

U.S. Coast Guard Diversity Strategic Plan

Mission

The role of the Coast Guard is critical to national security. Its mission is to protect the public, the environment and America's economic interests in the nation's ports and waterways.

The Coast Guard values diversity, teamwork and responsiveness. Our mission in valuing diversity is to build a positive work environment for all personnel, regardless of their similarities or differences, and a climate of respect for people of all backgrounds.

Diversity Vision

The Coast Guard will be recognized as the "Employer of Choice" in the federal government for recruiting, retaining and sustaining a ready, diverse and highly-skilled Total Workforce. We will foster an environment in which every individual has the opportunity to prosper and contribute to Coast Guard missions.

Values

The Coast Guard Core values embody the very nature of selfless service achieved through the contributions of each individual.

HONOR

RESPECT

DEVOTION TO DUTY

*To view the Diversity Strategic Plan document visit the website at:
www.uscg.mil/diversity*



**THE COMMANDANT OF THE UNITED STATES COAST GUARD
WASHINGTON, D.C. 20593-0001**

Welcome Participants,

It is my pleasure to welcome you to the 2010 U.S. Coast Guard Diversity Summit. Our theme is “Total Workforce Commitment to Diversity Leadership.”

The Diversity Summit is a “world-class” event bringing together over 200 Coast Guard representatives from across the Service who will have an opportunity to participate in educational and multicultural sessions, receive hands-on diversity training, network with national and international leaders in diversity management, and share best practices and resources. Representatives from our senior Coast Guard Leadership Council, Leadership Advisory Council, and Diversity Advisory Council are also participating in plenary sessions while meeting concurrently. This is by design to ensure requisite emphasis is afforded the topics being explored during the Summit. You may also notice that our event focus is a bit non-traditional. We will address “**diversity**” issues that affect us as an organization and as a partner in the international maritime operating environment.

The Coast Guard is committed to achieving a diverse workforce whose composition includes representation of women, men, minorities, non-minorities, people with disabilities, veterans and individuals from various professional backgrounds. We must remain ever vigilant to provide equal and full access for all Americans to the full range of Coast Guard opportunities. A Total Workforce - Active Duty, Reserve, Civilian, Auxiliary - reflecting the demographic mosaic of our great Nation, will enhance performance across our broad mission set. Embracing the tenets of diversity and respect for all is not only a moral obligation - it is also a business imperative as diversity is a mission effectiveness and readiness issue.

The Coast Guard Diversity Strategic Plan established a diversity management course for us to steer by. As a guiding document, the Diversity Strategic Plan sets clear and concise direction to better position our Service to make the right decisions. This Summit is an objective of that strategy. Thank you for your dedication and commitment in realizing the Coast Guard vision to be recognized as an “**employer of choice**” by your active participation in this Summit. I applaud your efforts to promote this vision and wish you an enjoyable and informative experience at the 2010 Diversity Summit.

Semper Paratus!

THAD W. ALLEN
Admiral, U. S. Coast Guard

Diversity Leadership Summit Agenda

The Westin Alexandria - Edison Ballroom

Tuesday, April 20, 2010	
1200-1800	<i>Registration & Exhibits</i>
1830-2030	<i>Ice Breaker/Reception/Entertainment</i> <ul style="list-style-type: none"> • <i>Coast Guard HQ Jazz Combo – The Capitol Cutters</i> • <i>Inspirational Liturgical Dancer Stephania Jean, USCG</i> • <i>Lyric Soprano Aboidun Koya</i>
Wednesday, April 21, 2010	
0800-0810	<i>Opening Session & Admin Announcements by Ms. Portia Davidson, USCG</i>
0810-0820	<i>Presentation of Colors by USCG Color Guard</i>
0820-0825	<i>Vocalist - National Anthem by LCDR Susan Condon, USCG</i>
0825-0830	<i>Invocation by Chaplain of the Coast Guard, CAPT William F Cuddy, Jr, USN</i>
0830-0845	<i>Welcome Remarks by ADM Thad Allen, Commandant, USCG</i>
0845-0855	<i>USCG Diversity Overview by CAPT Robert Stohlman, Director Office of Diversity, USCG</i>
0855-0915	<i>Audience Participation Survey Part 1 by Dr. David Campt</i>
0915-1015	<i>Peggy O’Neill “Celebrating Differences”</i>
1015-1030	BREAK
1030-1200	Panel Session: <i>“Dialogue on Multiculturalism, Diversity, and Inclusion”</i> Distinguished VIPs: <i>Her Excellency Ambassador Houda Ezra Nonoo, Kingdom of Bahrain; His Excellency Ambassador Raymond Alcide Joseph, Embassy of Haiti; COL Ondra Berry; Ms. Cristina Caballero; Rev. Marcia Dyson; Professor Marietta Fryer; Ms. Lynn Gardner Heffron; Sister Jenna; Ms. Dottie Li; Dr. David Minderhout; RADM Ronald Hewitt, USCG</i> Moderator: <i>Mr. Curtis Odom, USCG</i>
1200-1330 1230-1300 1300-1315	LUNCHEON PROGRAM <i>Mrs. Harriet Fulbright, President of the J. William and Harriet Fulbright Center “Case for Diversity”</i> Q&A Session
1330-1730	<i>All-Hands Diversity Training Session “Illusion of Inclusion/Dignity and Respect” by Mr. Keith Arachikavitz</i>
1730	End of Day’s Session

