



Welcome



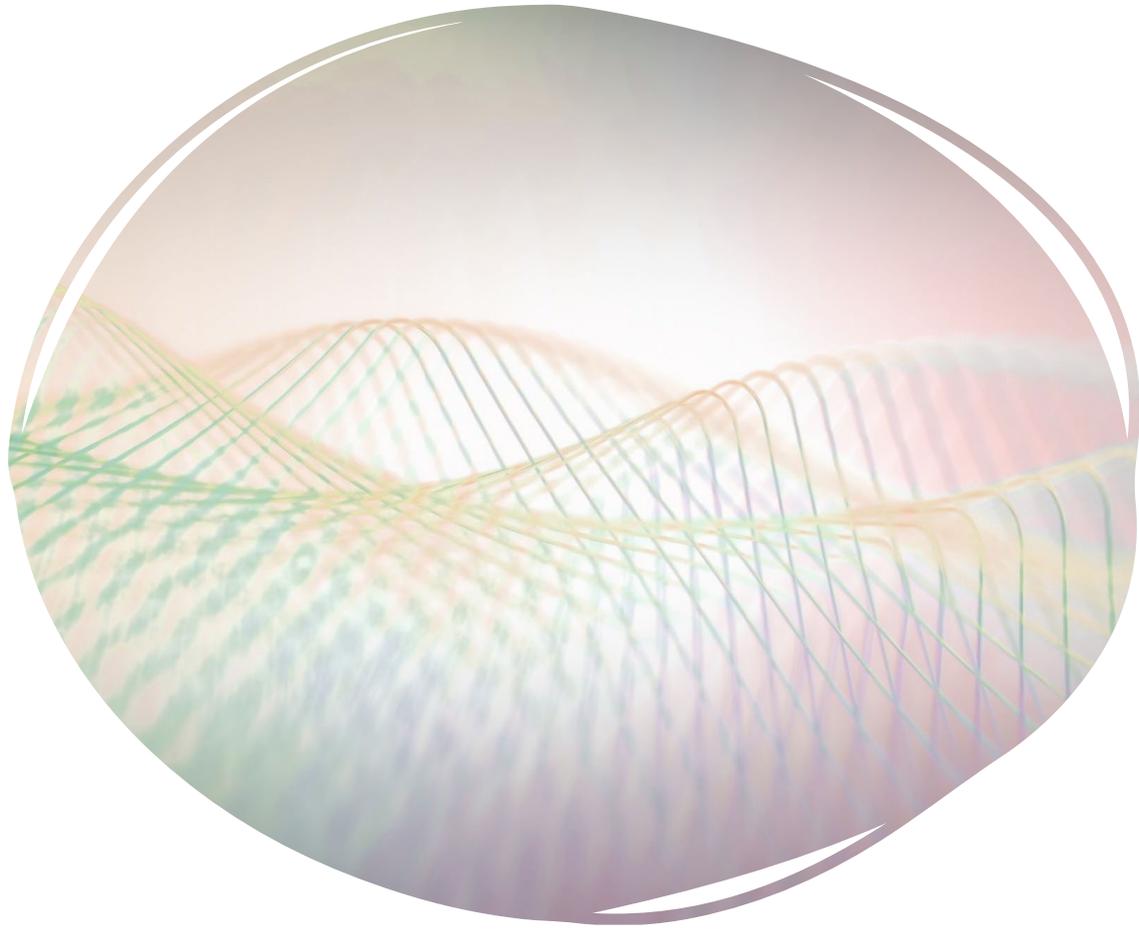
Elaine Katz, MS, CCC-SLP is Senior Vice President of Grants and Communications. Elaine Katz oversees Kessler Foundation's comprehensive grant making program and its communications department. During her tenure, the Foundation has awarded more than \$49 million in grant support for national and community-based employment programs. For more than 25 years, Katz has worked with non-profit organizations in the areas of board development, fundraising, marketing, and business development. Katz often speaks about innovative practices for employing people with disabilities, and is the author/co-author of articles and papers on related topics.



