

DC Metro Business Leadership Network

Monthly Newsletter: January 2017



HAPPY NEW YEAR!

Welcome to our New Board Members



GENERAL DYNAMICS
Information Technology

- Jenn Bassett, JBG Companies
- Sophie Howard, General Dynamics IT
- Karen Cook, Gallaudet University
- Misty Koper, EY
- Charlesiah McLean, Leidos
- Chrissona Palmer, EY, Advisory Board
- Dan Sullivan, KPMG



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MEMBER ANNOUNCEMENTS

DISCUSSION BOARD

We are looking for your Opinions and Ideas!

All members have access to the Discussion Board where they can comment on topics including veterans, accommodations, youth and accessibility. Or add your own topic and start a discussion!

[DC Metro BLN Discussion Board](#)

2017 DC METRO BLN PROGRAMS

Call for Hosts

Member Hosting is a great way to offer valuable internal training to your employees!

Thank you



who will host our

2017 Accessibility, Accommodations and Assistive Technology Symposium and Fair

The AAA Symposium

April 26, 2017

Lockheed joins Northrop Grumman, Booz Allen Hamilton and General Dynamics as our 2017 Calendar begins to build.

Save these dates! Registration Opens Soon!

Maximizing Millennial Talent: March 8

Community Partners Strategic Executive Luncheon: May 16

Wounded Warrior Symposium: June 20

We are finalizing the 2017 calendar of programs, event and webinars. If your organization would like to host one of the monthly programs, please contact [Katherine McCary](#). Our programs feature the Host's Disability Leadership, a keynote speaker and a Share Forum.

If you have suggestions for Webinar Speakers, 2017 Gala Speakers or want to participate in our Virtual Career Fairs, let us know!!

MILLENNIAL SPOTLIGHT

Our first Millennial Contributor is Olivia Liccione, a student at Davidson College. Many of you met Olivia who keynoted at the November program. Please join us in welcoming her!

On Youth, Illness, and Pity

Hi, all! I'm Liv, a chronically ill college sophomore with a love of superheroes, literature, and anything pink. I run a blog called Chronically Chill that documents my experiences as a student with a disability. About a year ago, the BLN found my blog and featured it on their website. In October, I had the incredible privilege of speaking at one of their events and meeting so many interesting people doing terrific work in the disabled community. Recently, I was asked to write a millennial column for the BLN's monthly newsletter and jumped at the chance, which brings me here, providing some perspective on my life as a twenty-year-old with a disability!

The other day, my little sister, Yvonne, ran into someone I went to high school with in the dentist's office. They did the typical semi-stranger small talk – how's Liv and what is she studying and the like. Yvonne explained that I'm doing well and have found a real niche in the English department in disability studies courses, explaining that I'm still sick with the same chronic illness I've had for the past four years. According to my sister, this young man immediately started falling all over himself about how sorry he was that I was ill. When telling me this story, Yvonne remarked at how funny she found it that he had this reaction, because to her, my disability is just an everyday part of life. She didn't even consider that someone would take it as a horrible, tragic thing.

This whole exchange struck me as pretty funny too. It sounds a little mean, but I get a kick out of how uncomfortable some people can be when I mention my health. It's not that I like to see them squirm or anything. It's just like Yvonne said – my disability is really normal to me and my friends and family, so it's funny to be reminded that some people don't see it that way.

Look, I get it. Our first thought when confronted with illness is usually pity. To be ill is to be afflicted, to be damaged. And I'm not going to try to pretend that being ill is a party 100% of the time. Today, just taking a shower ended up being more than my body could handle. But my life is by no means pitiable. Sure, I've got some stuff to deal with. But so does everyone. In general, my life is full of blessings. Especially during the holiday season, I'm reminded of just how lucky I am. I have a wonderful family, terrific friends, and the opportunity for an excellent education. My life is tremendously fun and fulfilling, and I think anyone who looked at it as a whole would see that. But a good deal of this pity and discomfort surrounding illness comes from looking at the disease rather than the person. Illness gives people tunnel vision. All they focus on is my health and the ways it affects my life negatively.

