

2016 Federal Training Institute Presenters

Terry L. Allbritton

Supervisory Diversity & Inclusion Program Manager, FBI

Terry L. Allbritton joined the Federal Bureau of Investigation in September 2011. He currently serves as a Supervisory Diversity and Inclusion Program Manager for the Diversity and Inclusion (HRD). Mr. Allbritton is primary responsible for the diversity and inclusion training and programs that promotes an inclusive work environment that fosters a culture that values and leverages human differences, opinions, and perspectives to empower employees to achieve their fullest potential. Mr. Allbritton is a combat veterans and retired as an Army officer in May 2010, after 25 years of service. During his military service, he served in numerous positions; Chief, Government of Relations, Congressional Legislative Affairs Officer, Chief Equal Opportunity and Diversity Officer, Equal Opportunity Program Manager, Army Staff Officer, Force Development Officer, Force Management Officer, Senior Military Advisor to the Royal Saudi Army, Assistant Professor of Military Science, and a Commanding Officer. Mr. Allbritton is a graduate of Howard University, the Command and General Staff College, the Defense Equal Opportunity Management Institute, and Georgetown University Government Affairs Institute. April 2014, He received his certification from the U.S. Office of Personnel Management for successful completing in Diversity and Inclusion Master Game-Changer Course. Mr. Allbritton has two sons ages 27 and 29. His military and civilian awards includes; JMD Cooperation Award, FBI Director's Award for Outstanding Service in Diversity and Inclusion, Intelligence Community Diversity Outstanding Achievement Award, FBI Assistant Director Human Resources Award, Federal Maritime Commission Certificate and Award of Merit, Army Legion of Merit Medal, Army Meritorious Service Medal, Army Commendation Medal, Army Achievement Medal, National Defense Service Medal, Global War on Terrorism Service Medal, Southwest Asia Service Medal Kuwait Liberation Medal (Saudi Arabia), Kuwait Liberation Medal (Kuwait), Army Staff Badge, Combat Infantryman Badge, and Expert Infantryman Badge.

Colonel John E. Angevine U.S. Army (Retired)

Executive Fellow for Veterans Affairs Brookings Executive Education

COL (Ret) John Angevine is the Executive Fellow with Brookings Executive Education, which is a partnership between the Brookings Institution and Washington University in St. Louis. He examines and researches how to create and deliver innovative executive leadership educational programs for Veterans in government and active duty service members. Prior to joining Brookings, he was a senior manager with General Dynamics Information Technology creating and delivering innovative solutions to the U.S. Defense Intelligence Community and its allies. Retiring from the U.S. Army with over 30 years of service, he had a distinguished Strategic Intelligence career working European and Asia-Pacific defense initiatives, regional security issues, counterterrorism and counterinsurgency operations, reconciliation and peace stability operations in the Middle East and Africa, and numerous Intelligence Community policy initiatives. He has done pioneering work with Commonwealth partners and other preeminent Foreign Intelligence services to create and develop advanced integrated analytic and innovative training programs. COL Angevine researches and speaks on wide ranges of veteran-related topics, such as veterans' career development and planning in public service, military transition to civilian careers, and Veterans Life Cycle model. Numerous federal departments and agencies frequently consult with him to develop ideas that leverage veterans' talents as a strategic advantage. He regularly works with congressional members and staffs on veterans' issues, providing ideas and analysis of trends. COL Angevine is an experienced and proven leader with expertise as an executive coach, strategic architect, and program manager with a concentration in executive education, veteran's issues, leadership development, and defense and

intelligence operational activities. He is a veteran of the Iraq and Afghanistan Wars. His awards include the Defense Superior Service Medal, the Legion of Merit with oak leaf cluster, the Bronze Star Medal with oak leaf cluster, and the French Chevalier de l'Ordre National du Mérite. He holds a Masters of Strategic Studies in National Security Policy from the U.S. Army War College, a Masters of Aeronautical Science from Embry-Riddle Aeronautical University, and a Bachelor of Science in Biology from Shippensburg University of Pennsylvania.

Miguel Joey Aviles

Talent Management Strategist

Miguel Joey Aviles is a Talent Management Strategist and one of the winners of the HR Leadership Award of Greater Washington, D.C. He is the Founder of Go Hispanic Today; a consulting firm that helps companies achieve competitive advantage through their Hispanic Workforce. Miguel currently serves as the Deputy Program Manager of an Emerging Leader Development Program at a U.S. Federal Agency and has been recently selected as a new President of Young Government Leaders, a non-profit organization that provides an authentic voice for over 7,000 aspiring government leaders.

As a former Recruitment & Outreach Strategist, he designed and coordinated award-winning initiatives to optimize the representation of diverse talent, with a sharp focus on Hispanic and Millennials. Miguel's interactive, high-energy and directly applicable talent management tips have been featured at the Society of Human Resource Management (SHRM) National, Regional, Diversity and Talent Management Conference, the Global Change Management Conference, Human Capital Institute, Excellence in Government, FED Manager and Federal News Radio. Connect with Miguel on LinkedIn www.linkedin.com/in/migueljoeyaviles and on Twitter @Migueljoeyaviles

Brandi Bynum

Program Analyst, Office of Personnel Management

Brandi Bynum currently serves as a Program Analyst with the Recruitment Policy and Outreach Office at the U.S. Office of Personnel Management specifically working with the Federal Government's Pathways Programs for Student and Recent Graduates. She previously served six years with the U.S. Department of State as a Human Resources Specialist in Charleston, South Carolina. As a HR Specialist she helped develop the State Department's Pathways policy and managed the Presidential Management Fellows Program. She also is a member of Young Government Leaders.