The Future of Work: Setting the Stage for Disability and The Evolution of Corporate Culture



Jonathan Kaufman is an innovative thought leader, business educator and strategist who recognizes the impact of personal development on organizational growth.



The Future of Work

SETTING THE STAGE
FOR DISABILITY AND
THE EVOLUTION OF
CORPORATE CULTURE

THEMES FOR DISCUSSION

- The definition of a corporation - why this matters?
- The 'silver lining' of covid-19 and the impact on corporate culture and persons with disabilities (pwd's)?
- Why remote work is fundamental in reshaping the perception of employees with disabilities in the digital economy of the 21st century

Where do we go from here?

THE DEFINITION OF A CORPORATION

- Over the past decade there has been a seismic shift within the world of work. Technology has been one of the galvanizing forces redefining how we work, where we work & when we work.
- As the technological landscape is reshaping the very processes of workflow, a new philosophical view has emerged redefining the very essence of a corporation.
- The Business Roundtable, an association of CEO's from America's leading corporations and the world economic forum, an international forum that engages with the foremost business, political, and cultural leaders in society have independently released a new statement of the purpose of a corporation.

THE DEFINITION OF A CORPORATION - 2

- Both the business roundtable and the world economic forum new statements emphasize principles that move away from the primacy of shareholder value and see the role of a modern corporation as something more
- *“Major employers are investing in their workers and communities because they know it is the only way to be successful over the long term. These modernized principles reflect the business communities unwavering commitment to push the economy that serves all Americans.”*

Highlighting the role of **disability in the economy of the 21st century**

THE "SILVERLINING" OF THE COVID ERA

- Covid-19 has forced organizations to rethink the very nature of work
- Prior to covid-19 companies had begun to move away from centralized workspaces. With the advent of the pandemic companies have been forced to adapt quickly and redefine their business processes across the board.
- The impact of this current adaptation is not only essential for corporate survival but offers a space for pwd to be a critical part of this evolution.
- Importance of remote work for persons with disabilities – what is the value add for employee/employer relationships?

WHERE DO WE GO FROM HERE?

- Covid-19 has forced corporate culture to wrestle with new challenges
- How employees with disabilities must redefine their perception and value
- Corporate leadership can use this moment to see the importance of the 'lived experience' of disability as a tool for the culture of reinvention in this new digital economy



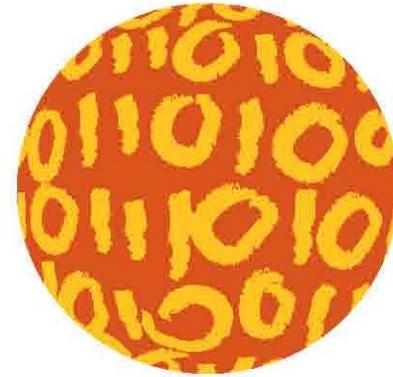
AI in Employment: Are People with Disabilities Falling through the Cracks?



Betsy Beaumon is the CEO of Benetech, a nonprofit that empowers communities with software for social good in education, poverty alleviation, and human rights. Betsy has been advocating for ethical and inclusive technology for over a decade and is focused on innovating around the immense potential of technology to drive inclusion, equity, and justice to positively impact marginalized communities across the globe.

benetech

TECHNOLOGY
SERVING HUMANITY



● AI in Employment:
Are People with Disabilities
Falling through the Cracks?

