



Tinisha L. Agramonte
Director, Office of Civil Rights
U.S. Department of Commerce

Tinisha Agramonte is a highly regarded Civil Rights Champion whose personal and professional mission is to advance equitable opportunities for all. She has over 25 years of experience in the Equal Employment Opportunity (EEO), diversity, civil rights, and human relations arenas. She is the Architect of the First-Generation Professionals Initiative, a first of its kind Federal government diversity and inclusion program. She has held leadership positions with various Federal agencies, including the Departments of Commerce, Veterans Affairs, Army, Air Force, and the U.S. Small Business Administration. In those positions, she worked at various locations throughout the world including England, Japan, Germany, and stateside. Ms. Agramonte was appointed to the Senior Executive Service (SES) in 2013. She currently serves as the Director, Office of Civil Rights for the Department of Commerce (DOC).

Early in her life, Agramonte was identified as an at-risk youth. With the help of mentors and educators who saw potential in her, she was able to overcome significant challenges. Because of their guidance, she realized the potential they saw in her and was encouraged to reach unimaginable heights. For this reason, and as a First Generation Professional, Tinisha is compelled to “pay it forward” by ensuring ALL people have the access, opportunities, encouragement, and support needed to realize their fullest potential.

She received her bachelor’s degree in Mass Communication from California State University, Hayward, and her master’s degree in Human Relations from the University of Oklahoma.



Ricardo A. Aguilera
Chief Financial Officer
Federal Reserve

Ricardo A. Aguilera serves as Chief Financial Officer (CFO) and Director of the Division of Financial Management at the Board of Governors of the Federal Reserve. As CFO, Mr. Aguilera advises the Governors and Chief Operating Officer of the Federal Reserve Board on all matters related to directing the Board's financial operations, strategic planning, procurement, and risk management activities.

Prior to this, Mr. Aguilera served as the Assistant Secretary of the Air Force for Financial Management and Comptroller in the administration of President Obama. From 2010 until his Air Force appointment in 2016, he was the Director of the CFO Academy at the National Defense University. From 2006 to 2010, Mr. Aguilera was a senior executive at the U.S. Department of Defense and earlier in his career, he served in the Office of Management and Budget and in the U.S. Government Accountability Office.

Mr. Aguilera has an MA from the George Washington University and a BA from New York University. He is a Naval War College graduate and is certified in defense financial management.



Oliver C. Allen, Jr.
Chief Executive Officer
Training & Development Strategies

Oliver is a renowned and dynamic national speaker with over 40 years of leadership and training experience. He has served in numerous senior leadership positions with the Federal government and the military. He currently serves as the CEO for Training and Development Strategies, LLC. He is also an adjunct faculty member with the University of Phoenix with a focus on advanced career development and organizational management.

As a national speaker, Oliver infuses his audiences with storytelling, simulated exercises, gamification, and life experiences to ignite interactive discussions and learning. With his keen sense of humor and consciousness of today's and tomorrow's millennial workforce, he synergizes his audiences to a better understanding of themselves as well as their potential.

He has presented at numerous national conferences and has conducted workshops for the Federal and State government agencies. Oliver has been a featured speaker on the Federal news program FEDTalk, and on LRP audio webinars on many subjects to include Harassment and Bullying in the Federal Workplace - What You Can, Islamophobia and Other Religious Challenges: Best Practices in the Federal Workplace, What to Do About Retaliation in Your Agency and many more.

Oliver received his Bachelor of Science degree in Business Administration from Strayer College and a Master of Science in Administration in Human Resources from Central Michigan University. His certifications include Myers Briggs Type Indicator instructor, Strength Deployment Inventory facilitator, Facilitative Leadership Trainer, Federal Mediation, EEO Counseling and Prevention of Sexual Harassment.

He is the recipient of the Attorney General's Award for Equal Employment Opportunity and the Justice Management Division's Leadership Collaboration Award.



Anna Alvarez Boyd
Senior Associate Director
Federal Reserve

Anna Alvarez Boyd is a Senior Associate Director in the Division of Consumer and Community Affairs at the Federal Reserve Board. Ms. Boyd is responsible for directing the Board's policy and community development programs, consumer and community development research, and public engagement.

Before joining the Board, she served as Vice President of Programs for the Congressional Hispanic Caucus Institute overseeing the organization's leadership development initiatives and educational services. She also held the position of Director, Community and Multicultural lending at Fannie Mae where she managed affordable housing initiatives serving minority communities through national non-profit housing and realtor associations. Ms. Boyd also served as Deputy Comptroller for Community Affairs at the Office of the Comptroller of the Currency where she directed a nationwide team of community development professionals.

Anna is a graduate of San Francisco State University, School of Social Welfare and the Georgetown School of Continuing Education, Executive Leadership Coaching program.



Miguel J. Avilés-Pérez
Chief of the Office of Diversity and Inclusion
U.S. Coast Guard

Mr. Miguel J. Avilés-Pérez assumed the duties as the Chief of the Office of Diversity and Inclusion in July 2018. He is responsible for policy development, management, planning, coordination and execution of the Coast Guard's service-wide Diversity and Inclusion (D&I) programs.