I get it—the concept of being young and sick is so disconcerting that it's sometimes the only thing people can see. Youth is supposed to connote vitality, but people like me challenge that paradigm. We suggest that the human body is not infallible, that illness can befall anyone, and that much of our lives are dependent upon a physical form we don't fully control. I get how scary that sounds. I think the difference in the reaction of my former classmate and my current friends comes down to this: my friends have had time to talk with me, laugh with me, dance with me. They've gotten to see my illness firsthand, sometimes in ways that aren't so pretty, but they've also gotten to see how rich and full my life still can be.

To my former classmate, I want to thank you for your concern. I also want to assure you that I'm doing just fine and that while my illness has changed my life, it certainly hasn't ruined it. Finally, I want to remind you that disability is not tragic and pitiable. In the words of one of my favorite authors, I urge you to imagine others complexly and to understand that while being ill is a part of me, it's not all of me. And of course, Happy New Year.

Note from the Executive Director: As we kick off our ME Collaborative in January, we have added a spotlight article each month written by a Millennial that focuses on Millennials with disabilities in school and at work. We will be drawing from the tremendous talent joining us in the ME Collaborative- some of whom will be seeking the next step in their professional careers. If you have an article to submit, please send to [Katherine McCary](#) no later than the

15th of each month for the next month's news.

2017 PROGRAMMING



Disability @ Work WEBINAR

"From Camo to Corporate"

[Register](#)

January 11, 2017

12:00 - 1:30PM

Join the BAE Systems team to learn more about their program and how to start yours. During the webinar you'll learn about the key fundamentals that are a must for success.

BAE Systems established its Warrior Integration Program in 2009 to assist in the employment, transition, education, and career development of Wounded, Injured, and Ill service members joining the company, offering the opportunity to continue service in the civilian sector. Through mentorship, partnership, education, and leadership, BAE Systems has vowed to serve our combat-wounded veterans in the same manner as they have served our country.

Learning objectives include:

- Gaining top-down support
- Developing job rotation progression
- Accommodations and how simple it is to implement
- Translating military occupations into your company
- How to develop your candidate outreach plan

BAE Systems, Inc. Presenters:

- Chris Davison, Veteran Recruiting & Warrior Integration Program Manager
- Jason Bryn, Disability Inclusion Program Manager
- Scott Wolfe, Warrior Integration Program Manager

MEMBERSHIP

Our First Platinum Member!

GENERAL DYNAMICS

January kicks off our 2017 Membership Drive including new levels and benefits!

Watch for an announcement coming soon!

No Other Organization Offers The Business Perspective of Disability Inclusion!

Need to Renew?

Want to “Up” Your Membership Level or need an Invoice? [Email us](#).

Thank you to Our All Executive Members



Deloitte.





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IN THE NEWS

Articles of Interest

VETERANS CORNER



About the Veteran Staffing Network (VSN) of Easter Seals

The Easter Seals' Veteran Staffing Network (VSN) is an innovative program designed to be the first sustainable solution for veteran unemployment. Our primary mission is to educate service members and their families on the skill of job search. Our robust curriculum of 68 courses and nearly 200 learning objectives covers the entire spectrum of job search. All at no cost to the student. Historically programs like this have been funded by government grants or philanthropy, neither of which is a sustainable funding stream.

To reach sustainability, the VSN employs a full service placement firm model. Our rates are industry standard (20% fee for direct hire, 90 day guarantee) and a 6 month temp-to-hire with zero conversion fee at the completion of 6

months of hourly work, competitively billed. The unique difference using the VSN vs. other staffing firms is we are a non-profit, only work with people from the military community (vets, guard and reserve, wounded warriors, spouses, dependent children) and every penny invested on VSN services pays for other vets to receive social services and career coaching.

