

Disability Solutions Announces New Executive Director, Keith Meadows



Effective as of January 1, 2025

Disability Solutions announces a change in leadership. Julie Sowash has stepped down from her position as Executive Director and will now serve as Strategic Advisor to the organization. In her new role, Julie will continue to advocate for disability inclusion and drive organizational transformation, leveraging her wealth of knowledge and experience.

Keith Meadows, who has been an integral part of the Disability Solutions team for nearly ten years, will succeed Julie as Executive Director. For the past four years, Keith has served as the Director of Client Implementation, where he has excelled in product development and nurturing client relationships. With a business degree from the Kelley School of Business at Indiana University and experience managing multi-million-dollar concepts, Keith is well-prepared to steer Disability Solutions into its next chapter.

Keith is passionate about making a positive community impact and champions a culture of employee empowerment. He takes pride in mentoring leaders and advocating for increased disability employment globally. His leadership promises to enhance the organization's ongoing commitment to hiring and engaging talent with disabilities.

Keith expressed his enthusiasm about his promotion, stating, "I am excited to build on the strong foundation of impactful work that Disability Solutions has achieved over the years. I look forward to leading this team of accomplished professionals as we continue to change minds and lives. I am also grateful for the ongoing support of Julie in her new role. She is relentless in her pursuit of eradicating stigma and increasing disability employment, and she will be a valuable resource for us."

Under the combined efforts of Julie, Keith, and the dedicated Disability Solutions team, thousands of individuals with disabilities have been successfully employed, and nearly 20,000 leaders have been trained in promoting greater disability inclusion.

In her new role, Julie will support the Disability Solutions team through the impactful [Changing Minds Changing Lives podcast](#), live webinars, and external speaking engagements. Her expertise and strategic vision will continue to be instrumental as the company moves into its next chapter.

Under Julie's leadership, Disability Solutions has changed how more than 100 organizations across various industries—including PepsiCo, Roche Diagnostics, and Bristol Myers Squibb—approach hiring, engaging with, and retaining individuals with disabilities. This transformation has resulted in a remarkable 400% growth in sales and revenue over five years.

Julie has also led significant client initiatives like the Pepsi ACT project, and in 2022-23, she oversaw one of the first ever projects focused on greater inclusion of people with disabilities in clinical drug trials. Additionally, she contributed to the build of Ability Stronger, the Diversity, Equity, Inclusion and Belonging (DEIB) strategy for parent company, Ability Beyond. Living with a disability herself, Julie provides valuable insight to her work in this industry. Through her team's innovative and outcome-driven programs, she has helped numerous organizations recognize the importance of inclusive hiring practices and the power of true equity.

Disability Solutions is excited about this transition and looks forward to achieving even greater success and impact under Keith's leadership and Julie's strategic guidance.

****Media Contact****

Ashley Sims
Director of Marketing
Disability Solutions
Ashley.Sims@DisabilityTalent.org
475-289-5558