Mr. Avilés is an award-winning D&I Thought Leader with over a decade of experience at the Department of Defense (DOD), Civilian Personnel Policy (CPP) and the Department of Interior (DOI), Bureau of Land Management (BLM).

Before coming to CG-127, Mr. Avilés served as the Division Chief of the Office of Recruitment and Retention Programs at BLM. He was responsible to lead five enterprise-wide programs: The White House Executive Orders Program; the Direct Hire Authority – Resource Assistant Internship Program; the Pathways Programs; the D&I Program to include 500 Diversity Change Agents and the Diversity Talent Acquisition Pilot; and the Employee Engagement and Retention Program to include the Employee Engagement Ambassadors and the Exit Interview Process.

Mr. Avilés held several other key positions in DOD. He served as the Deputy Program Manager of the Executive Leadership Development Program (ELDP), the Defense Civilian Emerging Leaders Program (DCELP), the DOD Managerial and Supervisory Training Program and the DoD-wide Mentoring Resource Portal.

He is also a TEDx speaker, Author of the e-book “Hispanics 101: How to Recruit, Manage and Grow your Hispanic Workforce” and has been featured in the Washington Post, the Chicago Tribune, and Telemundo. He has spoken at the Change Management Conference, the Human Capital Institute, the Society of Human Resource Management (SHRM) Talent Management and D&I Conferences, Fortune 500 companies, and other global organizations.



Kenneth M. Bailey
Director of the Office of Inclusion and Civil Rights
National Oceanic & Atmospheric Administration

Kenneth M. Bailey joined NOAA as the Director of the Office of Inclusion and Civil Rights in November 2016. He is a retired enlisted Army combat veteran with more than 23 years of military service. His Federal civil service career began in 2006 with the U.S. Nuclear Regulatory Commission after which he transitioned to U.S. Immigration and Customs Enforcement agency.

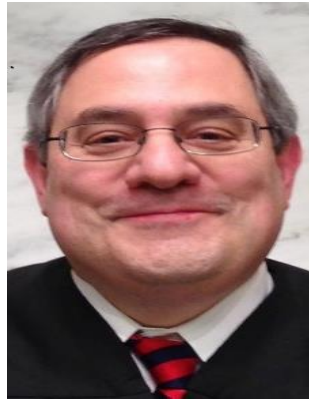
He is a leading practitioner in the arenas of Diversity and Inclusion (D&I), Equal Employment Opportunity (EEO), Organizational Development, Strategic Recruitment, Affirmative Employment, Disability, Anti-Harassment, Special Emphasis, Mentoring, and Outreach programs.

Mr. Bailey is an executive coach who provides expert strategic advice and guidance to organization's senior executives. He is a transformational leader and results oriented change agent who has helped to increase individual and organizational capacity. His reputation as an expert on a broad range of topics has led to his selection as a guest lecturer or keynote speaker at a vast array of Federal Agencies, conferences, Non-Governmental Organizations, and on broadcast radio.

He has received many awards including military Combat Campaign Medals, Federal Performance Awards, Diversity and Inclusion Awards, and Community Service Awards. He was also once selected as Outstanding Young Man of America!

Mr. Bailey holds a Master of Business Administration in Human Resources from Strayer University and a Bachelor of Science in Management Studies from the University of Maryland University College. He holds many training certifications relevant to the fields of EEO, D&I, Leadership and Organizational Development. He highlights his completion of the Defense Equal Opportunity Management Institute's Equal Opportunity Advisors Course and his attendance at the Harvard School of Government – Kennedy School.

Mr. Bailey serves as a member of the Harvard Business Review Advisory Council.



Stuart Bender
Director of the Office of Ethics
U.S. Department of Agriculture

Stuart Bender U.S. Department of Agriculture Stuart Bender serves as the Designated Agency Ethics Official (DAEO) and Director of the Office of Ethics at the U.S. Department of Agriculture (USDA). Mr. Bender has served in this position as a career Senior Executive since 2010 and reports directly to USDA's General Counsel. In 2016, Mr. Bender was awarded a Presidential Rank Award for Meritorious Service in recognition of his work in significantly strengthening USDA's ethical compliance program. Building upon that success, in 2017, Mr. Bender led the creation of USDA's Ethics Mobile Application, a free, multimedia Ethics App available to the public by searching "USDA Ethics" on any smart phone's app store. In 2018, Mr. Bender led the creation of the Federal government's first animated Ethics Video, entitled: "Ethics Illustrated: How to Avoid Conflicts of Interest" publicly available on USDA's official YouTube page. In 2019, Mr. Bender led the upgrade of USDA's Ethics App to include a new interactive Ethics Game (The "Test Your Knowledge Game") as well as additional video ethics training resources created by his Office. In 2020, Mr. Bender led the creation of the Federal government's first animated Hatch Act Video, entitled: "The Hatch Act Illustrated and Explained" on USDA's official YouTube page.

