

12th Annual

DIVERSITY Symposium

**Understanding Accessibility as Inclusion:
Georgia Tech's Pathway to Accessibility**

Wednesday, September 9, 2020
Institute Diversity, Equity, and Inclusion

#GTDiversitySymposium

**Georgia
Tech** 

CREATING THE NEXT

12th Annual
DIVERSITY
Symposium

**Understanding Accessibility as Inclusion:
Georgia Tech's Pathway to Accessibility**

Wednesday, September 9, 2020 • 9 a.m. - 2:30 p.m.

9 – 9:10 a.m.

Welcome by Archie W. Ervin, *Vice President for Institute Diversity, Equity, and Inclusion*

9:10 – 10:30 a.m.

Guest Speaker, Haben Girma

10:30 – 11:30 a.m.

Awareness of Accessibility

Danny Housley, *Assistive Technology Manager, Tools for Life, Center for Inclusive Design and Innovation*

Anne Jannarone, *Assistant Dean of Students and Director of the Office of Disability Services*

J. Denise Marshall, *ADA Compliance, Equity and Compliance, Institute Diversity, Equity, and Inclusion*

Cassie Mitchell, *Assistant Professor, Biomedical Engineering; ABLE Alliance Faculty Advisor*

Liz Persaud, *Program and Outreach Manager, Tools for Life, Center for Inclusive Design and Innovation*

Robert “Trey” Quinn, *Undergraduate Student, Computer Science; Co-Founder and President, ABLE Alliance*

15-minute break

11:45 a.m. – 12:45 p.m.

Principles of Accessible Design

Carrie Bruce, *Senior Research Scientist; Research Director, MS-HCI Program*

Jon Sanford, *Professor, School of Industrial Design*

Marisol Wong-Villacres, *Doctoral Student, Human-Centered Computing*

12:45 – 1:45 p.m.

Connectivity/IT Accessibility

Chantal Kerssens, *Executive Director, Center for Inclusive Design and Innovation*

Burns Newsome, *Executive Director, Equity and Compliance, Institute Diversity, Equity, and Inclusion*

Johan “John” Rempel, *UX/ICT Quality Assurance Manager, Center for Inclusive Design and Innovation*

15-minute break

2 – 2:30 p.m.

Faces of Inclusive Excellence and Diversity Champion Awards Ceremony

2:30 p.m.

Closing Remarks, Archie W. Ervin

Guest Speaker



Haben Girma

The first deaf-blind person to graduate from Harvard Law School, Haben Girma advocates for equal opportunities for people with disabilities. She travels the world teaching the benefits of choosing inclusion.

Girma was born and raised in the San Francisco Bay Area, where she currently resides. Her parents came to America from Eritrea and Ethiopia. Their stories of life during the Eritrea-Ethiopian War and their journey as refugees taught Girma resilience at an early age.

Growing up, she witnessed advocates using the Americans with Disabilities Act (ADA) to increase opportunities. Impressed by the success of these advocates, Girma felt inspired to join them.

She earned her J.D. from Harvard Law School in 2013, and that same year became a member of the California Bar. She now travels the world consulting and public speaking. Girma combines her knowledge of law, sociology, and technology to teach clients the benefits of fully accessible products and services. Her insights help to expand our thinking, creating lasting, positive change among people and communities.

Her memoir, *Haben: The Deafblind Woman Who Conquered Harvard Law*, takes readers on adventures around the world, including to her parents' homes in Eritrea and Ethiopia; building a school under the scorching Saharan sun; training with a guide dog in New Jersey; climbing an iceberg in Alaska; fighting for blind readers at a courthouse in Vermont; and talking with President Barack Obama at the White House.

Girma has received the Helen Keller Achievement Award and a spot on the Forbes 30 Under 30 list. President Obama named her a White House Champion of Change. President Bill Clinton, Canadian Prime Minister Justin Trudeau, and German Chancellor Angela Merkel have all honored Girma, who believes disability is an opportunity for innovation.

Diversity Champion Awards

About the Diversity Champion Awards

The 2020 Diversity Champion Awards recognize members of the faculty, staff, and student body, and a unit (office, department, school, or lab) who are advancing the principles of accessibility, diversity, equity, and inclusion within the Georgia Tech community.

2020 Faculty Award Winner

Cassie S. Mitchell
Assistant Professor
Biomedical Engineering



Cassie S. Mitchell is assistant professor in biomedical engineering at Georgia Tech. She holds a Ph.D. in biomedical engineering from Georgia Tech and Emory University, and a B.S. in chemical engineering from Oklahoma State University. Mitchell founded the Laboratory for Pathology Dynamics, was named the 2019 American Neurological Association's Outstanding Young Investigator,

and received a 2020 NSF CAREER Award. She co-founded and is co-advisor for the ABLE alliance at Georgia Tech, which provides disability inclusion and professional mentoring. Mitchell, a quadriplegic, is a Paralympic medalist and world record holder. She is a counselor for newly disabled patients at multiple hospitals and speaks at schools and organizations to encourage inclusion and a "Never, never, never give up" attitude.

