

Jason Reid: Speaker on Invisible Disabilities and Workplace Belonging

ABOUT JASON:

Jason Reid is a trailblazing voice on the topic of invisible disabilities in the workplace—and a master storyteller who's spent over a decade inspiring audiences around the globe.

Despite living with Crohn's disease and arthritis, Jason built a successful, award-winning career as a live television producer and head of news content at a national TV network. As a leader, he didn't just manage teams—he empowered them, more than doubling productivity by rethinking how we accommodate challenges at work. His secret? Simple, human-centered strategies and effective communications.

Jason is the author of *Embracing Invisible Disabilities in the Workplace*, and a trusted expert who brings both personal insight and professional depth to every stage he steps on.

Known for his warmth, wit, and vulnerability, Jason's talks leave audiences moved and motivated. Whether he's presenting virtually or in-person, his broadcast background shines through in every story he tells—captivating, clear, and purpose-driven.



"I could listen to Jason speak for hours!"
Charmaine King, Kellanova Canada

"Thank you so much, Jason – It was an incredibly impactful session."
C .McKelvey, TD Bank Group

"He communicated with kindness & his presentation was flawless. I loved working with Jason."
Jerica Manuel, PocketWatch Inc.

"Jason's presentation was the highest rated event we've had so far."
F. La Casee, Highlights for Children



Embracing Invisible Disabilities in the Workplace

One in three working-age adults lives with an invisible disability—a number that continues to grow.

Yet in most organizations, these challenges remain hidden, misunderstood, or mismanaged.

Award-winning storyteller and invisible disability expert Jason Reid pulls back the curtain with real-life insights and engaging stories that reveal what it's really like to work with an invisible disability, and lead people with similar challenges. Drawing from his own lived experience—and years managing high-performing teams—Jason shows how invisible challenges can become unexpected assets in a culture built on trust, communication, and innovation.

With humour, honesty, and actionable strategies, Jason equips leaders and teams with the tools to create a workplace where everyone can thrive.

What attendees will learn:

- What invisible disabilities are, and why they often go unrecognized
- How to build trust and open communication with employees facing hidden challenges
- How a simple, innovative approach to accommodation can boost morale and performance across your team



Jason Reid knows the power of inclusion—because he's lived it. While managing Crohn's disease and arthritis, he led a national TV news team to double its productivity in under a year by rethinking how to support employees with invisible challenges. Today, Jason shares real-world strategies and compelling stories that show how trust, flexibility, and honest communication can unlock hidden potential in any workplace.



Added Value! Jason's packages can include:

- Print, digital or audiobook copies of *Embracing Invisible Disabilities in the Workplace* book.
- A video of the presentation for your training library.
- Slide decks and other handouts.

Additional Talks Include:

- Pain Related Disability in the Workplace
- Beyond the Mask: Creating Workplaces Where Everyone Thrives
- Vulnerable Leadership and Communicating for Inclusion
- Strategic Storytelling for Workplace Inclusion

"People loved the balance of anecdotes and concrete action!"

Melanie Bodi - Ontario Teacher's Pension Plan

Embracing Neurodiversity In the Workplace



With twenty percent of the workforce **expressing neurodivergent characteristics** such as ADHD, learning differences, the autism spectrum, and more, understanding how different people think has become a crucial skill in today's world.

But how do leaders and organizations navigate this new and seemingly complicated landscape? Learning the basics of neurodiversity and how to communicate about it in the workplace starts with a few basic concepts.

Pioneering speaker on invisible disability and the workplace Jason Reid has teamed up with neurodiversity expert Kristin Light to provide **an engaging, entertaining and comprehensive keynote guide to neuroinclusion and the conversations around it.**

The audience will learn:

- How different types of neurodivergence can present themselves in the workplace.
- When and how to initiate conversations and communicate about neurodiversity on both an organizational and individual level.
- Effective strategies that can maximize your neurodiverse workforce

"Love, love, LOVE this session on neurodiversity!
Feeling seen and love getting to talk openly about how to make change in our workplaces."

- Natalie Wallace, CAE. Account Director at Redstone Agency Inc.

"Kristin and Jason's authentic, relatable, and engaging presentation provides practical ideas to support neurodiversity in the workplace, delivered with a dose of humour and joy."

