsy. In 2024, she was named one of *Variety's* Top 10 Comics To Watch. Her sharp jokes and fearless honesty about the social assumptions that come with living with a disability has earned Tina a dedicated social media following with over 237K followers

on Instagram and over 187K on Tiktok. She made her late night debut on *The Tonight Show with Jimmy Fallon*. She can also be seen on the Comedy Central series *Featuring* and was a 2019 New Face in the acclaimed Just For Laughs Festival. She performs all over the country to sold out audiences and fans.



Lachi
Recording Artist, Songwriter,
Activist, Author & Actor

Lachi is a globally touring recording artist, award-winning CEO, GRAMMYs Chapter Board Governor, and host of Webby-winning PBS' American Masters series *Renegades*. Born legally blind, Lachi uses her platform in music, storytelling, and fashion to amplify identity pride and Disability Culture. Her U.N.-recognized organization RAMPD (Recording Artists and Music Professionals with Disabilities) has collaborated on disability-inclusive solutions with the GRAMMYs, Netflix, Live

Nation, and more. Her pop hit Lift Me Up in homage to Judy Heumann peaked at #29 on U.S. Adult Contemporary radio. Named a *USA Today* Woman of the Year, an ADCOLOR Innovator of the Year, a "new champion in advocacy" by *Billboard*, and "a foot soldier for Disability Pride" by *Forbes*, her cultural activism has landed her spots on national ads and *TEDx* stages, discussions with the White House, BBC, *TIME Magazine*, and *Good Morning America*, and the *New York Times*.



Indi Robison
Actress, ASL Performer
& Model

Indi Robison is a Deaf actress, performer, and model. By blending American Sign Language with expressive movement and visual performance, she's built a space where both Deaf and hearing audiences can feel deeply connected to the work.

Indi has performed with the Philly Phresh Crew, Deaf West Theater, and the LA Philharmonic, has been featured in a Nickelodeon commercial, modeled for Knix alongside Ashley Graham, and collaborated with Amazon Music Studios on the Mad Different series with Lachi.

Welcome Address & Opening Remarks



Laura Giovacco

Senior Partner, Financial Services Organization, EY Board Chair, NOD

Laura is a senior partner with EY's Financial Services Organization (FSO) in the Americas. She has over 30 years of experience working with senior management and boards of leading global financial institutions to support their strategy and solve complex business issues. Laura's expertise spans banking and capital markets, risk management, regulatory compliance, internal controls, and accounting change.

In her current role, Laura serves as the Global Client Service Partner for a Fortune 50 bank, where she is responsible for building, leading, and managing the global delivery of diverse,

high-performing teams across all of EY service lines and international locations. Having joined EY in 1990, Laura was promoted to Partner in 2003.

Laura has extensive governance experience, having served multiple terms in EY's global, area, and regional governance forums, including as Presiding Partner of the EY FSO Regional Partner Forum, and as a member of the EY Global Governance Council, the EY Americas Advisory Council, and the EY US Partner/Principal Council. Laura is also passionate about strategic talent initiatives that advance EY's people-first, purpose-driven culture.



Beth Sirull

President & Chief Executive Officer, NOD

Beth joined 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). 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 *TriplePundit*, *The Huffington Post*, and *Philanthropy News*. She is an accomplished public speaker and has held two adjunct academic appointments, both in graduate business programs.

Beth received the 2015 James Irvine Foundation California Leadership Award for advancing innovative, proven, and replicable solutions to critical issues. 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.

Judy Heumann Award for Excellence in Disability Rights Advocacy

Presented by Bill Strait, EY Americas Vice Chair, Finance and Operations
Awarded to Kimberly Hill Ridley, Chief Disability Officer, New York State



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.

Kimberly Hill Ridley serves as New York State’s, and the country’s first-ever Chief Disability Officer (CDO), appointed by Governor Kathy Hochul in February 2022.

In this groundbreaking role, she advises the Governor and executive staff on policy and budgetary matters concerning disability issues, acts as the state’s Americans with Disabilities Act (ADA) Coordinator, and chairs New York’s Most Integrated Services Coordinating Council (MISCC), which is vital for the state’s Olmstead compliance.

ERG Excellence Award for Making a Difference

Presented by Paulina Romero, Senior Manager, Partnerships, NOD
Awarded to Luci Workman, Vice President & Category Manager, KeyBank and Daniel Lamb, SVP, Third Party Management Director, KeyBank

This award celebrates an ERG (Employee Resource Group) leader successfully creating a culture of awareness, understanding, and advancement of people with disabilities in the workplace.



Luci Workman is a Vice President and Category Manager in KeyBank’s Procurement Organization where she manages a team responsible for growing critical relationships with business partners, conducting third party negotiations, leading RFPs/RFIs, and executing contracts which mitigate risk and drive value for the bank.