2020 Staff Award Winner

Johan "John" Rempel
UX/ICT Quality Assurance Manager
Center for Inclusive Design and Innovation



John Rempel oversees initiatives related to digital accessibility and user experience (UX), including the AccessGA initiative and Web Accessibility Group (WAG), which serves state agencies and higher ed institutions. He also oversees digital accessibility initiatives that include nonprofits and industry in Georgia and across the country. He has been a contributing

writer to American Foundation for the Blind's AccessWorld publication since 2011. He has served as President of Georgia AER, a nonprofit organization that provides professional development opportunities for practitioners employed in the area of low vision and blindness rehabilitation. He continues to volunteer on the board.

2020 Student Award Winner

Nandita Gupta
Graduate Student
Human-Computer Interaction



Nandita Gupta is a graduate student studying human-computer interaction and an accessibility and inclusive design advocate. She was named a Google Lime Scholar in 2020 for exemplifying leadership and passion for computer science, inclusion, and technology. She created and facilitated an inclusive design workshop at the Assistive Technology Industry Association 2020 Conference, appeared

as a panelist at Grace Hopper Celebration 2019, and was invited to speak at hACCESS, an accessibility focused hackathon. For Gupta, inclusion means bringing different voices to the table so we can all be part of the change. This goes beyond age, gender, race, culture, varied abilities, and more. In her words, "Leadership is not only about leading a team — sometimes it means being a voice for others who are not being heard."

2020 Unit Award Winner

Writing and Communication Program



Forty diverse faculty members comprise Georgia Tech's Writing and Communication Program (WCP) in the Ivan Allen College of Liberal Arts School of Literature, Media, and Communication. Their teaching, scholarship, and community outreach are shaped by intellectual rigor and a commitment to accessibility, diversity, equity, and inclusion.

This internationally recognized program is a leader in accessibility, broadly defined — spaces, technology, design, objects, and ideas. WCP's WOVEN curriculum (written, oral, visual, electronic, and nonverbal communication) promotes accessibility by encouraging students to explore the ways in which modes interact and can be employed to increase universal access to communication.

Special Thanks to the Planning Committee

Chair:

Archie W. Ervin, *Vice President, Institute Diversity, Equity, and Inclusion*

Co-Chair:

Carol Colatrella, *Professor and Associate Dean for Graduate Studies, Ivan Allen College of Liberal Arts*

Members:

Tamara Ballou, *Marketing and Event Coordinator II, Institute Diversity, Equity, and Inclusion*

Niccole Coleman, *Client Manager, Institute Communications*

Carl DiSalvo, *Associate Professor, School of Interactive Computing*

Sandra Duplessis, *Assistant Director, Administrative Operations, Institute Diversity, Equity, and Inclusion*

Marta Garcia, *Associate Vice President for Development, International Development*

Carol Gibson, *Controller, Controller's Office*

Courtney Hill, *Communications Manager, Institute Diversity, Equity, and Inclusion*

Fredrick Holloman, *Learning Specialist (Academic Coach), Center for Academic Success*

Anne Jannarone, *Assistant Dean of Students and Director of Disability Services, Division of Student Life*

Chantal Kerssens, *Executive Director, Center for Inclusive Design and Innovation*

Keona Lewis, *Associate Director, Institute Diversity Research, Institute Diversity, Equity, and Inclusion*

J. Denise Marshall, *ADA Compliance, Equity and Compliance, Institute Diversity, Equity, and Inclusion*

Stephanie Merrick, *Senior Administrative Professional, College of Design*

Burns Newsome, *Executive Director, Equity and Compliance, Institute Diversity, Equity, and Inclusion*

Brittney Odoi, *Diversity Consultant, Georgia Tech Research Institute*

Colleen Riggle, *Associate Dean of Students, Division of Student Life*

Catherine Ross, *Regents Professor, ADVANCE Professor, and Harry West Chair,
School of City and Regional Planning*

Aaron Shackelford, *Director, Office of the Arts*

John Stein, *Vice President for Student Life and Brandt-Fritz Dean of Students Chair*

Thanks and Acknowledgments

Sheryl Ballenger

Grace Battle

Joseph Davis

Haben Girma

Primus Moore

John Thornton

2020 Diversity Symposium Panel Participants

ABLE Alliance

Center for Inclusive Design and Innovation

Diversity Champion Awards Selection Committee

Institute Communications

The Office of the President

CREATING THE NEXT®

Georgia Tech Institute Diversity, Equity, and Inclusion

237 Uncle Heinie Way
A. French Building, Suite 231
Atlanta, Georgia 30332-0740
diversity.gatech.edu

InstituteDiversity@gatech.edu
404.894.5990



[@GT_Diversity](https://www.instagram.com/GT_Diversity)



Recyclable

This publication is printed on paper that is produced with recycled material. Georgia Tech is committed to environmental sustainability. Please recycle this publication.

Copyright 2020 • Georgia Institute of Technology
N21C9004 • An equal education and employment opportunity institution