

## 2018 FTI Speaker Bios

**Ms. Virginia Andreu**  
**Acting Branch Chief**  
**Federal Sector Programs, OFO, EEOC**

Virginia Andreu is an attorney at the Equal Employment Opportunity Commission with more than fifteen years of broad experience in civil rights laws, the federal sector EEO process, issues of affirmative employment, and diversity. She currently serves as an Acting Branch Chief for the Agency Oversight Division of Federal Sector Programs within the Office of Federal Operations. In this position, Ms. Andreu evaluates federal agencies' performance to ensure effective and efficient implementation of EEO programs, policies, and procedures.

During her tenure with the Commission, Ms. Andreu has served in several roles, including Attorney Advisor for the Reports and Evaluations Division Attorney Advisor with the Office of Equal Opportunity (OEO), General Attorney at the Appellate Review Program, and Attorney Advisor within the Agency Oversight Division.

In addition, Ms. Andreu is a senior trainer, presenter, and educator, who has presented on behalf of the Commission at various EEO and Diversity conferences, symposiums and trainings in the federal, state, and local governments as well as private sector.

Ms. Andreu obtained a Master of Laws (LLM.), in Law and Government, & Labor and Employment Law, from American University, Washington College of Law in Washington D.C; and received her Juris Doctor from the Pontifical Catholic University in Ponce, Puerto Rico. Ms. Andreu holds a BA in Political Science cum laude from the University of Puerto Rico in Rio Piedras, Puerto Rico. She is a member of the District of Columbia Bar and the Puerto Rico Bar

**Karen M. Basnight**  
**Director, Outreach and Retention Division**  
**U.S. Department of Veterans Affairs**

Karen M. Basnight joined the U.S. Department of Veterans Affairs, Office of Diversity and Inclusion in August 2014 where she serves as Director, Outreach and Retention Division. In this position, she is primarily responsible for building and cultivating a diverse, talented, and inclusive workforce. She directs a team of departmental special emphasis program managers that are assigned to portfolios for diverse groups to include American Indian/Alaska Natives, Asian Americans and Pacific Islanders, Blacks, Hispanics, Persons with Disabilities, Women, and Lesbian/Gay/Bisexual/Transgender individuals. The core function areas that are within her purview include talent acquisition, talent management, workforce retention, strategic commitment and compliance.

Previously, she worked at the U.S. Department of Justice as an Assistant Director, Justice Management Division EEO Staff whereby; she provided leadership and guidance for the departmental Affirmative Employment Program and synchronized all efforts to implement a Model EEO Program. Ms. Basnight also worked at the U.S. Department of Health and Human Services (DHHS)/National Institutes of Health (NIH), and held several progressively challenging

positions within the Office of Equal Opportunity and Diversity Management to include Branch Chief, Outreach and Recruitment; Acting Director, Division of Complaints Management and Resolution; and Branch Chief, Division of Institute/ Center Services. While at DHHS/NIH, she also served as EEO Officer at the National Institute of General Medical Sciences. Prior to joining DHHS/NIH, she worked at the U.S. Equal Employment Opportunity Commission as an Investigator.

Ms. Basnight has received awards and commendations for her work in the areas of EEO, diversity and inclusion, and human capital management. She has served as a coach and mentor to aspiring leaders across the public and private sectors and academe.

She received a bachelor's degree in social work from Virginia State University. She is also a certified mediator and an affiliate of the African American Federal Executives Association.

**Vickye R. Byron**

**Owner**

**Ray B Consulting, LLC**

Vickye R. Byron is the 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 she verifies whether industry equipment/services meet contractual specifications. She has over twenty years of experience as a Global Career Development Facilitator. Vickye also has over 10 years of experience in diversity at the local, regional and national levels of the United States Postal Service. She developed and conducted over 300 EEO, diversity, sexual harassment, and affirmative employment training sessions for United States Postal Service employees, managers, executives, customers, and independent contractors.

Vickye retired from the United States Postal Service as Manager, EEO Services at the National EEO Investigative Services Office (NEEOISO) with 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 by reducing formal complaint processing time from over 200 days to an average of 120 days. Vickye lead every function at NEEOISO, developed the centralized processing of formal EEO complaints, the intake of initial EEO contacts, and enhanced the business model by acquiring and servicing federal agency customers for the United States Postal Service's EEO services.

