



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

MESSAGE FROM KATHERINE MCCARY CEO AND EXECUTIVE DIRECTOR

DC Metro BLN October 2014 Newsletter



Thank you to all our DC Metro BLN friends, members, Directors and Advisors who attended and represented our Affiliate! At the affiliate meeting, the USBLN® rolled out its new branding logo and tag line above. Our branding will change to reflect this look soon! The US Business Leadership Network's (USBLN®) 17th Annual National Conference was a resounding success with record-breaking attendance of over 600 registrants with nearly half as first time conference attendees. **Jill Houghton**, USBLN Executive Director, stated, "The USBLN® and its affiliates are trusted advisors and the leading voice of business to business, government and the media regarding disability inclusion across the enterprise."

Join Us at Our Fall Events

- October 8 – Chevy Chase, MD
Disability 101 Training

[Virtual Registration](#)

Or In person: [Register](#)

- November 19 - McLean, VA
The First Annual AT and Accommodation Symposium and Expo

[Register](#)
[EXPO ONLY](#)

“November -Become a Member- Month!”

Every member **or** nonmember registered to attend may bring ONE guest to the November program at no cost.

*(Note: If you are a **member**, the guest may not be a person who works with you, but rather a person in your business network you think will benefit to learn about the DC Metro BLN.)*

- And for every one who **becomes a member** in November, we will hold a drawing at our December Member Meeting for free 2015 programs!
- Are you already a member? We will have a special gift for you as well!

**BLOG FROM KATHY MARTINEZ
ASSISTANT SECRETARY
OFFICE OF DISABILITY EMPLOYMENT POLICY**

**EXPECT EMPLOY EMPOWER
NATIONAL DISABILITY EMPLOYMENT AWARENESS MONTH
USBLN® Annual Conference**

This week I have had the pleasure of attending the [U.S. Business Leadership Network](#) conference, the nation's largest gathering of employers committed to a diverse workforce inclusive of people with disabilities. As in previous years, it is serving as a most fitting kick-off to [National Disability Employment Awareness Month](#).

While here, I find myself thinking about just how much the conversation about disability and employment has changed in recent years, and for the better. Throughout the workshops and presentations, one message has resounded loud and clear: The way forward is less about individual policies and programs and more about culture and commitment. It's about choosing and building inclusion.

This affirmed my deep-seated belief that true progress on disability employment requires a broader view than we as a society have afforded it in the past. That's not to say individual policies and programs aren't important, because they are. But they alone are not enough. Rather, they're the individual building blocks that support a larger structure, one we all play an important role in shaping, whether we have a disability or not.

To me, this new paradigm is encapsulated beautifully in this year's NDEAM theme: [Expect. Employ. Empower](#). Those three brief but powerful words provide a framework for a more holistic approach to increased workforce inclusion of those of us with disabilities. And we have seen significant strengthening of this framework in just the last few months. For example, the [Workforce Innovation and Opportunity Act](#), which is modernizing and improving our nation's workforce development system, includes a specific focus on increasing competitive, integrated employment opportunities for people with disabilities, including significant disabilities. In this way, it's helping increase *expectation*.

Furthermore, historic [updates to Section 503](#) of the Rehabilitation Act have established, for the first time ever, metrics against which those who do business with the federal government must measure their success in employing qualified workers with disabilities. They are also facilitating the success of those contractors by increasing their access to a large, diverse pool of qualified workers. In this way, they're helping increase employment.

During NDEAM, we celebrate these recent accomplishments, and the millions of us Americans with disabilities, now and throughout history. We also challenge ourselves to build a little higher, to strive for the summit, empowerment. So over the month, we will be announcing various policy and programmatic priorities—new building blocks—for our work going forward. Among these are grant awards, online resources on accessible technology, and public service announcements that emphasize that those of us with disabilities, like all people, have many diverse factors that make us who we are, including our occupations.

NDEAM traces its roots to 1945, when Congress declared the first week in October each year “National Employ the Physically Handicapped Week.” We’ve certainly come a long way since then, in both words and way of thinking. Today, it’s a time to honor and educate. It’s also a time to lay the next steps toward true inclusion, by asking ourselves what more we as a society can do to build a culture of inclusion—to expect, employ and empower—this and every month.

