

Biography – Xochitl Vargas

Xochitl Vargas is a Gen Z speaker, disability advocate, and emerging professional bringing a distinctive and necessary voice to conversations about leadership, accessibility, and the future of the workplace.

Living with cerebral palsy—specifically spastic diplegia—has given Xochitl a perspective few speakers can offer: an inside view of what it means to navigate education, work, leadership, and everyday life as a young professional with a physical disability. But disability is only one dimension of her story. Intellectually curious, analytical, perceptive, and candid, Xochitl combines lived experience with a sharp understanding of how people lead, communicate, make assumptions, and recognize potential in others.

That perspective has already brought her into consequential conversations with leaders across the federal government. At FBI Headquarters, Xochitl shared insights on how leaders can more effectively engage Gen Z individuals with disabilities. She has worked with Center Directors at the U.S. Geological Survey on strengthening collaboration across generations and abilities and has shared her lived-experience perspective with civilian and military leaders at Patrick Space Force Base in Melbourne, Florida.

After completing her first year at Grand Canyon University, where she studied Communication Sciences and Disorders, Xochitl chose 2027 as an intentional gap year to gain professional experience, expand her work as a speaker, and prepare for the next stage of her education. She currently works for a Fortune 50 company, giving her firsthand experience entering today's workforce as both a member of Gen Z and a professional with a disability.

Xochitl's message goes beyond disability awareness. She challenges leaders to consider what they can do differently—how they listen, communicate, recognize capability, develop talent, and create environments where people can fully contribute. She invites audiences to reconsider the assumptions that shape how talent is seen, supported, and developed. Her advocacy began well before the professional stage. Xochitl was selected as a spokesperson for Children's National Hospital in Washington, D.C., during its Race for Every Child.

Whether delivering a keynote, joining a panel, or facilitating an interactive session, Xochitl gives leaders something increasingly valuable: direct access to the perspective of the generation they are trying to understand, the talent they are trying to develop, and a community whose capabilities are too often underestimated.

Her disability may be what people notice first. Her intelligence, perspective, humor, and ability to challenge the way they think are what they remember.