

2017

# ACCESSABILITY SUMMIT

TAKE ON ANYTHING



**TRACY JORDAN**  
KEYNOTE SPEAKER

*SPECIAL GUEST  
SPEAKERS*



**KRISTY MANDIGO**  
KEYNOTE SPEAKER



OCTOBER  
DAVIDSON  
AUDITORIUM  
J S O M ( 1 . 1 1 8 )  
2:00 P.M. - 5:00 P.M.

The purpose of  
National Disability Employment  
Awareness Month is to educate the  
community about disability employment issues  
and celebrate the many and varied contributions of  
America's workers with disabilities.

The Office of  
Student AccessAbility

The Office of  
**Diversity**  
& Community Engagement



**Raytheon**

THE UNIVERSITY OF TEXAS AT DALLAS

# Program Agenda

## Welcome and Introductions

**George Fair, PhD**

*Vice President , Office of Diversity and Community Engagement*

**Douglas Greene, MBA**

*Head, Talent Acquisition Space and Airborne Systems, Raytheon*

## Master of Ceremony Overview of the Day

**Ken Pugh, PhD**

*Clinical Associate Professor, Master Clinician, UT Dallas, School of Brain and Behavior Sciences*

## Introduction of Keynote Speaker

**John W. Van Der Schans**

*Student Government, Senior, International Political Economy, Sch of Econ Pol & Policy Sci*

## Keynote Speaker Presentation 1

**Tracy Y. Jordan, MS**

*Assistant Vice President, Senior Quality Assurance Analyst & Tester, Bank of America*

## Break (Snacks)

## Introduction of Keynote Speaker

**Elton Ndoma-Ogar, MBA**

*Director, Diversity and Inclusion, Raytheon Company*

## Keynote Speaker Presentation 2

**Kristy Mandigo , MBA**

*Section Manager, Systems Engineering , Integration and Test, Raytheon Company*

## Speaker - “Changing the Focus from Disability to Ability”

**Richard K. Scotch, PhD**

*Professor of Sociology, Public Policy, and Political Economy, UT Dallas*

## Moderator Introduction of Panelists & Discussion

**Michael Thomas**

*Executive Director, My Possibilities*

## Challenges Panel Discussion

**Elton Ndoma-Ogar, MBA**

*Director, Diversity and Inclusion, Intelligence, Raytheon Company*

**Tracy Y. Jordan, MS**

*Assistant Vice President, Senior Quality Assurance Analyst & Tester, Bank of America*

**Diana Alatalo**

*Mechanical Engineering, Erik Jonsson School of Engineering & Computer Science*

**Marco Mendoza, PHR, SHRM-CP**

*Director, Human Resources, UT Dallas*

**Robert Mollard**

*Vice-Chair, EmployAbility*

**Addison Walker**

*Student Worker, Student Access Ability, Graduate Student, Mathematics, School of Natural Science and Math*

## Q&A and wrap-up

## Networking Reception



## **Tracy Y. Jordan, MS**

Tracy Y. Jordan is Assistant Vice President Senior Quality Assurance Analyst & Accessibility Tester on the ADA consulting team at Bank of America. Her education includes multiple degrees in computer science, sociology and assistive technology from California State University-Northridge, UT Dallas, and Brookhaven College. She is a certified assistive technology professional and is currently scheduled to sit for certifications in CPACC (certified professional in accessibility core competency) and WAS (web accessibility specialist).

Life forever changed for Jordan in 2003 following a bite from a brown recluse spider. Her leg swelled to three times its normal size as the spider's venom irreparably destroyed tissue. She endured seven surgeries, the final one being a below-the-knee amputation on her right leg. What Jordan didn't know at the time was that the anti-venom and massive antibiotics the doctors administered were damaging her retinas and kidneys. One morning, she awoke unable to see anything but a dull, shadowy gray color. Although efforts were made to reattach her retinas, her vision could not be restored. Today, she is totally blind in one eye and can only distinguish between light and dark in the other.