Vickye has a BS in Management from Shorter College and an MBA in Human Resources from the University of Phoenix. She is also certified as a Senior Professional in Human Resources.

**Ms. Felicita Sola-Carter**

**Former Assistant Deputy Commissioner & Deputy Chief Human Capital Officer  
Social Security Administration**

Felicita Sola-Carter, prior to her retirement in January 2009, served as Assistant Deputy Commissioner for Human Resources and Deputy Chief Human Capital Officer of the Social Security Administration. She shared national leadership of the Personnel, Training, Civil Rights and Equal Opportunity, Labor, Management and Employee Relations, Human Capital Planning and Executive Services Support programs.

A native of Puerto Rico, Feli graduated from the College of Mount St. Vincent in 1971. She began her career with SSA in New York City. In 1991, she joined the Office of the Commissioner in Baltimore, Md., as Senior Advisor to the Principal Deputy Commissioner, becoming the first Hispanic in that role. She is the recipient of a 2004 Presidential Rank Award of Meritorious Executive and a 2005 Presidential Rank Award of Distinguished Executive, the highest honor a career Federal executive may receive.

**Lorena McElwain**

**Director, Diversity and Inclusion  
Commodity Futures Trading Commission**

Ms. Lorena McElwain serves as Director of Business Management and Planning for the U.S. Commodity Futures Trading Commission (CFTC). In this capacity, Ms. McElwain leads the Commission's strategic planning activities, process improvement, program evaluation, corporate reform, and execution of business management functions. Ms. McElwain 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.

Ms. McElwain 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. She has served as Civil rights Director for the Food and Nutrition Service and Assistant Director for the Office of Equality, Diversity and Inclusion at the Library of Congress. As part of her executive training, Ms. McElwain 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 Georgetown's School of Foreign Service. Ms. McElwain is an executive board member of the Federal Training Institute, a national initiative between the League of United Latin American Citizens (LULAC), the Office of Personnel Management (OPM), and more than 60 Federal Agencies to provide leadership training to Federal employees.

**Kimberly Castillo**  
**Recruiter, Hispanic Employment**  
**& Development Diplomat in**  
**Residence Program Manager**

Kimberly Castillo is a Human Resource Specialist (Recruitment) for the United States Agency for International Development (USAID) in Washington, DC. USAID's mission is to partner to end extreme poverty and promote resilient, democratic societies while advancing our security and prosperity. She manages two portfolios; the Hispanic Employment Program and the Development Diplomat in Residence Program. Both programs aim to help educate the public about USAID's mission and attract, hire, develop, and retain talented and diverse employees.

Ms. Castillo began her Federal career in 2006 as a HACU intern at the Department of Transportation, Federal Aviation Administration, which later led her to managing two (2) national programs for the agency, the National Disability Employment Program and the Hispanic Employment Program. She introduced and implemented several strategic outreach strategies with a limited budget. She enjoys sharing successful practices and resources to help empower other practitioners and Federal agencies with outreach and recruitment initiatives.

In 2011, Ms. Castillo graduated from the USA Graduate School, Executive Leadership Program, which afforded her the opportunity to complete a detail with the Department of Education, Office of Post-Secondary Education where she helped conduct audits of Federal grants awarded to universities. In 2013, she worked for the National Archives and Records Administration where she developed from ground up a National Special Emphasis Program for the agency. She recruited and managed 55 collateral duty SEPMS nationwide.

In the spring of 2017, she was the only HR professional selected to participate in OPMs/USAID Emerging Leaders Program. She is highly involved on a number of inter-agency councils and national organizations. She served two, 2-year terms as the Chair of the National Council of Hispanic Employment Program Managers, a Federal inter-agency council that educates and advocates on employment policies, practices, and procedures impacting Hispanics/Latinos and other minority groups. Today she serves as an Advisor to the Council.

Additionally, Ms. Castillo is a public speaker, known for her creation of a professional development training called "Branding Yourself: How to Create a Professional Portfolio". It was developed to help job seekers highlight their skills, provide tips on how to maintain a competitive edge during job interviews, track their accomplishments, and showcase materials in support of their job performance review.

Ms. Castillo holds an Associate degree in Mass Communications from Miami Dade College and a Bachelor's degree in Public Administration from Florida International University.