CONTACT DC METRO BLN

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

OCTOBER

“DISABILITY 101 Training”

HOSTED BY



THE JBG COMPANIES

4445 Willard Avenue, Chevy Chase, Maryland 20815

Wednesday, October 8, 2014

8:30 am – Noon

Breakfast and Networking

8:30 – 9:00 am

Program

9:00 am – Noon

ATTEND IN PERSON

[Register](#)

OR

[NEW VIRTUAL SESSION](#)

9-Noon

Are you Eager to Expand Your Disability Competence? 2.75 HRCI Approved

Today, more Diversity-proactive employers- especially federal contractors- are eagerly seeking to attract and retain talent with disabilities. Disability Inclusion means a strategic culture change, and basic training is a must for success. One of the most challenging issues facing HR and Managers is how to respectfully and effectively interact with applicants and employees with disabilities. Research suggests this is due to a fear of doing or saying the “wrong thing”. This interactive course, offered by the C5 Consulting team, Katherine McCary, President, and Sue Werber, Senior Director. Steeped in disability inclusion with more than 20 years of corporate D&I experience, C5 will provide practical tips, resources and offer a “safe harbor dialog” to answer your most challenging questions.

SPECIAL GUEST SPEAKER

Jennifer Sheehy

Deputy Assistant Secretary, Office of Disability Employment Policy

US Department of Labor

NOVEMBER

**“Assistive Technology and Accommodation
Symposium and Expo”**

HOSTED BY



8200 Jones Branch Drive, McLean, VA 22102

Wednesday, November 19, 2014

8:30 am – 1:30 pm

Breakfast, Networking, Expo Opens

8:30 – 9:00 am

Program

9:00 am – 12:30 pm

AT Expo

8:30 am – 1:30pm

4.0 HRCI Pending

Program: [Register](#)

[EXPO ONLY](#)

Join us for our first annual AT Accommodation Symposium and EXPO where you will hear from accommodation experts, including Dinah Cohen, former Director at Department of Defense’s Computer Accomodation Program and Michele Magana, Disability Specialist, Booz Allen Hamilton, Disability Accommodations & Workplace Adjustments Program. Confirmed speakers include Lou Orslene, Co-director, Job Accommodation Network. A panel of individuals who have experienced AT in the workplace will share their stories. An EXPO will showcase different accommodations- high and low tech.

YOUR INVITATION TO OUR YOUTH FALL CAREER FAIRS!

Help Us to Impact Future Leaders Attend one or more locations and get involved

Contact Youth Committee Chair, Sue Werber at SueWerber@gmail.com

Career Exploration Fairs for High School Students*

- [Register](#) for November 12 in Alexandria, VA
- [Register](#) for December 9 in Rockville, MD

Virtual College Exploration Fair *

*For HS students with disabilities in DC Public and Charter Schools
who are considering College*

(In conjunction with DC Public Schools College Application Week)

- [Register](#) for November 5* Virtual Career Exploration

There is no charge to attend these events.

**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: www.thenytc.org*

Project Search Career Fair

For students interning at Federal agencies

U.S. Department of Education

550 12th ST. SW, Washington, DC

[Register](#) for December 2

There is a \$25 fee to cover lunch for the Project Search Fair. You may sponsor up to 10 Interns' lunches for \$15.00 per student.

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: [Sue Werber](#))

IN THE NEWS

BLN NEWS AND UPDATES

USBLN ANNUAL AWARDS

The US Business Leadership Network® (USBLN®) announced the winners of its 2014 Annual Leadership Awards, which were presented to the recipients on October 1st at the Leadership Awards Dinner during the 2014 USBLN 17th Annual National Conference & Biz2Biz Expo held in Orlando, Florida.

The purpose of the 2014 USBLN Annual Leadership Awards is to recognize leading disability workplace, supply chain and marketplace practices. Awardees demonstrate outstanding commitment to promoting disability inclusion across their enterprises and clearly embody the highest ethical standards and values in the community.

"Our 2014 Annual Leadership Award winners are outstanding individuals and organizations who are leading by example," said **Jill Houghton**, USBLN Executive Director. "The awardees, selected through peer review, have achieved significant accomplishments that resulted in measurable and positive outcomes. We are proud that they are part of the USBLN family."

AWARD RECIPIENTS

John D. Kemp Leadership Award:

Frances Wang West, Chief Accessibility Officer, [IBM](#)

Employer of the Year: [Starbucks Coffee Company](#)

Top Corporation for Disability-Owned Business Enterprises: [Wells Fargo](#)

Supplier of the Year: [Caption First, Inc.](#), DOBE®

Affiliate of the Year: [Ohio Business Leadership Network](#) (OHBLN)

Advocate of the Year-Supply Chain Inclusion:

Roxanne Wilson, Manager, Corporate Procurement, Supplier Diversity & Sustainability, [Fannie Mae](#)

The 2014 Annual Leadership Awards capped off yet another successful conference with record breaking attendance of over 600 corporate, government, disability-owned businesses and BLN affiliates attending the conference.

