National Trends in Disability Employment

# Lunch & Learn Series

## Season 11, Episode 11 nTIDE –

## Title: Assessing Corporate Disability Inclusion Through an Employee-Centered Framework

November 6, 2026, 12:00 –1:00 p.m. ET | Free | Online | Register
Website: researchondisability.org/ntide | Contact: amy.chamberlain@unh.edu

Welcome to the National Trends in Disability Employment (nTIDE) Lunch & Learn series. On the first Friday of every month, in conjunction with the Bureau of Labor Statistics jobs report, we offer a live broadcast via Zoom webinar to share the latest nTIDE findings. In addition, we will provide news and updates from the field of Disability Employment and host an invited panelist to discuss current disability-related findings and events.

**AGENDA**

| Time | Item |
|---|---|
| **12:00 P.M.** | Introduction and Welcome<br>Andrew Houtenville, University of New Hampshire |
| **12:10 P.M.** | Overview of National Trends in Disability Employment (nTIDE) Jobs Report Release<br>John O'Neill, Kessler Foundation<br>The Numbers<br>Andrew Houtenville, University of New Hampshire |
| **12:15 P.M.** | Announcements from the field of disability employment<br>Kim Knackstedt, AUCD |
| **12:30 P.M.** | Guest Presenter<br>David Xiao, LEADS |
| **12:45 P.M.** | Questions and Answers for Attendees |

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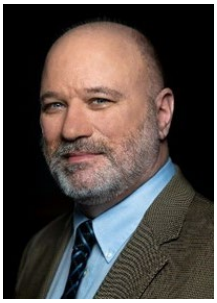
**PRESENTERS**



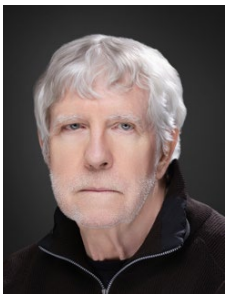
**David Xiao** is a corporate disability leader and author of the LEADS Framework for Disability Inclusion, an open-access, employee-centered assessment tool for corporate disability inclusion. LEADS evaluates five key dimensions of workplace disability inclusion: Leadership Support, Equity in Opportunity, Accommodation Adequacy, Disclosure and Dignity, and Systemic and Cultural Inclusion. The framework draws on Canadian and U.S. disability policy, international human rights standards, and consultation with leading disability employment researchers. LEADS gives employees whose perspectives are often overlooked a direct voice in measuring corporate disability inclusion and is currently being piloted by organizations in Canada and the United States.

In addition to his work on LEADS, David helps lead Manulife Financial's Ability Colleague Network across North America and serves as a collaborator with the Canadian Accessibility Network, which operates under the mandate of Accessibility Standards Canada. He was also recently elected as a Board Member for the Centre for Independent Living in Toronto.



**Andrew Houtenville, PhD**, is a professor of economics and research director of the Institute on Disability at the University of New Hampshire. Dr. Houtenville is extensively involved in disability statistics and employment policy research. He has published widely on disability statistics and the economic status of people with disabilities. He is the principal investigator at the NIDILRR-funded Employment Policy and Measurement Rehabilitation and Research Training Center. Dr. Houtenville received his doctorate in economics from the University of New Hampshire in 1999 and was a

National Institute on Aging Post-Doctoral Fellow at Syracuse University from 1998 to 1999.



**John O'Neill, PhD,** is the director of employment and disability research at Kessler Foundation and has more than 28 years of experience in vocational rehabilitation as a rehabilitation counselor educator, disability employment researcher, and advisor to state vocational rehabilitation agencies. Dr. O'Neill has been a principal investigator or co-principal investigator on six NIDILRR-funded, five-year research and training centers focusing on TBI and community integration, disability statistics, the disability employment service system, and how individual and contextual factors relate to employment outcomes among people with disabilities.



**Kimberly Knackstedt, PhD**, is executive director of the Association of University Centers on Disabilities (AUCD) and has nearly two decades of experience in accessibility and disability policy. As a person living with Ehlers-Danlos syndrome and other chronic illnesses, she brings valuable lived experience to her work in accessibility and policy.

Before joining AUCD, Kim founded and led Unlock Access LLC, a disability and accessibility strategy consulting firm. She previously served as the first director of disability policy for the Biden-Harris Administration's Domestic Policy Council, disability policy advisor to Chairman Bobby Scott in the U.S. House of Representatives, senior disability policy advisor to Sen. Patty Murray in the U.S. Senate, and a Joseph P. Kennedy Jr. Public Policy Fellow.

Dr. Knackstedt earned a bachelor's degree in special education and elementary education from Gonzaga University, a master's degree in special education from the University of Kansas, and a doctorate in special education and policy from the University of Kansas.

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*Note: All webinars will be recorded and closed-captioned and will be added to our website archives, along with full transcripts, following the live broadcast.*

University of New Hampshire Institute on Disability

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Brought to you by Kessler Foundation, Association of University Centers on Disability (AUCD), and the University of New Hampshire Institute on Disability's Rehabilitation Research and Training Center on Disability Statistics and Demographics (StatsRRTC). The StatsRRTC is funded by the U.S. Department of Health and Human Services, Administration for Community Living, National Institute on Disability, Independent Living, and Rehabilitation Research (NIDILRR), grant number 90RTGE0005. The information developed by the StatsRRTC does not necessarily represent the policies of the Department of Health and Human Services, and you should not assume endorsement by the Federal Government (Edgar, 75.620 (b)).