Betsy Beaumon, CEO, Benetech

AI: It's Here Now...Everywhere



2019

AI100

CBINSIGHTS

AGRICULTURE

TARANIS

BENSON-HILL ROBOTICS*

AUTO

drive.ai 蔚来 NIO 小鹏 P7

flexar Mapillary PERCEPTIVE AUTOMATA pony.ai

DEEPMAP MOMENTA Iris Automation AEYE DEEPCSCALE

HEALTHCARE

Butterfly Network PAIGE IDx

Atomwise insitro iz.ai

Niramai LeanTaaS ARTERYS

mindstrong Qventus gaur

OWKIN medopad

SEMICONDUCTOR

cerebras Horizon Robotics

GRAPHCORE MYTHIC

habana thinci

SYNTIAN

TELECOM

Mist

FINANCE & INSURANCE

Paradigm 拓尔思 DATAVISOR BEHAVOX

AppZen BIOCATCH (h[s]) HYPERSCIENCE

INDUSTRIALS

sense KEBOTIX 中微子

falconry CS.ai LANNOVAI

RETAIL

twentybn SIGNIFYD

ABEJA AIFI sift

MEDIA

AI FOUNDATION ARRAY

New Knowledge

REAL ESTATE

HOVER

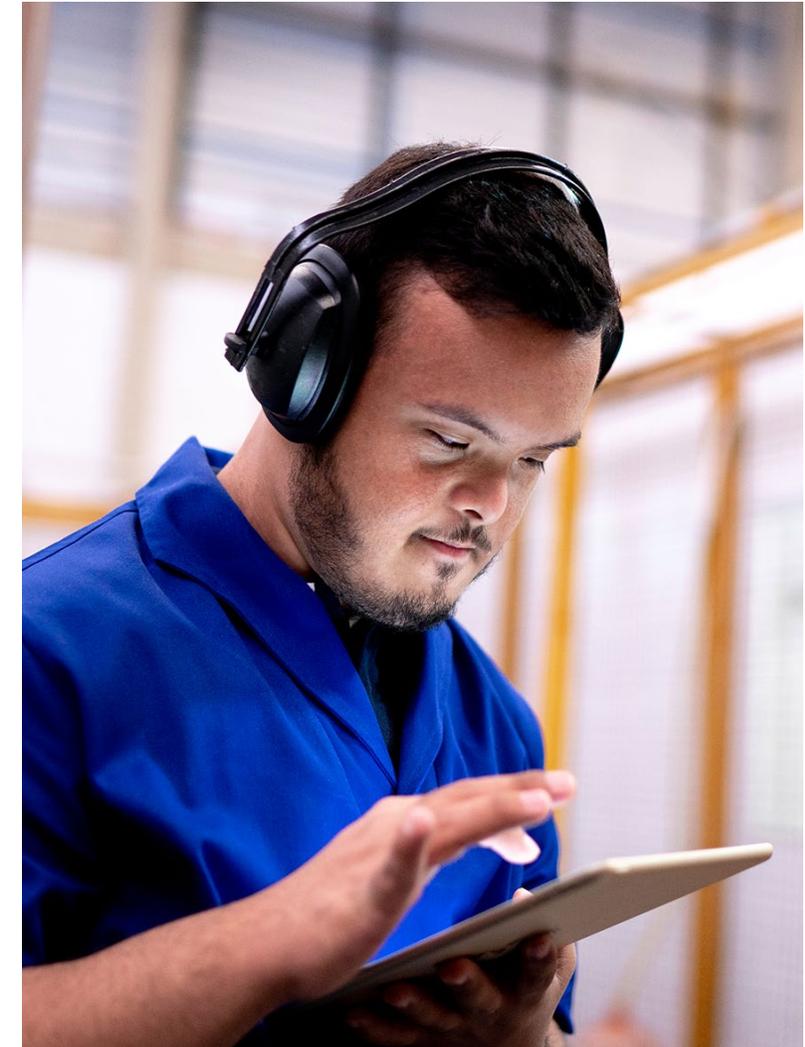
SKYLINE

LEGAL, COMPLIANCE, & HR

EigenTechnologies onfido

LawGeex textio

ENTERPRISE TECH



It's in every industry:
 Agriculture Auto Government Healthcare Finance & Insurance
 Semiconductor Telecom Industrials Retail Media
 Real Estate Legal Compliance Human Resources
 ...plus all over tech