Elizabeth Bucknor

Education Program Manager, George Washington University

Liz Bucknor is a Certified Professional Coach and Energy Leadership Index Master Practitioner through the Institute for Professional Excellence in Coaching. She brings over seven years of experience in adult education and has taught various courses as an adjunct professor at the George Washington University. She also has experience in program management, program evaluation, and administration of federal grants through the Department of Education. Liz is currently completing her Doctor of Education with a specialization in Cultural and Linguistic Diversity at the George Washington University. Additionally, Liz has a life-long passion for languages, learning, cultures, and engaging individuals from all around the world. She has lived on three continents and has worked, studied, traveled and volunteered in over 17 countries. Through each of these international experiences she has expanded her self-knowledge as well as her appreciation for the knowledge that each individual holds in this beautiful and culturally rich world. Liz became a professional coach to empower others to find the uniqueness in themselves and embrace the diversity that each individual has to offer.

Vickye Byron
SPHR, GCDF, Ray B. Consulting, LLC

Vickye R. Byron is owner of Ray B Consulting, LLC, which offers career development, diversity and Equal Employment Opportunity (EEO) complaint processing services. She is also a part time employee with MBA Consulting Services, Inc., as a testing technician. In this position she verifies that industry equipment/services meet contractual specifications. She has over fifteen years of experience as a Global Career Development Facilitator and she has conducted training sessions on career and leadership development for LULAC and the United States Postal Service employees at all levels of the organization. She retired from the United States Postal Service as Manager, EEO Services at the National EEO Investigative Services Office (NEEOISO). Vickye has over 19 years of experience in federal sector EEO complaint processing at the local, regional and national levels. She was a founding member of NEEOISO and an integral part of its success in moving the United States Postal Service to one of the leaders in federal sector EEO complaint processing. Vickye lead every function at NEEOISO and she developed the centralized processing of formal EEO complaints, the intake of initial EEO contacts, and she enhanced the business model by acquiring and servicing federal agency customers for the United States Postal Service's EEO services. She held several assignments at the informal and formal stages of EEO complaint processing, as well as Manager, Human Resources. Vickye also has over 10 years of experience in diversity at the local, regional and national levels at the United States Postal Service. She has developed and conducted numerous EEO, diversity, sexual harassment, and affirmative employment training sessions for United States Postal Service employees, managers, executives, customers, and independent contractors. Vickye has a BS in Management from Shorter College and an MBA in Human Resources from the University of Phoenix. She is certified as a Senior Professional in Human Resources.

Beth F. Cobert
Acting Director
U.S. Office of Personnel Management

President Obama appointed Beth F. Cobert as Acting Director of the Office of Personnel Management on July 10, 2015. She comes to OPM from the Office of Management and Budget (OMB), where she served as the Deputy Director for Management and the U.S. Chief Performance Officer since October 2013. At OMB, she led the efforts to drive the President's Management Agenda to make government more effective and efficient so it can deliver better, faster, and smarter services to citizens and businesses. She oversaw the government's performance, procurement, and financial management offices, as well as the Office of the Chief Information Officer. Under Cobert's leadership, the Administration made progress on efforts to improve the management of Federal information technology (IT) spending, to modernize and improve citizen-facing services through teams like the U.S. Digital Service, and to reduce the Federal Real Property footprint.

She also led OMB's work on the People and Culture Pillar of the President's Management Agenda—including initiatives to improve employee engagement within agencies, enhance the Senior Executive Service (SES), and recruit and retain a talented and diverse Federal workforce.

Before joining the Federal government, Cobert worked for nearly 30 years at McKinsey & Company as a Director and Senior Partner. During her tenure, she worked on key strategic, operational, and organizational issues across a range of sectors, including financial services, health care, legal services, real estate, telecommunications, and philanthropy. She led major projects to improve performance through process streamlining, enhanced customer service, improved use of technology, more effective marketing programs, and strengthened organizational effectiveness.

Over the course of her career, she led McKinsey's initiatives on recruitment, training, development, performance evaluation, and retirement services and championed efforts to support the advancement of

women into leadership positions. Cobert also previously served as a board member and chair of the United Way of the Bay Area and as a member of the Stanford Graduate School of Business Advisory Council. Cobert received a bachelor's degree in economics from Princeton University and a master's degree in business administration from Stanford University. She and her husband, Adam Cioth, have two children.

Brenda DePuy

DePuy HR Associates Group

DePuy HR Associates provides executive training, coaching, and HR consulting to federal agencies and civil servants. Brenda DePuy has 49 years Federal HR and Executive Resources experience; personally training over 5,000 executives in leadership competencies, and training/coaching in ten SES CDP Classes. As a Leadership/Executive Coach, she has assisted 400+ executive clients in leadership competencies, career strategies, Executive Core Qualifications (ECQ) Statements, and interviewing skills. Her success is unsurpassed - most attaining their goals of: 1) selection for an SES; 2) OPM approval of SES selection; 3) selection to participate in an SES CDP; or 4) OPM SES CDP Certification. She has a 99% ECQ statements OPM approval rating. She has presented executive seminars for 5 congressionally sponsored NAHFE events, 3 LULAC/OPM FTIP events, George Mason University E-Learning summit, ASTD, and Aspen Institute. She authored "Trust, Credibility and Respect, the Linchpins of Success," June 2015 edition of The Public Manager.

Kendra Duckworth

Disability Program Manager

Equal Opportunity Policy Office, Department of the Air Force,

Kendra Duckworth assumed her position as the Disability Program Manager with the Equal Opportunity Policy Office, Department of the Air Force, in July 2012 and was named Deputy Director in January of 2014. She came to the Air Force from the Equal Employment Opportunity Commission (EEOC) where she served as the Disability Program Manager since 2009. While at the EEOC, Ms. Duckworth developed and implemented the EEOC Disability Program, including new reasonable accommodation procedures and a standard operating procedure for hiring employees with disabilities using the Schedule A hiring authority. Ms. Duckworth oversaw the procurement of assistive technology and was directly responsible for increasing the number of employees hired using Schedule A.

Since becoming the Disability Program Manager, the Department of the Air Force has been awarded The Secretary of Defense's Award for Achievement in Employment of Individuals with Disabilities four consecutive years since FY2012. The award honors Department of Defense Components for outstanding achievement in the hiring, retention, and advancement of individuals with disabilities. The award is presented based on Component performance across eight statistical criteria related to the hiring, retention, and advancement of individuals with disabilities.

