



Understanding Non-Apparent Disabilities

January 12, 2023

12:00 to 1:15 PM ET

FREE WEBINAR

[Register Here](#)

To receive link to join Zoom

(Link sent in advance)

ASL and Captioning provided

People with disabilities are the largest minority and fastest-growing subgroup of our population. Over 70% of disabilities are non-apparent, so we are not necessarily aware that our friends, colleagues, clients, or neighbors have them. It is important to recognize that just because we can't see a disability that doesn't mean it doesn't exist. This session will encourage an open dialog that will help attendees to "always ask, never assume" if a person needs assistance or has a disability.

Learning Objectives:

- Learn about the disability community diversity
- Quick look: ADA and the ADAAA
- Learn about non-apparent disabilities, including Long Covid, mental health conditions and chronic health conditions
- Learn how language has evolved and how to change your perspectives
- Learn about self-disclosure -the why and why not
- How to leverage your new knowledge

Speakers



Lori Daly, Diversify Consulting Group

Strategic Partnerships in Professional Services, Sourcing, Training, and Diversity and Inclusion,

Diversifi provides seminars, hands-on workshops, and one-on-one consultations to educate companies, organizations, disability awareness advocates, and individuals on disability awareness etiquette, diversity and inclusion in the workplace, public accommodations and requirements for accessibility, effective communication with people with disabilities, and hiring people with disabilities. Our mission is to create a culture inclusive of people with disabilities, with particular focus on customer service, disclosure considerations, and disability awareness etiquette.



**The Honorable Katherine McCary, Disability:IN DC Metro CEO
and C5 Consulting President**

[The Honorable Katherine McCary](#), **President** founded C5 Consulting, LLC, in 2011 after 21 years at SunTrust Banks, Inc. as Chief Disability Officer, where her primary responsibility was developing and leading corporate disability initiatives. Her contributions to SunTrust's disability efforts resulted in national recognition including the SHRM HR Magazine 2000 Innovative Practice Award, the 2002 APSE National Employer of the Year Award, the 2002 US Business Leadership Network (USBLN®) Exceptional Leadership Award and the US Department of Labor Secretary's 2004 New Freedom Initiative Award. In 2009, she received a USBLN® Lifetime Achievement Award.

Katherine was the founding chair of the US Business Leadership Network (Now Disability:IN) and the Virginia BLN and has been instrumental in assisting other affiliates around the country. She was appointed by two Virginia governors to serve on both the VA Disability Commission and the VA Board for People with Disabilities. She was appointed by President Bush and confirmed by the US Senate in 2008 to serve on the National Council on Disability. As a former US DOL New Freedom Initiative winner, Katherine is a member of the Office of Disability Employment Policy's Circle.

Katherine is a nationally recognized speaker and has shared her expertise with international, national, state, and regional conference audiences for the past 19 years. She serves as the CEO and Executive Director of Disability:IN DC Metro and served two years as temporary Policy Advisor to the Office of Disability Employment at the US Department of Labor. She is a SHRM certified Diversity Trainer and an ADA Leadership Network Trainer.

Katherine is a person with a non-apparent disability, a caregiver and a parent to two adult children who are neurodivergent.