

### Pat Maher, Managing Director of nAblement

#### **TOPIC: What is Deep Diversity and Why Should Your Organization Be Practicing It?**

**Deep Diversity** is the practice of establishing and supporting aggressive and forward-thinking principles and behaviors to engage the widest possible base of job candidates and employees from the disability community - 54 million strong and growing in our nation - in order to harness their diverse skills and perspectives for the benefit of your strategic vision.

Disability encompasses all other segments of diversity, and organizations that adopt forward-thinking approaches to disability in the workplace have likely already engaged, or are open to engaging, around other historically recognized segments of the Diversity and Inclusion (D&I) spectrum like gender, sexual identity, race/culture, faith/spirituality, and generations. Making the workplace more inclusive of disability will support your efforts to engage successfully in all areas of D&I.

*How does this happen?* **Knowledge Now™** is a three phase, nine-step approach to practicing **Deep Diversity**. It will walk your organization through an in-depth exploration of disability as a real factor in your workplace and facilitate the cultural adoption of a healthy - and successful - approach to embracing this frequently misunderstood facet of a diverse and committed workforce.

#### **Speaker Profile**



D&I facilitator and subject matter expert on disability as a strategic factor of diversity in the workforce, **Pat Maher** has been at the forefront of exploring creative ways of engaging both employers and the disability community to optimize opportunity and value from this chronically overlooked – and misunderstood – segment of the labor force.

As **nAblement** managing director he supported critical research on the topic of productivity perceptions about workers with evident hearing, vision or mobility disabilities. Additionally, he founded the Information Technology Knowledge Abilities Network (ITKAN), to foster self-directed professional growth and networking among job seekers, professionals, and transitioning professionals with disabilities within the technology field. ITKAN meets monthly at the Microsoft Technology Center in downtown Chicago and continues to grow in its membership and initiatives.

As an advocate for the complete integration of people with disabilities into our nation's fabric, Pat has served, and continues to serve on a wide array of boards and committees over the past 25 years. Some current or very recent roles include:

- Delta Airlines Consumer Advisory Board Chair for Air Travelers with Disabilities
- United Spinal Association Board of Directors
- Rehabilitation Institute of Chicago Business TEAM Chair
- Illinois Institute of Technology Rehab Psychology Advisory Board Chair
- Abilitylinks Steering Committee
- City of Chicago Mayoral Task Force on Disability and Employment
- Illinois Governor's Task Force on Disability and Employment
- Illinois Technology Foundation Advisory Board
- Kenexa External Consultant – Diversity & Inclusion
  - Subject Matter Expert on Disability & Chronic Health Issues