Prior to coming to Washington D.C., Kendra was a Lead Consultant for the U.S. Department of Labor's Office of Disability Employment Policy Job Accommodation Network.

She brings to the Department of the Air Force over 20 years of experience providing accommodation guidance to employers and individuals with disabilities and a specialization in accommodation solutions for workers with hidden disabilities, including post-traumatic stress disorder (PTSD) and traumatic brain injuries.

Roland Edwards

Deputy Chief Human Capital Officer, Office of the Chief Human Capital Officer

Department of Homeland Security (DHS)

As the Deputy Chief Human Capital Officer, Roland Edwards provides authoritative advice and guidance to all DHS Components on the full range of human resources (HR) functional areas. His primary focus areas include Human Resources Management and Services (provides HR services to Headquarters organizations); Diversity and Inclusion; and internal operations, privacy and engagement initiatives within the Office of the Chief Human Capital Officer.

Mr. Edwards was previously the Deputy Director, Human Resources Management and Services (HRMS) for the Department of Homeland Security (DHS) Headquarters in the Office of the Chief Human Capital Officer (OCHCO). Mr. Edwards had direct oversight of the Executive Services team, Business Analytics team and the Learning and Development Institute. As the Deputy Director, he also assisted the Executive Director in providing oversight of all of the human resources functional areas and overall management of HRMS.

Prior to serving as the Deputy Director, HRMS, Mr. Edwards was the Deputy Director, Executive Resources in OCHCO at DHS. In this role, he assisted the Director in managing all aspects of performance for the team and workload to include Senior Executive Service (SES) staffing for DHS headquarters organizations, and DHS-wide: political staffing; executive (Senior Executive Service – SES, Senior Level – SL, and Scientific and Professional – ST) policy; SES, SL, ST performance management system certification; annual SES, SL, ST performance management; Presidential Rank Award Nominations; and biennial allocations of new SES, SL, ST positions.

Prior to DHS, Mr. Edwards worked at the Office of Personnel Management (OPM) as a manager in the government-wide SES office and served as an Associate Director in Human Resources for the Millennium Challenge Corporation. He received his Bachelor of Science and Master's degrees from the University of Maryland.

Jake Fabisch

Program Manager, Supervisor and Manager Training, USDA Virtual University

Jake Faibisch has more than 20 years of experience helping agricultural and conservation-focused organizations with challenging management issues and employee development. Jake works for the USDA Virtual University as the department's lead for competency assessment and supervisor training where he specializes in designing and implementing national-scope leadership and manager development programs.

Jake is wildlife biologist by training and prior to his federal service he served seven years with the Association of Fish and Wildlife Agencies providing management consulting to senior leaders from more than 35 state and Federal agencies. He also served as an information and education manager for the Utah Division of Wildlife Resources and as a Peace Corps volunteer in the Republic of Congo. Jake holds a Master of Public Administration in public management and leadership from Walden University and a Bachelor of Science in wildlife and fisheries biology from the University of Vermont.

Anita L. Hinton

Leadership Instructor, Chair MC Leadership Development Department, Central Intelligence Agency

Ms. Hinton is currently the Chair of the Leadership Development Department for the Support School within the Central Intelligence Agency. She has served in numerous leadership training and development positions and is certified in many professional development assessment instruments and tools. She enjoys both one-on-one development as well as working with groups of people to improve team effectiveness. She is entering her 31st year of government service and has had the privilege to work in three different agencies – The Government Accountability Office, The Defense Contract Audit Agency, and for the past 18 years The Central Intelligence Agency. She is an avid sports fan. She and her husband live in Bristow, Virginia she has two adult children and a grand dog.

Lynn C. Hoffman

Supervisory Diversity & Inclusion Program Manager, FBI

Lynn C. Hoffman began her career with the FBI on March 25, 1985, as a clerk-typist. She served in various secretarial positions through September 1991, at which time she landed as the Administrative Assistant to the FBI's Equal Employment Opportunity (EEO) Officer. She served in this position for six years. In 1997, she was selected to be an Equal Employment Specialist within the Complaint Processing Unit of the Office of EEO Affairs (OEEOA). In 2007, Mrs. Hoffman was selected to be an Equal Employment Manager within the Special Programs Unit of the OEEOA. As an Equal Employment Manager, Mrs. Hoffman managed the FBI's Hispanic Employment Program, American Indian and Alaska Native Program, Lesbian, Gay, Bisexual and Transgender Program, and the Reasonable Accommodations Program. In December 2012, the Special Programs Unit was absorbed into the FBI's Human Resources Division and became the Diversity and Inclusion Section. Mrs. Hoffman's current duties as a Diversity and Inclusion Program Manager include managing all of the FBI's eight special emphasis programs and providing diversity and inclusion training to the FBI's offices within the Washington Metropolitan area and across the country. She is married and has two children, ages 18 and 16.

In April of 2014, Mrs. Hoffman received her certification from the U.S. Office of Personnel Management for her successful completion in OPM's Master Game-Changer Course. In 2015, Mrs. Hoffman received the Intelligence Community Equal Employment Opportunity and Diversity award for Outstanding Program Achievement and a certificate and award of merit from the Federal Maritime Commission. In September 2015, Mrs. Hoffman received the FBI Director's Award for Outstanding Service in Diversity and Inclusion.

Glorimar Maldonado

Chief Recruitment Officer, U.S. Department of Health and Human Services

Glorimar Maldonado is a senior advisor for the Strategic Programs Office, located in the Human Capital and Resources Management Office at the Centers for Disease Control and Prevention in Atlanta, Ga. In this role, she provides leadership, data-driven analyses, and support to CDC senior leadership and staff to promote a prepared, diverse and sustainable workforce.