**Brenda DePuy**  
**IPMPA-CP**  
**Principal, DePuy HR Associates**

Brenda is the owner of DePuy HR Associates, which provides Executive training and HR consulting to federal agencies. She has trained thousands of federal executives in leadership competencies and as a Leadership Coach; she has helped over 500 executive clients.

DePuy HR Associates provides consulting services, program assistance and training to government agencies in the areas of Executive Resources, SES CDP Programs, staffing, diversity programs, RIF, workforce analysis, strategic workforce planning, organizational structures, classification and career development strategies.

Her agency clients include NGA, NIH, DOL, DHS, VA, HHS, DOE, AG, DHS, PBGC, CNCS, FEC, NASA, DOD and EPA. While working at OPM Executive Resource, she advised agencies on all aspects of their executive programs, and administering the OPM Qualifications Review Boards (QRB) as they reviewed and approved/disapproved the Executive Core Qualifications (ECQ) of agencies tentative SES selections. She also eventually led the Executive Resources' portion of OPM Director James' "Fix the Hiring Processes" initiative and personally developed and delivered government-wide workshops for HR Executive Resources staff on all new executive hiring and evaluation strategies.

**Karlos M. DeToro**  
**Human Resources Specialist**  
**U.S. Office of Personnel Management**

Karlos DeToro has over 25 years of human resources, equal employment opportunity, administrative, and management experience. He is currently a Human Resources Specialist with the Recruitment Policy and Outreach team at the U.S. Office of Personnel Management in Washington, DC. He provides recruitment, outreach, and employment guidance to Federal agencies, academic institutions, and the public. Prior to joining OPM, Karlos served the residents of Pennsylvania in various HR and administrative capacities in state government. He was Special Assistant to the Pennsylvania Secretary of State, engaged in writing, correspondence, liaison, and other duties in support of elections administration, professional licensing, and related matters of state. He earned a Bachelor of Science in Economics with a concentration in Management and Administration from the City College of New York (CUNY) and completed a Health Professions Program at Harvard University. Karlos is a professional life coach with a certificate in Strategic Intervention from Robbins-Madanes Training. He also earned a certificate in Event Management from George Washington University, and is a Certified Grief Recovery Specialist

**Glorimar Maldonado**  
**Talent Management Officer**  
**Overseas Private Investment Corporation**

Glorimar Maldonado is the Talent Management Officer for the Overseas Private Investment Corporation in Washington, D.C. In this role, she provides policy review, technical guidance,

data-driven analyses, and strategic leadership to recruit, retain and engage a prepared, diverse and sustainable workforce. Further, as a recruiter and an instructor, she conducts employment workshops and K-12 activities that promote careers in mathematics and the sciences.

Previously, Ms. Maldonado was the interim deputy director for Talent Acquisition and the Chief Recruitment Officer for the U.S. Department of Health and Human Services. In this role, she developed, reviewed and implemented policies, programs and initiatives to streamline and improve federal hiring and retention practices, promote Diversity and Inclusion, and provided employment and professional development training to federal employees in various agencies.

Ms. Maldonado has also been a senior advisor for the Strategic Programs Office at the Centers for Disease Control and Prevention, where she developed, implemented and managed Hispanic recruitment and outreach programs and initiatives. Additionally, prior to joining the CDC, she was the chief of staff for the White House Initiative on Educational Excellence for Hispanics. In this role, she supervised the daily operations of the office, including strategic planning, social media campaigns, management of staff, and the development and implementation of Presidential outreach programs.

Ms. Maldonado holds a B.A. in English, history and psychology and an M.S in leadership.

**Mr. Patrick S. Malone, PhD**  
**Director, Key Executive Leadership Programs**  
**Department of Public Administration and Policy**  
**American University**

Professor Malone is the Director of Key Executive Leadership Programs in the School of Public Affairs and the 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 programs at Yale. He has extensive experience working with federal sector leaders from DHHS, EPA, IRS, USDA, HUD, DHS, and DOD among others.

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

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.