The VSN is also growing a professional services division to directly compete for government contracts. We have past performance in a number of areas and would welcome a conversation with any capture team to explore opportunities that direction.

For more information, please contact

David Muir, Jr.

SVP, Veteran Staffing Network

Easter Seals Serving DC|MD|VA

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DOL ANNOUNCES FINAL RULE ON EEO IN APPRENTICESHIP



On December 16, 2016, the U.S. Department of Labor (DOL) announced its publication of a Final Rule to update the federal regulations for Equal Employment Opportunity in Apprenticeship (29 CFR part 30). Registered Apprenticeship programs are proven training models that help individuals develop the skills they need to pursue successful careers in a variety of traditional and high-growth industries like information technology, healthcare, and energy. This Final Rule seeks to engage broader participation in apprenticeship by expanding nondiscrimination protections to include people with disabilities and other communities who can access and benefit from apprenticeships. The Final Rule also clarifies the affirmative steps employers and sponsors must take to ensure equal opportunity, outlines procedures for voluntary self-identification as an individual with a disability, and provides new sponsors additional flexibility, including up to two years to develop initial affirmative action programs. DOL's Office of Apprenticeship will host a webinar on January 12, 2017, at 2:00 PM ET to discuss high-level changes, provide context for the need behind these revisions, and identify resources and materials to assist in implementing the updated rule. The Final Rule is available on the Office of Federal Register's public inspection website, and is

scheduled for publication in the Federal Register on December 19, 2016.

[Learn about the EEO in Apprenticeship Final Rule](#)

REGISTER NOW FOR THE 2017 DISABILITY EQUALITY INDEX



You don't want to miss the opportunity to be #morethanascore

Registration for the 2017 DEI closes on Jan. 13, 2017

Don't wait! Register now!

To register, view the 2017 DEI questions, timeline, and FAQs, including benefits of participation, click [here](#). (NOTE: The participation fee is waived for USBLN partners that meet eligibility criteria.)

The [Disability Equality Index](#) (DEI), a joint initiative of the [USBLN](#) and [AAPD](#), is a national, transparent, annual benchmarking tool that offers businesses an opportunity to receive an objective score, on a scale of zero to 100, on their disability inclusion policies and practices. It is an aspirational, educational, recognition tool that is intended to help companies identify opportunities for continued improvement and help build a company's reputation as an employer of choice.

New this year, the USBLN and AAPD expanded the criteria for participation. Specifically, in addition to Fortune 1000 companies, American Lawyer 200 firms can now participate. Certain other organizations are welcome to participate in the DEI as well. View the eligibility criteria [here](#).

The 2016 DEI had more than 80 Fortune 1000-size companies participate. [View](#) the 2016 DEI top-scoring companies deemed "2016 DEI Best Places to Work." Also [view](#) some of the results from the 2016 DEI.

Participating companies frequently report that what they love about the DEI is that it is comprehensive and relates to all areas of the business. They also report that they like that it is a carrot, not a stick. The DEI provides ideas for next steps to advance disability inclusion regardless of where a company is in their journey.

Please contact [us](#) with any additional questions.

Don't miss out on the opportunity to participate in this unique learning tool and earn #morethanascore!

EEOC PROVIDES INFORMATION ON LEGAL RIGHTS



EEOC Provides Information on Legal Rights Regarding Depression, PTSD, & Other Mental Health Conditions in the Workplace

The Equal Employment Opportunity Commission (EEOC) has released “Depression, PTSD, & Other Mental Health Conditions in the Workplace: Your Legal Rights.” This publication, in a question-and-answer format, explains the workplace privacy rights and the potential legal right to reasonable accommodations for people with depression, post-traumatic stress disorder (PTSD), or other mental health conditions. These rights are provided by the Americans with Disabilities Act (ADA); additional rights may exist under other laws including the Family and Medical Leave Act (FMLA) and various medical insurance laws.