Prior to joining the CDC, Ms. Maldonado was the chief of staff for the White House Initiative on Educational Excellence for Hispanics at the U.S. Department of Education. In this role, she was responsible for the daily operations of the office, including management of staff, development and implementation of national and Presidential outreach programs and publications, Web and social media development, event design, and strategic planning. Since 2007, Ms. Maldonado has worked collaboratively with key staff government-wide to improve the recruitment, retention and professional development of Latinos in the federal workforce. Additionally, she has spoken at various national events, including the Office of Personnel Management's Find and Apply National Workshops, the National

Organization of Mexican American Rights (NOMAR) Hispanic Employment Manager Training and annual conference, and Sen. Harry Reid's "The Latino Summit: Improving the Lives of Nevadans. Ms. Maldonado is an active member of the National Council of Hispanic Employment Program Managers, the National Association of Hispanic Federal Executives and the LULAC Federal Training Institute working group.

Patrick S. Malone, PhD
Department of Public Administration and Policy
American University

Professor Malone is the Director, Key Executive Leadership Programs and Executive-in-Residence in the School of Public Affairs, Department of Public Administration and Policy, at American University. He teaches courses in public sector leadership, executive problem solving, organizational analysis, ethics, and public administration and policy. He is a frequent guest lecturer on leadership and organizational dynamics in state and federal agencies, professional associations, and universities including the Fulbright Scholars Program and the Visiting Scholars program at Yale. He has extensive experience working with federal sector leaders from DHHS, EPA, IRS, USDA, HUD, DHS, and DoD among others. Professor Malone also regularly presents in international forums to government leaders from countries including the Republic of Vietnam, Panama, Brazil, Poland, and Belgium. His research interests and scholarship include work in public service motivation, adult learning theory, leadership, ethics, and organizational behavior. He is one of few researchers in the country certified to score the Subject/Object qualitative research methodology developed at Harvard University. Dr. Malone spent twenty-two years in the Department of Defense where he served in a number of senior leadership and policy roles including as a professor at the Uniformed Services University of the Health Sciences; Academic Director; and Dean of Academics for Navy Medicine. His most recent publications include "Here We Go Again, Federal Leadership in a VUCA World," "Thinking Up," "Selfies in the Workplace: Narcissists and the Public Manager," "Making Assumptions? Try the Power of Inquiry," and "Enhancing Your Leadership by Tapping into Staff Attitudes."

Joseph Mancias
Former Senior Management Counsel to the Director
U.S. Citizenship and Immigration Services
Department of Homeland Security

Mr. Joseph Mancias is the former senior management counsel to the Director, U.S. Citizenship and Immigration Services, Department of Homeland Security. Upon leaving federal service he became a Principal with NashNogales, LLC, a management consulting practice.

He is a former 25-year member of the career Federal Senior Executive Service and led a variety of programs that included agency wide oversight, enterprise wide human capital and training services, management counsel to agency heads, establishing private and non-profit sector partnerships, and initiating national marketing and creative communication services.

His service included executive positions at the Departments of Labor, Commerce, Justice, Veterans Affairs, and Homeland Security in his role as USCIS' chief human capital and training office and senior management counsel. His military experience began as a Seaman finishing as a Captain in the Naval Reserve with tours of active duty in and off Vietnam. He received his Bachelor of Arts from Texas A&I,

Kingsville, TX and a Master's of Science, Kogod College of Business Administration, American University.

Poli Marmolejos

Director and Chief Administrative Judge of the Department of Energy's Office of Hearings and Appeals

Poli A. Marmolejos currently serves as Director and Chief Administrative Judge of the Department of Energy's Office of Hearings and Appeals (OHA). OHA has jurisdiction for conducting administrative hearings and issuing decisions involving numerous matters, including personnel security clearances, contractor whistleblower complaints and appeals brought under the Freedom of Information and Privacy Act. OHA also has jurisdiction for granting relief from the appliance energy efficient standards, as well as administers the Department's alternative dispute resolution (ADR) program.

Prior to joining OHA, Poli served as Director of DOE's Office of Civil Rights and Diversity. In this capacity, he served as principal advisor to DOE officials on Diversity/EEO and civil rights matters, and he was responsible for managing DOE's equal employment opportunity and Federal financial assistance enforcement programs. In addition, he oversaw DOE's Employee Concerns Program which coordinates and monitors the administrative processing of whistleblower complaints.

Prior to joining DOE, Poli worked as a trial attorney in the Civil Rights Division of the U.S. Department of Justice (DOJ). During his tenure at DOJ, Poli served, among other things, as: Special Assistant to three Assistant Attorneys General of the Civil Rights Division; Acting Special Counsel and Deputy Special Counsel of the Office of Special Counsel for Immigration Related Unfair Employment Practices; Special Assistant U.S. Attorney for the District of Columbia; and as a senior trial attorney in the Voting Section of the Civil Rights Division enforcing the Voting Rights Act of 1965.

Poli is a past President of the District of Columbia Hispanic Bar Association; served three terms as President of the Department of Justice Association of Hispanic Employees, and currently serves as a mediator with the Federal District Court for the District of Columbia Mediation Program. Among many honors he has previously received, Poli is a past recipient of the meritorious Presidential Rank Award.

Lorena McElwain

Director, Office of Minority & Women Inclusion U.S. Commodity Futures Trading Commission

Ms. Lorena Carrasco is Director of the Office of Diversity and Inclusion for the U.S. Commodity Futures Trading Commission (CFTC). In this capacity, Ms. Carrasco oversees programs to ensure equal opportunity in employment programs and equal access to federal programs.

Ms. Carrasco was appointed to the Senior Executive Service (SES) in 2010 when she served as Deputy Assistant Administrator for Management at the Food Safety and Inspection Service (FSIS). In that role, she led the full array of administrative programs, such as human resources, civil rights, worker safety and health, procurement, financial management, etc. She was appointed by USDA Secretary Tom Vilsack to the State SNAP Appeals Board in 2010.

Ms. Carrasco began her Federal career in 1999 as a Statistician for the U.S. Census Bureau, where she used her multilingual skills to conduct language research as a source of non-sampling error. Ms. Carrasco completed the USDA SES Candidate Development Program in 2009. As part of her executive training,

Ms. Carrasco served as Senior Policy Advisor to retired Congressman Silvestre Reyes and co-staff director of the House Diversity and Innovation Caucus.

