



*Promoting best practices in
hiring, retaining, and marketing
to people with disabilities.*

**FROM JIM HAMMOND, DELOITTE & TOUCHE LLP
DC METRO BLN CHAIR**

2012 USBLN® AFFILIATE OF THE YEAR

Welcome to the DC Metro BLN MAY 2014 Newsletter

“The writing is on the wall. The talent crunch is here and every available source of talent must be found, nurtured and developed. This is where the **Business Leadership Network** comes in. Their role is to make the business world aware of an underutilized talent pool- people with disabilities. It’s a talent pool of incredible value to our nation and its employers. And it adds an important aspect to the diversity of our nation’s workforce. The extraordinary value of the talent pool that you all represent is possibly the best-kept secret in the business world. And it’s a secret that the **Business Leadership Network** is determined to expose.”-

*--Wes Bush, CEO, Chairman, Northrop Grumman, Speaking at the 2012
USBLN® Annual Conference, Orlando, FL*

Mr. Bush’s remarks are as true today as they were in 2012. The DC Metro BLN is all about supporting employers that want to recruit, retain and value the diverse talent of individuals who happen to have disabilities. On April 23, at Northrop Grumman, over 50 attendees from the business and provider communities came together to exchange perspectives for “Cultivating Your Competitive Edge: Leveraging Community Resource Partners”. Our keynote, Kia Silver-Hodge, reminded us how important education is to this mission: She shared her thoughts on “Just in Time” Training, Personal Courage and ongoing advances being made at Northrop Grumman and other employers who are DC Metro BLN members. Differences are being made- but disability inclusion is a journey and we are all on the path together. Let’s keep going and working together leveraging all of our collective passion, wisdom and mission.

(Not a member? [Join](#) or [sponsor](#) today!)

CONTACT US

We welcome your comments. If you would like more information about membership, board appointments or committees, please email KMcCary@dcmetrobln.org

If you want to keep up with us, friend us on [Facebook](#) or join us on [LinkedIn](#).

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DC METRO BLN UPCOMING PROGRAMS

CHECK OUT OUR EXCITING PROGRAMS FOR THE NEXT THREE MONTHS
AND REGISTER TODAY!

MAY

4th Annual Wounded Warrior Symposium

“New Perspectives for a Strong Workforce”

HOSTED BY



3110 Fairview Park Falls Church, VA 22042

Wednesday, May 7, 2014
Breakfast and Networking
Program

8:30 am – 4:00 pm
8:30 – 9:00 am
9:00 am – 4:00 pm

7.0 HRCI Pending

[Register](#)

CONFIRMED:

Special Guest Keynote: Col. Greg Gadson

Colonel **Gregory D. Gadson** is an active duty Colonel in the United States Army and the current Garrison Commander of the U.S. Army Fort Belvoir. He is also a bilateral above-the-knee amputee, occasional actor, and motivational speaker. He served in the U.S. Army for more than 20 years as a field artillery officer and served on active duty for Operations Desert Shield and Desert Storm, Operation Joint Forge, Operation Enduring Freedom, and Operation Iraqi Freedom. Gadson made his acting debut in *Battleship*, a 2012 American science fiction naval war film, as Lieutenant Colonel Mick Canales, playing a war veteran who regains his appetite for the fight when Oahu is threatened by an alien attack. Director Peter Berg, having seen news articles about Gadson, decided to cast him as an Army officer trying to recover from the loss of his legs.

This symposium will address new perspectives gained from learning about women veterans' issues, long-term unemployment, licensing and credentialing and breaking down barriers. Keynote speakers include Ginger Miller, CEO, Women Veterans Interactive (WVI), Dr. Nancy A Glowaki, DOL VETS Women Veteran Program Manager. Included in this daylong symposium will be a presentation by Candee Chambers, SPHR, CAAPVP Compliance & Partnerships, DirectEmployers Association and wounded warrior panel and employer best practice panel both offering resources for successful inclusion.

JUNE

The Future of Diversity

**“The Shared Value Proposition of Diversity & Inclusion
and Supplier Diversity”**

HOSTED BY



10400 Fernwood Rd. Bethesda, MD 20817

Thursday, June 5, 2014
Coffee and Networking
Dialog

9:30 – 11:30 am
9:00 – 9:30 am
9:30 – 11:30 am

2.0 HRCI Pending

[Register](#)

Diversity & Inclusion (D&I) and Supplier Diversity professionals share a common goal of increasing diversity and inclusion, yet many times work independently within their respective organizations. Intentional collaboration and connectivity between these two internal groups will advance your goal of an inclusive business environment, resulting in a “WIN-WIN” for Corporate America’s Diversity Journey.