Mr. Bender has presented numerous training sessions including a training module on "State Bar and Post-Employment Rules: A Guide for Federal Attorneys" which was videotaped for OGE's Institute for Ethics in Government's Advanced Practitioner Series on OGE's YouTube page.

Before joining USDA, Mr. Bender was the 4 | 2020 National Government Ethics Summit DAEO and Assistant General Counsel at the Executive Office of the President's Office of Management and Budget (OMB). He also served as the General Counsel and Ethics Officer for the U.S. Holocaust Memorial Museum during its first decade. Mr. Bender has served as an attorney and Alternate DAEO in the Executive Office of the President's Office of Administration, and was a civilian procurement attorney in the U.S. Navy working on complex telecommunication system acquisitions.

Mr. Bender received his J.D. degree, cum laude, from the George Washington University School of Law and his B.A. in Political Science, cum laude from Brandeis University. Mr. Bender is a member of the Maryland State Bar.



Sean Clayton
Acting Director for the Office of Human Capital Services
National Oceanic and Atmospheric Administration (NOAA)

Mr. Clayton currently serves as the Acting Director for NOAA Office of Human Capital Services. In this role he is responsible for the full range of human resource programs to include staffing, classification, labor and employee relations, executive resources, workforce planning, HR information systems, performance culture as well as learning and development programs. Prior to joining NOAA, Mr. Clayton served as the Chief Human Capital Officer for the National Archives and Records Administration, a Human Capital Specialist for the Department of Energy (DOE) and an Equal Employment Opportunity Specialist while working for the U.S. Department of Agriculture's Farm Service Agency (FSA).

Sean is a graduate of the Senior Executive Service Candidate Development Program with the Social Security Administration (SSA). He held several key leadership positions, most notably as the Deputy Assistant Regional Commissioner for Management and Operations Support in the San Francisco region.

Other career highlights include being elected and served as the Chair of the National Council of Hispanic Employment Program Managers. Most notably was the co-creation and expansion of the Hispanic Youth Symposium, which provided college scholarships and federal internships to Hispanic students.

Mr. Clayton is also recognized as one of the Federal Government's thought leaders on building management strategies to address generational differences in the workplace. His team-taught workshop has been received by thousands of attendees across the nation. Mr. Clayton has received national attention from numerous non-profit organizations, government agencies and was featured on Black Entertainment Television and Government Executive magazine for his work on civil rights as well as diversity and inclusion initiatives.

Mr. Clayton attended Ursinus College and received his Bachelor of Arts degree in Politics. He went on to pursue his master's degree in Public Administration at American University with a focus in Organizational Diagnosis and Change Management.



Brenda DePuy
President
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.



LaShawn Dobbins
National Recruitment Advisor
U.S. Department of Homeland Security

Ms. LaShawn Dobbins, a US Army veteran, currently serves as the National Recruitment Advisor on the Strategic Recruitment, Diversity, and Inclusion (SRDI) team within the Office of Chief Human Capital Officer at the Department of Homeland Security (DHS). Ms. Dobbins is responsible for developing department-wide policies and strategies for implementing short and long-range recruitment and outreach goals.

Ms. Dobbins has 13 years of federal service with her career beginning at the Office of Personnel Management (OPM). While at OPM, she served as the Government-wide Program Manager of the Disabled Veteran Affirmative Action Program (DVAAP). In this capacity, she provided policy oversight the Federal Executive Branch entities in ensuring robust recruitment and retention of disabled Veterans. She then transitioned to the Federal Aviation Administration where she served as the Veterans Employment Program Manager helping to transitioning military Service Members and Veterans navigate the Federal hiring process. In her role at DHS, Ms. Dobbins has designed and oversaw the development of a system that captures the Department's recruiting and outreach footprint. The Strategic Marketing, Outreach and Recruitment Engagement (SMORE) system serves as DHS' official system of record for centralized management of recruiting, outreach and marketing activities.



Cynthia (Cin-dee) Dunn
Director, Internal Revenue Service,
Tax Exempt & Government Entities,
Office of Equity, Diversity and Inclusion

Cynthia D. Dunn currently serves as the Director of the Office of Equity, Diversity, and Inclusion, Tax Exempt and Government Entities within the Internal Revenue Service (IRS). Cynthia has held this position in Washington, DC since 2004. She started her federal government career in 1980 as a GS-01 Clerk Typist under the Stay-in-School Program. She began her career in the field of Equal Employment Opportunity and Diversity in 1992.

Before her exciting career in the IRS Cynthia also held several employment positions at other agencies to include Export-Import Bank, Department of Agriculture, and the Department of Defense.

Cynthia Dunn's multiple years in the federal government, her hard work and dedication has given her the opportunity to present and provide resourceful information for those who are looking for guidance in their careers. Cynthia has conducted training sessions since 2004. Those who attend the sessions will gain amazing insight on how to be successful in the workplace.

Cynthia is a proud recipient of the 2018 "Woman of the Year" award given by the National Image, Inc., the recipient of the 2018 "Champion for Diversity" award given by Federally Employed Women (FEW), and the recipient of the 2019 "Spirit" award given by the Society of American Indian Government Employees.