Before the spider bite, Jordan owned a business in pet grooming. Once she lost her sight and after successfully maneuvering through the numerous stages of grief, she reached out to social services such as the Dallas Lighthouse for the Blind and the Department of Assistive and Rehabilitative Services for training, services and support. "It would be unfair and fiction for me to claim that the path I chose for myself was easy and not rife with obstacles and roadblocks. But when life tosses you lemons, you most assuredly should try to make lemonade, but I chose to bake a lemon meringue pie instead," said Jordan.

Jordan, the mother of two adult sons said that her belief in a higher being, motherhood and drive and tenacity got her where she is today: in the process of publishing her first book that is currently in the cover layout stage. When asked if there was one sentiment that she would like to convey to her audience, she said, "There is no one more equipped to speak on your behalf than you, and someone's perception of you is not a reflection of you; it is simply their view."

# Keynote Speaker



## **Kristy Mandigo, MBA**

Kristy Mandigo became an engineer against all the odds. Born with partial paralysis, portions of her brain missing and spastic cerebral palsy and later diagnosed with epilepsy, Mandigo wasn't expected to graduate from elementary school and didn't learn how to read until she was sixteen. "School district officials and doctors told my parents that, best case, I would make it through sixth grade," she said. "My parents sat me down and told me I had a choice--I could be what I wanted to be, or I could let the doctors decide what I was going to be."

Determined, Mandigo graduated from high school and earned an undergraduate degree in engineering and a master's degree in business and technology. She began working for Raytheon in 2003 and is now a top aerospace engineer and manager at the company's Space and Airborne Systems business, working on the Next-Generation Jammer, an innovative airborne electronic attack and jamming technology. The mother of two young boys, Mandigo is also an advocate for others with disabilities.

Seven years ago, Mandigo's anti-epileptic medication was switched without notice, causing multiple breakthrough grand mal seizures that eroded some of her hard-fought independence. She used that experience to advocate for others, testifying in April before the state of California Assembly Health Committee in support of a bill that would require patients to be notified by the health plan or insurer if there were changes to their medication. "Before the switch, I drove 50 miles to work on L.A. freeways," she told the committee. "Now I can't drive. I can't go to the movies, sporting events or concerts. Even taking my kids outside can be hard and has to be calculated."

That impassioned testimony was credited with swaying a number of lawmakers, and the bill was passed. Like Mandigo, thousands of Raytheon's 61,000 employees have disabilities. Raytheon has a strong commitment to recruiting, hiring and retaining disabled employees, including disabled veterans. The American Association of People with Disabilities and the U.S. Business Leadership Network (USBLN) recognized Raytheon among its 2016 Disability Equality Index Best Places to Work. Mandigo along with other leaders of Raytheon's disabilities employee resource group, Raytheon Alliance for Diverse Abilities, accepted the award at the USBLN annual conference in September. Raytheon was one of the first companies in its industry to establish a strong portfolio of employee resource groups that help foster an inclusive culture and drive growth and innovation.

"I joined Raytheon's disabilities ERG, now the Raytheon Alliance for Diverse Abilities, in 2014 and became a leadership member almost immediately," Mandigo said. "I have at least one employee with a disability come to me for advice every week."

Mandigo believes the challenges posed by her disabilities make her a better engineer as she has had to use problem-solving and process improvement techniques to perform the quotidian tasks, most people take for granted. That mode of thinking makes Mandigo a natural at troubleshooting and finding ways to make continuous process improvements in support of Raytheon's programs. "I have basically been using Six Sigma processes since I was a kid to perform everyday tasks like opening doors."





## **Richard K. Scotch, PhD**

Richard K. Scotch is Professor of Sociology, Public Policy, and Political Economy at the University of Texas at Dallas, where he coordinates the programs in Sociology and Evaluation Research. Dr. Scotch received his B.A. with honors from the University of Chicago and his M.A. and Ph.D. degrees in sociology from Harvard University. Prior to joining the UTD faculty in 1983, Dr. Scotch served as an analyst for the Virginia Division for Children and the U.S. Department of Health, Education and Welfare, and as a AAAS Congressional Science Fellow.