Join the [USBLN®](#) and its local affiliate, DC Metro BLN, organizations that are dedicated to disability inclusion for business success, as we explore through an interactive dialog of stakeholders, “promising practices”, opportunities and challenges. Hear from an invited Leadership Panel of D&I and Supplier Diversity including: Marriott International, BAE Systems and The Federal Reserve Bank.

Make plans to attend with your D&I, Supplier Diversity, and Human Resources colleagues—contribute to an invigorating discussion on how to achieve enhanced value and better business results through collaboration and a shared value proposition. Our goal is to capture the “shared learnings,” publish a white paper highlighting ideas and best practices and distribute to session participants and at a national level. *Early Bird: \$39 for BLN Members, \$85 for nonmembers.*



JULY

**“DISABILITY UPDATES
&
ORGANIZATIONAL CULTURE PERSPECTIVES”**

HOSTED BY

LOCKHEED MARTIN



Global Vision Center

2121 Crystal Drive Suite 100 Crystal City, VA 22202

**Wednesday, July 9, 2014
Breakfast and Networking
Program**

**8:30 am – Noon
8:30 – 9:00 am
9:00 am – Noon**

**3.0 HRCI Pending
[Register](#)**

**How Does *Organizational Culture* Impact
Compliance and Disability Inclusion?**

Join us to hear disability updates from the Assistant Secretary Kathy Martinez, (Invited), US Department of Labor Office of Disability Employment Policy, and Peggy Mastroianni, Legal Counsel, Equal Employment Opportunity Commission (EEOC). A prestigious panel of employers from the private sector, government, non-profit and academia will share their disability strategy in the context of their own organizational culture. Attendees will participate in this interactive conversation that will discuss differences and similarities within the disability diversity journey, bringing new ideas for success to all participants. This program should be of interest to HR leaders, talent management professionals and those responsible for talent acquisition, employee engagement, and succession planning or employee and leadership development.

UPCOMING WEBINARS

“LET’S TALK TALENT: DISABILITY INCLUSION STRATEGIES”

May 8, 2014 - 2:00 - 3:30pm

A Business-to-Business Webinar brought to you by the



1.5 HRCI Pending

[Register](#)

Join us on May 8 as panelists from three companies representing the Mid-Atlantic Business Leadership Networks share their journeys to successful disability diversity inclusion as a best business practice. Lockheed Martin, Hershey and The Eagle Group have all taken steps to maximize workforce productivity and employee engagement by hiring and retaining Individuals with Disabilities (IWDs).

Learning Objectives include:

- Examine how to leverage community partners to increase recruiting pipelines
- Identify how to engage employees in the effort (ERG)
- Determine how to address hiring manager concerns
- Recognize the value of disability inclusion to the bottom line
- Develop accommodation policies and procedures

**“ACCESSIBILITY ON THE FLY:
THE AIR CARRIER ACCESS ACT AND YOU!”**

May 8, 2014 - 2:00 - 3:00pm



The Air Carrier Access Act of 1986 (ACAA) prohibits discrimination on the basis of disability in air travel and requires air carriers to accommodate the needs of passengers with disabilities. In November of 2013 the Department of Transportation issued new rules regarding the accessibility of carrier websites and kiosks. In this webinar we will discuss:

- Key requirements for websites and kiosks
- Who must comply
- Conformance deadlines
- Monitoring approaches

“HIRING AND RETAINING EMPLOYEES WITH MS”

May 21, 2014 - Noon – 1:15 pm



1.25 HRCI Pending

[Register](#)

Multiple sclerosis (MS) is a chronic and often disabling disease that attacks the central nervous system. The progress, severity, and specific symptoms of MS vary among individuals and are unpredictable. MS is typically an adult-onset disease and can create many employment-related issues for individuals with MS as well as their employers. Gain an understanding of MS including common symptoms, treatments, and impact on quality of life, employment implications of an adult-onset progressive autoimmune disease including effective disclosure tactics, practical accommodation strategies, and best practices employers can implement to support employees living with MS. Steven W. Nissen, M.S., CRC, Senior Director of Employment and Community Programs at the National Capital Chapter of the National Multiple Sclerosis (MS) Society in Washington, DC and Director of Operation Job Match (OJM), the employment assistance and support program of the chapter. Learning Objectives include:

- To become more familiar with multiple sclerosis (MS).
- Define employment issues experienced by individuals with MS.
- Recognize and understand characteristics of adult-onset physical disabilities, hidden disabilities, and implications in the workplace.
- Expand knowledge of resources available when working with employees with MS.

