



NDC CAROLINAS
DIVERSITY COUNCIL
A MULTICULTURAL RESOURCE PROMOTING EXCELLENCE



FROM BOOTS TO SUITS

"Empowering Female Veterans' Transition into the Workplace"



**CENTRAL PIEDMONT
COMMUNITY COLLEGE**



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SPECIAL THANKS

Tia Balsamo is the Event Chair of Boots to Suits, a Charlotte Adviser, and a retired Marine. Tia showed incredible passion, determination, and leadership. Her drive, kindness, and seemingly endless energy is an inspiration to our team. If not for her, this event would not have happened.

Debra Wallin is on our Veterans Committee Member, Charlotte Adviser, and is military family member. Debra has done more than anyone else to ensure that people knew about this event, that every detail was attended to, and showed unwavering willingness to take on whatever tasks was before us. If not for her, this event would not have this level of potential impact on our area.

The other members of the Carolinas Veterans Committee: Alvenia Warren, Jennifer Khounbolay, and Daniel Freedman. Their efforts are too numerous to mention here. We are in their debt.

Andrew Barnes (Andy) serves on numerous boards, committees, and empowers Wells Fargo's efforts to continuously recruit veterans. Andy was always available to guide us, answer questions, open doors, and simply teach us how to reach and impact veterans. Odds are that you are reading this as a direct result of his efforts to empower us.

Kimberly Humphreys and Julie O'Hara-Harvey were both incredible. They helped design this event, gave us insights into the needs of female veterans and all veterans, and went out of their way to help spread the word. We appreciate all you both have done.

Sara Milbourne is the Lead Social Work for Charlotte Bridge Homes. She was instrumental in designing the event for the Charlotte area, providing insights from her work and helping us to have the greatest impact possible.

The Winston-Salem Regional Office of the U.S Department of Veterans Affairs helped in a plethora of ways, from insights into the needs in our area, to spreading the word, supporting us with quality speakers, and providing endless encouragement. Thank you ALL!

The Veterans Resource Center of Central Piedmont Community College provided the resources and a variety of kinds of support that empowered us to empower our community and veterans.

We would like to thank our Corporate Partners: Carolinas HealthCare Systems, Aerotek, Women with Know-How, and Snyder's-Lance. Their continued support allows us to exist. From Boots to Suits event sponsors: CPCC's Veterans Resource Center, UNC-Charlotte's Veterans Student Services, Divas who Motivate, and the Charlotte Omni. Their support made this event possible. PCL Civil Constructors, the Charlotte Omni, CPCC's Veterans Resource Center, and Blue Cross Blue Shield of North Carolina provided the support for veterans with special circumstances to be able to attend. Military.com donated 200 books and Cricket Communications donated 140 electronic gifts. Thank you for seeing the value we bring and supporting us!



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VETERANS' TRACK

- 8:45am – 9:30am **PANEL DISCUSSION**
Cindi Basenspiller. *Charlotte Bridge Homes*; Kimberly Humphreys *Wells Fargo*;
Alohalani Pickett *Winston-Salem VA*; Cheryl Rawls *VA*; Shenekia Williams-Johnson *VHA*;
TiaMarie Balsamo *moderator*
- We begin by hearing from a group of diverse women veterans who have successfully made the transition into the civilian workforce. They have a variety of backgrounds and will provide help to the audience by elaborating on what they have seen work and not work in their experiences.
- 9:30am – 10:05am **RESUME' WRITING**
Julie O'hara-Harvey
- During this time participants will either listen to a presentation on how to update and optimize resumes OR they will join a small group for one-on-one help with an already prepared resume'.
- 10:05am – 10:15am **BREAK**
- 10:15am – 10:50am **AVAILABLE RESOURCES**
- There are a variety of local, online, and governmental resources available to organizations and veterans. You will hear from organizational representatives about their organizations with a brief breakdown of services they provide.
- 10:50am – 11:20am **DISCUSSING DISABILITIES**
Dr. Robin Hurley & Alohalani Pickett
- Discussing disabilities can often seem like a daunting task. In this session the veterans will learn about negotiating needs with human resources as well as best-practices for when and when not to discuss details with coworkers.
- 11:20am – 11:55am **THRIVING IN A CORPORATE CULTURE**
Cindi Basenspiller *Charlotte Bridge Homes*
- The capstone of this session is designed to ensure veterans understanding the basics of corporate cultures. Veterans will learn about navigating bureaucracy, utilizing resources, and building alliances.