**Elimar C. Medina Figueroa**  
**Change Management Lead**  
**U.S. Census Bureau**

Elimar C. Medina Figueroa is a Change Management Lead at the U.S. Census Bureau. She started her career as an intern through the Hispanics Association of Colleges and Universities (HACU) Program during the summer of 2010 and 2011. Now, as a federal employee, she leads the communications and transition plan for the Human Resources Division to Enterprise Services (ES), which provides mission-enabling, shared-service solutions for the Department of Commerce. Previously, she served as the Program Manager for Management and Leadership Development. In this position, she managed the training and development program for supervisors and managers. Elimar is a Certified Federal Job Search Trainer, a Certified Federal Career Coach and a Certified True Colors Trainer. She also delivers classroom-training implemented bureau-wide for professionals, and supervisors and managers. Elimar was born and raised in Puerto Rico and now lives in Odenton, MD

**Hon. María Eloísa "Mayita" Meléndez Altieri**  
**Mayor**  
**Ponce, Puerto Rico**

Dr. María Eloísa ("Mayita") Meléndez Altieri was sworn in as Mayor of Ponce, Puerto Rico on January 12, 2009. She wrote a new page in the history of Puerto Rico when she became the first mayor of Ponce elected by the people. During her first term, Dr. Meléndez became the first woman to preside over the organization for the Integral Development of the South (DISUR). Both in 2012 and in 2016 Meléndez was reelected as mayor.

Before becoming Mayor, Dr. Meléndez worked as a dental surgeon in Ponce for 31 years (1977-2008), standing out both in the clinical and educational fields. Her commitment to public service and, especially, to the city of Ponce, impelled Dr. Meléndez to get involved in various boards and committees in which, on a voluntary basis, she offered her advice, practice and knowledge.

During her administration as Mayor, she has promoted and/or overseen five signature infrastructure projects under the "Ponce Avanza" initiative collectively worth \$177 million:

She has served as vice-president of the Federation of Mayors and Mayors of Puerto Rico, and currently serves as Puerto Rico's National Committeewoman for the Democratic Party. For the past two years, Melendez has served as the Puerto Rico Federation of Mayors' representative before the Financial Oversight and Management Board for Puerto Rico.

Melendez has been a firm promoter of municipal reform and autonomy, and after a prolonged economic crisis and a devastating hurricane, has emerged as a Puerto Rican leader of international recognition for her advocacy in different public and private sector forums in favor of the reconstruction and development of the Island's infrastructure and economic ecosystem. She is an advocate of the legitimate civil rights of Puerto Ricans as American citizens, coming to position the well-known "We Are Americans Too" campaign, which has helped the city gain attention to advocate for a more sustainable future and an urgent response to energy needs of the island, through dialogue with American congressional representatives, federal officials and business leaders. In January 2018, she received the Antonio Villaraigosa Award as a tribute to the Puerto Rican mayors for their outstanding work during Hurricane Maria. The mayor of Los Angeles, Eric Garcetti, described her as a "true American heroine".

**Armando Mendoza**  
**National Account Manager**  
**U.S. Census Bureau**

Armando has worked in a number of capacities for the Census Bureau over the past decade, including leadership roles on the 2010 Census and 2020 Census early preparations. The management of data collection activities for the Census Bureau's ongoing programs, and education efforts to facilitate broad use of Census Bureau data products. As an Account Manager with the National Partnership Program, Armando is now focused on outreach and engagement leading up to the 2020 Decennial Census.

Prior of joining the Census Bureau, Armando served in a range of executive positions in the reprographics industry. He provided leadership in several firms in California, Nevada, Arizona, Washington, and Mexico.

He was born in Chihuahua, Mexico. He holds an M.B.A. from The Argyros School of Business and Economics at Chapman University, and an Executive Certificate in Global Management from Thunderbird University.

**Sadie Perez**  
**Acting Deputy, FAA Office of Civil Rights**  
**National Policy and Compliance**

Sadie began her career with the Federal Aviation Administration (FAA) in 1992 as a Cooperative Education Student at the Southwest Regional Headquarters in Fort Worth, Texas. She graduated from Tarrant County College in 1995 and immediately following, accepted a permanent position as an Administrative Assistant with FAA in Fort Worth, Texas

Sadie has had a progressive career having worked for several organizations and staff offices within the FAA that include Collegiate Training Initiative Student with the Technical Operations



Organization, Management and Program Analyst with the Air Traffic Organization, Equal Employment Opportunity Program Manager with the Office of Aviation Safety and Human Resource Specialist with the Office of Human Resource (HR) Management.