She honorably holds multiple life membership with the following employee organizations: National Image, Inc., Blacks in Government, Federally Employed Women, Society of American Indian Government Employees, Federal Asian Pacific American Council, and Deaf in Government.

Cynthia attended the University of Maryland - College Park and the European Division - Nuernberg, West Germany



Migdalia Gonzalez
Senior Training Specialist
U.S. Department of Housing and Urban Development

Migdalia Gonzalez is the Senior Training Specialist for the Office of Housing within the US Department of Housing & Urban Development (HUD). In this role, she is responsible for the development, the execution, and the implementation of training across the largest program office within HUD for approximately 2500 employees. She also serves as the subject matter expert for training content, talent development and diversity and inclusion.

In addition, Migdalia represents the department during disasters as the SME for Housing. She has served the department during many disasters to include: Superstorm Sandy, Hurricane Matthew, and Hurricane Maria.

Prior to her career in the Federal government, Migdalia worked in the private sector both in the real estate and the mortgage industry. She held leadership positions at Bank of America and Lockheed Martin. She was credited with the creation of the first minority owned real estate franchise in the country.

In 2019, along with some of her colleagues, she was awarded the Gears of Government Award for her efforts in delivering services to the American people



Sonya Holt
Deputy Associate Director
Central Intelligence Agency

Sonya Holt currently serves as the Deputy Associate Director of CIA for Talent for Diversity and Inclusion, and the CIA Chief Diversity and Inclusion Officer. Ms. Holt has been an employee of the Central Intelligence Agency for 36 years and her positions have been many and varied.

Prior to, she led for the Director's Advisory Group on Women in Leadership (DAG) Implementation, a corporate initiative. The DAG was responsible for fully implementing 10 recommendations from the Director's Advisory Group on Women in Leadership Final Report.

Previously, Ms. Holt completed a one-year Joint Duty Assignment at the Department of Defense, Office of the Under Secretary of Defense for Intelligence (OUSDI), Human Capital Management Office as the Chief of Staff.

She served as the Program Manager for the Director, Central Intelligence Agency's External Advisory Board, and managed relationships with key senior officials on his behalf. She was the Chief, within the Office of Human Resources where she led strategic direction and planning. She was responsible for the strategic vision and leadership of four unique programs: the Sourcing Unit, Student Programs, Advertising and Marketing Program, and the Regional Recruiter Program which encompassed the strategic planning and direction of the Center's diversity initiatives in relation to the Agency's mission.

Ms. Holt obtained her bachelor's degree in Computer Information Systems from Strayer University in 1998. She received an Honorary Doctorate in Humane Letters from Martin University in May 2010.

She served as the first and thus far as the only woman as the Chair of the National Urban League (NUL) Black Executive Exchange Program (BEEP) Executive Advisory Council (EAC). She received the first BEEP Corporate Liaison Award, and was inducted in the BEEP Hall of Fame in 2012.



Glorimar Maldonado
Diversity Program Manager
U.S. Patent and Trademark Office

Glorimar Maldonado is the Diversity Program Manager for the U.S. Patent and Trademark Office at the U.S. Department of Commerce in Alexandria, VA. 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 an instructor, she conducts employment and professional/leadership development 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 provide 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.



Patrick S. Malone, PhD
Director of Key Executive Leadership Program
American University

Professor Malone is the Director, Key Executive Leadership Programs in the School of Public Affairs, Department of Public Administration and Policy, at American University.

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 is one of few researchers in the country certified to score the Subject/Object qualitative research methodology developed at Harvard University. His most recent publications include: “Go Ahead, Laugh – Why Humor Makes for a Better Workplace,” and “A Season of Kindness,” and “The Road to Resilience – Failure, Recovery, and Recovery Again.” He was co-editor of the 2016 Handbook of Federal Leadership and Administration and his new co-authored book, *It’s Okay to Love. It’s Okay to Laugh. It’s Okay to Leap* is projected for release in 2020.

He holds a Ph.D. in Public Administration, a M.S. Healthcare Administration, and a B.S. in Healthcare Administration.



Leslie McClam
Human Resources Officer
U.S. Department of State

Leslie McClam joined the U.S. Department of State in 2019 and currently serves as the Human Resources Division Chief for the Bureau of International Security and Nonproliferation.

She began her career in the Federal Government in 2005 as a Federal Career Intern with the United States Agency for International Development (USAID) with a focus in Human Resources. She transferred to the National Transportation Safety Board (NTSB) in 2007 to assume the role of Human Resources Specialist (Recruitment and Staffing). She later became a Senior Human Resources Specialist and then Team Lead of the Classification, Staffing and Recruitment Division. Leslie was reassigned in 2012 as the Career Development Advisor for the National Transportation Safety Board (NTSB). In this role, she managed the Agency's Career Development Programs and provided career services to agency employees.

Leslie is a certified Career Development Facilitator and coach and has over 15 years of Federal civil service in the Human Resources arena to include Staffing, Recruitment, Position Classification, Executive Resources, Performance Management, and Employee Development. Leslie has dedicated her career to assisting people develop their career goals with her expertise and passion.

