

INCLUSION CONFERENCE 2024: LEADING BEYOND EXPECTATIONS

PRESENTED BY



Hiren C. Shukla, Global Neurodiversity & Inclusive Value Leader, Ernst & Young LLP



Hiren is the founder of Neuro-Diverse Centers of Excellence at EY Globally. Hiren helps unlock human potential to drive innovation across emerging technology, blockchain, AI, cybersecurity, and analytics through the power of inclusion.

Hiren is the strategic link at EY US, converting the neurodiversity inclusiveness effort into exceptional client service and tangible ROI. His efforts allow EY to bring this innovation model to its largest clients.

Tosha Herron Bruff, Senior Vice President of Diversity, Inclusion, and Community Engagement, DRC



Latosha Herron Bruff is the Senior Vice President of Diversity, Inclusion & Community Engagement at the Dallas Regional Chamber (DRC), which has been recognized as the National Chamber of the Year.

With more than 20 years of advocating for marginalized communities, combined with her background in real estate, Herron Bruff brings a wealth of knowledge and a commitment to projects that promote diversity, equity, and inclusion for all.

Prior to the DRC, Herron Bruff spent more than 10 years with Dallas Area Habitat for Humanity working to improve the quality of life for diverse communities across southern Dallas. She held several positions during her time at Habitat and worked alongside some of the biggest names in nonprofit and social responsibility. Under her leadership, the organization became a United States Department of Housing and Urban Development (HUD) certified counseling agency focused on financial education and affordable housing opportunities. The homeownership center was the first among Habitat affiliates to create a digital education platform to help create more informed, empowered, and mortgage-ready homebuyers. In her last role as Vice President of Government Relations and Public Affairs, Herron Bruff worked with community leaders and government officials to influence housing policy at the local, state, and federal levels.

A Dallas native, Herron Bruff holds a bachelor's degree in journalism from the University of North Texas and an executive certification in Diversity, Equity and Inclusion from Cornell. She has served on boards and councils for several organizations including Children's Health, Desoto Economic Development Corporation, Southern Gateway Deck Park, and The Dallas Entrepreneur Center at RedBird. She is a member of Delta Sigma Theta Sorority, Inc. and the South Dallas

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Business & Professional Women’s Club, Inc. Herron Bruff and her husband are the proud parents of two children.

Shelly Brisbin, Producer & Reporter, Texas Standard



Shelly joined Texas Standard in 2017 as the show’s web editor. She is now a producer/reporter, covering technology, science, transportation, disability issues and the arts, along with the usual smattering of news and politics. She produces the weekly tech segment, and serves as a backup social media host. Shelly has spent much of her career as a technology journalist. She is the author of 21 tech books, including “iOS Access for All: Your Comprehensive Guide to Accessibility for iPhone and iPad.” She produces several podcasts, including Parallel and Lions, Towers & Shields. Shelly geeks out over gadgets, audio gear and music. She is a cocktail enthusiast and a classic film buff.

Nicole Ward, Storyteller/Data Journalist of Research & Innovation, DRC



Nicole joined the Dallas Regional Chamber as a storyteller and data journalist in November 2022 to highlight the innovative work being done by the business community and local leaders in North Texas. Prior to the DRC, she worked for several financial services firms, creating content to connect with target audiences and demonstrate value. She began her career in broadcasting.

As a brain injury survivor, Nicole looks for ways to support the disability community and challenge people’s assumptions about the limitations of individuals with differences.

Bryant Early, Senior Regional General Manager, Invited



Bryant Early is a seasoned professional with over 30 years of experience in various leadership roles in the private club sector. As a Senior Regional Manager for Invited, managing Gleneagles Country Club, his responsibilities include overseeing multiple DFW clubs. Originally from Ohio, at twenty-two, Bryant started his career with ClubCorp (Invited) in 1992 at the Dayton Racquet Club, where he quickly made a name for himself. He took over his first club as General Manager at twenty-eight, a testament to his exceptional leadership skills, and has since managed clubs in various cities nationwide.

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Jenny Judd, General Manager, Invited



Jenny Judd is the General Manager at Hearthstone Country Club, a part of the Invited portfolio. With more than 620 Members, Hearthstone remains a top destination in West Houston for golfing, tennis, and dining.

Previously, Jenny served as General Manager at Magnolia Creek Golf Club and Director of Operations and Head Golf Professional at several Clubs, including Magnolia Creek, South Shore Harbour, Braelinn Golf Club, and Chapel Hills. Jenny is pursuing her PGA Executive Management certification and has been a Class A Member of the PGA since January 2010.