AI in Recruiting



- Sourcing
 - Reviewing resumes, candidate profiles, other data
 - Matching candidates to jobs
- Screening
 - Picking a short list of candidates
 - Generating evaluation forms
 - Online candidate screening
- Onboarding
 - Delivering policies/docs
 - Chatbots for questions





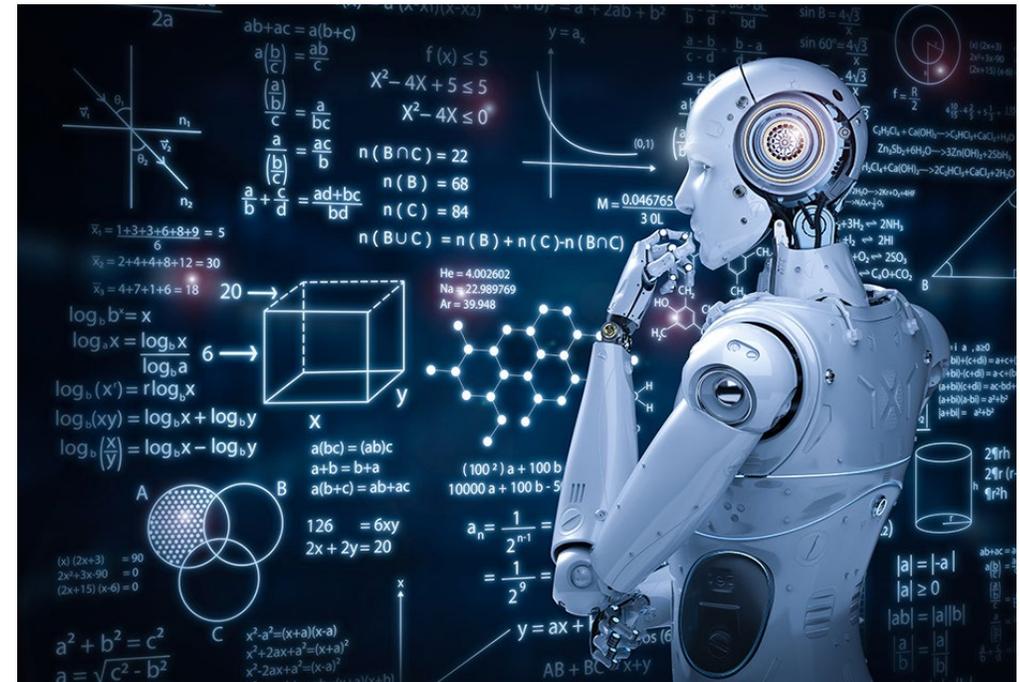
McDonalds and AI

- Writing recruiting emails and job postings
 - Remove gender-biased language (Textio)
- Candidate screening: McHire/Olivia the AI
 - Natural language processing (Paradox), Chatbots for screening (Talkpush)
- Begin a job application by voice
 - Alexa and Google home – looking at voice driven devices for all stages of recruitment
- Behavioral assessments
 - Video game-like assessments (Pymetrics)
 - Video interviews (myInterview)
- Replacing employees?
 - At the drive-through – can show menu items based on weather, time of day, etc.
 - Could the drive-through become 100% AI-driven?



Where AI Can Go Wrong: Bias

- The data
 - AI eats data for lunch
 - Are people with disabilities in that data?
- The developers
 - Are they considering people with disabilities?
- The customers
 - Do they know what the algorithms are doing?