Leslie McClam graduated from Bethune Cookman College in 1996 where she earned a Bachelor of Science Degree in Psychology. She attended the University of Maryland Global Campus and earned her Master of Science Degree in Human Resources Management in May of 2004



Lorena Orozco McElwain

***Assistant Deputy Secretary, Office of English Language Acquisition (OELA)
U.S. Department of Education***

Lorena Orozco McElwain was appointed Assistant Deputy Secretary, Office of English Language Acquisition (OELA), U.S. Department of Education in April 2020. She joined the Federal Government as a Statistician in 1999, where she led original research identifying translation as a source of survey error and interpretation as a source of interviewer variance. Her innovative research led to the establishment of pre-testing guidelines for questionnaire translations to ensure the validity of data collected from individuals with limited English proficiency.

Ms. McElwain was appointed to the Senior Executive Service in 2010. Her career executive appointments include Deputy Assistant Administrator for the USDA's Food Safety and Inspection Service, Director of the Office of Minority and Women Inclusion, and Director of Business Management and Planning for the CFTC. Since 2018, Ms. McElwain has served as a political appointee, including Chief of Staff in the USDA's Office of the Assistant Secretary for Civil Rights and Senior Policy Advisor in the USDA's Research, Education and Economics mission area.

Prior to joining the Federal Government, Ms. McElwain was as an ESL/Spanish/Italian instructor, translator, interpreter and assessed language proficiency using the State Department's language proficiency scale. In addition, she has worked as a bilingual teacher and bilingual teaching assistant at the University of Texas at El Paso (UTEP).

Ms. McElwain received UTEP's 2000 Graduate Thesis of the Year Award for contributions to the field of political science in children's political socialization. She is a first-generation college graduate who speaks five languages, holding an M.A. and B.A. in political science with a minor in linguistics.



Dr. Jimmy Ortiz
President Emeritus
Prospanica DC

Dr. Jimmy Ortiz is the Acting Executive, International Postal Affairs for the United States Postal Service (USPS) in Washington, DC, and President Emeritus of Prospanica DC.

Jimmy started his career as a Letter Carrier in New York City in 1987. Since then his positions in the USPS have been many and varied. He has had operational, managerial, administrative, and business development positions in New York City, Puerto Rico and Washington, DC. Some of the positions held were Manager, International Postal Relations, Customs Compliance Manager, Operations Manager, Manager, International Delivery, and Program Manager for Global Business Development in Latin America and the Caribbean.

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 Nations Universal Postal Union (UPU) in San Jose, Costa Rica. Upon his return, he was asked and now oversees the development, planning, coordination, and implementation of international programs and projects supporting bilateral relations and multilateral agreements with 192 foreign postal administrations.

Dr. Ortiz has also represented the USPS in numerous international postal congresses and forums involving operations, development, and security throughout the globe. In 2016, he was on the operational delegation that led to the resumption of direct mail exchanges between Cuba and the US after 50 years. He is an elected Ad personam member of the UPU Express Mail Service (EMS) Cooperative Board which oversees performance initiatives to assist over 185 postal administrations, representing 85% of designated operators worldwide, to improve the quality of the global EMS delivery network.

Dr. Ortiz is Lean Six Sigma Green Belt certified and holds several degrees and certificates in Accounting, International Administration, International Protocol & Business Etiquette and Latin American & Hemispheric Studies.



Jacqueline Padrón
Diversity Program Manager
U.S. Office of Personnel Management

Jacqueline Padrón serves the U.S. Office of Personnel Management (OPM) as a Diversity Program Manager in the Outreach, Diversity and Inclusion Center of Employee Services. In this role, Ms. Padrón develops and implements government-wide programs and initiatives, and provides guidance to assist Federal agencies build diverse, inclusive, and engaged workforces and organizational cultures.

Before joining OPM, Ms. Padrón was the Program Director of the U.S. Department of Agriculture's (USDA) Office of Partnerships and Public Engagement, Hispanic-Serving Institutions (HSIs) National Program. While there, she led the development and implementation of programs and initiatives that enabled USDA to increase opportunities for students, faculty, HSIs and the communities they serve. Previously, Ms. Padrón served as the Senior Team Lead in the Office of Human Resources Management's Diversity, Recruitment and Work/Life Division. In this capacity, she oversaw the development and implementation of programs and initiatives that enabled USDA to become more diverse and inclusive in its workforce, programs, and partnerships. Prior to joining the USDA, Ms. Padrón worked for the U.S. Postal Service where she held various leadership positions in operations, Diversity, and Human Resources.

Ms. Padrón is a graduate of the Federal Internal Coach Program. She earned a bachelor's degree in Business Administration from Florida International University and a Master of Social Work degree from Barry University in Florida. She is licensed in Florida and Virginia as a Licensed Clinical Social Worker.