RECRUITERS' TRACK

- 8:45am – 9:30am **UNDERSTANDING MILITARY CULTURE**
Colonel Phil Foster
- We begin with an overview of the culture of our armed services. By gaining insights into the environments the veterans have thrived in, we will help you to understand how to help them thrive in their new setting.
- 9:30am – 10am **WHY HIRE VETERANS?**
David Smith *Bank of America*
- Yes, it is "the right thing", but it's also practical for a variety of reasons which will impact your bottom line. For example did you know veterans have lower turnover, fewer unplanned absences, and provide the organization with versatile leadership abilities.
- 10:00am – 10:30am **OCCUPATIONAL TRANSITIONS - Skills veterans have, specific job title transfers**
Colonel Phil Foster
- Most veterans receive advanced training on a variety of topics; however, the terms are often confusing and can vary from branch to branch. This session will elaborate on how to understand jargon, utilize online resources effectively, as well as an overview of skills which should be present on virtually any veteran resume'.
- 10:30am - 10:40am **BREAK**
- 10:40am – 11:10am **BRIEF OVERVIEW OF RESOURCES**
Resource Tables
- There are a variety of local, online, and governmental resources available to organizations and veterans. You will hear from organizational representatives about their organizations with a brief breakdown of services they provide.
- 11:10am – 11:55am **BEST PRACTICES**
Andrew Barnes, *Wells Fargo*
- The capstone of this track focuses on going into more depth on how to successfully recruit and transition veterans into the workplace.
- 12:15pm – 12:45pm **Dr. Tara Dixon – Keynote:**





KEYNOTE SPEAKER



DR. TARA DIXON

*United States Army Reserve
Trauma and Critical Care Surgeon*

Dr. Dixon is a Board Certified Surgeon with a fellowship in Trauma and Critical Care Surgery. She has trained at Johns Hopkins University, Oregon Health and Science University, and the University of California. As a two tour combat veteran of the Iraq War, Dr. Dixon's Army experience has made her intimately familiar with trauma and Post Traumatic Stress, and she is passionate about bringing healing to all those suffering from PTS – especially our United States Veterans. She is currently working as the Veterans Services Liaison for The Refuge – A Healing Place and volunteers with the Marion County Veteran's Court.



FOUNDER & PRESIDENT



Dennis Kennedy has an unwavering passion for people and works to ensure that all individuals receive equal opportunities in the workplace regardless of race, ethnicity, sex, religion, age, physical or mental handicaps, physique, gender identity or sexual orientation. In 2004, Mr. Kennedy walked away from his job to start the Texas Diversity Council, www.texasdiversitycouncil.org. He saw a very strong need to create an organization that would champion Diversity & Inclusion across the state.

Four years later, Mr. Kennedy found himself launching the National Diversity Council (NDC) for the same reasons he started the state council. Currently, the NDC is made up of 25 state and regional councils. His vision is to have state and regional diversity councils in all 50 states. Visit www.nationaldiversitycouncil.org for more information.

Along with the state councils, he has launched several statewide conferences focused on diversity, leadership and women. Currently there are conferences taking place in the following states: California, Florida, Georgia, Louisiana, Ohio, Pennsylvania, Texas, New York, Connecticut, Virginia and Washington. The links to the diversity and leadership conference as well as to the women's conference are www.nationaldiversityconference.com and www.nationalwomensconference.com.