She has a graduate degree from the University of Texas at El Paso and a graduate certificate from the Georgetown School of Foreign Service. Ms. Carrasco has been a member of the LULAC Federal Training Institute Committee and a friend of LULAC for 13 years.

Elimar C. Medina-Figueroa
Program Manager for Management & Leadership Development
U.S. Census Bureau

Elimar C. Medina Figueroa works with the Workforce Development Branch in the Human Resources Division at the U.S. Census Bureau. In this role she manages training and development for employees. Additionally, she also offers in-house training courses, and as a Certified Federal Job Search Trainer & Certified Federal Career Coach, she conducts resume workshops and assists employees by providing guidance with her resume, cover letter, and job search. Elimar is originally from Caguas, Puerto Rico.

DeShan Mingo King
Senior Federal Recruitment Advisor, Office of Personnel Management

Mrs. DeShan Mingo King is a veteran of the armed forces and a Senior Human Resources Specialist with the Recruitment Policy and Outreach Office at the U.S. Office of Personnel Management (OPM). In this role, she develops training materials, markets and coordinates OPM's outreach efforts to the public, conducts information sessions related to the overall Federal hiring process, as well as technical assistance to other Federal agencies. Mrs. King has over 30 years of Federal civil service and has a diverse professional background, in addition to a Bachelor's degree in Human Resources.

Migdalia Murati
Senior Training Specialist
U.S. Dept. of Housing and Urban Development

Migdalia Murati is the Senior Training Specialist in the Office of Housing at the United States Department of Housing and Urban Development (HUD). In this role, she is responsible for the development, execution and delivery of training to 3500+ employees, for multiple program offices within the Office of Housing. In addition, she has recently served as HUD's Housing Recovery Support Specialist for the Sandy Disaster Recovery effort in New Jersey where she was responsible for developing new initiatives and collaborating with local, state and community organizations to identify housing for the survivors of Sandy.

Prior to this role, she was a Senior Program Advisor for the Office of Lender Activities and Program Compliance in Single Family. She has also supported the Emergency Home Loan Program (EHLPP) initiative working with approved servicers providing program guidelines and compliance for an effective deployment of EHLPP funds. In addition, she supported the National Servicing Center in establishing a Servicer Relationship Manager Outreach program and in developing a FHA Servicing Curriculum model. The initiative was implemented to improve communications between internal and external partners to convey programs, policy, updates and required compliance. Migdalia started at HUD in 2008, as a Sr. Account Liaison working with FHA approved servicer partners and member organizations providing them with training,

compliance and policy guidelines as well as updates to ensure the proper execution of FHA programs.

Migdalia is Co-President of the HUD's employee affinity group, The Latino Network and serves on HUD's Diversity Council.

Prior to Migdalia joining HUD, she worked extensively in both the real estate and mortgage industries. She was Vice President for Neighborhood Lending in the Consumer Real Estate Division of Bank of America. In this role, Migdalia facilitated team initiatives nationally with key strategic partners to expand homeownership and communicate programs to increase homebuyer education awareness for the underserved. Migdalia was also credited for creating the first Latino-owned real estate franchise, UNICasa Franchising where she served as their Vice President for Business Development. Other accomplishments include founder of the NAHREP No. NJ Chapter (National Association of Hispanic Real Estate Professionals) and served as a Board member on the national board.

Angela M. Odom (Colonel, US Army Retired)

HR Specialist

Angela M. Odom (Colonel, US Army Retired) is a senior human resources specialist with over 26 years of inspirational leadership experience. She is a leadership developer with extensive high stress, international, and graduate level academic experience. Angela retired honorably effective September 1, 2015. Angela is a 1988 United States Army Reserve Officer Training Corps (ROTC) Distinguished Military Graduate from the University of Southern Mississippi where she earned the title of homecoming queen, earned a Bachelor's of Science Degree in Personnel Management and was commissioned an Adjutant General's Corps Second Lieutenant. Angela has a Master's Degree in Human Resources Management from Central Michigan University and a Master's Degree in Strategic Studies from the United States Army War College.

Angela's career highlights include participating in three separate combat operational deployments, commanding a battalion in Iraq, serving as a professor of military science, serving as the chief of the Army's human resources assignments managers and establishing a military installation level mentorship program. Angela was honored to command a battalion sized element during combat operations in Baghdad, Iraq for over 14 months. She ensured that the battalion was trained and ready to execute its four wartime functions supporting over 96,000 Soldiers, Airmen, Marines and Civilians. She led the operations of nine subordinate units with 512 Soldiers in 26 separate geographically dispersed locations from Germany, Forts Bragg, Hood, Lewis and McCoy. Angela, simultaneously trained 35 Brigade level human resources sections on Personnel Service Support functions resulting in a phenomenally efficient and effective transition to the Army's Personnel Services Delivery Redesign (PSDR).

In her capacity as the chief of the Army's human resources assignment branch, Angela diligently led the team who executed the lifecycle service management for over 2,700 active components and 370 active guard reserve military human resources officers. In her capacity as a Professor of Military Science, Angela acted as an ambassador for the U. S. Army at the University of Tennessee - Martin in Martin, Tennessee. Angela's ROTC department achieved unprecedented program growth of 57% in a year. She empowered and taught military leadership to approximately 200 college students enrolled in the ROTC program.

During her last military assignment at Fort Jackson, South Carolina, Angela served as the Deputy Commanding Officer for the Soldier Support Institute and as a provisional brigade-level commander for a subordinate battalion. Angela ensured the training, health and welfare of more than 600 staff and faculty and 25,000 students. She provided insightful leadership in developing a viable Army Sexual Harassment/ Assault Response and Prevention (SHARP) program as the entire Nation scrutinized the Department of Defense's processes and procedures. Additionally, Angela served as one of eight senior female mentors for Fort Jackson's installation level Professional Mentorship Network (Female Forum).