Yvette Peña
Vice President for Latino Audience Strategy
AARP

Yvette joined AARP in 2016 with the mission of making AARP a part of the Latino community. She serves as the national voice for AARP's engagement with Latino communities through partnerships with multicultural organizations to drive AARP's social impact. Yvette has also championed innovation by leveraging digital, social, and mobile platforms to drive engagements with Hispanics ages 50-plus. She is also responsible for the design and strategic direction on all communication channels targeting Spanish dominant and bilingual/bicultural audience segments.

Prior to working for AARP, Yvette worked for Sports Authority and became the first Director of Multicultural Marketing at the organization in 2014. There she built and led the company's U.S. Multicultural strategy. In 2011 she was hired and became the first Director of Multicultural Marketing at Walgreens, responsible for developing go-to-market strategy and Shopper Marketing programs for Multicultural audiences.

Prior to Walgreens, she was a Manager of Multicultural Marketing for Sears, Roebuck and Co., followed by the position of Brand Manager for Craftsman tools and Kenmore appliances and earlier in her career she served as an Account Director at the Bravo Group, the Hispanic division of Young & Rubicam,

She has been a lifelong advocate for ethnic communities and takes pride in giving back and providing opportunities to grow communities in meaningful ways. She is a new Board Member of the Friends of the National Museum of the American Latino.

Yvette received her Bachelor of Business Administration from Baruch College in NYC.



Duanna Petrus
Chief Executive Officer
Entrust Strategic Solutions, LLC.

Duanna Petrus is the Founder and Chief Executive Officer for Entrust Strategic Solutions, LLC. Entrust Strategic Solutions cultivates and coaches' employees to become engaged leaders by providing transformational training. The training helps employees develop the necessary soft skills so they can succeed in their position.

As CEO of Entrust Strategic Solutions, Duanna is responsible for identifying, analyzing, designing, and managing various organizational development initiatives. She is an experienced L&D professional with a proven track record of success. Duanna is known for helping to educate and support clients to identify areas for workforce improvement by designing effective strategies and solutions that promote sustainable success. Her approach for success can be attributed to Duanna's long standing belief that assessing the situation and providing tailored solutions helps to provide more measurable and sustainable results for businesses.

Before pursuing her passion as an entrepreneur, Duanna worked as an educator, program and case manager, and team leader with an extensive amount of experience in primary, secondary, and adult education. She also has experience in policy and curriculum development, assessments, coaching, facilitating, and mentoring. She is passionate about strengthening management and leadership skills in the workplace. Duanna offers a comprehensive experience to create and implement strategic and tactical training, as well as individual and group coaching solutions that drive measurable organizational results.

Duanna received her Bachelor of Science degree in Business Administration from Marymount College and a Master of Science in Education from Adelphi University. Her certifications include Leading Leadership Development, Executive Coach, Kirkpatrick Bronze Level Certification, Lego Serious Play Facilitator, EQ-I 2.0 (Emotional Intelligence Practitioner), and Everything DiSC Trainer.



***Manuel “Manny” Ramirez
Diversity and Inclusion Trainer
Department of Homeland Security***

Manny Ramirez currently serves as a Diversity and Inclusion Trainer on the Strategic Recruitment, Diversity, and Inclusion (SRDI) team within the Office of Chief Human Capital Officer at the Department of Homeland Security (DHS). Mr. Ramirez is responsible for the strategic planning and execution of Inclusive Diversity (ID) initiatives including the development and implementation of the ID Education Program.

Prior to joining DHS, Mr. Ramirez began his federal career at the U.S. Department of Agriculture (USDA) Food and Nutrition Service (FNS) in 2010 which included leading the Office of Diversity and Inclusion (ODI) for the agency. While at FNS, Mr. Ramirez spearheaded agency-wide initiatives and served as an advisor to senior leadership on ODI matters.

Mr. Ramirez earned a Bachelor's of Science degree in Management from George Mason University, and was recognized as a USDA Cultural Transformer in 2016. Throughout his career of over 20 years, both in the private sector and federal government, Mr. Ramirez continues to be a champion for inclusion.



Marisa Rivera
President
Mpowerment Works

Marisa Rivera is a social entrepreneur, a motivational speaker, an innovative consultant, and a filmmaker. Ms. Rivera is President of Mpowerment Works, a training and consulting firm designed to impact global change by empowering people. She is producing Latina Voices: Leadership Journeys, an educational video showcasing Latina Leaders sharing their secrets to success. Her dynamic presentations on leadership and empowerment captivate the audience to take charge of their lives and follow their dreams!

Ms. Rivera extensive leadership training experience includes over 30 years of combined educational, consulting, international, and community development experience. Her work has always been used to resolve justice and equality issues facing the world today. Prior to starting Mpowerment Works, Ms. Rivera was the President of the National Hispana Leadership Institute (NHLI). She also worked in higher education at Western Illinois University and Black Hawk College. Her work experience has taken her globally to Panama, Spain, Peru, Ecuador, Argentina, Colombia, Mexico, Curaçao, and Paraguay. Marisa also traveled to Africa to work with Women's Groups in Kenya and Rwanda with the World Pulse Organization, which she is an Advisory Board Member.

