

## A MESSAGE FROM VINECE PASTOR, CHAIR

Welcome to the DC Metro BLN' 2011 Bi-Monthly Newsletter.

We are excited about the many activities scheduled both in the Metro area as well as nationally regarding the Disability Business Community. Your Board will share many of these in this renewed format newsletter; look for on-going messages via LinkedIn and other social networking sites. We envision 2011 as an opportunity to engage with you, our members, to learn from you and share your knowledge and expertise. The true value of a Business Leadership Network for employers is the opportunity to engage with like-minded businesses to learn how to progress in the journey toward inclusion of diverse talent who happen to have disabilities, including our returning Veterans. If you are attending the Accessibility Summit April 1-2, come meet us at our exhibit booth! Please take special note of the USBLN® -US Chamber of Commerce event on April 12 and make plans to attend! And join us for our DC Metro BLN events on May 4 Connect With Youth! and May 19 Employer Forum.

## IN THE NEWS

### MANPOWER NAMED 2011 DISABILITY MATTERS HONOREE FOR LEADERSHIP IN SUPPORTING PEOPLE WITH DISABILITIES IN THE WORKPLACE

Milwaukee - Manpower has been named a 2011 Disability Matters honoree for its Project Ability that helps people with disabilities obtain sustainable and meaningful employment. The awards are given to progressive corporations that support people or family members who have a disability in the workplace through diversity, work-life and/or human resource initiatives. The Disability Matters Awards are sponsored by Springboard Consulting, which leads efforts in the U.S. marketing to people with disabilities and their families and supporting them in the workplace.

Manpower was recognized in the Workforce category for its Project Ability program, which is a collaborative approach to place people with disabilities into high demand jobs with employers. The program, initially launched in San Jose, CA has expanded into Boston and will begin operating in Chicago, Houston and five other markets later in 2011.

"For many years, Manpower has made it a priority to advocate for access to meaningful workforce opportunities on behalf of people with disabilities," said Jorge Perez, Manpower's senior vice president of staffing for North America. "Our Project Ability program has taken our efforts to the next level, and we are honored to be recognized as a leader in the advancement of people with disabilities."

The award will be presented at the Fifth Annual Disability Matters Awards Banquet and Conference, April 6-7, 2011, in San Jose, CA.

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### DC METRO BLN NAMES THE HONORABLE KATHERINE MCCARY AS NEW EXECUTIVE DIRECTOR

The DC Metro BLN is pleased to announce that The Honorable Katherine O. McCary has been named as the Executive Director of the DC Metro Business Leadership Network. Ms. McCary assumed this post on March 1, 2011. 

Katherine has spent her last 20 years at SunTrust Bank, responsible for corporate disability initiatives, including internal development of disability employee resource groups, co-chairing the organization's disability mentoring day leadership council and promoting both the employment and marketing case for including people with disabilities to senior management. Her contributions to SunTrust's disability efforts resulted in national recognition to the bank, including the SHRM HR Magazine 2000 Innovative Practice Award, the 2002 US Business Leadership Network (USBLN®) Exceptional Leadership Award and the US Department of Labor Secretary Elaine Chao's 2004 New Freedom Initiative Award. Katherine was instrumental in the creation of the US Business Leadership Network (USBLN®) and the VA Business Leadership Network. In October 2008, Katherine was appointed to the National Council on Disability by President Bush and confirmed by the U.S. Senate. More recently she has served in various leadership positions on the Boards of both the Virginia BLN and the DC Metro BLN.

In announcing Ms. McCary's acceptance of the ED position, DCMetroBLN Chair Vinece Pastor said "Katherine is superbly qualified,

nationally recognized and experienced in promoting the business imperative of including people with disabilities and the DC MetroBLN is delighted she has agreed to accept this role. Her knowledge, passion and proven managerial strength will be invaluable to us as we move forward with our ambitious agenda for 2011 and beyond."

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## USBLN® APPOINTS NEW CORPORATE ADVISORY BOARD

The US Business Leadership Network (USBLN®) has announced the appointment of eight new members to the Corporate Advisory Board (CAB). The two-year appointments were made at the January 28, 2011 Board meeting and became effective on February 1, 2011. During that meeting, four current members were reappointed. The new members are James Carter, 3 M; Crosby Cromwell, Walmart Stores Inc., Gary Harrison-Ducros; Frito-Lay North America, Lee Ann Macerelli; AOL, Evelyn Montalvo; ARAMARK, Rita Taylor-Nash; Health Care Service Corporation, Robert Vetere; Northrop Grumman, and Richard Brian Weitzman; Novartis. The members who were reappointed are Linda Jimenez; WellPoint, Inc, Joan McGovern; JPMorgan Chase, Tammie McNaughton; Consultant, and Marie Trottier; Harvard University.