She is currently the Acting Deputy Director for the Office of Civil Rights, National Policy and Compliance. As Acting Deputy Director, she manages the agency's civil rights national policy, external airport compliance and diversity and inclusion program offices. Over the past 25 years, Sadie has gained extensive HR and Diversity and Inclusion experience that have contributed to her successful career within the FAA.

Sadie has a deep passion for people and has been a diversity advocate for well over 20 years. She also held the position of National President for over 4 years for the National Hispanic Coalition of Federal Aviation Employees (NHCFAE). This non-profit organization is an FAA sanctioned employee association established in 1978 in an effort to provide a network for Hispanic employees of the Federal Aviation Administration (FAA) and the Aviation Industry. It became a national organization in 1983. Today, the Coalition is the chief advocate for issues affecting Hispanics in the FAA.

As President of the NHCFAE, she represented over 500 members of this organization by collaborating and working hand-in-hand with other employee association leaders working with Agency and Department Heads on delicate matters directly affecting her constituency and all underrepresented groups. Sadie has played an instrumental role in supporting the FAA's efforts in support of a diverse and inclusive workforce.

Sadie has received numerous prestigious awards to include the 9/11 Department of Transportation (DOT) Distinguished Service Award, recognized for responding to untimely events following the catastrophic day. In 2012, as part of the National Employee Forum received the "Keeping the Promise of Equal Opportunity Award" from the Assistant Administrator for Civil Rights, in which the team was recognized for keeping the promise of equal employment opportunities for everyone. In 2014, as Co-Lead for the Aviation Safety Diversity and Inclusion Tiger Team, was awarded the "Keeping the Promise of Equal Opportunity Award" by the FAA Administrator and the DOT's Secretary's Award.

**F. Michael Sena**  
**Deputy Director**  
**Office of Diversity Management and Equal Opportunity**

Mr. F. Michael Sena is the Deputy Director, Office of Diversity Management and Equal Opportunity, Office of the Under Secretary of Defense (Personnel and Readiness) (USD (P&R)), Department of Defense (DoD). Prior to his current assignment, he served as the Director of External and Internal Relations for Office of the Deputy Under Secretary of Defense for Civilian Personnel Policy, USD (P&R).

Mr. Sena has more than 32 years of experience in human resources (with emphasis on labor relations, employee relations, classification and equal employment opportunity) and diversity and inclusion management. Mr. Sena is certified mediator and most recently received certification in strategic diversity and inclusion management from Georgetown University. He previously served as the Chief of Staff for the former DoD Civilian Personnel Management Service (now Defense Civilian Personnel Advisory Service) where he specialized in

congressional and legislative requirements. Prior to his Office of the Secretary of Defense work experience, he served as a senior staff member with the Headquarters Air Staff Civilian Personnel Directorate, United States Department of the Air Force; appointed as an EEO Complaint Investigator and Mediator for the Office of the Secretary of the Air Force, Air Force Appellate and Review Agency; and served as a Human Resources Specialist at Kirtland, Air Force Base, New Mexico.

Mr. Sena was awarded a Master Degree from the National Defense University, Industrial College of the Armed Forces and holds a B.B.A. (cum laude) from Eastern New Mexico University. Additionally, Mr. Sena has completed various leadership courses, including the Air Force Squadron Officer School, U.S. Office of Personnel Management Federal Executive Institute, and the DoD Leadership and Management Program. Mr. Sena has completed additional graduate courses at American University and Georgetown University.

Mr. Sena is a member of various DoD and Inter-Agency Government Human Resources committees; received numerous merit awards; and is a past member of the International Personnel Management Association.

**Dr. Zina B. Sutch**  
**Director, Office of Diversity and Inclusion**  
**Office of Personnel Management**

Dr. Sutch serves as the Director of the Office of Diversity and Inclusion at the Office of Personnel Management where she leads the efforts of developing government-wide policies and guidance to assist Federal agencies in building diverse workforces and inclusive and engaged organizational cultures that leverage diversity, and provides expert advisory services to Federal agencies undergoing cultural transformation. Prior to serving in this capacity, Dr. Sutch held the position of Director of the U.S. Department of Agriculture's (USDA) Office of the Executive Secretariat leading the Office in the oversight of all correspondence for USDA's Secretary Vilsack.