Ms. Rivera is the recipient of many awards including the Cesar Chaves Community Service Award, the 21 Leaders for the 21st Century Award and Esa Soy YO, Soy Latina award. She has been featured in Hispanic Magazine, the Women MBA Magazine, the TV show Hispanics Today, Lifetime Television for Women, Champions of Change, LatinaStyle Magazine, Monster.com, and the Soy Latina, Soy Unica SAMHSA website.

Marisa Rivera is a strong advocate for Latina leadership, Leading with the Heart, youth empowerment, women entrepreneurship, and global activism.



Cyrus Salazar
Chief Diversity Officer
Department of Defense

Mr. Cyrus Salazar is the Department's Chief Diversity Officer and serves as the Director of the Office for Diversity, Equity, and Inclusion (ODEI). In this capacity, Mr. Salazar is responsible for overseeing the development and promulgation of policy and procedural guidance for the Department's Military Equal Opportunity (MEO), Equal Employment Opportunity (EEO), Diversity and Inclusion, Civil Rights, and Disability EEO programs.

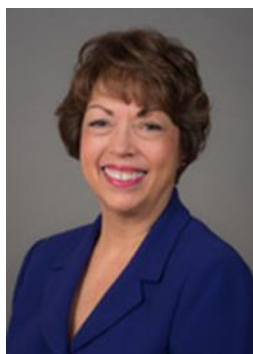
As ODEI Director, Mr. Salazar serves as the principal staff advisor to the Executive Director, Force Resiliency, on matters pertaining to oversight responsibility for the direction and enforcement of all DoD EEO and MEO policies affecting civilian and military personnel worldwide. In his current role, Mr. Salazar provides strategic guidance to DoD leadership; spearheads key DoD initiatives; and directs efforts to evaluate, enhance, and advance DoD policies and programs pursuant to the ODEI mission.

Prior to this assignment, Mr. Salazar served as the Director of Air Force Equal Opportunity where he administered Air Force-wide policy regarding military and civilian requirements covering complaint processing, human relations education, organizational climate assessments, affirmative employment and special emphasis programs, disability employment, and reasonable accommodation. He also served as Director of the Early Resolution and Conciliation Division within the Office of the Assistant Secretary or Civil Rights at the United States Department of Agriculture (USDA). In this capacity, he presided over USDA alternative dispute resolution policy for employment and program cases.

Mr. Salazar has more than 19 years of accomplished experience having served at all governmental echelons. He has held leadership and developmental positions with the United States Department of Agriculture, the United States Department of Treasury, the Department of the Air Force, and the National Institutes of Health.

He served as Adjunct Faculty, the Defense Equal Opportunity Management Institute and Ira C. Eaker Center for Professional Development, Maxwell AFB, AL. Mr. Salazar volunteered to deploy in support of OPERATION NEW DAWN where he served as Policy Advisor with United States Forces – Iraq (USF-I). In this position, he oversaw the eMinistry initiative, a 25-million-dollar investment to implement a human resources information system for the Iraqi Ministry of Interior.

Mr. Salazar holds a Master of Science in Military Operational Art and Science from Air University and a Master of Arts in Public Administration from New Mexico State University.



Felícita Solá-Carter
Former SSA Assistant Deputy Commissioner for Human Resources
Felícita Solá-Carter Consulting

Ms. Solá-Carter did not retire; she “rewired” at the end of her Federal service in 2009. She is an Executive Coach and serves as a Senior Advisor to Government Executives through the Partnership for Public Service and a variety of government and nonprofit organizations. Leadership and diversity strategies are among her areas of expertise.

Prior to her success as a consultant, Ms. Solá-Carter was employed with the Social Security Administration (SSA) from 1971 through 2009. During her career, she advanced from her first position as a Claims Representative in the Washington Heights neighborhood of New York City and became the first Puerto Rican woman appointed as a Senior Executive at SSA. She attained the position of Assistant Deputy Commissioner for Human Resources/ Deputy Chief Human Capital Officer. In this role, Ms. Solá-Carter provided leadership of human resources areas including training; personnel; civil rights and equal opportunity; labor, management, and employee relations; human capital planning; and executive services support.

Ms. Solá-Carter is a community leader. Service to the community includes President of Conexiones, Horizon Foundation trustee, various Howard County councils and advisory councils and committees, graduate of Leadership Howard County (2011), founding board member of the Bright Minds Foundation, and a member of the Howard County Library System’s Choose Civility Campaign. Currently, she serves as Chair of the Board of Trustees of Howard Community College and is on the Board of the Maryland Association of Community Colleges.

Ms. Solá-Carter was inducted into the Howard County Women’s Hall of Fame and received the Leadership Howard County Unsung Hero Award. While at SSA, she received the Presidential Rank Awards for Distinguished Executive (2004) and Meritorious Executive (2003).

Ms. Solá-Carter has a Bachelor of Arts degree from the College of Mount Saint Vincent, Riverdale, New York. She also attended the Federal Executive Institute’s Leadership for a Democratic Society program.