The USBLN® Corporate Advisory Board is also comprised of existing members: Colleen Fukui-Sketchley, Corporate Diversity Affairs Specialist, Nordstrom; Loren Mikola, Disability Inclusion Program Manager, Microsoft; John Wagner, Senior Director of Product Management, BCBS of Florida; and Keith Wiedenkeller, SVP & Chief People Officer, AMC Entertainment.

The CAB was created by the USBLN® Board of Directors in 2008 and was launched in January 2009. The CAB's mission is to provide strategic direction to USBLN® programs, ensuring a focus on relevant and realistic activities and goals.

According to Deb Russell, Manager, Outreach and Employee Services, Walgreens Company and Chair of the USBLN® Board of Directors, "I welcome the diversity of experience and industry that the new members bring to the organization. The Board greatly values the CAB's expertise on the current business environment, and we are pleased to offer the members a forum to discuss and define their collective needs in the field of disability employment, disability marketing and disability supplying, along with identification of emerging trends in these fields."

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## USBLN® STUDENT ADVISORY COUNCIL NAMED

The US Business Leadership Network® (USBLN®) has announced its 2011 leadership for the US Business Leadership Network Student Advisory Council (SAC).

The Student Advisory Council members elected Paul Fogle, student, Penn State Harrisburg, to serve as Chair; Jimmy Curran, student, Temple University, to serve as Vice-Chair; and Stephanie Hammerman, student, Lynn University, to serve as Secretary.

The USBLN® is focused on embracing the full inclusion of people with disabilities in the labor force and marketplace; assists in career preparation for and employment of people with disabilities, improves customer experiences for people with disabilities, and promotes the certification and growth of disability-owned businesses. The national Student Advisory Council assists USBLN® Board members and staff by providing insight on employment barriers that students with disabilities face. They also create publications to assist businesses and students to ease the transition into internship opportunities and employment.

"On behalf of the US Business Leadership Network, we are happy to have such a dedicated group of students work with us, providing both guidance and direction as we create programs focusing on career development opportunities for students with disabilities. These initiatives encourage employers to hire students with disabilities in internship programs and then full-time employment once they graduate," said Gary Goosman, Director of the TOWER Initiative at the USBLN®. "Advisory groups like the SAC are vital for us to continually drive the success of the core mission of the USBLN®."

The STUDENT USBLN® Student Advisory Council is comprised of: Paul Fogle, student, Penn State Harrisburg; Jimmy Curran, student, Temple University; Stephanie Hammerman, student, Lynn University; Nate Finch, student, University of Hartford; and Daman Wandke, student, Western Washington University.

For more information on the Student Advisory Council and the TOWER Initiative, please visit [www.usbln.org/programs.html#tower](http://www.usbln.org/programs.html#tower)

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## NEW TRAINING AND STAFFING TOOLS FROM THE CAMPAIGN FOR DISABILITY EMPLOYMENT AND THE 2011 WORKFORCE RECRUITMENT PROGRAM

The Campaign for Disability Employment's on-line Outreach Toolkit is now available on the Campaign's website at <http://www.whatcanyoudocampaign.org/blog/index.php/toolkit/>. The Campaign is designed to promote positive employment outcomes for people with disabilities in your business and community! All of the Campaign for Disability Employment's outreach tools are available either for order or download.

On December 7, 2010, the U.S. Department of Labor's Office of Disability Employment Policy, in collaboration with the U.S. Department of Defense, released the database for the 2011 Workforce Recruitment Program for College Students with Disabilities database. This resource with more than 2,200 college students and recent graduates, is intended to assist federal and private-sector employers in identifying workers with disabilities for internships or open positions

Private-sector employers can search the program's database through ODEP's National Employer Assistance and Resource Network by making a toll-free telephone call to 866-327-6669 or filling out a request form at <http://www.earnworks.com>.

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## UPCOMING EVENTS IN THE DC METRO AREA AND BEYOND

### TUESDAY TALKS BROUGHT TO YOU MONTHLY BY THE PA BLN

Date: March 8, 2011 Time: 12:00 pm - 1:00 pm

The DC Metro BLN is pleased to highlight our east coast affiliate, the PABLN, and their Tuesday Talks Program that enables companies from across the state and country to quickly learn about a valuable resource or success story related to the employment of people with disabilities. These free monthly phone calls are scheduled on the second Tuesday of every month from 12-1 p.m. EST.

