



Disability in sustainability efforts: businesses leading the way

10th Global Annual Conference

14-15 November 2023

ILO headquarters, Room II

First Day - 14 November

9:00 - 9:30* **Opening remarks and summary of work in 2023**

- Sukti Dasgupta, Director of the Conditions of Work and Equality Department, **ILO**
- Neil Milliken, Global Head of Accessibility, **Atos** (current ILO GBDN Chair)
- Alexander Görsdorf, Deputy Commissioner Global Disability Summit (GDS) Task Force, **Federal Ministry for Economic Cooperation and Development, Germany**
- Jürgen Menze, Disability Inclusion Specialist, **ILO**

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

- **Multinational Enterprises**
 - Emma Codd, Global Chief Diversity, Equity and Inclusion Officer, **Deloitte**
 - Rylin Rodgers, Disability Policy Advisor, **Microsoft**
 - Evi Vanloo, Head of People, Sustainability & Communication, Global Clients, **Securitas**
- **National Business and Disability Networks**
 - Muhammad Feroz Alam, Vice-President of the Employers Federation of Pakistan, **Pakistan Business and Disability Network**

* All times are Central European Time (CET)

- Narayan Kharel, Board Member, **United Nations Global Compact Nepal**
- Maria Isabel Palomino Angel, Employment Director, **Foro COMFAMA, Colombia**
- Marilena di Coste, Founder and CEO of The Butterfly, **Inclusive Employment Ecosystem, United Arab Emirates**

10:30 - 11:00 Coffee / tea break

11:00 - 12:00 Intersecting identities: focussing on individual's needs and potentials

All people have several facets of their identities that intersect, and all of them affect a person's life and work experiences – negatively or positively. This session aims to highlight the need for and importance of taking into account people with disabilities' intersecting identities at the workplace to unleash their full professional potential. Speakers will discuss how disability intersects with other identify facets like gender and ethnicity and share the initiatives that employers can adopt to make their workplaces more inclusive for anyone – independent of their identity.

Moderator: Sumita Kunashakaran, Chief Inclusion Officer, **Inclusive Creation**

Speakers:

- Diane Lightfoot, CEO, **Business Disability Forum (BDF)**
- Andy Garrett, Workplace Adjustments and Accessibility Director, **GSK**
- Rachid Bensahnoune, International D&I Responsible for Europe, **Inditex**
- Pratima Gurung, President, **National Indigenous Disabled Women Association Nepal**
- Jonathan Elebjörk Wahlström, Board Member, **International Federation of Hard of Hearing Young People**
- LaMondre Pough, CEO, **Billion Strong**

12:00 - 13:30 Lunch break

13:30 - 14:30 Trust and self-identification: measuring success in changing corporate cultures

Collecting data on persons with disabilities in the workplace is important to help understand what they need to thrive and succeed, without barriers. Often, the challenge employers face when collecting data, is the lack of employee willingness to share their information. This highlights the importance of companies ensuring their culture is safe and employees feel

comfortable when sharing their identities. Speakers will discuss the various steps companies can take to measure their progress on disability inclusion and to ensure their workplace is creating a culture of trust and safety.

Moderator: Stephie Elms, Global Head DEI - Disability, **Novartis**

Speakers:

- Meg O'Connell, Founder & CEO, **Global Disability Inclusion**
- Peter Rutigliano, Data Analytics Leader, **Mercer**
- Federica Terrenzio, 'Disabilities at Work' Director, **Salesforce**
- Stephane Leblois, Director of Partnerships, **The Valuable 500**
- Brendan Roach, Director of Strategy and Networkology, **PurpleSpace**

14:30 - 15:30 Climbing the career ladder: developing talent with disabilities

While effective recruitment of persons with disabilities remains a challenge, it is crucial to also address career progression of employees with disabilities. This session will discuss how companies can support employees with disabilities grow professionally and progress in their careers. Speakers will share various programmes and initiatives that aim to develop the necessary skills and knowledge to help persons with disabilities progress and grow in the workplace.

Moderator: Brendan Roach, Director of Strategy and Networkology, **PurpleSpace**

Speakers:

- Amber O'Shea, Head of Strategy, **Australian Network on Disability**
- Grant Javier, Executive Director Project Inclusion Network, **Philippine Business and Disability Network**
- Carrie Chow, Accessibility Evangelist, **Atos**
- Alex Lane, Global Disability Inclusion Manager, **Accenture**
- Haidar AlMansour, Diversity, Equity and Inclusion advocate, **Zain**

15:30 - 16:00 Coffee / tea break

16:00 - 17:00 The power of small: disability employment in Small and Medium-Sized Enterprises

Small and medium-sized enterprises (SMEs) provide more than two thirds of jobs worldwide and account for the majority of new employment. SMEs have great potential to promote the

employment of persons with disabilities. This session will discuss the barriers SMEs may face when it comes to employing persons with disabilities, and how they can be supported to be more disability-inclusive.