Prior to holding this position, Dr. Sutch served as USDA's Director of Diversity, Recruitment and Work/Life, in the Office of the Assistant Secretary for Administration. In this role, she led the Department in the development and implementation of programs and policies that help ensure a modern, diverse, and inclusive workforce. She also oversaw accountability efforts for the Secretary's Cultural Transformation initiative, analyzing data across categories that include diversity, hiring reform, training, and leadership, while focusing on employee engagement.

Prior to leading this Division, Dr. Sutch served as the Deputy Provost of USDA's Virtual University and USDA's Chief Training Officer. Her career at USDA began when she joined the Federal government as the Leadership Development Program Manager at USDA's Agricultural Marketing Service in 2006 and progressed to the Department level when she served as a Training Officer for the International Technology Services in the Office of the Chief Information Officer. She has been with the Federal government for over 10 years and has over 20 years of experience in the field of education and training in both the public and private sectors.

**Ms. Cristina Temboury**

**Program Manager**

**Central Intelligence Agency (CIA)**

Ms. Temboury has 14 years of experience as an educator with the Central Intelligence Agency. She is a leader in all aspects of talent development and workforce education. She has developed and managed foreign language programs, Intelligence Community programs, diversity and inclusion learning for executives and a variety of leadership development programs including strategic planning, productivity, and effective communication. She holds a Masters in International Education from the George Washington University and a Masters in Linguistics from Universidad Complutense of Madrid, Spain. She lives in Fairfax, VA with her husband and three children.

**Jeffrey Vargas**

**Founder and President of Generationology LLC**

Jeffrey Vargas is a workforce visionary who believes in living a life of purpose, on purpose. He is first and foremost a dad to Xochitl Rose (11), Diego Lee (9), and Elijah Derrick (6) and a husband - then the work stuff comes into play.

He is the Founder and President of Generationology LLC; a human capital consulting practice that helps organizations learn how to build intergenerational trust, mitigate generational conflict, and unleash generational synergy.

Jeff is a nationally known figure in the learning and development community and is widely identified as the nation's expert on generational differences in the federal government. He is known for sharing human capital management and leadership insights using data and stories to help facilitate organizational change. He is the founder of the 3500-member Chief Learning Officers Network on LinkedIn, an instructor at the Brookings Institution, an advisor to George Mason's Chief Learning Officers Certificate program and a Learning Collaborator where he enjoys working with world-renowned leadership experts like Ken Blanchard.

Before starting his own consulting practice, Jeff enjoyed a 22-year career in the federal service, serving in numerous senior-level human capital roles in the Department of Energy where he designed, developed and deployed agency-wide human capital initiatives that increased employee engagement and organizational efficiency and effectiveness. Jeff was the first Chief Learning Officer (CLO) for the National Nuclear Security Administration (NNSA). In that role he oversaw, learning for the 4000 employees of the nation's nuclear weapons program where he created executive leadership development programs and oversaw the NNSA Technical Qualifications Program. In his last role in the Federal government, Jeff served as the CLO for the Commodity Futures Trading Commission, a financial regulator, who oversees the futures, options and swaps financial marketplace, notionally valued at 600 trillion dollars. At the CFTC he led, the Commission's learning practice including all technical financial-education initiatives, executive development and the first federal swaps professional certification program.

Jeff is currently working on two books: “Managing Across Generations”, focused on helping federal leaders build intergenerational trust, and “Love Letters from Papi”, focused on tips to navigate life that he has written for dads to give to their daughters.

His undergraduate degree is in Economics from the University of Maryland, College Park, and he is a graduate of Georgetown Universities Training Specialist Program. In 2015, he completed another lap in his education journey, graduating from the Federal Executive Institute in Charlottesville, Virginia. Today he resides with his wife and kids in the suburbs of Denver Colorado.

**Ms. Denise Viera**  
**Senior Advisor**  
**Office for Civil Rights**  
**U.S. Department of Justice**

Denise Viera, Senior Advisor in the US Department of Justice (DOJ), Office of Justice Programs, currently works on civil rights compliance and coordination issues. She also recently assisted the Executive Office for US Attorneys as a Senior Projects Coordinator focused on community engagement strategies. She initially joined DOJ in 2005 as the Deputy Director of the Community Capacity Development Office (CCDO) where she led Weed & 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. 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 has also developed 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 improved access to financial resources for underserved communities. Now at DOJ she uses these skills to promote 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 Pratt Institute and Harvard's Kennedy School of Government.