MEMBERSHIP

It's time to become a BLN Member!

[Join today!](#)

Need to Renew? [Click here](#)

Need an Invoice? Email us.

THANK YOU---DIAMOND EXECUTIVE MEMBER

LOCKHEED MARTIN



THANK YOU---GOLD EXECUTIVE MEMBER



JOIN or UP YOUR MEMBERSHIP TODAY

(Open to private sector corporate members only)

DIAMOND EXECUTIVE MEMBER \$5,000: Recognition as a Lead Employer 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 Member, you may join the new DC Metro BLN Corporate Advisory Board.

GOLD EXECUTIVE MEMBER \$3,000: Recognition as a Lead Employer on our Website and for Six Newsletter Issues and six programs.
*Each Executive Membership 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

CACI

Susan Mazrui, AT&T

Carolyn Jeppsen, Broad Futures

Louise Rubin, Navient

Keli Wilson, DCI Consulting Group

Catherine Pitts, Full Circle Employment Solutions

Robert Grom, Melwood

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

SSB BART GROUP ACCESSIBILITY RECORDED WEBINARS

- [1 Overview of Accessibility](#)
- [2 Laws and Standards](#)
- [3 Testing for Accessibility](#)
- [4 Navigating FCC Accessible Communications Regulations](#)
- [5 CVAA Series](#)
- [6 Strategic Accessibility Series with Jeff Kline](#)
- [7 ARIA](#)
- [8 Electronic Documents \(Adobe/MS Office\)](#)
- [9 Accessible Documents in the Enterprise Series \(SSB & Actuate\)](#)
- [10 Document Accessibility for Government Series \(SSB & Actuate\)](#)
- [11 Mobile Accessibility](#)
- [12 e-Learning](#)
- [13 Industry Specific](#)
- [14 Additional Accessibility Topics](#)

ARTICLES OF INTEREST

VETERANS CORNER, GUEST WRITER: JENNIFER SILVA EXECUTIVE VICE PRESIDENT FOR ECONOMIC EMPOWERMENT WOUNDED WARRIOR PROJECT

When Wounded Warrior Project® (WWP) was founded after the events of 9/11, we couldn't foresee the challenges that this generation of wounded veterans would face. As the organization has grown to meet the needs of returning injured service members, so has the need for the WWP Warriors to Work™ program.

The goal of Warriors to Work is to provide high-touch assistance to veterans and the companies committed to hiring them. For veterans returning from combat, the program prepares them to successfully enter or reenter the workforce. In many instances, we help them write their very first resume. We start with the basics and guide them as they undertake their next mission. When it comes to veteran-friendly companies, we work closely with human resources professionals to craft job descriptions that appeal to and are readily understandable to injured service members. And we support them throughout the onboarding process and their tenure to ensure retention.

Our Warriors to Work program helps warriors and their family members. Veterans are highly skilled, and their character has been modeled upon the military values of honor, loyalty, integrity and commitment. Additionally, the military community is an exceptionally resilient and resourceful group. Many experiencing the impact of a combat-related injury have the unique ability to overcome obstacles and work toward success. These highly trained professionals are qualified to contribute to the private sector today, tomorrow and for a lifetime.

The Wounded Warrior Project Warriors to Work program is here to help any organization that is interested in hiring wounded veterans. They will quickly become a valuable resource and meaningful contributor.

You can further our vision of fostering the most successful, well-adjusted generation of wounded service members in our nation's history. More specifically, if you would like to know more about empowering injured service members, while adding valuable assets to your organization, please click here: <http://www.woundedwarriorproject.org/g/programs/warriors-to-work/employer-resources.aspx>

**YOUTH CORNER, GUEST WRITER CAROLYN JEPPSEN
PRESIDENT, BROADFUTURES**

BroadFutures' Summer Pilot Program a Success



BroadFutures, a Washington-based 501(c)(3) non-profit organization founded in August 2014, addresses the workforce needs of young adults (ages 18-26) with learning disabilities. BroadFutures' program incorporates holistic training, mentoring and transitional paid work experiences with a unique focus on social support, stress reduction and tolerance. In so doing, BroadFutures aims to equip and embolden young adults for long-term success in the workplace.