- Monta Johnson, Senior Associate, Anamorphiq



About Kristin and Jason

Jason Reid, Invisible Disability and Leadership

For more than a decade, Jason Reid has been speaking to audiences worldwide about how to embrace invisible disabilities in the workplace. Being open about his health challenges prompted Jason's employees to share theirs. He soon realized that 50 percent of his staff had their own invisible disabilities. Using open communication, and solution-focused strategies he doubled the productivity of his department in a year. He is the author of *Embracing Invisible Disabilities in the Workplace*.



Kristin Light, Neurodiversity, and Employee Engagement

Kristin Light brings her dynamic expertise as a senior engagement and communications strategist, award-winning speaker, and vivacious entertainer to every stage she graces. As an Autistic ADHD-er with a long history of severe mental illness, Kristin is channeling her extensive lived experience to drive change from within the corporate world, where she recently built a neuroinclusion and suicide prevention program for Canada's rail construction industry.



Both Jason and Kristin have backgrounds in writing and performing for television, movies and the stage. With their own personal chemistry, they deliver key insights through engaging and relatable stories that audiences love.

**"Kristin and Jason have flawless
Chemistry!"**

M. Wagner-Powers
Marriott International



**I felt so seen! The session was
straight to the point and
informative while being
entertaining and engaging!**

Latoya Munoz
Society for Human Resource Management



For videos and more go to:
workplaceneurodiversity.com

Pulling Together: Psychological Safety and Belonging in The Workplace

Jason Reid and Zoe Mitchell



Jason Reid with co-presenter Zoe Mitchell

With a successful 20-year background in corporate finance, psychological safety and inclusion expert Zoe Mitchell knows firsthand the impact that inclusive work cultures can have on engagement, innovation and bottom-line results. As a Director, her own inclusive leadership style resulted in company-high engagement scores, no employee turnover and consecutive years of profitable growth.

Diversity isn't just about who you hire—it's about who feels safe enough to speak up, share ideas, and take risks without fear. That's where real innovation begins.

But for many organizations, psychological safety is still the missing piece. Despite good intentions, unconscious bias—whether related to gender, race, disability, or background—can quietly silence voices and push people to the sidelines.

In this timely, engaging, and practical session, workplace inclusion speaker Jason Reid and psychological safety expert Zoe Mitchell team up to offer clear strategies that foster trust, reduce turnover, and unlock your team's full potential.

Through real-world stories and simple, actionable tools, they'll help you build a culture where people don't just feel included—they feel valued.

Attendees will learn:

- The four stages of psychological safety—and how to strengthen them
- How to spot and address unconscious bias when it shows up
- Everyday leadership and communication techniques that drive engagement and spark innovation
- Whether you're leading a team or shaping workplace culture, this session will show you how to move from intention to impact.



"Jason and Zoe blend the perfect mix of humanity, vulnerability and leadership insight. They're such a pleasure to experience."

Catherine Cummings, CAE

A Leader's Guide to Conversations Around Employee Mental Health and Mental Illness

Jason Reid and Marjorie Aunos, PhD.



Jason Reid with co-presenter Dr. Marjorie Aunos

Dr. Marjorie Aunos worked in the Health and Social Services sector for 15 years as a clinical psychologist and a senior manager. She has expertise in working with people and parents with various disabilities and is herself a wheelchair user. She is also a professional speaker and recently delivered a TEDxTalk at The University of Western Ontario.

Mental health challenges aren't just common—they're impacting your workplace right now. In the U.S., more than 18% of workers report a mental illness. In Canada, half a million people miss work every week due to mental health struggles. Yet for many managers, the hardest part isn't caring—it's knowing what to say and how to say it.

In this candid and practical session, award-winning invisible disability advocate Jason Reid teams up with psychologist Dr. Marjorie Aunos to tackle the conversations leaders often dread—but absolutely need to have. Together, they unpack real-world strategies for navigating sensitive discussions with clarity, compassion, and confidence.

The audience will learn how to recognize when a conversation needs to happen, how to balance the needs of the employee with the goals of the organization, and how to avoid common mistakes that can erode trust. Most importantly, they'll walk away with language they can use, questions they can ask, and a better understanding of what real support looks like in today's workplace.

