



## 2020 Virginia Ability Forum

### **The Ability Equation: Employer Engagement minus Disincentives equals Disabilities Reimagined**

Wednesday, October 27, 2020, 10:00am-Noon | Webcast

#### **WELCOME**

Today we look to a future when Abilities Reimagined is commonplace, where people with disabilities and their potential are better understood, a diversity of thoughtful perspectives are celebrated, inclusive company cultures are valued, and most importantly, barriers to employment disappear.

In recognition of National Disability Employment Awareness Month, you will hear from disability employment and business leaders who will share their stories, explore the continued challenges and opportunities people with disabilities face today, and inspire us to work together to make the workplace work for everyone!

#### **PROGRAM**

##### **Virginia Ability Welcome Address**

- Bob Lancaster, Chair, Virginia Ability

##### **“In the final analysis”**

From the NCD 2020 Progress Report: Increasing Disability Employment: America is a better place when all our people have the opportunity to work

- Lisa Grubb, Executive Director and CEO, National Council on Disability

##### **An entrepreneur’s journey to strengthen our understanding of disability culture and the issues that affect this population**

- Josh Sloan (Facilitator) - Outreach and Volunteer Coordinator, Sportable
- Matthew Shapiro, Disability Consultant, Public Speaker & Lobbyist, 6 Wheels Consulting

##### **Counterincentives to disincentives and what businesses can do**

- Sarah Pennington, Brand Manager, Virginia ABLEnow

##### **Enable people with disabilities to dream a better life through employment**

- John Robinson, Our Ability, CEO, Our Ability Alliance Disability: IN NY, Executive Director

##### **Q&A with the Speakers**

- Facilitator - Kimberly Wilson, Chief Human Resources Officer & Deputy Director for Human Resources, Volunteers, and Community Service, Virginia Museum of Fine Arts

##### **Closing Remarks**

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## OUR SPEAKERS AND FACILITATORS



### **Lisa Grubb**

Executive Director, National Council on Disability

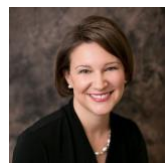
Ms. Grubb serves as the Chief Executive Officer of the National Council on Disability, an executive branch Federal agency charged with advising the President, Congress, and other federal agencies regarding policies, programs, practices, and procedures that affect people with disabilities. Ms. Grubb was appointed by the Presidentially Delegated Chairman to the position of Executive Director early in 2018 and is recognized as the lead authority and spokesperson on a diverse range of issues. In addition to supervising and directing the day-to-day business and management of the Council, Ms. Grubb assists Presidential and Congressionally appointed members in fulfilling their duty to advise the Council on policy priorities that will enhance the quality of life for all Americans with disabilities and their families. Prior to serving as the agency's executive director, Ms. Grubb served the agency as the Chief Operations Officer during her tenure as director of operations and administration.



### **Matthew Shapiro**

Disability Consultant, Public Speaker & Lobbyist, 6 Wheels Consulting

As a person with a disability (PwD), Matthew has spent most of his life motivated to teach those he has met how to better understand the disability community. Through this work it has become his life's mission to educate others regarding disability related issues. With this thought in mind, in December of 2014, he created 6 Wheels Consulting. Working with those in both the private and public sectors he hopes to expand their understanding of disabilities and give them knowledge they can use in any environment. Through professional consulting, dynamic public speaking and lobbying services, he strives to educate and guide his clients about cost-effective and common sense solutions to disability related barriers. This enhanced education will broaden their understanding and appreciation for those with disabilities. By combining his personal disability experience with the knowledge he has gained through completing numerous disability training programs, he feels he is uniquely qualified to help make your company or your community more disability aware.



### **Sarah Pennington**

Brand Manager, Virginia ABLEnow

Sarah Pennington serves as Brand Manager for ABLEnow, the national tax-advantaged disability savings program offered by the Commonwealth of Virginia and administered by Virginia529. With accounts in all 50 states, ABLEnow is one of the fastest-growing ABLE programs in the country. Sarah is honored to help build this entirely new financial product that can empower millions of Americans with disabilities to save for their future – just like everyone else. Prior to joining ABLEnow in 2016, Sarah worked for state agencies including the Virginia Department of Agriculture and Consumer Services, the Virginia Museum of Fine Arts and the Virginia Economic Development Partnership. Her private-sector experience includes marketing positions with Capital One and the Walt Disney Company.



### **John Robinson**

Our Ability, CEO, Our Ability Alliance Disability: IN NY, Executive Director

In March 2018, John Robinson was awarded the Capital Region Chamber Champion of the Year, in front of 1100 New York business leaders! John proudly accepted one of ten national White House Champions of Change for Disability Employment in 2014 in Washington D.C.

Since 2011, he's served as managing partner, CEO and Founder of Our Ability, which provides inclusive workforce and employment consulting, mentoring, workshops, keynotes and seminars on disability and diversity. Our Ability has a coalition of forty (40) New York State businesses interested in hiring individuals with disabilities. John was the subject of ["Get Off Your Knees: The John Robinson Story," a public television documentary](#) and ["Get Off Your Knees: A Story of Faith, Courage, and Determination," an autobiography published in 2009.](#)

"I left corporate America after 20 years to give back to our community of individuals with disabilities and provide new opportunities for employment."



### **Josh Sloan**

Outreach and Volunteer Coordinator – Sportable

Josh Sloan is the Outreach and Volunteer Coordinator for Sportable, an adaptive sports club in Richmond, Virginia. Josh works with community partners, corporate and business groups, and schools advocating for disability awareness and adaptive sports all over central Virginia. He speaks on and advocates for topics such as the power of adaptive sports, disability etiquette, accessible design, and diversity and inclusion in the workplace. In 2019, Josh worked with over 70 community partners providing education and outreach including more than 7,000 students in grades K-12. In total, Josh shared the Sportable Story with 13,633 people in 2019. As an adaptive athlete, Josh is able to speak firsthand to the impact of adaptive sports on the lives of individuals with disabilities. Josh has been an athlete with Sportable since April of 2014. The access Sportable provides him to competitive sport, outdoor activities, and active exercise is central to why he finds his life so fulfilling. He is able to cycle, kayak, row, and play rugby on a regular basis throughout the year thanks to the Sportable community.

Given his passion for what Sportable does, his role as the Volunteer and Outreach Coordinator is a perfect fit. He gets to share the Sportable Story with the central Virginia community. By sharing the stories of adaptive athletes and advocating for people with disabilities, he raises awareness and gets new people involved with Sportable.



### **Kimberly Wilson**

Chief Human Resources Officer & Deputy Director for Human Resources, Volunteers, and Community Service, Virginia Museum of Fine Arts

Kimberly J. Wilson joined the Virginia Museum of Fine Arts (VMFA) in 2015 in the newly created position of Chief Human Resource Officer and Deputy Director for Human Resources, Volunteers, and Community Service. A native of Richmond, Virginia, Wilson's extensive experience in Human Resources spans more than 25 years. Her passion and successful record of accomplishment in creating innovative, highly engaged, diverse and inclusive workforces have launched VMFA to the forefront and leading the pack in the recruitment and retention of executive and frontline staff in the cultural arts sector.

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