This summer we conducted our first pilot program, which included five promising young people. Our training program, conducted at the National Youth Transitions Center in Washington, D.C., successfully incorporated yoga, meditation, drama and speech pathology with an innovative workforce preparedness and mentorship program. We were fortunate to welcome wonderful speakers and presenters, including Michael Murray, Office of Personal Management; Kia Silver Hodge, Northrop Grumman; Tad Asbury, The Bridges Program of the Marriott Foundation for People with Disabilities; and Meghan Johnson, District of Columbia Public Schools (DCPS) CEO Program. The program also included presentations from ADHD coaches, Washington Metropolitan Area Transit Authority employees, as well as several outings at Fitness for Health.

The interns worked four days a week and returned to training on Fridays. The mentorship program provided the interns with the support they needed during their internships to be successful as well as creating an effective conduit of communication between our partners, BroadFutures and the interns.

All stakeholders participating in the pilot, including interns, parents, employers, service providers and mentors, reported positive feedback regarding the program. One hundred percent of interns, employers, and service providers provided a rating of "Excellent" or "Very Good" for the overall program; 75 percent of those

responses were rated “Excellent.” One hundred percent of participants reported they would recommend BroadFutures, while 100 percent of parents provided a rating of “Excellent.”

All employer partners felt the interns were well prepared for their internships, and indicated they were open to participating in the program again. In addition, all interns successfully completed their internships and were given letters of recommendation. The holistic, innovative aspects of the program, as well as the passion and dedication of the BroadFutures staff and interns were consistently highlighted as hallmarks of the program.

When asked what was most appreciated about the program, one employer responded, “The passion and dedication of the staff and students. Both set out for success and used the time and resources to their advantage.”

One intern said it best when he commented; “BroadFutures not only gave me skills for the workplace, but also provided me with self-confidence, and taught me how to prevent stress and anxiety.”

We are very proud of our first group of interns and very grateful to our three employer partners – AES Corporation, Griffin & Company, Inc. and Inergix – for making the internships possible and successful. We look forward to running two more pilot programs in January 2015 and June 2015 and are currently accepting both employer partners and intern applicants. Interested employers or interns should visit our website at www.broadfutures.org or contact Carolyn Jeppsen at cjeppsen@broadfutures.org; (202) 521-4304 for more information, or to submit an application.

**OFCCP UPDATE
DEBRA MILSTEAD GARDNER
PRESIDENT, WORKPLACE DYNAMICS**

**OFCCP listens and reacts to contractor feedback about the
Voluntary Self-Identification of Disability Form**

At the ILG National Conference in August 2014, the OFCCP informed contractors that the Voluntary Self-Identification of Disability form is a “personnel or employment record” which must be preserved and that during an audit they could request to see the paper copies of the form. The regulations require that the disability self-identification information be maintained “in a data analysis file (rather than in the medical files of individual employees) and also provides that the information “shall be collected and maintained on separate forms and in separate medical files...” This is different than requiring the maintenance of a “form.”

The contractor community informed OFCCP that a paper copy of the form would not be available as the data is maintained in summary fashion in applicant tracking and HR information systems. OFCCP readily admitted that they were not aware of how IT systems worked and thought that a paper copy would be available. In response to this discussion, OFCCP requested approval to modify the form to

The

allow for a drop-down menu of three optional responses, in lieu of checkboxes or radio buttons. The revised forms would ask the question, “Do you have a disability” followed by a dropdown menu with three response options: (1) Yes, I have a disability (or previously had a disability, (2) No, I don’t have a disability; and (3) I don’t wish to answer. In addition, the proposed form would allow an individual to leave the drop-down box empty. OFCCP has also requested approval of the form in seven languages, in addition to English and Spanish. **Contact Debra: debragardner@workplace-dynamics.com**

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 November 2014 Newsletter no later than October 25, 2014

UPCOMING EVENTS IN THE DC METRO AREA & BEYOND

3RD ANNUAL MS. VETERAN AMERICA COMPETITION

October 12, 2014

5:00 pm

National Conference Center - 18980 Upper Belmont Pl, Leesburg, VA 20176

Attire: Formal

[Information](#)

Past Winners: United States Air Force 2012- United States Army 2013
We have some tough contenders this year – so let’s see what service takes the crown for 2014! Ticket information for those of you would love to join us for the festivities as we select our new Ms. Veteran America. Ticket Proceeds from ticket sales will go to Final Salute Inc. – a non-profit developed to assist homeless female veterans and their children.

**THINK BEYOND THE LABEL
ONLINE CAREER FAIR**



October 22, 2014

[Register Now!](#)

If you're looking for a high impact, cost effective way to reach more [qualified candidates with disabilities](#), showcase your company at Think Beyond the Label's upcoming online career fair on **October 22nd**!