Dr. Scotch is the author of two books and numerous articles and monographs on social policy reform and social movements in disability, health care, education, and human services. His current research interests include the long-term impact of early childhood education, the political economy of local health and human service delivery systems; the comparative study of state Medicaid policies; and community-based approaches to addressing indigent health care and health disparities.

Dr. Scotch is past president of the Society for Disability Studies, was named a 1999 Switzer Fellow by the National Rehabilitation Association, and served on the Advisory Committee on Disability Studies in the Twenty-First Century of the National Institute of Disability and Rehabilitation Research. He has been active in the local health and human service community in North Texas since the mid-1980s, working with numerous local government and nonprofit agencies, including Collin and Dallas Counties, the Dallas Healthy Start Initiative, the United Way of Metropolitan Dallas, Mental Health America, Family Gateway, and Educational First Steps.



## **Michael Thomas - Moderator**

Michael Thomas is a native Texan and a graduate of Southern Methodist University with degrees in philosophy and religious studies. In 2006, after graduating from SMU, Thomas began his nonprofit career with the Muscular Dystrophy Association (MDA) in Corpus Christi, Texas, as a program coordinator and was directly involved with more than \$1.5 million in fundraising during his time with the organization. He later relocated within the MDA to Las Vegas, Nevada, where he continued working in special events and fundraising.

Thomas proceeded to work with the nonprofit Opportunity Village, an organization dedicated to vocational training for adults with disabilities in the southern Nevada area. In April 2010, Thomas joined My Possibilities as the organization's executive director. In the past four years, the organization has grown from serving 30 families each week to more than 250 families. It is considered a leader and benchmark for continued education for adults with cognitive disabilities.

Thomas has many plans to spread the My Possibilities mission throughout Plano and the entire Dallas/Fort Worth metroplex as he believes, "It is essential that people in our community know that our HIPsters are very capable of making a difference, and they have every intention of doing so. The next step is just giving them the chance." My Possibilities is a program for adults with cognitive and developmental disabilities. Its goal is to provide an opportunity for lifelong learning within a structured, safe, nurturing environment while helping individuals develop their interests, skills and goals.



## **Mr. Kenneth Pugh, PhD - Master of Ceremony**

Kenneth Pugh joined the Doctor of Audiology Program (AuD) faculty in 2010 and currently works as Clinical Associate Professor and Master Clinician in the UT Dallas' School of Brain and Behavior Sciences. Dr. Pugh formerly worked as an Assistant Professor in the University of Hawaii's John A. Burns School of Medicine, where his teaching and research focused on early intervention and cochlear implants.

After earning his Bachelor of Science degree and Master of Science at Colorado State University, he received his PhD in Audiology and Health Services Administration from the University of Florida.

Dr. Pugh is a Fellow of the American Academy of Audiology, holds the Certificate of Clinical Competence in Audiology from the American Speech-Language-Hearing Association, and is licensed to practice Audiology and dispense hearing aids in the State of Texas and Hawaii. His service record includes work on the editorial board of the Journal of the American Academy of Audiology and frequent contributions on grant review committees at the Health Resources and Services Administration.

Dr. Pugh's current research interests are geared towards developing a better understanding of hearing loss vis-à-vis functional health and literacy and telehealth/teleaudiology applications. Additional activities include research integration and facilitation of training activities of the AuD program in the Callier Audiology Clinic; establishing, overseeing and maintaining state-of-the-art clinical services and protocols; contributing to AuD program committees, and collaborating with clinical leadership on special projects to promote interdisciplinary activities.

# Contact Information

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**Raytheon**



**RAYVETS**



**RADA**

Raytheon Alliance for Diverse Abilities

<http://www.raytheon.com/>

<http://jobs.raytheon.com/>



Save the Date

RAYTHEON DIVERSITY  
RECRUITMENT FAIR

October 11, 2017  
2:00 p.m. - 5:00 p.m.  
Visitor Center Bookstore Atrium

For more information contact Rosie Peterson at [rpeterson@utdallas.edu](mailto:rpeterson@utdallas.edu).

The University of Texas at Dallas is an Equal Opportunity/Affirmative Action University. Individuals who need special accommodations to attend, please call The Office of Diversity and Community Engagement at 972-883-4566.