



International
Labour
Organization

GLOBAL BUSINESS
AND DISABILITY
NETWORK

From Margin to Mainstream: Disability in Business

11th Global Annual Conference

27-28 November 2024

ILO headquarters, Room II

(Online on ILO Live)

First Day - 27 November

9:00 - 9:20* Opening remarks and summary of work in 2024

- Gilbert F. Hounqbo, Director-General, **ILO**
- Neil Milliken, Global Head of Accessibility, **Atos** (current ILO GBDN Chair)
- Jürgen Menze, Disability Inclusion Specialist, **ILO**

9:20 - 9:30 Business Leaders' Pledge on Disability-Inclusive Sustainability Practices

9:30 - 10:30 Welcoming of and statements by new members

- **Multinational Enterprises**
 - Marta Jimeno Hierro, Head of Inclusion & Diversity Program Office, **Siemens Energy**
 - Frank Kellenberg, Global Head Culture & Inclusion, **Sandoz**
 - Claire Maydew, Group Head of Inclusion, **Bupa**
 - Fiona Monahan, United Kingdom CEO, **APM Group**
 - Lise Werle, Global Director Diversity, Equity & Inclusion, **PLUXEE**
 - Aurore Rapiné, Deputy Director, Corporate Social Affairs, **Egis**

* All times are Central European Time (CET)

- **National Business and Disability Networks**
 - Rodion Kolyshko, Adviser, Confederation of Employers of Ukraine / **Ukraine Business and Disability Network “TOGETHER”**
 - Jerry Gavu, Director Financial Institutions Coverage, CIB Ghana, Chairperson of the **Ghana Business and Disability Network**
 - Adel Okab, President of the Iraqi Federation of Industries / **Iraq Business and Disability Network**
 - Nester Mukwehwa, Executive Director, Employers' Confederation of Zimbabwe (EMCOZ) / **Zimbabwe Business and Disability Network**
 - Patience Lapolice, Human Resource Director, La Casamancaise, **Senegal Business and Disability Network**
 - Estéfani Espín, RETT Foundation, **Por Talento Forum Ecuador**
- **Non-business members**
 - Glenn Mandziuk, CEO, **World Sustainable Hospitality Alliance**
 - Samer Sfeir, Executive Director, **shareQ**

10:30 - 11:00 Coffee / tea break

11:00 - 12:00 Promoting disability in companies' supply chains: current practices and recommendations

Disability- and accessibility-related requirements set by multinational enterprises in their supply chains can be strong incentives for other companies, including medium-sized companies, to improve their own disability inclusion policies and practices.

Moderator: Dan Rees, Director of the Priority Action Programme on Supply Chains, **ILO**

- Alexander Hauschild, Consultant for Gender Equality, Disabilities, and Social Inclusion (GEDSI), **ILO**
- Myriam Ballot, Inclusive Sourcing Global Manager, **L'Oréal**
- Bruce Roch, Global Head of Inclusion & Diversity, and Nadine Schönwald, Head of Sales Support, **Adecco Group**
- Arthur Mamvura, Head of Procurement for Africa, **Diageo**

12:00 - 13:30 Lunch break

13:30 - 14:30 Adjusting for success: reasonable accommodations at work

Reasonable adjustments aim to provide equal opportunities for employees at the workplace, so their skills and talents can be used to full capacity. By recognising and accommodating individual needs, companies create work environments that truly welcome the diversity of their staff, including people with disabilities, and thereby contribute to greater business success.

Moderator: Diane Lightfoot, CEO, **Business Disability Forum**

- Agata Robińska, President, **TAKpelnosprawni foundation**
- Andy Garrett, Workplace Adjustments Service Programme Director, **GSK**
- Iulia Brehuescu, Global Accessibility Adviser, **Sanofi**
- Neil Milliken, Global Head of Accessibility, **Atos**
- Sarah Mark, Workforce Development Programs Manager for People with Disabilities, **Salesforce**
- Mike Hess, Founder & Executive Director, **Blind Institute of Technology**

14:30 - 15:30 Learning directly from colleagues with disabilities: Employee Resource Groups

No longer not only a “nice to have”, Employee Resource Groups (ERGs)/Networks on disability issues are now a “must have” for any organisation that wants to learn directly from its own people and provide a safe place for employees with disabilities, including neurodivergent colleagues, to network and learn from each other.

Moderator: Murteza Khan, CEO, **Bangladesh Business & Disability Network**

- Brendan Roach, Managing Director, **PurpleSpace**
- Stephie Elms, Head Disability Equity & Neuroinclusion, **Novartis**
- Waad Al-Azmi, Inclusion and Accessibility Advocate, **Zain**
- Frank Justus, Global Co-Lead BRG ENABLE, **Bayer**
- Hana Abu Kharmeh, Chief Operating Officer, **Serco**

15:30 - 16:00 Coffee / tea break

16:00 - 17:00 Exchanging between world regions: communalities and differences

Understanding the communalities and differences persons with disabilities may encounter when it comes to employment in different countries and learning how entities in different world regions support them is vital in ensuring persons with disabilities are included in the world of work. This session will feature speakers to share the situation in Africa, Asia and the Pacific, the Arab States, and Latin America.