As Third Party Management (TPM) Director, Dan Lamb leads a team of 25 risk management professionals in providing KeyBank with a Third Party Risk Management framework and operational oversight to ensure Key’s Third Parties are performing in compliance with applicable laws and regulations.

Robert David Hall Award for Disability Representation in Media

Presented by Tina Friml, Standup Comedian & Disability Advocate

Awarded to Target

Accepted by Erica Thein, Vice President, Marketing & Media, Target



Named after actor, disability rights advocate, and National Organization on Disability board member Robert David Hall, this award recognizes a company that demonstrates excellence in authentic, inclusive, and

impactful portrayals of people with disabilities in order to challenge stereotypes, expand visibility, and contribute to a more accurate and empowering representation of disability in popular culture.

Erica Thein currently serves as Vice President, Marketing & Media. In this role, Erica leads the global Guest Marketing Strategy and Media organization. She is accountable to creating and activating the holistic marketing and media strategy to drive the brand and business. This includes leadership of media, platform

and channel management, brand marketing, business marketing, strategy and portfolio management.

Erica joined Target in 2010 in Marketing, leading teams in a variety of roles inclusive of Brand Marketing, Category Marketing, Marketing Strategic Planning, and Loyalty Marketing.

Panel Moderator



Ariana Aboulafia

Project Lead, Disability Rights in Technology Policy, Center for Democracy and Technology

An attorney with a strong background in public interest advocacy, and with particular expertise in disability, technology, criminal law, and the First Amendment, Ariana Aboulafia was first introduced to technology policy while serving as a fellow to the Cyber Civil Rights Initiative. Later, she worked as an assistant public defender in Miami-Dade County, providing direct representation to clients facing both misdemeanor and felony criminal charges; she has also served as an officer to the

Journalism program at the John S. and James L. Knight Foundation.

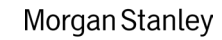
Ariana holds a bachelor's degree in political science and law, history and culture from the University of Southern California, as well as a J.D. with a concentration in social justice and public interest from the University of Miami School of Law. Her work has been published in Teen Vogue, Slate and Tech Policy Press, as well as several academic journals.

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KeyBank Opens Doors.

Thank you to the NOD Leadership Council.

We are proud to count these employers as innovators and leaders — for the commitment to unlocking human potential while enhancing business performance.



Transform your workplace.

Unlock human potential and enhance business performance.



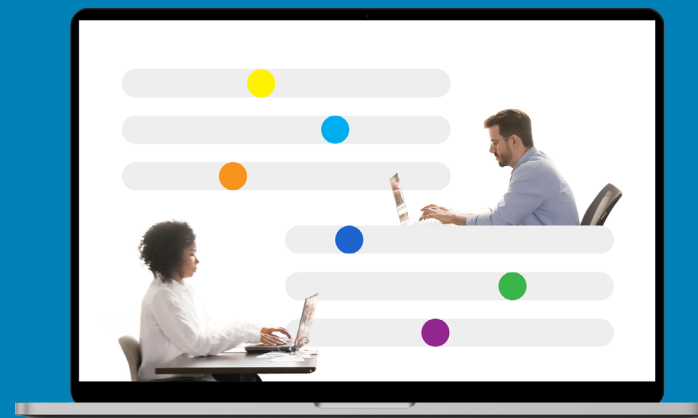
Join the NOD Leadership Council and access expert support, tailored resources, and a network of forward-thinking companies dedicated to advancing disability inclusion in the workplace.

Scan to learn more.



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 Employee Engagement Assessment is your roadmap to meeting the needs of your employees.



Scan to learn more about the Employee Engagement Assessment.

*2023 NOD Employment Tracker (now the Disability Inclusion Blueprint)



Congratulations to the 2025 Leading Disability Employers.

AAA - The Auto Club Group

Accenture

Alcon

American Heart Association*

AMS

Cambridge Health Alliance

Centene Corporation

Children's Hospital of Philadelphia

Constellation Energy*

D. Hope Miller Foundation

Digital Accessibility by WeCo

Dow

Endeavors Unlimited

Fifth Third Bank

Horizon Blue Cross Blue

Shield of NJ

Hugs Cafe Inc.

Kaiser Permanente*

KeyBank*

Lehigh University

Lilly*

Mavagi Enterprises, Inc.

Mayo Clinic

Mercy*

Option Care Health

Oshkosh Corporation

PRIDE Industries

Puerto Rico Industries for the Blind, Corp.