- TBTL connects you to hundreds of qualified candidates with disabilities to help keep your business compliant with new regulations
- Past events have attracted hundreds of qualified candidates from countless numbers of industries and geographical locations
- These high impact, real time events allow you to connect to candidates from companies similar to yours in a highly interactive, one on one environment
- Past participants include KPMG, Aetna, Wells Fargo, Pearson and Capital One

"Think Beyond the Label's virtual recruiting events are designed in a way that allows us to avoid travel costs while still having meaningful interactions with high-quality candidates." Beth Grant, Director of Talent Acquisition, Exelon

To learn more about effective ways to build diverse, inclusive teams as well as to access more information about the career fair, [visit](#) our web page.

**VA DEPARTMENT OF AGING AND REHABILITATION SERVICES
CHAMPIONS OF DISABILITY EMPLOYMENT**

Thursday, October 23

Waterford, Fair Oaks

Join DARS as they recognize several employers from around the region for their commitment to recruiting and hiring persons with disabilities. To attend or for more information, contact: LaPearl Smith, Business Development Manager-Northern Region (540) 771-7338 lapearl.smith@dars.virginia.gov

**BOOZ ALLEN INVITES YOU TO ATTEND
2014 DISABILITY MENTORING DAY**

**Friday, October 24, 2014
Booz Allen Hamilton**

**10:00 am to 4:00 pm
McLean, VA**

Booz | Allen | Hamilton
100 YEARS

Booz Allen Hamilton is a DC Metro BLN Corporate member and serves on the Board of Directors. They have extended this invitation to you as employers- you do not need to be a BLN member to participate. This is a great opportunity for you to engage others in your organization in Disability Mentoring Day!

At this event, attendees will:

- Celebrate people with disabilities many and varied contributions to the American workforce
- Raise the awareness about employing people with disabilities
- Brand Booz Allen as an employer of choice for employing all people including individuals with disabilities and showcase the firm's disability-related service offerings

Note that registration is required. Please find the [registration link](#) that includes the agenda and keynote speaker attached.

**THE WORKPLACE AND PEOPLE WITH DISABILITIES:
PAST, PRESENT AND FUTURE**

Webcast

Wednesday, October 29, 2014

12:00 - 1:00 p.m. EDT

The ILR Online webcast series 2014-15 line-up will feature programs with a “past, present and future” theme, to align with Cornell University’s 150th anniversary and the ILR School’s 70th anniversary in 2015. The October program will focus on employment and disability to coincide with National Disability Employment Awareness Month. Academic, policy and advocacy experts will share historical perspectives, discuss current initiatives and the state of employment for people with disabilities today, and examine issues that need to be addressed to support full workplace inclusion of people with disabilities in the future. The program will be hosted by Susanne Bruyere, director of ILR’s Employment and Disability Institute, and Lisa Nishii, associate professor of human resource studies.

ILR Online webcast series programs feature expert insight and the latest research on today’s world-of-work issues, giving you practical information that can improve your workplace and advance your organization.

**14TH ANNUAL NTID JOB FAIR
RIT'S NATIONAL TECHNICAL INSTITUTE FOR THE DEAF**

Wednesday, October 29, 2014

Rochester, NY

Details

Employer Check-in and Refreshments 9:00 a.m.

Workshop for Employers 10:00 a.m.

Employer Job Fair Set-up 11:00 a.m.

Employer/Faculty Lunch Buffet 11:30 a.m.

Job Fair 12:30 p.m. – 4:00 p.m.

Additional Information

- [Click here](#) for more information regarding hotels, material shipping, and Job Fair registration payment
- If you wish to interview students on Thursday, October 30, 2014 please contact Shyrl Scalice at sosnce@rit.edu

Questions

- Contact the NTID Center on Employment main office: ntidcoe@rit.edu or [585-475-6219](tel:585-475-6219) **Shyrl Orrego-Scalice, Job Fair Coordinator:** phone [585-475-6883](tel:585-475-6883) (Voice), [585-286-4239](tel:585-286-4239) (Videophone) or email sosnce@rit.edu

15TH ANNUAL COSD NATIONAL CONFERENCE



**15TH ANNUAL NATIONAL CONFERENCE
November 20th, 2014**

Where: Hyatt Regency at Penn's Landing
201 South Christopher Columbus Blvd, Philadelphia, PA 19106

Cost:

- Employers - \$400 per person
- Higher Education and Non-Profit Organizations - \$300 per person

To register, please click [REGISTER NOW.](#)



SAVE THE DATE

Renaissance Austin Hotel
Austin Texas
September 28-October 1,

For those of you who joined us in Orlando this year, you know the value of this conference- it's a **MUST ATTEND!**

Mark your calendar and add this to your budget **NOW!**

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.

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