Jeffrey Vargas
President
Generationology LLC

Jeffrey Vargas loves empowering people and has devoted his professional life to helping companies and federal agencies cultivate talent and unleash leadership potential – but don't get it twisted, before anything else, he is a son, a father, a husband and a servant of the most high.

In 2018 he founded Generationology LLC - a talent management and intergenerational leadership development consulting firm. His firm provides more than 26 online and in-person cutting-edge dynamic and interactive leadership training workshops for individuals, corporate clients, and federal agencies. Under his direction Generationology has been able to help more than 35 multimillion and multibillion-dollar organizations build a more effective intergenerational leadership culture through self-reflection, introspection and improving their intergenerational collaborative intelligence.

Jeff is a professional speaker and 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.

Before starting his own consulting practice, Jeff enjoyed a 22-year career in the federal service, serving in numerous senior-level human capital roles. He spent more than a decade at the Department of Energy where he designed, developed, and deployed strategic hiring and workforce development programs. He then spent a decade as a Federal Chief Learning Officer (CLO) first with the National Nuclear Security Administration (NNSA) and then with the Commodity Futures Trading Commission (CFTC). As a CLO Jeff led the agencies learning and leadership development practice and helped to build enterprise-wide executive education, mentoring, and peer-to-peer learning programs.

His undergraduate degree is in Economics from the University of Maryland, College Park, and he is a graduate of Georgetown Universities Training Specialist Program and the prestigious Federal Executive Institute in Charlottesville, Virginia. He is the founder of the "Chief Learning Officers Network" on LinkedIn, a past instructor at the Brookings Institution, and an advisor to the George Mason University Chief Learning Officers Certification Program. He also serves on the board of **GlobalMindED**, a Denver-based non-profit organization



Natalie H. Veeney
Diversity Program Manager
U.S. Office of Personnel Management

Natalie H. Veeney (she/her/hers) serves the U.S. Office of Personnel Management (OPM) as a Diversity Program Manager in the Outreach, Diversity, and Inclusion Center of Employee Services. She is responsible for articulating and managing government wide policies and programs related to diversity and inclusion, specifically in the areas of disability, sexual and gender minorities. She is committed to public service and the integration of strategies to proactively promote diversity and inclusion across the Federal government, empowering individuals to lead inclusively and organizations to support and sustain inclusive cultures.

Prior to joining OPM, Natalie led successful cultural transformation and disability initiatives at the U.S. Department of Agriculture and the Defense Intelligence Agency.

She is an alumna of Spelman College.



Denise Viera
Senior Advisor
Department of Justice

Denise Viera has over 30 years of community-focused work experience with an emphasis on community economic development, capacity building, engagement, and collaboration.

Currently, Ms. Viera is the Senior Advisor in the US Department of Justice (DOJ), Office of Justice Programs, working on civil rights compliance and coordination issues. Previously while on detail to the Executive Office for U.S. Attorneys, she was their Senior Projects Coordinator focused on community engagement strategies. She initially joined the DOJ in 2005 as the Deputy Director of the Community Capacity Development Office (CCDO) where she led 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.

In addition, she has served as the director of municipal housing and economic development departments, a graduate school adjunct instructor of community economic development, a civil rights compliance 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 with a focus on capacity building and leadership development. She has also designed local, state, and national policies in the areas of community economic development; increased access to financial resources for underserved communities; provision of housing and related support resources; civil rights. 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.



Allison G. Wise
Diversity and Inclusion Program Director
U.S. Office of Personnel Management

Allison Wise is the Diversity and Inclusion Program Director in the Outreach, Diversity, and Inclusion Center at the U.S. Office of Personnel Management (OPM). In this capacity, Ms. Wise leads OPM's effort to develop government-wide policies and guidance to assist Federal agencies in building diverse, inclusive, and engaged workforces and organizational cultures.

Before joining OPM, she was the Director of Diversity and Inclusion (D&I) at the National Archives and Records Administration (NARA) for six years and served as a senior advisor to the NARA executive leadership. While there, Allison was recognized with *The Archivist's Award for Outstanding Achievement in Promoting Diversity* for leading efforts to improve organizational performance. Ms. Wise also spent twelve years with the Department of Navy serving as an EEO Specialist by providing direction to the Agency's Affirmative Employment and Special Emphasis Programs as well as serving as an EEO complaint's program manager in the Office of Equal Employment Opportunity.

Allison's commitment and passion toward building effective D&I programs over the past 25 years is evident in her active participation in the Federal community. She serves as a D&I representative for OPM on various governmentwide councils and workgroups with a focus on developing government-wide policies and practices related to recruiting, hiring, promoting, and retaining a diverse and inclusive workforce. She is also the co-founder of the *Federal Interagency Diversity Partnership* established in 2007 as a forum to promote increased awareness and collective commitment to D&I through the sharing of best practices among practitioners across the D&I federal community at-large.

Allison holds a bachelor's degree in Business Management and Finance from the Smith School of Business at the University of Maryland and an Executive Certification in Strategic Diversity and Inclusion Management from the Georgetown University School of Continuing Studies.