UPCOMING CAREER FAIRS

***HELP US TO OUTREACH TO THE WORKFORCE OF THE FUTURE AND
MAKE A DIFFERENCE TODAY***

DC Career Fair For High School Students with Disabilities

(In collaboration with SchoolTalk)

[Register](#)

Thursday, May 8

NYTC Center, 2013 H Street NW, Washington DC 20006.

Project Search Career Exploration Fair

(In collaboration with US Department of the Interior)

[Register](#)

Friday, May 9

U.S. Department of Education 550 12th Street, SW Washington, D.C. 20202

These programs were developed in partnership with the National Youth Transitions Center and the Youth Transitions Collaborative. To learn more about the Center and Collaborative, please visit <http://www.TheNYTC.org>

GET INVOLVED IN A COMMITTEE!

Members are invited and encouraged to join one of the Transitions Committees. These committees offer you and your organization activities that can drive talent to your company. **Another opportunity to participate in Good Faith Efforts that can add to the aspirational goals and benchmarks!!**

Contact the Committee Chairs for more details and GET INVOLVED TODAY!

We are recruiting for members to join the following committees:

- Wounded Warrior and Disabled Veterans (Chair: [Ron Drach](#))
 - College Students and Graduates (Chair: [Lori Daly](#))
 - HS Youth Transition to Career or College (Chair: [Cynthia Richardson-Crooks](#))

IN THE NEWS

BLN NEWS AND UPDATES

USBLN® AFFILIATE CALL IS A WEBINAR

This Month's Affiliate Call is scheduled for May 16 as a WEBINAR: **"Assistive Technology and Web Portal Tool"** presented by RESNA and is scheduled from 1:00 to 2:00 p.m. EST. The RESNA Catalyst Project and AT Connects developed a joint initiative focusing on the use of Assistive Technology (AT) for employment and business solutions. The result is the creation and implementation of an AT for Employer/Business Web Portal (<http://atconnects.com/employers>), designed to provide AT specific resources for businesses, employers, and those who assist people with disabilities with employment.

You must register to attend: <https://www4.gotomeeting.com/register/312862951>

For additional information please contact Lynn Kirkbride at lynn@usbln.org

MEMBERSHIP UPDATES

OUR FIRST GOLD SPONSOR



It's time to become a BLN Member or Sponsor!

[Join today!](#)
Need to Renew? [Click here](#)
Need an Invoice? Email us.

DIAMOND SPONSOR \$5,000: Recognition as a Lead Sponsor on our Website, in all 12 Newsletters and at All Programs. Your organization will be prominently displayed in all our social media. As a Diamond Sponsor, you may join the new DC Metro BLN Corporate Advisory Board.

GOLD SPONSOR \$3,000: Recognition as a Lead Sponsor on our Website and for Six Newsletter Issues and six programs.

*Each Sponsorship Level includes **TWO** full years of organizational membership (unlimited # of employees per organization). If you have already renewed for 2014, you will receive an additional two years of membership.*

OTHER MEMBERSHIP LEVELS

Corporate/Organizational
Small Business
Non-Profit
Government
Individual

Welcome New/Renewing Members:
[PRS, Inc.](#) and [Brain Injury Services](#)

Please [contact us](#) if we have missed someone who joined recently. A listing of our Organizational/Corporate members with logos is on our [website](#). Welcome and thank you all!

ARTICLES OF INTEREST

We are happy to publish newsworthy articles that address the business perspective of disability issues.