Jenny grew up in Idaho Falls, Idaho, and started playing golf at three years old. Jenny's father, Jerry, is very influential in her love of golf. She was a member and captain of the Boise State Women's Golf Team and earned a Bachelor of Science in Exercise Science from Boise State University. In her free time, Jenny enjoys playing golf with family and friends, traveling, and spending time with her wife, Emily, and their three dogs.

Gerry Altamirano, Workplace Diversity Senior Manager, AMN Healthcare



Gerry Altamirano is the Senior Manager for Workplace Diversity at AMN Healthcare where he leads organizational DEI strategic efforts and oversees AMN's 10 Employee Resource Groups. Prior to joining AMN, Gerry served as a DEI Strategist with Tangible Development, a DEI consulting firm in NY. In this role, Gerry worked with a variety of clients assessing current state DEI performance and developing strategic plans to enhance organizational DEI maturity.

Prior to his consulting role, Gerry served as the Assistant Dean & Director of the Disability Resource Center at the University of Florida. In this capacity, he served as the disability inclusion and accessibility authority for the campus and oversaw the university's accommodation programs and services. Gerry has also led accessibility accommodations and disability advocacy efforts at Texas State University and UT Southwestern Medical Center. In addition to his professional experiences, Gerry has served in several community roles and currently serves as the Vice President on the Board of Directors for REACH: Resource Centers for Independent Living serving people with disabilities in the DFW metroplex.

Gerry has a BA in Psychology from the University of Texas at Arlington, a Master of Clinical Rehabilitation Counseling from UT Southwestern Medical Center, and is completing a doctorate

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in Curriculum & Instruction: Critical Studies in Race, Ethnicity, and Culture at the University of Florida.

Pat Andrews-Osula, Managing Director of Audit and IT Assurance, Grant Thornton



Pat is a Managing Director in Grant Thornton's Audit and Assurance Services practice with responsibility for leading the IT Assurance group in the Central and Texoma regions. She leads the region's efforts to attract, retain, and develop talent, propagating a strong culture of collaboration, inclusion, and community engagement.

She is a multi-disciplined professional with experience in Risk Governance and Compliance and large-scale IT and Finance transformation. She has worked with multinational corporations globally and serves public and private clients across a variety of industries.

She is an inclusive leader who is passionate about building a diverse, equitable, and inclusive culture of belonging. At Grant Thornton, she serves as the Executive Sponsor for the Dallas Black Professionals Business Resource Group (BPBRG) and for the Education pillar of the National Black Professionals BRG, responsible for overseeing a variety of DEI initiatives that support professionals across the firm and focuses on bringing in new, diverse talent.

Pat is a Certified Information Systems Auditor (CISA), a Certified Internal Auditor (CIA), a certified Project Management Professional (PMP), and a Certified Public Accountant of England and Wales (ACCA). Pat received a Bachelor of Arts in Business Studies from Middlesex University in London, UK, and is also a graduate of Harvard Business School Leadership Program.

Pat is passionate about serving the community and is an active sponsor of Find Your Anchor, one of Grant Thornton's Purple Paladins aimed at suicide prevention, awareness, and education. She is also actively involved with A Memory Grows, a local DFW-based charitable organization that serves as an outreach to grieving parents and a resource to hospitals, hospice groups, and other nonprofit organizations. Pat is also spearheading a wellness initiative for employees at Grant Thornton.

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Peter Alai, Director of Program Management, Grant Thornton



Pete is an Experienced Manager in Grant Thornton’s Growth Advisory practice working primarily out of the New Jersey office. Before joining Grant Thornton, Pete was an executive in the wireless industry. He has several decades of experience leading people and organizations in product and program management, sales, business development, and finance. He enjoyed driving growth and profitability with AT&T, Nokia, and Motorola where he managed large multifunctional and multinational organizations.

Pete is also an ICF Certified Executive Coach, finding great inspiration in collaborating with individuals and organizations that aspire to reach their highest potential. He has a passion for building people-centric cultures and bringing science-backed mindfulness training to companies looking to create environments that promote wellbeing, ignite collaboration, and enable high performance.

Pete received a Bachelor of Science in Accounting from Boston College and a Master of Business Administration from Seton Hall University. In addition, he is an ICF Certified Professional Executive Coach and a Certified Workplace Mindfulness Facilitator (CWMF).

