



2026 Inclusion Works INSider Summit
Monday, July 27, 2026
8:15 AM – 4:30 PM U.S. Central Time (CT)
Hilton Anatole, Dallas, TX & Virtual



Scan me and submit questions for our panels during the Summit!

QR Code Link

Thank you to our sponsors!

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Monday, July 27

8:15 – 9:00 ET

Breakfast & Registration

*This will not be livestreamed for virtual attendees

9:00 – 10:15 AM

Opening Session

- Welcome & Housekeeping
- Welcome Remarks
 - Jill Houghton, President & CEO, **Disability:IN**
 - David Sneddon, Vice President, **Google**
- Disability Index 2026 Insights
 - Dorothy Garcia, Sr. Director, Disability Index, **Disability:IN**
- Welcome Remarks from Breakfast Sponsor
 - Michele Matthai, Director, Culture, Diversity & Inclusion, **Dell Technologies**

Spark Sessions: Mini Keynotes highlighting companies with great stories to tell about disability inclusion

- **Turning BRG Partnership into Enterprise Change: A Story of Lived Experience, Coalition Building, and What's Possible When BRGs and Inclusion Teams Partner Together**
 - Miranda McCarthy, Inclusion Consultant, **MassMutual**

- **Unapologetica11y: Customer-Led Storytelling as Brand Strategy**

- Elodie Fichet, Ph.D., Head of Brand Accessibility, Devices & Services, **Amazon**

Moderator:

Cara Pelletier, Vice President, Inclusion Works, **Disability:IN**

10:15 – 10:30 AM

BREAK

10:30 – 11:45 AM

Innovation IN Action: Understanding the Disability Consumer Market

Consumers with disabilities are earning, saving, investing, and making purchasing decisions across every industry. Yet many organizations continue to overlook this powerful market segment.

New research from Disability:IN and the American Institutes for Research (AIR) reveals a rapidly growing market opportunity that should influence how companies think about innovation, customer experience, technology, and growth.

Speakers:

- Reid Jewett Smith, Ph.D., Vice President, Research & Policy, **Disability:IN**
- Allyce Torres, Sr. Director, Marketing & Communications, **Disability:IN**
- Frank-Peter Justus, Global Accessibility & BRG Maturity Lead, **Bayer**
- Apoorva Gandhi, Senior Vice President, Community Engagement and Business Councils, **Marriott International**
- Maria Baez De Hicks, Sr. Manager, Inclusive Policies, Accessible Merchandise Network, **Walmart**

11:45 AM – 12:45 PM **Lunch & Networking**

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12:45 – 1:30 PM

Panel Discussion

All in This Together: Creating a Culture of Shared Ownership for Accessibility

Making sustainable progress on accessibility requires organizations to move beyond a single team and create shared ownership across the organization. This session explores how companies are embedding both digital and physical accessibility into everyday roles through initiatives like Champions programs, cross-functional governance, and operational integration. We'll examine how these approaches influence culture, decision-making, and execution across functions including real estate, IT,

HR, and more. Panelists will share practical examples of how distributed ownership is driving measurable progress and how to get started.

Speakers:

- Kara Zirkle, Accessibility Product Manager: Governance and Compliance, **Dell Technologies**
- Jenn Mitchell Padgett, Accessibility Manager, **General Motors**
- Ivory Johnson, Director, Real Estate and Workplace Solutions, **Lenovo**

Moderator:

- Maureen Corcoran, Corporate Disability Inclusion Consultant, **Disability:IN**

1:30 – 2:15 PM

Panel Discussion

Balancing Consistency & Flexibility in Global Accommodations

Managing accommodations at a global scale means balancing organizational consistency with local legal, cultural, and operational realities. This session explores how organizations structure global accommodations programs, including what can be standardized and where local adaptation is essential. We'll discuss accommodations from candidacy through the employment lifecycle, with insights on what's working and where challenges remain. Panelists will share real examples from multiple countries to illustrate how global frameworks translate into effective local practice.

Speakers:

- Megan Smith, Director, Global Accommodations & People Accessibility, **Amazon**
- Ebony Travis, Director, Global Wellbeing & Employee Resource Groups, **Boston Scientific**
- Miriam Sera Paul, Director, Global Culture & Inclusion, **Micron Technology**

Moderator:

- Tiffany Solberg, SVP, Life Event Services Executive, **Bank of America**

2:15 – 2:30 PM

Closing Remarks and Invitation to Bubble Break

Speakers:

- Amy Naoum, Chief Financial Officer, **Disability:IN**
- Brian DeMartino, Boundless@Bechtel Global Chair, **Bechtel**

- Christina Soto Millsaps, Boundless@WTP Project Chair, **Bechtel**

2:30 – 3:00 PM **Room Refresh / Setup for Neurodiversity at Work Roundtable**

*This will not be livestreamed for virtual attendees

3:00 – 4:30 PM **Neurodiversity at Work Roundtable (in person and streaming)**

All Inclusion Works partners are cordially invited to attend!

Neurodiversity and AI at Work: Driving Innovation, Revealing Friction

As artificial intelligence (AI) rapidly reshapes how work gets done, neurodivergent employees are often among the earliest adopters, using AI in unexpected ways to accelerate output, reduce effort, and invent new workflows. At the same time, they are also among the first to feel the friction: rising cognitive load, fragmented workflows, and digital overload that can quietly create new barriers.

In this roundtable, we will share real, current observations from what employers are seeing right now: where AI is genuinely reducing friction, where it is creating new challenges, and what this is teaching organizations about management, communication norms, and workplace design in real time.

The session will focus on practical actions employers can take to:

- Spot how neurodivergent employees are shaping AI adoption and use cases.
- Identify where AI reduces friction in daily work, and where it introduces new barriers.
- Recognize warning signs of cognitive load, workflow fragmentation, and digital overload.
- Apply practical changes to management and communication norms that reduce friction.
- Test a short list of real-world practices organizations are piloting now.

Speakers:

- Laurie Allen, Sr Accessibility Technology Evangelist, **Microsoft**
- Kurt Iobst, Customer Accessibility Advisory Lead, Global President and co-founder of Salesforce's Neuroforce BRG, **Salesforce**

Disability:IN Inclusion Works

- Amy Root, Director of Enterprise AI Workforce Transformation, **UnitedHealth Group**
- Dave Thompson, Program Manager, **Frist Center for Autism and Innovation**