Participants are also able to have discussions with their peers about topics that address: ideas for accommodations; ways to improve recruitment and/or retention; ideas for becoming a company of choice for employees and customers; strategies for compliance; financial incentives available to businesses; and more!

Pre-register to gain access to these conferences by contacting Stacy Kyle at 717-763-0968 ext. 115 or [stacy.kyle@blnofpa.org](mailto:stacy.kyle@blnofpa.org).

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### ADAP WINE TASTING

Date: March 16, 2011 Time: 6:30 pm - 7:30 pm

The ADAP Advocacy Association (aaa+) - a national nonprofit organization dedicated to improving access to care and treatment for people living with HIV/AIDS in the United States - is hosting its first quarterly meeting as a wine tasting benefit on Wednesday, March 16th from 6:30 - 7:30 pm.

The event is being held at 909 at Capitol Yards, located at 909 New Jersey Avenue, SE, Washington, DC 20003. The event is hosted by Tibotec Therapeutics, Bender Consulting, DC's Most Fabulous Magazine and The Macsata-Kornegay Group. Tickets are \$35 per person, or \$50 per couple.

This event is helping raise awareness about the AIDS Drug Assistance Programs (ADAPs), as well as serve to provide a networking opportunity. Several Members of Congress are expected to attend.

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### CORPORATE DISABILITY EMPLOYMENT SUMMIT

Date: April 12, 2011 Time: 8:00 am -12:30 pm

Fostering an outstanding collaboration between two of the nation's chief employment-focused organizations, the US Business Leadership Network® (USBLN®) and the U.S. Chamber of Commerce are pleased to present the Corporate Disability Employment

Summit: Leading Practices on Disability Inclusion from 8:00 am - 12:30 pm EST on April 12, 2011 at the U.S. Chamber of Commerce in Washington D.C.

This Summit is a forum for the exchange of strategies with corporations emphasizing the value of diversifying your company's workforce, market place and supply chain and is specifically designed for Senior Managers of small, medium and large businesses. Topics to be highlighted at the Summit include "Disability Inclusion Across the Enterprise" and "Using the Disability Marketplace to Attract New Customers."

Summit registration is now open for \$75.00 per person. To learn more or to register visit [www.usbln.org](http://www.usbln.org)

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### CONNECT WITH YOUTH! EVENT

Date: May 4, 2011      Time: 10:00 am -12:00 pm

Hosted by The George Washington University, the DC Metro BLN "Connect With Youth!" event in collaboration with the Marriott Foundation's Bridges Program will bring employers and youth together to provide educational opportunities for both audiences! Employers will learn basic strategies for interviewing and communicating with job seekers with disabilities and meet potential employees. Participating students will engage in mock interviews, resume review and mentoring. Employers interested in learning more or in participating in this event should email [KMcCary@dcmetrobln.org](mailto:KMcCary@dcmetrobln.org) no later than April 4, 2011.

The Marriott Foundation with Disabilities (MFPD), a not-for-profit 501(c)3 organization, operates its nationally recognized Bridges...from school to work program (Bridges) in seven United States cities, including Atlanta, Chicago, Philadelphia, San Francisco, Los Angeles, Dallas, and Washington, D.C./Montgomery County. The organization's mission is to enhance employment opportunities for youth with disabilities.

Established in 1989 by the Marriott family, the Foundation began its first Bridges project in Montgomery County, MD where it has remained for the last 20 years. Using the success of the Montgomery County/District of Columbia project as a model, the program expanded to other major cities across the United States. Nationally, the program now serves more than 1000 youth with disabilities each year. Since the program began, nearly 12,000 youth have been placed in competitive, unsubsidized employment.

The Washington, D.C. metro office maintains an experienced and qualified staff reporting to Shelby Hill, director, who has nearly 20 years of experience with Marriott International. Shelby serves as a DC Metro BLN board member.

For more information on the Bridges program, visit [www.bridgestowork.org](http://www.bridgestowork.org) and click on the Washington, D.C. regional office link.

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### DC METRO BLN B2B FORUM

Date: May 19, 2011      Time: 9:00 am -10:30 am

Mark your calendar and join us for this signature event that will showcase nationally respected businesses and their disability business successes. Hear award-winning companies including Bank of America, Manpower, AT&T and others discuss of both challenges and opportunities they have experienced and that employer attendees may want to replicate.

There will be both panel and audience interaction, so come prepared to take notes and learn! The event is free to employers, but space is limited, so registration is required. To register, contact [KMcCary@dcmetrobln.org](mailto:KMcCary@dcmetrobln.org).