Moderator: Natalia Privee, Advisor, **International Organisation of Employers (IOE)**

- Rasak Adekoya, Programme Development Advisor on Economic Empowerment, **Sightsavers**
- Marilena di Coste, Founder & CEO, **The Butterfly**
- Gabriel Marcolongo, Founder & CEO, **Incluyeme**
- Hisayo Katsui, Professor in Disability Studies, University of Helsinki and Leader of Research by the **Asian Productivity Organization**

Second Day - 28 November

09:00 - 10:30 Putting the I in ESG: Disability Inclusion as strategic advantage of sustainability efforts

Disability inclusion is increasingly gaining importance in corporate sustainability practices, including in Environmental, Social, Governance (ESG) efforts and reporting. Further, investors are increasingly considering non-financial factors and sustainability considerations - also within ESG frameworks - in their decision-making processes. This session will also see the launch of the ILO GBDN guide **"Putting the I in ESG: Inclusion of Persons with Disabilities as Strategic Advantage of Sustainability Practices for Corporates and Investors"**.

Moderator: Henrik Moller, Senior Specialist for Employers' Activities, **ILO**

- Rubeena Singh, Senior Research Consultant, **ILO**
- Gemma Sanchez-Danes, Leadership team - Sustainability reporting (ESRS) **European Financial Reporting Advisory Group (EFRAG)**
- Carla Bonino, Sustainability Chief (ESG), **Fundación ONCE**
- Daniella Decker, Accessibility & Disability Inclusion Officer, **International Finance Corporation (IFC)**
- Gill Mulroe, Head of ESG (Operations) - EMEA (Banking), **ISS**
- Robert McCorquodale, Member, **UN Working Group on Business and Human Rights**

10:30 - 11:00 Coffee / tea break

11:00 - 12:00 Inclusiveness in a digital economy: avatars, accessibility, and Artificial Intelligence

The pace at which the digital realm of the world economy is developing needs to be accompanied by appropriate measure to protect the labour rights of persons with disabilities and to promote their inclusion in the workforce. Further, the rise of Artificial Intelligence (AI) and latest legislation like the European Accessibility Act offer opportunities for promoting inclusiveness.

Moderator: Susan-Scott Parker, Founder, **Scott-Parker International**

Pre-recorded video message by Taryn M. Williams, Assistant Secretary of Labor for Disability Employment Policy, **U.S. Department of Labor**

- Thorkild Olesen, Executive Committee member, **European Disability Forum (EDF)**
- Chris Patnoe, Head of EMEA Accessibility and Disability Inclusion, **Google**
- Federica Terrenzio, Director for Disability at Work, **Salesforce**
- Stephen Framil, Corporate Global Head of Accessibility, **Merck/MSD**
- Philippe Hello, Handilab Senior Advisor, **Groupe FIMINCO**
- Samantha Zalewska, Coordinator Social Sustainability, **United Nations Global Compact**

12:00 - 13:30 Lunch break

13:30 - 14:30 Unlocking neurodivergent talent: Neuro-inclusive companies

Neurodiversity refers to the idea that all humans have diverse cognitive profiles, neurological abilities and strengths and weaknesses, which should be recognised and respected. Businesses are increasingly recognising that neurodivergent persons can bring much needed talent and skills to workplaces if appropriate policies and procedures enable their full professional potential.

Moderator: Carlene Clifford, Senior Lead of Group Inclusion and Diversity, **AXA**

- Karine Vasselin, Vice President Group Diversity & Inclusion Lead, **Capgemini**
- Naïma Aubonnet, Global Head of Diversity, Equity and Inclusion, **Orange**
- Beck Bailey, Global Chief Diversity Officer, **Accenture**
- Tony Horton, Executive Sponsor of Neurodiversity@IBM, Vice President Global Supply Chain Operations, **IBM**

- Tristan Lavender, Founder & Chair of the Philips Neurodiversity Network, **Philips**

14:30 - 15:30 Staying connected: Key global events on disability employment and business

Several global events on disability inclusion (in business) will be held in the 12 months after the ILO GBDN 11th global annual conference. This session will see presentations on the Harkin International Disability Employment Summit (December 2024, Washington D.C.), the Zero Project Conference (March 2025, Vienna), the third Global Disability Summit (April 2025, Berlin), and the SYNC25 Accountability Summit (December 2025, Tokyo).

Moderator: Joanne Neddo, Global VP Diversity, Equity and Inclusion, **Sodexo**

- Daniel Van Sant, Director of Disability Policy, **The Harkin Institute for Public Policy & Citizen Engagement**
- Wilfried Kainz, Head of Research, **Zero Project**
- Bernd Schramm, Teamleader Inclusion of Persons with Disabilities, **Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH**
- Delphine Leveneur, Chief Engagement Officer, **Valuable 500**

15:30 - 15:40 Closing remarks