In advance of this panel-style presentation, event organizers can choose from among 37 common questions regarding mental health conversations in the workplace. These will then be narrowed down to fit the timing of the event. Additional questions can be taken from the audience and a representative from your organization may also join the panel to discuss specific resources available to employees.



*“Before their presentation, only 58 percent of our leaders felt prepared for mental health conversations. Afterward, that number improved to 90 percent.”
- Shaw Communications*

Invisible Differences



Navigating the Last Mile
to Belonging



"A hilarious theatrical keynote about invisible disability and inclusion that's also sensitive, warm and informative? Yes! It's true. Jason and Kristin have done it masterfully."

M. Leon
BRAND HEROES



Join top workplace belonging experts Jason Reid and Kristin Light for an insightful, and humorous keynote that celebrates workplace diversity while addressing the ongoing challenges organizations face in building a truly inclusive culture.

Over the past five years, organizations have made significant strides in embracing diversity and inclusion. Now, Jason and Kristin invite you to explore the final frontier of belonging through the lens of invisible disabilities, including chronic illness, mental health, and

neurodivergence. With humor and insight, they take audiences on an engaging journey to understand the challenges and opportunities in creating a culture of belonging.

Through a series of cleverly irreverent and hilarious sketches, woven together with thought-provoking insights, Jason and Kristin shine a light on the persistent obstacles to employee belonging, including:

- **The hiring process;**
- **Workplace promotions and leadership culture;**
- **Communications and relationships.**

With a perfect balance of humor, warmth, and meaningful insight, this is the ideal keynote to unite audiences in recognizing our shared humanity—embracing our differences, vulnerabilities, and imperfections.

**"It resonated on a deep level.
This eye-opening keynote has made me really reflect
on my leadership style."**
L. Crawford, Canadian Council of Ministers of the Environment



About Kristin and Jason



Jason and Kristin are no strangers to invisible differences, or show business:

Jason Reid, Invisible Disability Expert, former screenwriter and TV producer

For the past twelve years, Jason Reid has been speaking to audiences worldwide about how to embrace invisible disabilities in the workplace. A former screenwriter, comedy writer and television news manager, Jason brings a unique perspective shaped by his own experience with two invisible illnesses. This personal journey has deeply influenced his approach to leadership—emphasizing employee trust, fostering belonging, and creating inclusive environments where everyone can thrive.



Kristin Light, Neurodiversity Expert, former showgirl and vintage dancer

Kristin Light, a former showgirl, vintage dancer, published author, and award-winning speaker, has led a vibrant career that spans both the boardroom and the ballroom. Most recently, she led initiatives on workplace neuroinclusion and mental health for a global consortium of transportation and engineering companies. Her eclectic background informs her passion for creating inclusive spaces that prioritize both professional success and personal well-being.



"Kristin and Jason have flawless Chemistry!"

M. Wagner-Powers
Marriott International



"Amazing performance! Skits were an awesome way to get to sensitive subjects quickly and effectively."

K. McKinley, CALA.ca



Check out clips and scenes from the show and more:
inclusiontobelonging.com/media

Want to see more testimonials?
inclusiontobelonging.com/testimonials

Ten Reasons To Book This Keynote



What a different way to present important and complex information. So easy and enjoyable for the audience.”

S. Quraishi, AIA Canada



Original and Entertaining: Put some spice into your event. This theatrical keynote will delight your audience.

Insightful: A program guaranteed to make people reflect on inclusion.

Remarkable: Attendees will talk about it long after the event, both online and in-person.

Actors Who Are Experts: Kristin and Jason are well-known and respected inclusion experts, as well as having previous backgrounds in show business.

Easy to work with: We respond to messages quickly, communicate clearly, and will help make your event great.

Funny: Changes in worldview are easier to achieve under the guise of humor and entertainment.

Ideal: for an opening keynote, closing keynote, or lunch.

Sensitive: As former managers & people with invisible disabilities, Reid and Light have empathy with their characters.

Actionable Takeaways: Illustrates several actionable ways we can improve on inclusion efforts.

Cost Effective: Give your attendees a comedic “play” at the cost of a typical keynote speaker. Kristin and Jason are also available for separate breakouts for a small additional fee.

Reason #11: Kristin and Jason have been trusted by leading organizations such as:



jason@jasonreid.ca

Inclusiontobelonging.com

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