Angela is the president and chief executive officer of AMO Consulting Solutions LLC, which facilitates customized Management and Human Resources (HR) training packages to small and large companies as well as individuals. Additionally, AMO Consulting Solutions LLC conducts I AM EMPOWERED workshops focusing on life skills such as communications, decision making, goal setting and financial matters.

Dr. Jimmy Ortiz
Manager, International Postal Relations
Global Business, U.S. Postal Service

Dr. Jimmy Ortiz is the Customs Compliance Manager for the International Network Operations office at the United States Postal Service (USPS) Headquarters. He started his career as a Letter Carrier on the night shift in New York City and has held numerous operational, managerial, administrative and business development positions in New York, Puerto Rico and Washington.

In 2009, Dr. Ortiz was endorsed by the Department of State and the USPS to serve as the Regional Coordinator for Latin America for the United Nation's Universal Postal Union in San Jose, Costa Rica. For close to two decades, Dr. Ortiz has represented the USPS in numerous international postal meetings and audits involving operations and security throughout Latin America and the Caribbean and was on the operational delegation to start direct mail exchanges between Cuba and the US.

Dr. Ortiz holds several degrees and graduate certifications, including a Master's in International Administration from Central Michigan University; a Doctorate in International Business Administration from the Universidad Fidélitas (Costa Rica); International Business Management from Georgetown University; and Latin American and Hemispheric Studies from The George Washington University.

Claudia J. Postell,
Esq. Deputy Associate Commissioner, Office of Civil Rights and Equal
Opportunity
Social Security Administration,

is the Deputy Associate Commissioner in the Office of Civil Rights and Equal Opportunity at the Social Security Administration, where she provides overall leadership, direction, and guidance for the agency in ensuring equal opportunity and diversity in its processes. Prior to that, she served as Director, Office of Diversity and Inclusion, at the National Science Foundation (NSF), a position she held for six years where she provided advice on equal employment opportunity (EEO) and diversity issues to the NSF Director, Deputy Director, and other senior leaders.

Since becoming a member of the Senior Executive Service (SES) in 2009, Ms. Postell has mentored numerous Federal employees seeking to become members of the SES. She has also served on various SES panels; participated on OPM's standing and virtual Qualifications Review Boards (QRBs), in which she has reviewed more than 75 SES candidate packages; and devised modules on the Executive Core Qualifications and the SES Interview. She has presented these modules at the African American Federation Executive Association's annual training workshop, an organization that seeks to increase the number of African Americans and other underrepresented groups in the SES. She has also presented on these topics at the Equal Employment Opportunity Commission's Executive Leadership Conference and

at a workshop co-sponsored by NSF and the National Association of Hispanic Federal Executives in an effort to identify and remove barriers to the advancement of Hispanics in SES and management positions.

Ms. Postell is an attorney licensed to practice in the District of Columbia. She also holds a BA in Communications, has a certificate in Strategic Diversity and Inclusion Management from Georgetown University, and has completed the Senior Managers in Government program at the Harvard Kennedy School.

Ilka S. Rodríguez-Díaz
Deputy Chief for Talent Acquisition
Central Intelligence Agency

Ms. Rodríguez-Díaz was appointed Deputy Chief for Talent Acquisition January 2016 and oversees, with the Chief, the worldwide effort to recruit new hires and students. She joined CIA in 1985 and spent the first seven years of her career as a Technical Intelligence Officer, providing support to human intelligence collection in 25 countries on four continents. Ms. Rodríguez-Díaz then changed professions to begin a career in human resources and has served in a variety of first, mid, and executive level leadership positions with enterprise-wide impact. She is also a founding member of the Agency's Latino employee resource group, the Hispanic Advisory Council.

Ms. Rodríguez-Díaz is a member of the Senior Intelligence Service, the CIA's executive leadership cadre, and is a recipient of numerous Exceptional Performance Awards to include an Intelligence Commendation Medal and two National Intelligence Professional Human Capital Awards.

Ms. Rodríguez-Díaz graduated from New York University, or NYU, in 1985 with a B.A. in French and German (with honors in German). Prior to enrolling at NYU, she studied abroad at the Universidad Complutense de Madrid. While at NYU, she again pursued studies overseas at L'Institut Catholique de Paris. Ms. Rodríguez-Díaz later attended The George Washington University where, in 1995, she earned an M.A. in Education and Human Development.

Ms. Rodríguez-Díaz was born in Teaneck, NJ and was raised in Hackensack, NJ. She resides in Sterling, VA with her husband José A. Díaz and their son Oscar Ramón.

Diana Ruiz
President & Founder, Women's Global Leadership Initiative

Diana Ruiz is the president and founder of Women's Global Leadership Initiative (WGLI), a nonprofit organization that trains women in leadership development and provides support through education, mentorship and access to women's professional networks. Ruiz received her BA in organizational behavior from the University of San Francisco and has worked for more than 20 years in finance, sales, mediation and negotiations. Since 2008, Ruiz has served as a professional advisor for women's leadership and economic development in several communities throughout the United States, Latin America, the Balkan Region and women in STEM associations in Tunisia and Turkey. She is currently working with delegates from in Latin American countries to form an initiative around women's economic development. Ruiz resides in San Francisco, where WGLI is headquartered. The daughter of pro-democracy Cuban revolutionaries, Ruiz continues to build on her family's legacy through believing in the possibility of a more just world.

Mr. Cyrus A. Salazar
Director of the Early Resolution and Conciliation Division

U.S. Department of Agriculture

Cyrus Salazar serves as the Director of the Early Resolution and Conciliation Division within the Office of the Assistant Secretary for Civil Rights. In this capacity, he oversees the USDA alternative dispute resolution (ADR) policy for employment and program cases. Mr. Salazar joined the USDA from the Department of the Air Force where he served as the Air Force Equal Opportunity Program Manager and Deputy Director of Air Force Equal Opportunity. Mr. Salazar also served as an adjunct faculty, teaching equal opportunity and ADR curriculum at the Defense Equal Opportunity Management Institute and at the Ira C. Eaker Center for Professional Development at Maxwell AFB.