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### USBLN® 14TH ANNUAL CONFERENCE & EXPO

Date: October 16-19, 2011      Location: Louisville, KY

Early-bird Registration Now Open!

The US Business Leadership Network (USBLN®) will host its 14th Annual Conference & Expo on October 16 -19, 2011 at the Louisville Marriott Downtown hotel located in Louisville, Kentucky. Entitled, "Unlocking Key Business Drivers: Disability in the Workplace, Marketplace and Supply Chain - **Strategies for Business Success**" it is the preeminent national employer-to-employer event that taps into the vast economic potential of people with disabilities. This year's event, building on the highly successful 2010 conference, will deliver enhanced networking opportunities, offer exciting interactive sessions, and feature respected thought-leaders and industry luminaries. This conference brings corporate, government, disability-owned businesses and BLN affiliates together to create workplaces, marketplaces, and supply chains where people with disabilities are fully included as professionals, customers and entrepreneurs

"The purpose of the annual conference is to assemble employers, BLN Affiliates, corporate members, partners and stakeholders to identify successful strategies and key business drivers designed to build workplaces, marketplaces and supply chains where people with disabilities can realize their full potential and be respected for their talents. We look forward to delivering an exciting program

of the highest quality in Louisville this October," shared Jill Houghton, USBLN® Acting Executive Director.

Educational sessions will be presented within three tracks: Workplace, Marketplace and Supply Chain. Continuing an outstanding collaboration between two of the nation's top organizations working to make workplaces inclusive, the Job Accommodation Network (JAN) is partnering with the USBLN® to present essential accommodation solutions within the Workplace track. The conference will also include pre- and post- conference sessions including specifically designed for the USBLN®'s over 60 Business Leadership Network affiliates across the country.

The USBLN® Annual Conference & Expo will also feature:

- Attendance of 600 senior business executives, government and community leaders;
- Special events and enhanced networking opportunities available throughout the conference;
- Over 30 tiered educational sessions taught by industry leaders, experts from the USBLN® and the Job Accommodation Network (JAN);
- BLN Affiliate meetings and specialized pre- and post-conference sessions;
- Bring full inclusion to supply chains by integrating certified disability-owned businesses through the USBLN® Disability Supplier Diversity Program;
- Entrepreneurs with a disability will learn how to enhance their access to business development opportunities through certification;
- Tools to expand internship and mentoring programs to include students with disabilities through the USBLN® TOWER Initiative;
- Opportunities to network with corporate Employee Resource Group representatives;
- 2011 Annual Leadership Awards; and
- Much more!

Conference registration is now open with an early-bird rate for the four-day conference including over 30 educational sessions, Expo, special events and some meals for \$495. After July 1, 2011 the rate increases to \$549. Single day rates and an additional discount are offered for two or more attendees from the same organization. For more information about the conference or to register, visit [www.usblnannualconference.org](http://www.usblnannualconference.org).

Attendees are kindly requested to book their hotel rooms early. The conference site hotel is the Marriott Louisville Downtown with online reservations offered [here](#) or via 800-266-9432 under the group, "US Business Leadership Network (USBLN®)." Rooms for the group start at \$145 for single/double occupancy. The group room rate is valid from check-in on October 15 through check-out on October 19, 2011 based on availability. The discounted group rate is available on a first-come, first-served basis with rooms expected to sell out early.

To learn more, visit [www.usbln.org](http://www.usbln.org)

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## ABOUT US

### THE DC METRO BUSINESS LEADERSHIP NETWORK BOARD OF DIRECTORS

Vinece Pastor, Chair

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The George Washington University

Ellen de Bremond, Treasurer  
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Shelby Hill, Bridges Bridges From School to Work, a Marriott Foundation Program

Eduardo Meza-Etienne, TecAccess, LLC

Gary R. Goosman, USBLN®

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#### **DC METRO BLN COMMITTEES**

The Board has created four committees to further its infrastructure and growth. These committees include:

Executive Committee

Membership/Events Committee

Finance/Budget Committee

Youth Committee

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#### **ANNUAL BOARD MEETING**

The DC Metro BLN holds its annual meeting on the second Tuesday in May. We welcome our members to recommend discussion topics and action items in order that we may address current issues that reflect the needs of our membership. Submit these no later than April 4 to [KMcCary@dcmetrobln.org](mailto:KMcCary@dcmetrobln.org)

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#### **CONTACT US**

We welcome your comments. If you would like more information about membership, board appointments or committees, please email [KMcCary@dcmetrobln.org](mailto:KMcCary@dcmetrobln.org).

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