Furthermore, Mr. Kennedy has launched two additional national organizations in 2011 including the National Women's Council, (www.nationalwomenscouncil.org) which focuses on advocacy for women and the Council for Corporate Responsibility, (www.uscorporateresponsibility.org) which seeks to educate organizations on the best practices in social responsibility. In addition, he is the Founder & Publisher of DiversityFIRST™ Publishing which is currently made up of two state magazines: California and Texas (www.texasdiversitymagazine.org). Also under the auspices of DiversityFIRST™ Publishing is the DiversityFIRST™ Newsletter, which is published in the following 11 states: California, Florida, Georgia, Louisiana, Michigan, Ohio, Pennsylvania, Texas, and Tri-State (NY, NJ & CT).

Mr. Kennedy spent several years as a college professor in the business schools at the following universities: University of Houston Downtown, Texas Southern University and University of Texas at San Antonio. Some of the courses he taught included: Business Statistics, Economics, HR Management, Compensation Management and Diversity Management. He also spent 5 years working in a corporate environment in the field of Human Resources.

He graduated from the University of Houston Main Campus (UofH) with undergraduate degrees in economics, business management, political science and physical education; he also earned a MBA from University of Houston Main Campus as well. In addition, he was a scholarship athlete for football. Mr. Kennedy is currently working on his book titled, *CreatingYourSignificance™*, which is a unique self-marketing strategy that allows individuals to create a successful personal brand. The book is slated for publishing on January, 2014.



PANELIST



TiaMarie Balsamo

TiaMarie Balsamo joins NDC Carolinas after nearly 20 years in corporate loss prevention and in the U.S. military and the Department of Defense. Currently serving as the National Senior Regional Security and Safety Manager for LEAP Communications, she has also worked for LP Innovations, Home Depot, and Victoria's Secret, among others. Balsamo is a member of International Association of Interviewers and a member of the Commanders Club for Disabled American Veterans.

Balsamo's corporate career has landed her in residence from Southern California to New York City to Charlotte. Her military career has stretched that residence even farther taking her to Iraq, Kuwait, and Japan.

Balsamo's education started with studying Deviant Behavior and Social Control at John Jay University, eventually graduating with bachelors in Technical Management. She has continued education in interview and interrogation techniques through Wicklander and Zulawski and other government training. Balsamo has been a Certified Forensic Interviewer since 2007 and has maintained her certification to present date. Balsamo is a member of the International Association of Interviewers and a member of the Commanders Club for Disabled American Veterans.

Born in New York and raised both there and in Italy, Balsamo joins NDC Carolinas in order to help others understand different types of work environments, to lead a diverse cross-section of the region's population to NDC's resources, to assist in securing those resources, and to continue learning herself. Balsamo's passion and drive for joining the Council is the belief that a diverse community leads to a better nation. Balsamo's initial focus will be women veterans' transition to family, civilian and corporate life.

Balsamo lives in Lake Norman, in her spare time, she has coached her son's youth soccer team, she enjoys yoga, tai chi, working out, cooking fine Italian cuisine and pampering her two wily dogs.



PANELISTS



Andrew Barnes

Andy has been a member of the Wells Fargo family since 1999. He joined the bank as a HR recruiter, along with currently supporting Consumer Lending, as a Diversity Relationship Manager/Corporate Recruiter. Through the years, he has become involved with veteran recruiting and is on the Board of Directors of the Veteran's Team Member Network as the Eastern Regional Chair. He is the project manager for Cell Phones for Soldiers, a VTMN nationally sponsored campaign. He is heavily involved in working with veterans to decode their military resumes, along with helping the transition into a corporate environment. He served honorably in the US Navy Reserves, as a Petty Officer from 1992-2000 with the Seabees and was attached to Amphibious Construction Battalion 2 DET 106, out of Little Creek, Virginia. He has an associate degree from Wytheville Community College in Education and is a graduate of Radford University (Virginia) with a BS degree in History. Andy sits on the Board of Directors for Charlotte Bridge Home, a 501c3 veteran non-profit, that Wells Fargo supports and the US Army Advisory Board, along with being the Chair for the Charlotte Veteran Employment Initiative Roundtable.

Fun Fact: Andy played college soccer and his cousin is John Glenn, US Marine and Astronaut.



Julie O'Hara-Harvey

Julie is an AA/EEO Compliance Consultant who has 18+ years in compliance to include Regulatory and Human Resources compliance with Affirmative Action and Employment Law focus. She served in the United States Army for 8 years and participated in the Gulf War (Desert Storm).