Moderator: Dragan Radic, Head of SME unit, **ILO**

Speakers:

- Aria, Tung, Disability Inclusion Junior Project Officer, **ILO**
- Mark Esho, Disability Policy Champion, **Federation of Small Businesses UK**
- Simon Brown, Deputy Technical Director for Economic Empowerment, **Sightsavers**
- Iram Bahawal, Inclusive Employment Advisor, **Light for the World Kenya**
- Maria Isabel Palomino Angel, Director of Employment, **Foro COMFAMA Colombia**

Second Day - 15 November

09:00 - 10:30 No social and environmental sustainability without disability inclusion

Environmental, social, and governance (ESG) are key factors for businesses to consider when ensuring that they are acting responsibly. In addition to the launch of the publication “Making the green transition inclusive of people with disabilities”, the speakers in this session will discuss the importance of and measure to ensuring social and environmental sustainability efforts are inclusive of persons with disabilities.

Moderator: Deborah France-Massin, Director of the Bureau for Employers' Activities, **ILO**

Speakers:

- Carla Bonino, Sustainability Chief, **ONCE Foundation**
- Frédéric Pinglot, VP Sustainability Performance, **Schneider Electric**
- Elise Messerschmidt, Sustainability Director - Valentino & Prada Beauty, **L'Oréal**
- Karine Vasselín, Group Diversity & Inclusion Director, **Capgemini**
- Neil Milliken, Global Head of Accessibility, **Atos**
- Pichamon Yeophantong, Independent Expert, **UN Working Group on Business and Human Rights**

10:30 - 11:00 Coffee / tea break

11:00 - 12:00 Artificial Intelligence and the future of technologies: impact and opportunities

Artificial Intelligence (AI) is one of the most controversial technology topics today. While it has tremendous potential in improving work productivity and individual quality of life, there are also concerns of its unintended consequences such as built-in AI bias against diversity. Session speakers will discuss the latest AI trends, its usefulness and how to address the challenges regarding bias, especially on people with disabilities in the world of work.

Moderator: Gehan ElSharkawy, Disability Inclusion Consultant, **ILO**

Speakers:

- Pawel Gmyrek, Senior Researcher, **ILO**
- Rylin Rodgers, Disability Policy Advisor, **Microsoft**
- Calvin Lawrence, Chief Architect Cognitive Solutions & Innovation (AI) Public Sector Global Sales, **IBM**
- Christopher Patnoe, Head of Accessibility and Disability Inclusion EMEA, **Google**
- Susan Scott-Parker, Founder, **Disability Ethical? AI**

12:00 - 13:30 Lunch break

13:30 - 14:30 Lessons learned from using ILO GBDN's self-assessment tool

Aligned with the Ten Principles of the ILO Global Business and Disability Network (GBDN) Charter and the universal principles that shape the United Nations Convention on the Rights of Persons with Disabilities, the ILO GBDN Self-Assessment Tool was launched in November 2022. It allows businesses in any country to set priorities for action as they set out to deliver the best practices that benefits both companies and persons with disabilities. Speakers will share how their organisations use the Tool and the respective lessons learned.

Moderator: Susan Scott-Parker, Content architect of the self-assessment tool

Speakers:

- Omobolanle Victor-Laniyan, Unit Head Sustainability, **Access Corporation**
- Marilena di Coste, Founder and CEO of The Butterfly, **Inclusive Employment Ecosystem, United Arab Emirates**
- Andy Garrett, Founding Ambassador, **PurpleSpace**

14:30 - 15:45 **Multiplying positive change: partnerships for disability inclusion in business**

One of the most effective way businesses can improve their disability inclusion practices is by partnering with other companies and non-business entities. At the same time, the ILO Global Business and Disability Network (GBDN) itself collaborates with relevant initiatives toto promote the inclusion of persons with disabilities in the world of work. Speakers will address collaboration on disability inclusion from their respective perspectives as multilateral and bilateral development partners as well as private, not-for profit global initiatives.

Moderator: Bruce Roch, Global Head Inclusion & Diversity, **Adecco**

Speakers:

- Alexander Görsdorf, Deputy Commissioner Global Disability Summit (GDS) Task Force, **Federal Ministry for Economic Cooperation and Development, Germany**
- Louis E. Orslene, Director Employer and Workplace Policy Team, **U.S. Department of Labor**
- Susanne Bruyere, Director of the K. Lisa Yang and Hock E. Tan Institute on Employment and Disability, **Cornell University**
- Stephane Leblois, Director of Partnerships, **The Valuable 500**
- Brendan Roach, Director of Strategy and Networkology, **PurpleSpace**
- Megan Galvin, Corporate Sustainability Manager, **UN Global Compact**
- Tatiana Sakharuk, CEO, **UN Global Compact Ukraine**
- Fernanda Hopenhaym, Independent Expert, **UN Working Group on Business and Human Rights**

15:45 - 16:00 **Closing remarks**

- Gilbert F. Hougbo, Director-General, **ILO**