



Jennison Asuncion | LinkedIn

Jennison Asuncion, an engineering manager, accessibility at LinkedIn, is an industry leader in the high-tech community and a subject-matter expert on all aspects of digital accessibility. Prior to LinkedIn, he spent 12-plus years helping Canadian banks make experiences across different platforms and devices accessible and usable to persons with different disabilities. When he started at LinkedIn in late 2013, moving from Canada to Silicon Valley, he brought his leadership and knowledge to drive LinkedIn's digital accessibility effort.

His impressive career cannot be underestimated, given that, in 2015, only 17.5 percent of people with disabilities were employed, according to the U.S. Bureau of Labor Statistics. It is one key reason he works at LinkedIn: he wants to change the world.

Asuncion hosted a brown bag session with EnableIn, LinkedIn's ERG, to talk about his life with a visual disability, and the many challenges that he has had to overcome. It sparked a meaningful discussion on what LinkedIn can be doing internally and externally to do more for its employees and members, respectively. The session even inspired one of its employees, a software engineer, to entirely switch teams and change his professional focus to digital

accessibility. The objective of that team, led by Asuncion, is to enable everyone, including people with disabilities, to independently have access to economic opportunities. The team encourages its members to be more productive and successful by allowing them to look for jobs, create connections, stay up-to-date with their industry and influencers, grow professionally with eLearning such as LinkedIn Learning, and incorporate all the other values LinkedIn has to offer.

Asuncion is also a co-director of the Adaptech Research Network, where he's been researching, publishing and speaking about the use and accessibility of information and communication tech by postsecondary students with disabilities since 1999.

During his journey Asuncion has influenced the accessibility community by being the co-founder and organizer of many digital accessibility initiatives such as accessibility camps in multiple cities; the accessibility and inclusive design meetup groups for Toronto and San Francisco Bay Areas; the Boston Accessibility Conference; and Global Accessibility Awareness Day (GAAD), an annual event celebrated by multiple companies and schools around the world.

Additionally, he has also been a member of the board of directors of LightHouse for the Blind and Visually Impaired in San Francisco; the Proposal Review Committee for the International Technology and Persons with Disabilities Conference; and chair of the Web Accessibility Initiative Community Group at the World Wide Web Consortium (W3C).



Marc Dupont | Sikorsky, A Lockheed Martin Company

Marc Dupont has been an employee of Sikorsky Aircraft, a Lockheed Martin company, for 25 years. He has been an exemplary employee taking on positions of increasing responsibility. As an individual and as a part of various teams, Dupont has made positive and impactful contributions through his career. He has been an advocate and a leader for people with disabilities inside the organization as well as in the community.

At Lockheed Martin, Dupont is founder and chairman of the disability-focused employee resource group, BeyondIsAbility. This group advocates for employees with disabilities, employees that have children with disabilities and those who are the primary caregivers of aging adults. The group's mission is to contribute to the company's employee diversification efforts by focusing on workplace acceptance of its teammates with disabilities. The group also acts as an information resource for employees who are caregivers for family members and others.

BeyondIsAbility group has reached into the community and invited high school students with disabilities on site for job-shadowing events, mentoring days and STEM promotion. BeyondIsAbility regularly hosts educational meetings on elder care and

informational sessions on providing assistance to and awareness of children with disabilities.

Dupont is also an Able Ambassador in the organization. Ambassador employees disclose their personal stories to raise awareness and foster inclusion in the workplace. He has shared his experience with having a spinal tumor in childhood as well as arthritis. And he's been vocal about how his interest in elder care arose when his father lived with him and his family for 20 years, and his mother-in-law lived with them as she battled Alzheimer's disease.

In the community Dupont has served on the board of Connecticut Business Leadership Network for the past three years. This is the state organization that is part of the larger U.S. Business Leadership Network (USBLN) community. He assists with events that support employment of people with disabilities.

He is also a member of the Connecticut Department of Education Transition Task Force, assisting students and parents of students in high school and college transition into the workforce or higher academia. As a former client of the Connecticut Bureau of Rehab Services, Dupont leverages this relationship for further outreach to assist students in transition. Lastly, he serves as a commissioner on the Hamden Commission on Disability Rights and Opportunities, an organization focused on understanding the needs of people with a disability who live in the Hamden, CT community.

Given all of Dupont's contributions, he has become an excellent role model for those inside and outside of the organization.