She possesses an Associate in Science degree with concentration in paralegal studies from South College, Savannah, GA; Bachelor of Business Administration degree from Montreat College, Asheville, NC; and an MBA with concentration in human resources studies from Strayer University, Richmond, VA.

She serves as the current President of the Charlotte Area Liaison Group (CALG) to provide leadership in establishing and supporting standards of excellence in every phase of Equal Employment Opportunity (EEO) and Affirmative Action Compliance and other related areas of Human Resources. Foster and strengthen the partnership among the Office of Federal Contract Compliance Programs (OFCCP), Equal Employment Opportunity Commission (EEOC), and other government agencies with private industry to enhance cooperative compliance efforts in a proactive way.

She also serves on the DirectEmployers (DE) national Recruitment Regulatory Compliance Committee (RRCC) board, assisting the Board in overseeing DE's recruitment compliance services and related programs. Partner with DOL, United States Army, Air Force, Navy, and Marines point of contacts for Transition Assistance Programs. She is an active member of the Veteran Team Member Network and serves as the Director of Education and Training for the Charlotte chapter, Women's Team Member Network, National Association of Black Veterans, Equal Employment Advisory Council (EEAC), and Mercer.





UPCOMING EVENTS



PROUD INITIATIVE OF THE



For more information, please contact

DR. SHANTA PROCTOR | SHANTA.PROCTOR@NATIONALWOMENSCOUNCIL.ORG

National Women's Council

www.nationalwomenscouncil.org

- Social Mixer- November 13th, February, May, & August @ BlackFinn Saloon Charlotte, NC
- Social Mixer- March, June, September, December 2014, Triangle, NC
- Healthcare Diversity Summit- February 13th, @ Greenville Convention Center, Greenville, NC
- Generational Diversity Summit- February, Raleigh, NC
- Women in Leadership Symposium- March, Wilmington, NC
- Women in Leadership Symposium- March 4th, @ Omni Hotel, Charlotte, NC
- LGBT and Allies Diversity Summit- June 2014, Charlotte, NC
- From Boots to Suits- October 2014, Charlotte, NC
- Native American Leadership Summit- November 2014, Triangle, NC



PANELISTS

Philip C. Foster



Philip C. Foster was commissioned as a Field Artillery officer in May 1984. He graduated with a Bachelor of Arts in Journalism from Henderson State University and with a Masters of Art in Strategic Studies from the U.S. Army War College. Phil is currently pursuing a Masters of Business Administration in Logistics and Supply Chain Management from Colorado Technical University.

Phil has a total of 29 years of military service, culminating in his assignment as the commander of the 475th Quartermaster Group, the only remaining bulk petroleum and water purification headquarters in the Army. COL Foster served as the deputy director of the CENTCOM Deployment and Distribution Operations Center and as a Logistics Planner at Defense Logistics Agency at Fort Belvoir, Va. He was the Joint Team Leader at Defense Supply Center Richmond, Va. COL Foster was the Senior Logistics Advisor for the 1st Iraqi National Police Division in Baghdad, Iraq.

His military education includes: Field Artillery Officer Basic and Advance Course; Quartermaster Officer Advance Course; Combined Arms and Services Staff School; Command and General Staff College; Multi-functional Combat Service Support Officers Course; Joint Course on Logistics; Petroleum Officers Course and the U.S. Army War College.

Phil is the owner and president of Supply Needs LLC, a disabled veteran-owned business, and a publisher with Best Version Media. He volunteers with Hire Patriots, Operation IV and other organizations reaching out to veterans.

He is married to Wendy Smart. He has two daughters, Christina and Jennifer and two grandchildren.

Alohalani Pickett



Alohalani Pickett is the Women Veteran Outreach Coordinator at the Department of Veteran Affairs Benefit Administration in Winston Salem, NC with expertise in Homeless Veteran Outreach and Women Veteran Advocacy.

Alohalani holds degrees in Paralegal Studies and Justice Administration from the University of Hawaii and Hawaii Pacific University. She will also earn her Masters of Public Administration from North Carolina Central University in the fall of 2013.