Diversity Leadership Summit Agenda

The Westin Alexandria - Edison Ballroom

Thursday, April 22, 2010	
0800-0805	Final Session & Admin Announcements by Ms. Portia Davidson, USCG
0805-1200	All-Hands Workforce Diversity Training <i>COL Ondra Berry & Guardian Quest (6 Teams/Breakout Sessions)</i>
1200-1345 1230-1300 1300-1310 1310-1315 1315-1330	LUNCHEON PROGRAM <i>Mr. Frederick Douglass IV "Unleashing the Power of a Diverse Workforce"</i> <i>Q&A Session</i> <i>Performance by Mrs. BJ Douglass</i> <i>Audience Participation Survey Part 2 by Dr. David Campt</i>
1330-1340	<i>Lyric Soprano Aboidun Koya sings "O Mio Babbino Caro" and "The Lion Sleeps Tonight"</i>
1340-1400	<i>Mr. Leon Harris, Anchor for ABC7/WJLA-TV "The Media and Diversity"</i>
1400-1410	<i>Kenmore Middle School Song Presentation "Coast Guard Tribute"</i>
1410-1440 1440-1450	<i>Dr. Michael Eric Dyson "Dignity and Respect for All"</i> <i>Q&A Session</i>
1450-1500	BREAK
1500-1530 1530-1540	<i>Mrs. Janet Langhart Cohen "Anne and Emmett" Summary</i> <i>Q&A Session</i>
1540-1555	<i>Special Coast Guard Academy Event by "Fairwinds" Vocal Group</i>
1555-1615	<i>Survey Analysis by Dr. David Campt</i>
1615-1630	<i>Closing Comments by Vice ADM John Currier, Chief of Staff, USCG</i>
1630	End of Session

AM and PM breaks will be within sessions.

The viewpoints expressed by Summit panelists, presenters, and attendees are personal opinions or observations, and are not to be considered the position of the USCG. Additionally, the USCG does not endorse any of the exhibitors at this summit.

His Excellency Raymond Joseph, Ambassador to the United States



Raymond Alcide Joseph is mostly known as a journalist. When he was 19 years old he established the first print shop and founded "Reyon Limyè" (Rays of Light), the first monthly Christian newspaper in Cayes Haiti. "Rays of Light" still exists.

He went to become a radio personality in the 1960's, having founded the first radio broadcast in New York beamed against the Duvalier dictatorship. "Radio Vonvon" or "Radio Bug" was nicknamed the "Six O'clock Mass" because it hit the waves at 6:00 a.m. and was the broadcast not to miss.

Mr. Joseph translated the first New Testament and Psalms in Haitian Creole under the auspices of the American Bible Society in October 1960.

In the 70's and 80's he was at the Wall Street Journal in New York as a financial writer and co-founded, with his brother Leo Joseph, the Haiti-Observateur, the first crusading commercial Haitian weekly. The Observateur remains the premier organ abroad of the Haitian community.

In 1990 Mr. Joseph was called to be Haiti's Chargé d'Affaires in Washington and his country's representative at the Organization of American States. After helping with the first democratic elections in December 1990, he returned to the Haiti Observateur where he remained until he was called back to Washington in March 2004, where he is currently the Ambassador.

Raymond Joseph is a graduate pastor from the Moody Bible Institute in Chicago, a B. A. holder in Anthropology from Wheaton College, Wheaton, Ill. He also has a Master's degree in Social Anthropology/Linguistics from the University of Chicago.

