



Inclusive Business Forum

Workplace Disability Inclusion – A New Norm

PROGRAMME INFORMATION

29 July 2020

Organised by:

SG ENABLE

Supported by:

 **KORN FERRY®**



Inclusive Business Forum

Workplace Disability Inclusion – A New Norm

The Inclusive Business Forum (IBF) is a biennial event organised by SG Enable to promote disability-inclusive hiring and best practices for employers and disability sector professionals. This year marks the third edition of the event, but the first time it is held virtually.

IBF 2020 will explore how issues around workplace disability inclusion and accessibility have been made especially relevant in these unprecedented times and explore their implications on the future of work.

FORUM SPEAKERS



Ms Jenny Lay-Flurrie

**Chief Accessibility Officer
Microsoft**

Jenny is the Chief Accessibility Officer at Microsoft, leading the company's efforts to drive great products, services and websites that empower people and organisations to achieve more.

Her team is at the forefront of creating positive experiences that apply technology to make a difference in the world and the lives of individuals, from how Microsoft hires and supports people with disabilities in employment to innovative technology that aims to revolutionise what is possible for people with disabilities.



Ms Pratima Amonkar

**Regional Lead Cloud Solution
Partners and Accessibility Lead
Microsoft APAC**

As the APAC Lead for the Cloud Partner business, with the Sales and Marketing Organisation, Pratima spearheads the work Microsoft does to empower customers of all sizes to digitally transform their businesses with solution partners.

Additionally, she is a member of the APAC Diversity and Inclusion (D&I) Council and Chair for Accessibility. In this role, she leads the work to make Microsoft a trusted accessibility partner to our customers and partners.

FORUM SPEAKERS



Mr Sharad Vishvanath

Senior Client Partner and
APAC Head of Transformation Practice
Korn Ferry

Sharad has extensive experience of over 20 years in leading and working on projects in emerging markets like Middle East, China, India, Japan and South East Asia.

He is an expert on digital organisation transformation and M&A. Sharad has helped clients emerge stronger while managing complex organisation and people issues that are typically big roadblocks to any transformation implementation and accompany organisation and HR transformation. He has also consulted on issues, especially stemming from strategic digital or business shifts, around adapting to the future of work that we are seeing accelerating today. His other expertise areas are in Digital Transformation and HR Technology strategy and implementation.



Mr Tony Loh

Senior Client Partner
Organisation Design Practice
Korn Ferry

Tonny has extensive experience working with C-Suite private and public sector leaders across Asia.

As a consultant, Tonny has helped companies lived through and come out stronger from crises such as the global financial crisis and currently Covid-19 by transforming their organisations and human capital. On top of organisation transformation, Tonny specialises in corporate planning and strategy, organisation design, business analytics, and public sector policy advisory and has consulted on topics revolving around revenue improvement, cost reduction, maintaining market leadership, quantifying economic impact of strategic initiatives at the national level, strategic planning, process improvement, and investment attraction.

FORUM SPEAKERS



Dr Gerard Goggin

**Wee Kim Wee Professor of
Communication Studies
Wee Kim Wee School of
Communication and Information
Nanyang Technological University**

A mobile communications researcher, Professor Gerard Goggin has worked in accessibility, digital inequality, digital inclusion, and media policy for over 25 years.

Gerard's books include Routledge Companion to Disability and Media (2020), Disability and the Media (2015), Cell Phone Culture (2006), and Digital Disability (2003). Currently he is finishing a book on apps, as well as a project on disability, ageing, and emerging technology in urban South-East Asia --- a signature project of his new Digital Equalities lab.



Mr Jonathan Tiong

**Communications and
New Media student
National University of Singapore
Regular contributor on disability issues**

Jonathan is a final-year student at the National University of Singapore.

In 2019, he had a successful internship at Singapore's sovereign wealth fund GIC, with the support of SG Enable's Institute of Higher Learning (IHL) Internship Programme. After graduation, he will join GIC's Corporate Affairs & Communications team permanently as an editorial associate.

Jonathan enjoys writing and has had several commentaries published in Mediacorp's digital newspaper TODAYonline on a wide range of topics from education to healthcare. He also writes more informal pieces on his personal blog, Jonathan's Junkyard, where he muses about everything under the sun.

FORUM SPEAKERS



Ms Gloria Chua

**Product Designer
Experience Strategy & Design
GovTech Singapore**

Gloria is passionate in using technology for social good, specifically exploring in areas around educational equity, diversity in tech and business, designing for data and bridging the divide between physical and digital interfaces.

She is working on National Digital Identity and SingPass Mobile. An advocate for inclusion and accessibility within the organisation, she organised the Government Digital Services' first Accessibility Awareness Week and helped build an automated web accessibility testing tool for whole-of-government use.

Prior to GovTech, Gloria has worked as a Product Designer for Dropbox where she focused on developing products that enhanced the multi-team experience.



Mr Lim Zui Young

**DevSecOps Engineer
Government Digital Services
GovTech Singapore**

Zui Young believes in the power of technology to empower individuals in overcoming communication barriers and delivering innovative solutions that help enrich lives.

He is on a mission to drive the adoption of Development, Security and Operations (DevSecOps) tools within government agency projects by developing Hive Agile Testing Solutions (HATS). HATS are a suite of app, functional, security and accessibility test automation tools that supports testing of web and mobile applications.

Zui Young was the pioneer batch of interns to join the Government Digital Services team and since then, he has contributed in the hiring of tech talents for the organisation.