Randstad*

Reed Smith LLP*

Sanofi

Sanofi US

Sempra*

Sony Electronics Inc. *

The Hershey Company*

The Neurodiversity Alliance

U.S. Venture

University of Pittsburgh

VSP Vision



Stay confidently with Hilton

Hilton is proud to partner with Be My Eyes to help guests who are blind or low vision navigate their stays effortlessly through the Be My Eyes app. With trained Hilton Reservations and Customer Care agents ready to assist, we're creating a more welcoming, accessible stay for all.



* Denotes Leadership Council members proudly recognized among this year's awardees



EnAble Learning

Providing dynamic training to your whole workforce virtually, flexibly, and effectively.

What is EnAble Learning?

EnAble Learning is NOD's new interactive e-learning platform designed to deliver disability inclusion and workforce effectiveness training at scale. With data-driven courses, EnAble Learning equips managers to lead and support colleagues with disabilities.

Each 60-minute course is broken into bite-sized modules—perfect for busy schedules while still delivering deep, actionable insights.

Courses launching in 2026 include:

- Disability 101
- Managing Teams in the Age of Rising Mental Health Challenges
- Managing Neurodiverse Teams
- AI, Emerging Technology & Accessibility

And more to come!

Why choose EnAble Learning?

- **Accessible by Design** → WCAG-compliant, screen reader-compatible, mobile-ready
- **Flexible and scalable** → Self-paced microlearning, tiered pricing
- **Metrics-driven** → Dashboards to track engagement, certifications, ROI



EnAble Learning

Together, we can transform tomorrow's workplace.



EnAble Learning launching in 2026.

Scan to join the waitlist.



We are bringing 40+ years of history and experience in disability employment to the digital era with our newest endeavor, EnAble Learning.

This suite of learning modules is centralized, flexible, and cloud-based, offering employers a turn-key solution for employee training and development that delivers a scalable impact.

Meet Our Team



Beth Sirull
President &
Chief Executive Officer



Charles-Edouard Catherine
VP, Corporate &
Government Relations



Sara Walsh
Chief Operations &
Finance Officer



Amber Cecil
Director of Marketing
& Communications



Aaron Brown
Director of Resource
Development



Bridget Smith
Senior Manager,
Communications



Charlotte Ohl
Special Assistant
to the President



Daniel Golden
Manager, Marketing
& Communications



Josef Pevsner
Director of Research,
Strategy & Product
Development



Katherine D'Anjolell
Programs Associate



Lorena Chelaru
Human Resources &
Operations Manager



Margaret Ling
Senior Manager,
Partnerships



Paulina Romero
Senior Manager,
Partnerships



Shonica Charles
Finance &
Operations Manager

NOD Board of Directors

We are extremely grateful for our committed and engaged board members, who dedicate their time, resources, and talent to expanding opportunity for people with disabilities.

Beth Sirull
President & CEO, NOD

Laura Giovacco | Board Chair
Senior Partner, Financial Services
Organization, EY

Mike Gathright | Treasurer
Chief Customer Officer,
HealthEquity

Luke Visconti | Chairman Emeritus
Founder & Chairman, FAIR360

Tom Ridge | Chairman Emeritus
Former Governor of Pennsylvania
& Secretary of Homeland Security

Jim Langevin | Policy Ambassador
Former Congressman, Rhode
Island (D)

Alicia Petross
Chief Diversity Officer,
The Hershey Company

Apoorva Gandhi
Senior Vice President Community
Engagement and Business
Councils, Marriot International

Brad K. Hopton
Partner, Disability Inclusion
Networks Champion, PwC

Dan Robin
Operating Partner, LivEdge Capital

Daryl Brewster
CEO, CECP: The CEO Force for
Good

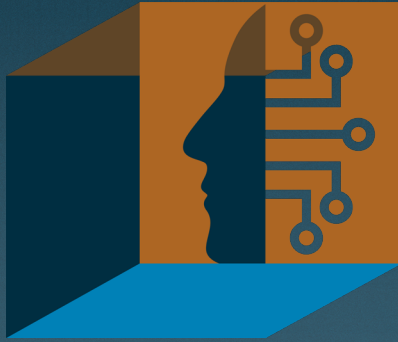
Mark Templin
President & Chief Executive
Officer, Toyota Financial Services

Rhonda Nesmith Crichlow
Senior Vice President, Community
Impact & Engagement,
Charter Communications

Robert David Hall
Actor & Disability Advocate

Roger Putnam
Senior Vice President & Head of
Experience, New York Life

Ronald Copeland
Senior Vice President, National
Diversity and Inclusion Strategy
+ Policy & Chief Diversity
and Inclusion Officer, Kaiser
Permanente



Unlocking human potential. Enhancing business performance.



**National
Organization on
Disability**



Scan the QR code
to access the digital
program.