Her Excellency Houda Ezra Nonoo, Ambassador to the United States



On July 3, 2008, Ms. Houda Ezra Ebrahim Nonoo was appointed Ambassador of the Kingdom of Bahrain to the United States by His Majesty the King of Bahrain, Shaikh Hamad bin Isa Al-Khalifa. On July 25, 2008, Ambassador Nonoo presented her credentials to The Honorable John D. Negroponte, United States Deputy Secretary of State. On July 28, 2008, Ambassador Nonoo presented her credentials to The Honorable George W. Bush, President of the United States.

Born in Bahrain on September 7, 1964, Ambassador Nonoo received her MBA in Business Administration from the International University of Europe in Watford, UK, in addition to a Bachelor of Arts Degree in Accounting from the City of London University.

Her career has included positions as the Financial Director of both Gourmet and Jetflair International in the United Kingdom. Since 1993 she has served as the Managing Director of Gulf Computer Services in the Kingdom of Bahrain.

In 2006, Ambassador Nonoo was appointed by His Majesty the King, Shaikh Hamad Bin Salman Al Khalifa to the Shura Council; serving on the Committee for Finance and Economic Affairs. Ambassador Nonoo is one of the founding members of Bahrain Human Rights Watch Society (BHRWS) established in November, 2004 and elected General Secretary in September, 2005. On October 10th 2008 Ambassador Nonoo was officially welcomed as an honorary member of the Board of Directors of the U.S.-Bahrain Business Council.

With her involvement in the organizations of various campaigns, Ambassador Nonoo has worked to improve working conditions in factories, raise awareness of the rights of women and children, campaigned for family and domestic law, and raised awareness of the plight of domestic workers.

Ambassador Nonoo is married and has two teenage sons.



Admiral Thad W. Allen Commandant, U.S. Coast Guard



Admiral Thad W. Allen assumed the duties of the 23rd Commandant of the U.S. Coast Guard on May 25th, 2006. As such, he leads the largest component of the Department of Homeland Security (DHS), comprised of about 42,000 men and women on Active Duty, 7,000 civilians, 8,000 Reservists, and 34,000 volunteer Auxiliarists.

The Coast Guard is America's oldest continuous seagoing service and is a Federal law enforcement agency as well as a branch of the armed forces. The Coast Guard serves the American people by saving lives and property at sea; ensuring the safety of thousands of professional mariners and millions of recreational and commercial vessels; protecting our ports and maritime infrastructure from terrorism, securing our borders, maintaining aids to navigation, responding to natural disasters, defending our Nation, conducting humanitarian operations, protecting our marine environment, and keeping shipping routes open and clear of hazards. The Coast Guard is "Semper Paratus" – Always Ready to respond to All Hazards – All Threats.

In his thirty eight years of service, Admiral Allen has held operational command both at sea and ashore, conducting missions to support the maritime safety, security and environmental stewardship interests of the Nation. As a Flag Officer, he served as the Principal Federal Official for response and recovery operations for Hurricanes Katrina and Rita, while also serving as the Coast Guard Chief of Staff. He was responsible for leading Coast Guard forces as Commander of the Atlantic Area and U.S. Maritime Defense Zone Atlantic. Prior to that he commanded the Seventh Coast Guard District, where he directed all operations in the Southeastern United States and Caribbean. He served aboard cutters *Androscoggin* and *Gallatin* and commanded the *Citrus*. He wore a dual hat as Commanding Officer of Group Long Island Sound and Captain of the Port, and he commanded Group Atlantic City and Long-Range Aids to Navigation (LORAN) Station Lampang, Thailand. Today, Admiral Allen is leading the Coast Guard through significant modernization to better organize, train, equip, and deploy our men and women to meet the challenges of the 21st Century.

Admiral Allen graduated from the U.S. Coast Guard Academy in 1971, and holds a Master of Public Administration degree from the George Washington University, and received their Alumni Achievement Award in 2006. He also holds a Master of Science degree from the Sloan School of Management of the Massachusetts Institute of Technology, is a Fellow of the National Academy of Public Administration, and is a member of the Council on Foreign Relations. In 2007, Admiral Allen was awarded an Honorary Doctorate of Science from the National Graduate School.

He is a native of Tucson, Arizona and the son of retired Coast Guard Chief Damage Controlman Clyde and Mrs. Wilma Allen. Admiral Allen and his wife, Pam, have three children and two grandchildren.