FORUM PROGRAMME



SESSION 1:

TIME	SYNOPSIS	SPEAKERS
10.00am	Opening Remarks	Mr Desmond Lee Minister for National Development and Minister-in-charge of Social Services Integration
10.10am	Keynote: Microsoft's Approach to Accessibility and Disability Inclusion Microsoft is passionate about accessibility and is invested in ensuring our products work for all our customers. Join Microsoft's Chief Accessibility Officer to learn about the evolution of accessibility at Microsoft, what we've learned on our journey, and how we're making accessibility a core part of our culture and how we design and build our products.	Ms Jenny Lay-Flurrie Chief Accessibility Officer Microsoft Ms Pratima Amonkar Regional Lead Cloud Solution Partners and Accessibility Lead Microsoft APAC
10.50am	Making the Future of Work Inclusive As we adapt to the Future of Work, organisations are pushed to rapidly evolve to shifts in workplace norms. What will the Future of Work look like? How will this impact the ways of working for employers and persons with disabilities? Are some industries more ahead of the curve than others? We will explore the implications of these new norms and discuss some best practices organisations can adopt to tap on new talent pools of persons with disabilities and benefit from increasing inclusivity at the workplace.	Mr Sharad Vishvanath Senior Client Partner and APAC Head of Transformation Practice Korn Ferry Mr Tonny Loh Senior Client Partner Organisation Design Practice Korn Ferry
11.30am	END	

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SESSION 2:

TIME	SYNOPSIS	SPEAKERS
1.30pm	Welcome by Moderator	Mr Tonny Loh Senior Client Partner Organisation Design Practice Korn Ferry
1.40pm	Digital Inclusion at Work: Myths & Opportunities Digital technology has enormous potential to advance social inclusion and participation in the workplace. More recently, as we have seen from the renewed digitalisation push during the COVID-19 pandemic there is enhanced participation to be gained – but also new challenges. In his talk, he will identify some myths about digital inclusion at work and discuss potential benefits to be gained by organisations, the individual and the wider community if inclusion is owned by all in the workplace, underpinned by good policy frameworks and incentives, and pursued as a long-term effort.	Dr Gerard Goggin Wee Kim Wee Professor of Communication Studies Wee Kim Wee School of Communication and Information Nanyang Technological University
2.00pm	Building Accessibility from the Ground Up – Our Journey at the Government Digital Services As we build a Smart Nation, how do we build accessible and inclusive products that ensure every citizen can access the services they need? What are some of our learnings and best practices that are applicable across organisations and industries? We will discuss how the small steps we took over the past year helped anchor accessibility practices and mindsets in our organisation and shaped our product development processes to be more inclusive.	Ms Gloria Chua Product Designer Experience Strategy & Design GovTech Singapore Mr Lim Zui Young DevSecOps Engineer Government Digital Services GovTech Singapore
2.20pm	Panel Discussion	Session 2 speakers and Mr Jonathan Tiong Communications and New Media student National University of Singapore Regular contributor on disability issues
3.00pm	END	

ABOUT SG ENABLE



SG Enable is an agency dedicated to enabling persons with disabilities.

SG Enable's mission is to:

1. **Empower** persons with disabilities and their caregivers via timely access to information and referral services, grants and support.
2. **Enhance** employment and employability options for persons with disabilities.
3. **Engage** the family, community, stakeholders and public in enabling persons with disabilities as integral members of society.

SG ENABLE'S INITIATIVES

President's Challenge Enabling Employment Pledge



ENABLING EMPLOYMENT PLEDGE

A President's Challenge Initiative

- Lend your support to this national movement, to build a caring and inclusive Singapore, where differences in abilities are valued and embraced.
- Signatories stand to benefit from the following:
 - **Dedicated support** from SG Enable to tap on programmes and services for the training and employment of persons with disabilities.
 - **Recognition** as an employer who supports the “President’s Challenge Enabling Employment Pledge”, with the official logo of the Pledge made available for use in publicity and outreach materials.
 - Invitations to attend **networking and sharing sessions** with like-minded employers.
- Sign the pledge [here](#).

SG ENABLE'S INITIATIVES

Workplace Disability Inclusive Index



- Use this free online self-diagnostic tool for you to identify key focus areas for inclusive hiring, and to find out how inclusive your company is.
- Find out more [here](#).

High Impact Retention & Employment (HIRE) Workshop Series

- Acquire the essential knowledge and skills to interact with, integrate and include persons with disabilities in your workplace with our [HIRE Workshops](#).

SG ENABLE'S INITIATIVES

Mediacorp Enable Fund (MEF)



- MEF provides financial assistance to meet the last-mile needs of persons with disabilities and better integrate them into the society.
- Fund monies are used to:
 - Support the aspirations of persons with disabilities that are currently beyond their families' financial means.
 - Fund transition programmes that help them to maximise their learning and work potential, and enable them to lead more independent lives.
 - Fund community integration efforts to build greater empathy and inclusion for persons with disabilities.
- MEF is solely dependent on individual and corporate donors to sustain our work and mission. Make a contribution [here](#).

ABOUT KORN FERRY



Korn Ferry is a global organisational consulting firm, synchronising strategy and talent to drive superior performance for our clients.

Our purpose is to help people and organisations exceed their potential.

No one knows more about aligning talent and organisational strategies than Korn Ferry. With our unique expertise, we can help you release the power of your collective genius and drive superior performance.

- **Organisational Strategy**

In today's global economy, new challenges demand new solutions.

- **Assessment and Succession**

Close the gap between the leaders you have and the leaders you need.

- **Talent Acquisition**

Finding the right leader means finding the best partner.

- **Leadership Development**

Meeting the future with confidence.

- **Rewards and Benefits**

Total rewards that drive excellence and achieve business goals.

SG ENABLE

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