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Rich Donovan

Disability and Inclusion Expert



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Language Spoken

English

Travel's From

Toronto, Ontario

Speaker Biography:

Rich Donovan is CEO of a North American consulting agency and is a globally recognized subject matter expert on the convergence of disability and corporate profitability. He has spent more than 10 years focused on defining and unlocking the economic value of the disability market. He created the Barclays Return on Disability ETN listed on the New York Stock Exchange on September 11th, 2014 under the ticker RODI. Rich shares his vision for people with disabilities as a powerful force in the global economy in his new book, *Unleash Different*. *Unleash Different* can be ordered now at your favorite book retailer. He has been named one of the Top 50 Most Influential People with Disabilities in the world by UK-based Powerful Media and Shaw Trust in October 2016.

Rich provides corporate and government clients with insights and tools to frame disability as a global emerging market. His proprietary and proven process translates disability success factors into specific actions that create sustainable value. He is sought by businesses and governments for advice when acting on the disability market.

Rich founded Lime (2006), the leading third party recruiter in the disability space, where he worked with Google, PepsiCo, Merrill Lynch, IBM, TD Bank and others to help them attract top talent from within the disability market. Identified as a best practice by the U.S. Department of Labor and featured in the Wall Street Journal, Lime does one thing very well—find great talent.

Rich has a combined 20 years of experience in portfolio and investment risk management. As a Proprietary Trader and Portfolio Manager at Merrill Lynch, Rich delivered consistent performance results focused on macro strategies with an event-driven overlay, using equity indices as a primary tool. Rich holds an MBA from Columbia Business School and a BBA from Schulich School of Business at York University. Rich is an avid sailor and proud father of his son, Maverick, along with his wife, Jenn. He also happens to have cerebral palsy.

Topic Presentations

Unleash Different

Would it surprise you to learn that the largest economic opportunity facing the world today is disability? In this talk, Rich makes the case that disability directly touches 53% of global consumers and taxpayers - and transforms efforts of charity into the world's largest emerging market. He illustrates what the opportunity is, why it exists and how our economic institutions can evolve to capture it to improve their bottom lines while improving the lives of billions of people around the world.

Build a Better Company by Focusing on Non-Traditional Markets

What if companies measured and reported how they impact their relationships with customers and employees before measuring financial performance? In this talk, Rich makes the case that forward looking performance needs new models to set future behavior - he has developed one for disability that can be applied to any market. He shows how measuring the actions of organizations in areas critical to value creation is a better predictor of success than traditional financial analysis alone.

The Investment Logic behind Social Impact

What if social impact could both add to global GDP growth and boost returns for investors like pension and sovereign wealth funds? In this talk, Rich makes the case that it is large institutional investors that drive social change - but they need metrics that prove returns first. He shows how 'nice' isn't enough, and reveals why investors need to look at a company's transactions with its customers and talent to drive outperformance.

Videos



The difference between experience and accessibility

Watch Video



The Walrus Talks Inclusion

Watch Video



Fundraising and People with Disabilities

Watch Video

Testimonials

“Brilliant! It was very satisfying to hear my thoughts being spoken out loud by someone who is doing it.”

Audience Feedback, National Conference

“Rich Donovan started with the belief that economic value could be derived from companies supporting the community of people with disabilities. He subsequently invested years of research and analysis that constitutes the Return on Disability methodology. As a partner, it has been a pleasure to learn from Rich and benefit from his ground breaking work.”

Johnny Wu, Former Head of EFS Solutions Sales, Americas - Barclays

“In my role as Chair of the Federal Panel appointed to study the employment of people with disabilities in the private sector, it quickly became clear to me that Rich Donovan was an expert we needed to listen to carefully. Rich challenged us to think differently, to confront the status quo with arguments that were backed up with hard numbers. We hung on Rich’s every word and argument. We owe Rich our gratitude for playing such a critical role in the development of our final report, Rethinking disAbility.”

Kenneth J. Fredeen, Chair, Canadian Federal Panel on Labour Market Opportunities for Persons with Disabilities

“Simply brilliant! Rich created a very unique and clever business model that truly represents disruptive innovation. Given his insight and knowledge sharing, we now had a new lens by which to understand consumers at PepsiCo. We were able to be more inclusive in our research, branding, and activation... all to better enable and empower more consumers. He has made a lasting impact not only to business, but in organizational culture, talent acquisition, and community engagement.”

Lynda Costa, Former Director at PepsiCo

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