Pete is involved as a coach and mentor at Homeless Solutions in Morristown, NJ, and has served on the grant review board for the United Way of Somerset, NJ. He has also served on the board of directors for Long Valley Recreational Soccer in Long Valley, NJ. Pete has coached over 30 youth sports teams in soccer, basketball, and softball, helping young people discover their best selves by putting fun and sportsmanship ahead of winning.

Jaime Harry, Head of Counseling and Faculty Wellness Services, UT Southwestern Medical Center



Jaime Harry, a native of Dallas, Texas, is a Licensed Clinical Social Worker and Duke-certified Health and Wellness Coach with experience supporting marginalized groups in the healthcare field.

Jaime started her career at UT Southwestern 9 years ago working in the Clements Emergency Room. Jaime now serves as Head of Faculty Counseling and Supportive Services for the Office of Faculty Wellness, where she serves as a liaison between faculty and the administration,

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helping to coordinate resources and outreach to faculty and advocate for faculty so they can be professionally fulfilled and meet their wellness goals.

In addition to her work with UTSW Employees, Jaime is deeply committed to advancing Minority Mental Health awareness and fostering inclusivity within marginalized communities, tirelessly striving for health equity and social justice.

Dr. Reo Pruitt, Chief Diversity, Equity and Inclusion Officer, Communities Foundation of Texas (Moderator)



Dr. Reo Pruitt was named CFT's Chief Diversity, Equity and Inclusion Officer (CDEIO) in spring 2022 and is the first person to serve in this new role at CFT. Reo serves on the executive leadership team, overseeing our focus area of advancing equity both internally and externally, in partnership with the executive leadership team, internal Diversity, Equity, and Inclusion (DEI) Committee, with the support of our board of trustees and staff. Reo is an inclusive team builder who has been integral in the creation of CFT's DEI framework.

Originally from Tennessee, Reo holds a Bachelor of Science from Lane College and a doctorate in curriculum, instruction, and leadership from Union University.

Reo has been with CFT and Educate Texas since 2008, where she previously served as a senior director, director and program officer leading our College Career Ready School Models (CCSRM) statewide and Southern Sector district-wide portfolio in south Dallas County while also serving as the Chair of CFT's DEI committee in 2022.

Reo is committed to the success of all students across Texas and has committed countless hours to develop technical assistance to more than 300 campuses with innovative education models, including Early College High Schools (ECHS), PTECH/ICIA, and Texas-STEM. Reo has seen firsthand that this work is the difference-maker for first-generation, underrepresented, and low-income students, leading to greater outcomes for students to compete in a global society.

Prior to joining CFT, Reo worked in all levels of education from K-16. She has been a teacher, mentor educator, science specialist, vice principal, principal and district director. She has supported strategic planning for school districts, community colleges, and four-year institutions. During her career, she has mentored more than 40 assistant principals, 25 principals, 30 district leaders and a host of other educators in different career roles.

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Tod Marvin, CEO, My Possibilities



Tod has been dedicated to nonprofit work for the last 3 decades, beginning in 1993 at the American Red Cross National Headquarters in Washington, D.C. Tod came to the Red Cross from Capitol Hill and left as the Senior Operating Officer for their National Development Department. After a stint as the VP of Development with the Blood Center of Wisconsin, he became the SVP of Health Strategies for the American Heart Association Southwest Affiliate, based in Austin.

For the last 12 years, Tod has been a champion for people with disabilities in Texas and beyond. First, as the President & CEO for Easterseals Lonestar affiliate covering Texas, Louisiana, and Oklahoma. Most recently, in January 2024, he was the President & CEO at My Possibilities, a disability services organization based in Plano, TX.

Tod is a passionate advocate for people with disabilities and ensuring equal opportunities for the disability community, which represents 1 in 4 Americans.

Danielle Meadows, Executive Director, Global Head of BeST & Director of Neuroinclusion Strategies, JPMorgan Chase & Co.



Danielle Meadows is an Executive Director and Head of the Business Solutions Team, known as BeST, for JPMorgan Chase & Co. She is leading the firm's expansion of an underutilized talent pool by creating and championing a neurodivergent workforce with a focus on individuals with Intellectual and Developmental Disabilities (IDD). In this role, Meadows strategically builds and drives the BeST operating model to engage and support IDD talent, with a focus on placing individuals into meaningful, business-integrated, and sustainable roles. Her scope encompasses all regions and lines of businesses globally.

In addition, Meadows works to drive policy changes focused on removing employment barriers for the IDD community. With the onset of COVID-19, Meadows was able to implement a remote hiring and placement process for BeST participants. The concept of hiring, onboarding, and supporting the IDD community remotely had not been done before and was recognized by the U.S. Department of Labor as an exemplary practice.