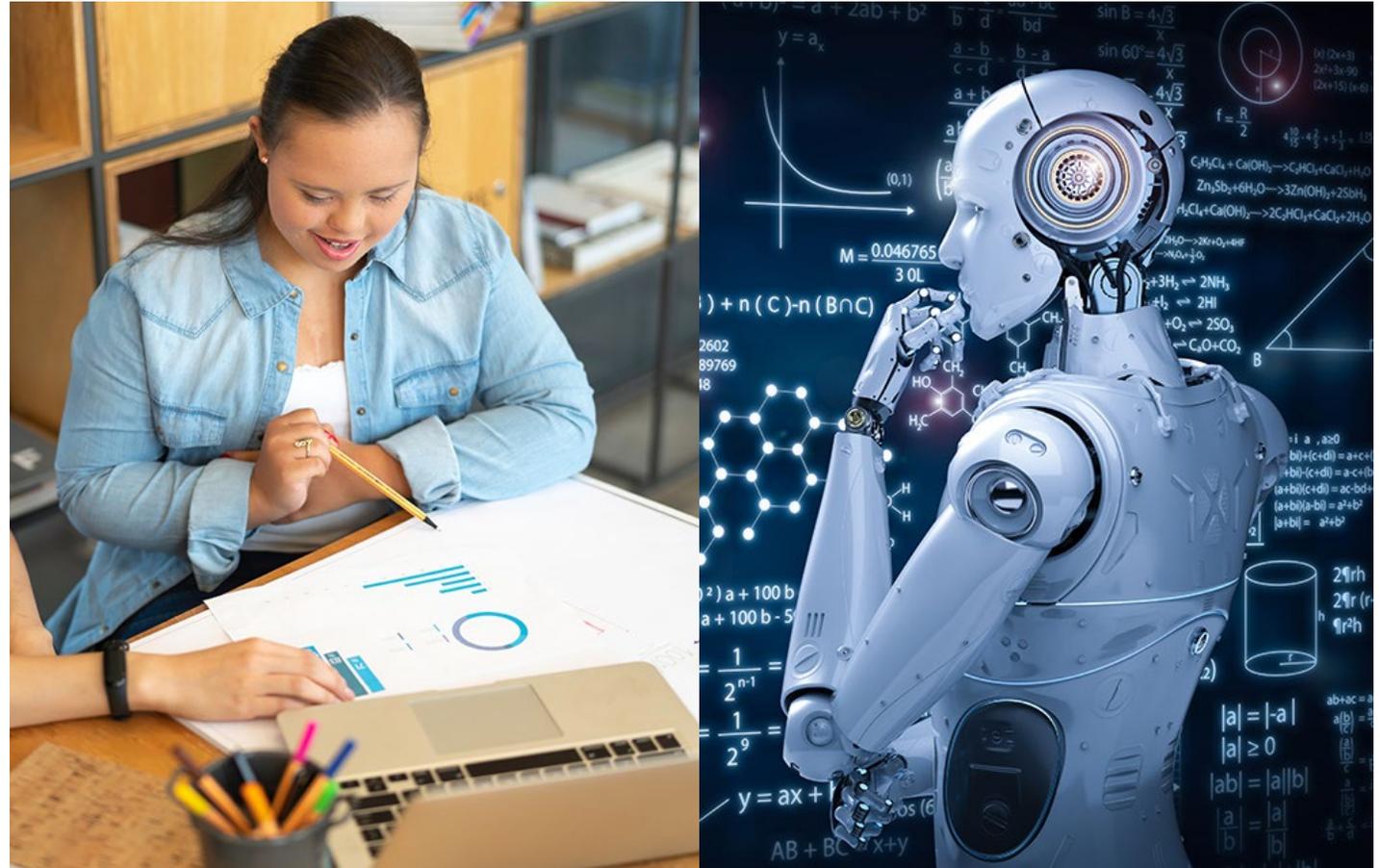




What Should We Do About It?

Bias in AI: A problem recognized but still unresolved (TechCrunch)

- Inclusive data
 - Inclusive development teams
 - **Engaged community**
- 
- Inclusive algorithms



Thank You



Betsy Beaumon, CEO, Benetech

Questions?

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www.benetech.org



Questions & Answers