She was recently selected as an Overseas Military Service Coordinator to represent the Department of Veteran Affairs in collaboration with the Department of Defense to serve six months in Okinawa, Japan. She will independently provide VA benefit information to Service members and their families ensuring a smooth transition to civilian life.

She was also a member of an eleven person delegation that travelled to Liberia, Africa to provide consultation expertise to the Republic of Liberia Government Ministries. Assigned to the Bureau of Veteran Affairs, she developed Veteran Benefit Policies and Regulations and presented completed proposals to the Government's Legislature for approval and implementation.

As a proud Veteran of the U.S. Navy, Alohalani honorably served for 9 ½ years and a recipient of the Navy Achievement Medal.

Alohalani lives in Kernersville, North Carolina with her husband Marcus Pickett.



PANELISTS



Robin A. Hurley

Dr. Hurley received her Doctorate of Medicine from the Medical University of South Carolina in 1990. She completed her psychiatry residency with a focus tract on neuropsychiatry and neuroimaging at Baylor College of Medicine and the Houston VAMC as faculty in Psychiatry and Radiology in the Herbert J. Frensky Center for Imaging Research until 2003 (9 years). At that time, she transferred to the Salisbury, North Carolina VAMC, and joined the Wake Forest University School of Medicine where she is currently a Professor of Psychiatry and Radiology. Dr. Hurley is a Diplomate of both the American Board of Psychiatry and the United Council for Neurologic Subspecialties Certification in Behavioral Neurology & Neuropsychiatry.

Dr. Hurley has co-authored over 75 journal articles as well as multiple book chapters, Neuroanatomical Teaching Chats, and numerous scientific presentations. She is the Co-Editor of the "Windows To The Brain" section of the Journal of Neuropsychiatry and Clinical Neurosciences and Windows to the Brain imaging textbook. She has won multiple national awards for her scientific work and teaching including induction into the Baylor College of Medicine Academy of Distinguished Educators. She is a Fellow of the American Neuropsychiatric Association and Chair of their National Education Committee. Dr. Hurley has maintained a VAMC psychiatric traumatic brain injury teaching services for over 17 years and given well over 110 individualized lectures, including both within the United States and internationally.

Dr. Hurley is a co-author of and Associate Director for Education of the VISN 6 Mental Illness Research Education and Clinical Center (MIRECC) with a focus on Post-Deployment Mental Health. Within the MIRECC, she is co-investigator on several brain injury and PTSD research studies, principal investigator for a new brain injury rehabilitation program, and site principal investigator for several multi-site cooperative studies within the VHA. Additionally, Dr. Hurley has served on multiple national VHA committees and task forces, has written and been awarded multiple grants from academic training programs in a variety of medical and surgical subspecialties, and has served in many leadership roles. Currently, she is the Associate Chief of Staff for Research & Education, Salisbury VAMC and the VISN 6 Academic Affiliations Officer.

David A. Smith

David Smith has been committed to Bank of America's Military Veterans Recruiting Program since September of 2007. He attends dozens of recruiting events each year representing Bank of America. He interacts with local, state and federal level organizations to increase veteran interest in the financial services industry as a career and coaches veterans on tactics to ensure their success.

He has been called upon to speak as a Subject Matter Expert with the Department of Veterans Affairs and Department of Defense as well as at employer consortiums at state and national events. David's human resources experience prior to joining Bank of America spans over twenty years, primarily in the staffing services and executive search arena.

His military experience involved two enlistment terms performing as a professional musician in Army bands and as a bugler for military funerals and other ceremonies in the Midwest and in Western Europe. He continues to serve as a volunteer bugler for retired service members through Bugles Across America.



PANELIST



Cheryl J. Rawls

Cheryl J. Rawls was appointed as Director of the Winston-Salem, NC, VA Regional Office on February 27, 2012. She is responsible for administering non-medical VA benefits and services to North Carolina Veterans and their families and Benefits Delivery Discharge and Quick Start claims processing for the Eastern half of the United States of America.