[Read the EEOC publication](#)

NOD DISABILITY INCLUSION TRACKER



The 2017 Disability Employment Tracker™ is now open. Sign up today to gain immediate access to the Tracker. The deadline to submit responses is March 1, 2017.

In the race for talent, the Disability Employment Tracker™ gives your company an immediate edge. Using the National Organization on Disability’s proprietary approach, this free and confidential online assessment provides essential analysis you won’t find elsewhere.

Receive a complimentary Scorecard benchmarking where your company ranks in relation to other participants in each of the six key aspects examined:

- Climate and Culture
- Talent Sourcing
- People Practices
- Workplace & Technology
- Strategy & Metrics

- Veterans Employment (optional)

Even more, companies receive information on leading practices and high-level trends and demographic data drawn from all participating companies.

BENEFITS

- Use the benchmarking Scorecard to identify areas of strength and opportunities for improvement
- Re-enroll annually to measure improvement across key areas
- For federal contractors, demonstrate that you are taking tangible steps toward meeting Labor Department employment targets
- Take a deep-dive into your results with the [Disability Inclusion Accelerator™](#), which offers extensive benchmarking, a customized plan to progress, and a playbook to gain internal buy-in
- New in 2017! Completion of the Tracker is required to be eligible for the [DiversityInc Top 50 Companies for Diversity](#)

NOD LEADING DISABILITY EMPLOYER SEAL

Be recognized for your company's disability practices and performance. The [Leading Disability Employer Seal™](#) is awarded annually based on performance on the Tracker. Winners can use the award mark to burnish their employer brand and attract candidates with disabilities.

[Learn more and find out the winners of the 2016 NOD Leading Disability Employer Seal.](#)



For more information on the Disability Employment Tracker™, contact us at tracker@NOD.org.

USBLN RISING LEADERS MENTOR/MENTEE APPLICATIONS



Rising Leaders Mentoring Program: Employers

Mentoring is a vital component in ensuring the success of young professionals and rising leaders.

The US Business Leadership Network has an established program that works with college students and recent

graduates across the country to connect them with mentors in business settings in preparation for their transition from school to employment. The USBLN is currently recruiting mentors for the 2017 Rising Leaders Mentoring Program (RLMP), and we encourage you to sign up! We are seeking business professionals that are willing to participate in a six-month mentoring program for college students and recent graduates with disabilities, including veterans. Mentoring is a great way to not only give back but allows mentors to learn and recruit talent.

The upcoming RLMP will run from March – August of 2017. If you are interested in being a mentor, please fill out your information through [this form](#).

Rising Leaders Mentoring Program: Mentees

If you are a college student or recent graduate with a disability that has questions about transitioning into employment in the business sector, we highly encourage you to apply for the Rising Leaders Mentoring Program. Our mentoring program is designed to support students and recent graduates as you navigate what it means to be successful and even unique questions that relate to being a person with a disability in the workforce. The RLMP also gives students and recent graduates a network of business partners to connect with! The USBLN is currently recruiting mentees for the 2017 Rising Leaders Mentoring Program that will run from March – August of 2017. We especially encourage STEM majors, veterans, students of color, and LGBTQ+ students to apply. If you are interested in being a mentee, please fill out your information through [this form](#).

Contact Keri Gray keri@usbln.org if you have any questions.

JOB ACCOMMODATION NETWORK



JAN Archives Webcast on Hidden Disabilities, Disclosure, and Accommodations

Job accommodations can be vital for the successful employment of individuals with disabilities. Accommodating hidden, or unseen disabilities in the workplace may bring challenges to employers that are not present when accommodating other disabilities. Many times the need for accommodations are not obvious, so there may be misunderstandings about what issues or difficulties the employee is having, the cause of the issues or difficulties, and what accommodations may be effective. There are also concerns about medical documentation. And for employees, knowing how, when, and why it might be necessary to disclose a disability is the first and often most difficult part of the accommodation process. This Job Accommodation Network (JAN) archived webcast provides information on the disclosure of hidden disabilities in the workplace, the limitations associated with these impairments, and the accommodations that might be needed.