Prior to this assignment, Mr. Salazar served as the Director of Equal Opportunity at the Air Force Nuclear Weapons Center at Kirtland AFB, New Mexico where he led the military and civilian equal opportunity programs and the ADR program. In February 2011, through the Civilian Expeditionary Workforce, Mr. Salazar volunteered to deploy in support of Operation New Dawn to serve as an advisor with United States Forces – Iraq (USF-I).

While working with the Office of the Comptroller of the Currency, Mr. Salazar worked as an EEO Specialist and participated in a range of EEO roles as well as special initiatives focusing on recruitment, training, and developing partnerships.

Mr. Salazar began his career with the National Institutes of Health (NIH) where he served as a Human Resources Specialist. He then moved to the Office of Human Resources Corporate Recruitment Branch where he focused on outreach and recruitment activities. Mr. Salazar was then selected by the Office of Equal Opportunity and Diversity Management where he served as the NIH National Hispanic Employment Program Manager.

Roberto Salazar

Former Administrator, Food and Nutrition Service, Department of Agriculture and Senior Program Specialist, Library of Congress

Roberto Salazar, with 20 years of experience as an executive leader and performance manager of state and federal agencies, Roberto Salazar is uniquely qualified to help you develop leadership strategies that will strengthen overall program performance through enhanced employee engagement, resulting in customer satisfaction and cost containment. His areas of specialization include strategic planning, program evaluation, performance management, marketing, leadership development, team building, professional coaching, facilitation, diversity management, functional realignment, outreach, and public speaking.

As a senior program specialist at the Library of Congress, Salazar currently provides expert advice to leaders, managers and employees on leveraging diversity and creating an inclusive workplace resulting in effective employee engagement and improved program performance. Salazar also currently serves as the Chairman of the Board of Directors of the Hispanic Access Foundation, a national non-profit 501(c)3 where he provides executive leadership in the development of programs and initiatives designed to empower and mobilize Hispanic families throughout the U.S. and Puerto Rico.

In 2002, the President of the United States appointed Salazar to serve as the Administrator of the Nation's Food and Nutrition Service where, over the course of six years, he expanded the reach of and participation in national nutrition assistance programs including school lunch and breakfast, food stamps, and WIC. Salazar strategically grew America's investment in nutrition assistance programs from \$34.6 billion to \$60 billion and enhanced the integrity and payment accuracy of these programs to improve program performance and ensure good stewardship of taxpayer dollars.

Salazar's extensive career as an executive leader includes having served the State of New Mexico as Director of USDA-Rural Development, Director of Science and Technology, Director of Human Services, and Senior Policy Advisor on Telecommunications to the Governor of New Mexico. His professional experience is complemented by undergraduate studies in business management and graduate studies in psychology

John H. Thompson
Director
U.S. Census Bureau

John H. Thompson was sworn in as the 24th Census Bureau Director on Aug. 8, 2013. Thompson succeeds Robert Groves, who left the Census Bureau to become provost of Georgetown University in 2012. A statistician and executive, Thompson had been President and CEO of NORC at the University of Chicago since 2008. He served as the independent research organization's Executive Vice President from 2002 to 2008. NORC, previously known as the National Opinion Research Center, collaborates with government agencies, foundations, education institutions, nonprofit organizations and businesses to provide data and analysis that support informed decision making in key areas including health, education, criminal justice, energy, substance abuse, mental health and the environment. As Director, Thompson will oversee preparations for the 2020 Census and preside over more than 100 other censuses and surveys, which measure America's people, places and economy and provide the basis for crucial economic indicators such as the unemployment rate. Upon being confirmed, Thompson said: "As America forges its data-driven future, the Census Bureau must lead the way by tracking emerging trends, developing more efficient processes and embracing new technologies for planning and executing the surveys it conducts that are so important to the nation. A culture of innovation and adaptability will allow the Census Bureau to serve the public's needs and meet the challenges of this dynamic new environment."

Thompson had a distinguished career at the Census Bureau from 1975 to 2002 before joining NORC. As an Associate Director, he was the senior career executive responsible for all aspects of the 2000 Census. Prior to that, Thompson served as Chief of the Decennial Management Division. He worked in the Statistical Support Division from 1987 to 1995 and the Statistical Methods Division from 1975 to 1987. A longtime leader in the social science research community, Thompson is an elected fellow of the American Statistical Association and past chair of the association's Social Statistics Section and Committee on Fellows. He served as a member of the Committee on National Statistics at the National Academy of Sciences. He participated as a member of the CNSTAT panel on the design of the 2010 Census Program of Evaluations and Experiments and the panel to review the 2010 Census. He holds bachelor's and master's degrees in mathematics from Virginia Tech.

Jeffrey Vargas
Chief Learning Officer
Commodity Futures Trading Commission

Jeffrey Vargas is the Chief Learning Officer (CLO) and the Director of the Office of Talent Management and Leadership Development for the Commodity Futures Trading Commission (CFTC).

He is responsible for ensuring that CFTC employees have the necessary technical, management and leadership skills to oversee the 600 trillion dollar swaps, options and futures financial marketplace. Before joining the CFTC he served as the CLO for the National Nuclear Security Administration (NNSA) and as

Strategic Human Capital Analyst for the United States Department of Energy (DOE). Jeff helped both the NNSA and the DOE to build and deploy effective strategic human capital programs and initiatives.

Jeff is known for his ability to cultivate a culture of learning. He is a researcher, author and nationally sought after speaker on the subject of intergenerational trust, understanding generational differences, and building generational synergy. Since 2005 he has spoken at more than 60 federal agencies on this issue and has connected with more than 8000 federal employees. He is a passionate generational evangelist who works to help organizations build and sustain a best-in-class workforce of the future.