Share your news via email kmccary@dcmetrobln.org for the June 2014 Newsletter no later than May 23, 2014

BROADFUTURES HELPS YOUNG ADULTS SEE BRIGHTER FUTURE

By Carolyn Jeppsen, Co-Founder, CEO, President

BroadFutures is a newly created non-profit organization addressing the workforce needs of young adults (ages 18-26) with learning disabilities. We provide holistic training, mentoring and transitional work experiences with a unique focus on social support, stress reduction and tolerance. Diana Eisenstat and Brad Holmes joined me in founding BroadFutures earlier this year. We first came together while serving for several years on the Board of Directors of The Kingsbury Center, a 75-year-old educational institution, located in Washington,

D.C. and focused on students with learning disabilities and their families. We are now passionately committed to serving together again in our new venture to address pressing workforce issues for young adults with learning disabilities. Also, each of us is a proud parent of a child with disabilities.

Unmet Needs of Young Adults

Our targeted population includes young adults in transition from high school to college or community college, taking a break from educational pursuits, or focused on workforce development skills. Typically, these young adults are not eligible to participate in existing government programs, as the severity of their disabilities do not align with these programs. However, they are not able to mainstream into careers and higher education seamlessly. BroadFutures' focus on transitional employment is based on nearly one year of extensive research that revealed a serious lack of opportunities and support for paid transitional employment, while these young people are still maturing neurologically. The research also underscored the importance of intervention at this critical time of transition, resulting in a far greater likelihood that these promising individuals will prove to be committed, motivated employees and productive members of society.

Unique Curriculum Approach

BroadFutures' curriculum incorporates workplace readiness skills and effective communication with yoga, drama, meditation, cognitive exercise and mindfulness. The belief is that by actively engaging and supporting young adults with learning challenges to tolerate, manage and reduce stress; they will be better able to navigate the workplace and their futures. Our commitment to a curriculum that incorporates social support, stress reduction and tolerance is based on feedback from leading professionals who treat young adults in transition. Their observations, combined with industry research, underscore the need for this social/emotional focus.

Our program incorporates a two-week training period, followed by an internship lasting two to six months, based upon employer needs. Also, we'll be engaging mentors to supervise, support and act as effective liaisons between interns and employers.

We're excited to be piloting a program this summer and again in the fall. Interested employers and interns are encouraged to contact me at cjeppsen@broadfutures.org or 202/320-9678. On behalf of the founders, we are extremely appreciative of any support you can provide.

**UPCOMING EVENTS IN THE DC METRO AREA
& BEYOND**

EVENTS, CONFERENCES & PROGRAMS

The OFCCP Institute Annual Summit

Washington, DC
May 20-22, 2014

[Register](#)

The OFCCP Institute is a national nonprofit employer association based in Washington, DC. We train and educate federal contractors in understanding and complying with their affirmative action and equal employment obligations. We also address related human resource management strategies to assist employers in creating and maintaining diverse organizations free from workplace

Location: Georgetown University Hotel & Conference Center Hotel
Basics – one day \$495 *Advanced* – two day \$895 *Both* - \$1,195

32nd Annual NILG Conference & Exposition

Washington, DC
August 5-8, 2014

[Register](#)

Celebrate 50 Years of Civil Rights" at the 32nd ILG National Conference
There couldn't be better place to "*learn from the legacy, while focusing on the future*" of EEO and affirmative action than the Nation's capital. Attending the ILG conference during such a historical milestone reinforces what all EEO/affirmative action practitioners are working towards; equality for everyone. Fifty years later we can look back at those that have come before us bringing us to where we are today; the brighter future that the civil rights leader envisioned. That vision continues on and though there are new challenges that will need to be overcome we are in a great place to see that vision continue towards becoming a reality. Register for the 2014 ILG conference and reserve your room at the Marriott Wardman Park. We look forward to seeing you in August!

2014 USBLN® Annual Conference & Expo



Orlando, FL
September 29-October 2

[Register](#)

The USBLN® will host its [17th Annual National Conference & Biz2Biz Expo](#) entitled, "**A Sea of Opportunity: Disability Inclusion for Innovation & Growth**"

in Orlando, Florida on September 29 - October 2. Be sure to join us at this preeminent national business to business event that focuses on disability inclusion in the workplace, supply chain and marketplace. This event will kick-off National Disability Employment Awareness Month (NDEAM) and event details will be made available at: www.usblnannualconference.org.

DC METRO BLN – ABOUT US

The DC Metro Business Leadership Network is an employer led non-profit that uses a business-to business model offering education, training programs and resources to **change attitudes and address concerns** of businesses so that they learn how to proactively include people with disabilities in the workforce, marketplace and supplier diversity.

THE DC METRO BLN BOARD OF DIRECTORS

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