To keep up with Admiral Allen and his activities as Commandant visit www.uscg.mil/comdt. Be sure to sign up for RSS feed of his journal, iCommandant.



Vice Admiral John P. Currier Chief of Staff, U.S. Coast Guard



Vice Admiral John P. Currier assumed the duties as Chief of Staff, U.S. Coast Guard and Commanding Officer, Coast Guard Headquarters, Washington, D.C., in August 2009.

VADM Currier hails from Westbrook, Maine and was commissioned in the U. S. Coast Guard after graduating from Officers' Candidate School in 1976. Upon completion of Naval Flight Training, he was designated a Coast Guard Aviator in 1977. A graduate of the University of Southern Maine, he holds a Masters in Business from Embry-Riddle University. He is a 1996 graduate of the U. S. Air Force Air War College in Montgomery, Alabama.

VADM Currier's previous assignments have included duty at six Coast Guard Air Stations. He was designated an Aeronautical Engineer in 1982 and served as Engineering Officer at three Air Stations. Other assignments have included Deputy Program Manager (Engineering) for the U. S. Coast Guard HH-60J and Navy HH-60H helicopter acquisition at the Naval Air Systems Command. VADM Currier commanded Air Station Detroit, Michigan from 1996 through 1998. He served as Chief of Search and Rescue Operations and Director of Auxiliary for the Ninth Coast Guard District (Great Lakes) from 1998 through 2001. He then commanded Air Station Miami, the world's busiest air-sea search and rescue unit, from August 2001 through June 2003. Subsequently, he served as Pacific Area Chief of Operations, and then as Area Chief of Staff.

Promoted to Flag rank in 2005 VADM Currier served as Assistant Commandant for Acquisition at Coast Guard Headquarters and subsequently as Commander of the Coast Guard's Thirteenth District.

VADM Currier's awards include the Legion of Merit, Distinguished Flying Cross, Meritorious Service Medal, Air Medal, Commendation Medal with "O" device, Achievement Medal with "O" device and others.

VADM Currier is a veteran aviator with over 6000 flight hours in Coast Guard and Navy fixed and rotary wing aircraft. His professional recognition includes the Harmon International Aviation Trophy, the Alaska Air Command SAR Pilot of the Year Award, American Helicopter Society, Fredrick L. Feinberg Award and the Naval Helicopter Association SAR Aircrew of the Year, all awarded for rescue operations.



Rear Admiral Ronald T. Hewitt Assistant Commandant for Human Resources, U.S. Coast Guard



Rear Admiral Ronald T. Hewitt assumed the duties of the Assistant Commandant for Human Resources on May 29, 2009.

The Human Resources Directorate is made up of HR professionals, military and civilian, with one distinct mission: to meet the people needs of the Coast Guard while meeting the needs of Coast Guard people.

Prior to reporting to his current billet, Rear Admiral Hewitt served as Commander, U.S. Coast Guard Maintenance and Logistics Command Atlantic in Norfolk, Virginia and was responsible for providing mission support to Atlantic Area Coast Guard commands in 40 states east of the Rocky Mountains, as well as commands in Puerto Rico, U.S. Virgin Islands, Europe, Middle East and Southwest Asia. His prior flag assignment was as Assistant Commandant for Command, Control,

Communications, Computers and Information Technology (CG-6), which is also the Coast Guard's Chief Information Officer (CIO). During the CIO tour, Rear Admiral Hewitt was detailed to the Department of Homeland Security (DHS) as their acting CIO where he led the department's infrastructure technology transformation project.

Rear Admiral Hewitt's other career assignments include Project Manager for both the National Distress and Response System Modernization Project (NDRSMP) known as "Rescue 21," and the Marine Information for Safety and Law Enforcement (MISLE) Project under the Acquisition Directorate, Coast Guard Headquarters; Commanding Officer, Electronics Support Unit Boston; Executive Officer, Communications Area Master Station Pacific, Point Reyes Station, California; Project Engineer at the Omega Navigation Systems Center in Alexandria, Virginia and the Electronics Engineering Center in Wildwood, New Jersey; and Operations Officer on the USCGC BITTERSWEET.

Rear Admiral Hewitt, a native of Oregon, is a 1978 graduate of the U.S. Coast Guard Academy with a Bachelor of Science; as well as a 1982 graduate of Purdue University with a Master of Science Degree; both degrees are in Electrical Engineering. In 2000 he received a Master's Certificate in Information Technology Project Management from George Washington University and is a certified Project Management Professional.