[View the archived JAN webcast on Hidden Disabilities, Disclosure, and Accommodations](#)

We are happy to publish newsworthy articles that address the business perspective of disability issues.

Share your news via email kmccary@dcmetrobln.org for the February 2017 Newsletter no later than January 20, 2017.

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Upcoming Events in the DC Metro Area & Beyond

TWITTER CHAT: CDE and AAPD



January 12, 2017 - 2 PM EST

[Twitter Chat: "#DisabilityMentors: Supporting the Career Success of Young People with Disabilities](#)

In honor of National Mentoring Month, the Campaign for Disability Employment (CDE) in collaboration with one of its members, the American Association of People with Disabilities, will host...[read more](#)

StatsRRTC State of the Science Conference



Institute on Disability / UCED at the University of New Hampshire



[REGISTER](#)

The State-of-the-Science Conference under the [Rehabilitation Research and Training Center on Disability Statistics and Demographics \(StatsRRTC\)](#) will be held February 13, 2017 at the [National Academy of Sciences Building](#) in Washington DC. This conference, **Disability Statistics: Lessons in Data Collection and Application to Policy and Practice**, will discuss data collection strategies in the morning sessions and practical applications of disability data in the afternoon. The goal will be to bring together scientists, administrators and staff from disability programs,

and leaders from disability policy and advocacy communities to discuss the state of disability statistics and how to move the field forward.

This year we have created a two-day event and combined the State of the Science conference with the release of the [2016 Annual Disability Statistics Compendium](#) on February 14, 2017, also at the National Academy of Sciences Building. The Compendium is a web-based tool that pools disability statistics published by various federal agencies together in one place. When working on legislative and other matters relating to persons with disabilities, the Compendium will make finding and using disability statistics easier. The event includes a roll-out of new data and statistics, and a panel of government agencies discussing trends and data usage.

Address: National Academy of Sciences Building, 2101 Constitution Avenue, NW

Contact: Penny Gould

Email: disability.statistics@unh.edu

Website: <http://www.ResearchonDisability.org>

Phone: 603-862-4320

[View Draft Agenda](#)

About the National Academy of Sciences Building

Dedicated in 1924, National Academy of Sciences Building is on the National Register of Historic Places. The Albert Einstein Memorial, unveiled in 1979 to commemorate the centennial of the great scientist's birth, is located on the Academy grounds.

SAVE THE DATE



USBLN 20th Annual Conference Orlando, August 21-24

Please join the USBLN on August 21 – 24 for our 20th Annual National Conference & Biz2Biz Expo entitled, “Disability: A Catalyst for Innovation.” The USBLN is the only business-to-business NATIONAL membership organization, with local affiliates, that focuses on sharing and developing proven strategies for including people with disabilities in the workplace, supply chain and marketplace.

This premier event provides the best and brightest in disability inclusion with cutting-edge educational sessions, enhanced networking, exciting interactive programming plus high-profile speakers. We look forward to seeing you in Orlando!

ABOUT US

The DC Metro Business Leadership Network is an employer led non-profit that uses a business-to business model offering education, training programs and resources to **change attitudes and address concerns** of businesses so that they learn how to proactively include people with disabilities in the workforce, marketplace and supplier diversity.

Myra Wilder, Chair

Marriott International

Andrea Hall, Vice Chair

CSC

Ellen de Bremond, Treasurer

The Choice, Inc.

Directors

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- Karen Cook, *Gallaudet University*
- Michelle Crabtree, *Hyatt*
- Dan Ellerman, *Northrop Grumman*
- Denyse Gordon, *CACI*
- Sophie Howard, *GDIT*
- Misty Koper, *EY*
- Patricia Jackson, *Booz Allen Hamilton*
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- Dan Sullivan, *KPMG*
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- Jacqui Winters, *Deloitte & Touche*

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CEO, Executive Director: *The Honorable Katherine O. McCary, C5 Consulting, LLC*

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