

Change Conversations

Episode 3 introduction video *Invisible disabilities*

Script

Emmanuel Acho, *FS1 Sports Analyst, former NFL Linebacker, and The New York Times Bestselling Author & Host, Uncomfortable Conversations with a Black Man*

Jimmy Etheredge, *CEO – North America, Accenture*

Jenny Lay-Flurrie, *Chief Accessibility Officer, Microsoft*

Thorkil Sonne, *Founder, Specialisterne and Specialisterne Foundation*

Voiceover: On this episode of Change Conversations

Emmanuel Acho: Is disability a word that we should be using?

Jenny Lay-Flurrie: A disability doesn't make you less worthy, a disability is actually a strength and an expertise that is vehemently needed.

Voiceover: Jenny Lay-Flurrie, Microsoft's Chief Accessibility Officer, talks with Jimmy and Emmanuel about the power of disability.

Jenny Lay-Flurrie: Disability is a strength so I actually don't want to hear "diversely abled," "differently abled."

Voiceover: Businesses ready to recruit disabled talent have a competitive advantage.

Jimmy Etheredge: We want people to bring their authentic selves to work.

Voiceover: You'll meet Thorkil Sonne. When his child was diagnosed with autism, it changed his life's mission...

Thorkil Sonne: Whatever plans you have for your family, now you have to change. That's when I started looking into the future.

Voiceover: That future? A company and global foundation that helps employers attract and retain neurodivergent talent. The power of disability in the workplace. Change Conversations with Jimmy Etheredge and Emmanuel Acho, wherever you get your podcasts.