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BeST is not only aligned with the Commercial Banking operating model but also with the Office of Disability Inclusion (ODI). ODI leads strategy and initiatives aimed at advancing careers while helping the firm aspire to be a bank of choice for people with disabilities. With over 15 years of leadership, operations and training experience, Meadows has been with the firm for 14 years.

Prior to her current role, she spent more than 10 years in Home Lending Servicing and Default, where she leveraged her law firm experience to implement improved default processing and training as an analyst, trainer, and manager. Meadows is a leader who is admired both inside and outside the firm — and her recognition as one of The Top 50 Women Leaders of Dallas for 2023 proves the point. She has a passion for giving back to the community and working to embed diversity, equity, and inclusivity into the workplace culture.

She has led and is a member of various DEI initiatives and Business Resource Groups at the firm. Additionally, she sits on the Disability IN: North Texas Affiliate Board of Directors providing thought leadership and insight into encouraging disability inclusion across the market.

Meadows graduated from The Ohio State University with an undergraduate degree in Public Affairs Journalism & Communications and a Paralegal Certification from Capital University. Meadows has one son, who keeps her busy with his academic and extracurricular sports schedules. She enjoys spending time with family and friends, volunteering, and traveling.

Bryan Gill, Head of Office—Disability Inclusion & Neurodiversity, JPMorgan Chase & Co.



Driving an inclusive and accessible culture, Bryan partners globally across the firm with leaders and employees to recruit, hire, and advance people with disabilities and individuals who are neurodiverse. In addition to focusing on careers and skills, the Office works to advance business growth and entrepreneurship, community development, and financial health and wealth creation for this underserved community.

Bryan was appointed to this role in October 2022 and has 30+ years of experience in financial services. He joined JPMorgan Chase in 2004 and, in early 2022, became the firm's first global head of Neurodiversity. Previous to that role, he served as a Commercial Banking Operations executive and has held several roles in Commercial Real Estate Operations and Servicing.

Bryan currently serves as the North America Co-Chair for the firm's Access Ability Business Resource Group – helping to maximize the contributions of employees affected by disabilities, long-term illness, or caregiving responsibilities. He received a Bachelor's degree in Economics

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from Radford University. Married with three grown children and one granddaughter, he resides in the Dallas area and works out of the firm's Plano hub.

Dylan Rafaty, CEO, North Texas Disability Chamber (Moderator)



Dylan M. Rafaty is an influencer and disability rights activist committed to serving all people with disabilities in Texas and the United States. His personal mission in life is to increase opportunities by opening new doors so that everyone can have an overall better quality of life.

Dylan's successes include bringing innovative ideas to the table, establishing strategic partnerships, and building alliances to create systemic change within communities and organizations. Dylan is a vocal advocate for corporate social responsibility with an entrepreneurial and growth mindset. He builds strong relationships while earning the respect and trust of citizens, elected leaders, regional business/nonprofit communities, and academic/government agencies.

Some notable recognitions include being inducted into the Susan M. Daniels Disability Mentoring Hall of Fame in 2020, named 2020 Oticon's Focus on People Advocacy Award Winner, 2021 Dallas Business Journal's Leaders in Diversity Award honoree, 2021 Plano Chamber of Commerce's Rising Star Award winner, finalist for the 2022 Tech Titans Community Hero Award, and 2023 North Texas Commission's Diversity Champion Award. Dylan has previously served on several executive boards ranging from several focus areas including advocacy, education, sports, workforce, etc. Currently, Dylan serves as the Founder, President & Chairman of the North Texas Disability Chamber and Technical Advisory Panel Member for the City of Dallas Commission on Disabilities.

Dylan is a proud graduate of the Plano Citizens Academy, Plano Citizens Fire Academy, the Ruderman Family Foundation's LINK National Leadership program, Plano Chamber's Leadership Plano (Class 38), Communities Foundation of Texas's Emerging Leaders in Philanthropy (4th Cohort), and the North Texas Commission's Leadership North Texas (Class 14) program.

Currently, Dylan is a certified diversity professional (CDP) from the National Diversity Council, a special education graduate of Plano ISD. He earned his A.A. at Collin College, B.S. in industrial and organizational psychology at the University of Phoenix, and the M.A. in dispute resolution at Southern Methodist University. Dylan is currently attending the Ed. D. in Organizational Change and Leadership program at the University of Southern California. Dylan now resides in Frisco.