Denise Viera

MS-CED, JD, Sr. Advisor

Office for Civil Rights US Department of Justice

Denise Viera is Senior Advisor in the US Department of Justice, Office of Justice Programs, where she works on civil rights compliance and coordination issues. She recently completed a detail to the Executive Office for U.S. Attorneys as a Senior Projects Coordinator focused on community engagement strategies. She initially joined the Department of Justice in 2005 at the Deputy Director of the Community Capacity Development Office (CCDO) where she led Weed and Seed grant-making efforts to over 300 public safety/neighborhood revitalization sites across the country, and headed CCDO's policy development, technical assistance and administrative functions. During 2006 she served as CCDO's Acting Director. Ms. Viera has 30 years of community-focused work experience with an emphasis on community economic development, capacity building, engagement, and collaboration. Previously, she has been director of municipal housing and economic development departments, a graduate school adjunct instructor of community economic development, a private civil rights consultant, executive director of several not-for-profits, and a community organizer.

Denise has provided training and technical assistance to hundreds of organizations across the country. She was also worked to develop local, state and national policy in the areas of community economic development, housing finance, civil rights, provision of housing and other support resources for victims of domestic violence and previously incarcerated people, and increased access to financial resources for underserved communities. In her role at DOJ she is using these skills to promote increased public safety and fairness in America's most distressed communities.

Ms. Viera earned her BA from the University of Michigan in political science and communications, an MS in community economic development from the New Hampshire College Graduate School of Business, a JD from the University of Connecticut, School of Law, and holds graduate certifications from the Pratt Institute and Harvard's Kennedy School of Government.

Dr. Patrecia Williams

(PW), PMP, MBB, CBM, ISO

QMS-Founder and Executive Director Organization of Hope

In 2009, Dr. Patrecia Williams followed her dream and vision: to develop a community service organization dedicated to enriching lives and improving communities throughout the Greater Washington/Baltimore Metropolitan Area, and founded The Organization of Hope. She successfully led the creation and launch of a \$3.5M, 501(c) 3 and established a Business Incubator to spark others to fulfil their entrepreneurial dreams by providing experienced oversight and support. At the OOH, Dr. Williams serves as Founder and Executive Director, and is responsible for the managing the organization's board relations, corporate affairs, strategic planning and organizational governance /culture efforts.

Simultaneously, Dr. Williams serves as the Chief Financial Officer (CFO) for AMO Consulting Solutions and is an Adjunct Professor with Southern New Hampshire University (SNHU). She works as an advisor to organizations including the government, where she is responsible for initiating, monitoring, and conducting major projects and studies of critical importance to decision-makers and mission. Dr. Williams is assigned as a reservist serving as the Reserves Captains Career Course Director and Special Project Officer with Soldier Support Institute's Financial Management School at Fort Jackson, South Carolina.

Many people get nervous about crossing over to other industries, but Dr. Williams who has over 20+ years of broad expertise in managing enterprise-wide projects and in a variety of industry executive and staff positions with, to name a few; Home Depot, Washington Metropolitan Transit Authority, UPS, nonprofit, and other federal agencies. Additionally, Dr. Williams served as Spirit of Faith Christian Center's Chief Academic Officer, Accreditation and Online Director.

Dr. Williams has managed budgets well over \$570M, \$300M in acquisition contracts, and 2000+ workforce. She has spearheaded over 3300 innovation and business transformation initiatives, performance improvement projects, and organizational assessment representing \$253.6B in actual savings or avoidance.

Dr. Williams served 7+ years as a GS15 government employee on the Secretary of the Army's staff within Headquarters, Department of the Army (Pentagon). Throughout her government tenure, she was responsible for forging the Army's business transformation framework and developing and implementing, for the Deputy Under Secretary of the Army, a Center of Expertise (Business Transformation). Over the last 22 years, Dr. Williams has supported our country in uniform; serving with distinction as both a non-commissioned officer and a Distinguished Military Graduate (DMG) Army Officer in the Medical, Chemical, and Finance Corps.

Dr. Williams is an executive risk taker who knows that "what got you here; won't get you there," and frequently collaborates with forward-thinkers and intelligent risk takers. Dr. Williams is known for one who takes on turnarounds that no one in their right mind would touch. Using her holistic core competencies, diverse experiences, catalyst with an eye for detail, meticulously creating and executing transformational change, and innovative principles, Dr. Williams is always willing and available to facilitate organizations realize their financial dreams and develop and inspire people to achieve unseen opportunities. Dr. Williams' life philosophy is "What you make happen for others, God will make happen for you." She is passionate about making moments, that count.

Originally from North Carolina, Dr. Williams, holds a Bachelor of Science Degree in Marketing and Management from the University of North Carolina at Greensboro, a Master of Science Degree in Quality Systems Management from the National Graduate School, and a Doctor of Philosophy in Organizational Management and Leadership from the University of Hartford. Dr. Williams is a frequent speaker at community events and conferences and is a certified foster parent.

To date, some of her career accomplishments include: Executive Coach; 2008, 2009, 2014, 2015 Malcolm Baldrige National Quality Award (MBNQA) Examiner; Lean Six Sigma (LSS) Master Black Belt (MBB); Certified Business Manager (CBM); International for Organization for Standardization (ISO) Auditor; Marques Who's Who in America; Marques Who's Who in the World; 2009 Cambridge Who's Who Professional of the Year for Business Coaching and Mentoring; Madison Who's Who Among Executives and Professionals, 2013, 2015 Female of the Year, Army Achievement Medals for Civilian and Military Service; and numerous research projects and publications.

Judy Young
Assistant Director, Training and Development
Cornell University

Judy Young is the Assistant Director of Training and Development at the Yang-Tan Institute on Employment and Disability at Cornell University's School of Industrial and Labor Relations. She provides consultation, training, and support for organizations seeking to increase outreach, hiring, and advancement of individuals with disabilities, including youth and veterans. For the past five years Ms. Young served as the director of the National Technical Assistance, Policy, and Research Center for Employers on the Employment of Persons with Disabilities funded by the U.S. Department of Labor, Office of Disability and Employment Policy (ODEP) where she led a team of researchers, practitioners, and technical assistance providers that focused on the development and dissemination of best practices for HR, diversity, and disability management professionals on the effective workplace integration of employees with disabilities. Ms. Young is a frequent presenter at major diversity and employment conferences and she is a member of the speaker's bureau of the Society of Human Resource Management (SHRM).