

Press Release



National Hospitality Workforce Nonprofit INNclusivity Announces Founding Board of Directors

Orlando-headquartered organization brings together industry leaders to expand hospitality career opportunities for adults with intellectual and developmental disabilities

Orlando, Florida (September 22, 2026) — INNclusivity, a national nonprofit headquartered in Orlando, has announced its founding Board of Directors. Founded by hospitality executive Mike Schugt, INNclusivity creates pathways to hospitality careers for adults with intellectual and developmental disabilities while helping employers build stronger, more inclusive workplaces. Its four programs—[HOST, SERVE, CONNECT and ADVISE](#)—bring together employer engagement, participant preparation, job connections and continued support.

"INNclusivity has always been about the power of community," said **Mike Schugt, Founder and CEO of INNclusivity**. "Our board members understand hospitality, believe deeply in creating opportunities for others and recognize what is possible when our industry works together. Their leadership will help us grow this mission and create lasting impact." **Joining Schugt on the founding board are:**

MaryGrace McCaffrey

Executive Vice President, Commercial, HM Alpha Hotels & Resorts

"Having spent my career working with hotel teams, I know our properties are at their best when everyone has a place to thrive. INNclusivity is doing something truly special, and I'm thrilled to help Mike build a more compassionate, welcoming workforce across our industry." McCaffrey said.



MaryGrace McCaffrey
INNclusivity Board Member

Lisa Messina

Chief Sales Officer, Visit Orlando

"Hospitality is built on connection, belonging and making people feel welcome. INNclusivity brings those same values into the workplace, creating opportunities for individuals to contribute, grow and build meaningful careers," Messina said.

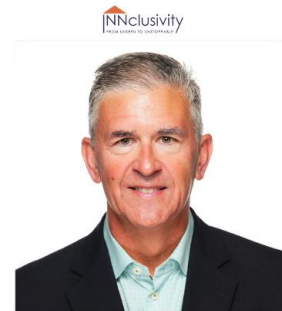


Lisa Messina
INNclusivity Board Member

Brian Richey

Executive Vice President, ConferenceDirect

"Hospitality is a people-centered industry, and INNclusivity is creating a meaningful way for talented individuals to be introduced to work possibilities they might not have previously. I'm honored to help advance this important mission," Richey said.



Brian Richey
INNclusivity Board Member

The formation of the board marks an important next step for INNclusivity as it strengthens its programs, develops new partnerships and expands its impact nationally.

About INNclusivity

INNclusivity is a national nonprofit headquartered in Orlando that creates meaningful pathways to hospitality careers for adults with intellectual and developmental disabilities. Through career exposure, workforce preparation, employer engagement, job connections and continued support, INNclusivity helps individuals discover their abilities while helping hospitality organizations build more inclusive workplaces. To learn more, visit [INNclusivity.org](https://innclusivity.org).

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