Ms. Rawls began her VA career in 1995 as a work-study in the Loan Guaranty Division of the Washington, DC, Regional Office. In conjunction with the consolidation of many of the services provided by the Loan Guaranty Division, Cheryl was selected as one of the team leaders in the Loan Administration Section, Loan Guaranty Division, at the St. Paul, MN, Regional Office. Looking to expand her knowledge-base of Veterans Benefits Administration operations, Cheryl accepted a position as a Management Analyst within the Office of Field Operations in Washington, D.C. She progressed to the position of Lead Management Analyst, before relocating to Phoenix, AZ to assume the responsibilities of Supervisory Management Analyst. Cheryl also served as the Assistant Director of the Newark, NJ, VA Regional Office, Director of the Huntington, WV, VA



It takes all kinds of amazing people to make all kinds of amazing products.

At Snyder's-Lance, we believe that bringing together individuals who have a diverse set of knowledge, skills, cultures and viewpoints is essential in creating superior snack foods as well as a superior workplace. How about you? Maybe this sounds like the kind of environment where you could thrive. After all, the only thing as important as the quality of our products is the quality of our people.

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PANELISTS



Kimberly Humphreys

Originally from Louisiana, I joined the Army after high school and had the honor of being stationed in various stateside locations and overseas in Panama and the Middle East. During my time in service, I received several awards, including commendations for Operation Just Cause, Desert Storm, and Desert Shield.

Upon leaving the military, I began working at my first job in banking. This job afforded me the opportunity to attend Kansas State University while learning the industry from the ground up, as well as, develop my deep-rooted passion for assisting clients. Later, I was able to earn my master's degree at the University of Phoenix while working full time as a paralegal. Since 1992, I have worked exclusively in the lending industry which has encompassed many roles including teller, customer service, processor, underwriter, paralegal, commercial title underwriter, and management.

In June 2009, I joined Wells Fargo as a negotiator and within a year I was promoted to management. By August 2010 I had the honor transferring to our VA investor portfolio group to manage a team that assists Veterans with short sale and deed in lieu requests, helping them avoid potential foreclosure.

Community service has always been important to me, including my time in the military. My most valued commendation came from the Internal Revenue Service for my service as a Volunteer Tax Assistant. Since joining Wells Fargo, I have continued this tradition of outreach as an active member of our national Veteran's Network as Secretary; working actively with our local chapter in Charlotte, volunteering for events with Charlotte Bridge Home, and with our local Diversity Council. I have also had the distinct honor of attending several community outreach Home Preservation Workshops and Hope Now events for struggling homeowners in various cities and military installations.

Cindi Basenspiller



Cindi Basenspiller is currently the Executive Director for Charlotte Bridge Home, a non-profit agency that helps veterans successfully transition home after military service by identifying their education, employment and healthcare needs and connecting them to available community, state and federal resources. Prior to joining CBH, she was VP of Human Resources Operations at Time Warner Cable. She has an extensive corporate background that includes expertise in Human Resources, Organization Development, HR Operations, talent acquisition, employee engagement, performance metrics and organizational change management.

A US Army veteran, Cindi designed, implemented and managed an aviation maintenance program for \$240M in equipment with a \$1.7M budget. She is trained CH-47D (Chinook) and UH-1 (Huey) helicopter pilot. She also directed the Fort Carson Army Equal Opportunity program for 25,000 soldiers. Cindi holds an MBA from the University of Colorado and a BA from the University of South Alabama. She is SPHR, PMP, and Lean Six Sigma Black Belt certified. Cindi and her husband, John Horstmann, also an Army veteran, have two sons.

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The NDC Carolinas Diversity Council is committed to enhancing the appreciation for and understanding of the value of diversity and inclusion in today's global society. We strive to transform our workplace communities into environments where people are valued for their uniqueness and differences, and are confident that their contributions matter.



Please contact **Brian Richards** for more information about the Council
brian.richards@nationaldiversitycouncil.org

Please join us for our next Charlotte event, **From Boots to Suits: Empowering Female Veteran's Transitioning into the Workforce**. Second week of October, 2013. Uptown location TBA.