Rear Admiral Hewitt's military decorations include two Legion of Merits, two Meritorious Service Medals, two Coast Guard Commendation Medals, the Coast Guard Achievement Medal, and the Commandant's Letter of Commendation.



Mr. Curtis B. Odom
Director of Personnel Management
U.S. Coast Guard



Mr. Curt Odom assumed the duties of the Coast Guard's Director of Personnel Management on March 16, 2009. He was appointed to the Senior Executive Service as Deputy Director of Personnel Management on April 1, 2007. Mr. Odom is responsible for the overall direction, management, planning, coordination and administration of the Coast Guard's service-wide human resource programs for its 49,000 military and civilian personnel.

Mr. Odom retired from active duty with the Coast Guard at the rank of Captain. He had various assignments throughout his career including, Executive Officer, Coast Guard Training Center, Cape May, New Jersey and Executive Officer, Coast Guard Support Center, New Orleans, Louisiana. While serving at the Support Center he was selected as the outstanding military officer of the year by the New Orleans Chapter of the Federal Executive Board. His Coast Guard Headquarters assignments include Chief, Office of Leadership and Diversity, Reserve and Training Directorate and Ethnic Policy Advisor to the Commandant of the Coast Guard as a member of the Diversity Management Staff. Mr. Odom also completed a ten-month fellowship with the Chief of Naval Operations Strategic Studies Group before assuming command of the Coast Guard's only Recruit Training Center, Training Center Cape May, New Jersey. With a staff of over 500 military and civilian personnel, Training Center Cape May graduates approximately 5,000 military members each year that are assigned to Coast Guard units all over the world.

Mr. Odom is a graduate of the United States Coast Guard Academy where he earned a Bachelor of Science Degree in Government. He also has a Master of Business Administration Degree from the Florida Institute of Technology and a Master of Arts Degree in National Security and Strategic Studies from the Naval War College. His personal awards include two Legions of Merit, and two Meritorious Service Medals.



Captain William F. Cuddy, Jr. Chaplain Corps, U.S. Navy U.S. Coast Guard Chaplain of the Coast Guard



Born in 1949 in Boston, Massachusetts, Fr. Bill Cuddy attended Cathedral High School and graduated in June 1967, where he enlisted in the United States Navy in the 2x6 program. In June 1968, he reported to Newport, RI and was assigned to the USS ESSEX (CVS-9) until it was decommissioned in June 1969. He then reported to VA-42 at NAS Oceana, VA. He was released from Active Duty in February 1970 and entered college, graduating in 1974 from Fitchburg State College with a BS in Education (Industrial Arts).

From 1970 until 1977, he drilled as an ASM2 (Aviation Structural Support Technician – Mechanical), with a number of Reserve Squadrons and was commissioned an Ensign in March 1977 in the Chaplain Corps' Theological Student Candidate (TSP) Program.

He received a superseding appointment in the Chaplain Corps (Reserves) in 1980 as a LT(JG).

He entered St. John's Seminary in 1974 and was ordained by Cardinal Humberto Medeiros on 15 September 1979, for service in the Archdiocese of Boston. His assignments in the Diocese included: Holy Family Parish, Rockland, MA (1979-84) and Cathedral High School (Chaplain) and technical assistant to the Cathedral of the Holy Cross, Boston, MA (1984-90). During this time he served as a reservist with VTU 9191, VTU 103, FRSA LANT NLON DET 101, SUBLANT REL 101, 4th MSW MED MAG-49, Det A (HML-771). He reported for active duty in July 1990.

Chaplain Cuddy's assignments include: MCAS Cherry Point, NC (1990-92); 3FSSG, 3Supply BN, Okinawa (1992-93); NS Norfolk, VA (1993-95), during which he was assigned to JTF-160, Operational Sea Signal, Cuba (May-Aug 1994); USS PUGET SOUND (AD38), VA (1995-96). Following this billet he was tasked to provide coverage to: FTCTLANT, VA (Feb-Mar 1990) and USCG Cape May Recruit Center, NJ (Mar-Jun 1996). He then reported to the USCG Academy, CT (1996-98); RSG Mayport, FL (1998-01); MAG-14, MCAS Cherry Point, NC (2001-03); 1st MAW Okinawa, Japan (2003-05); Commander Second Fleet, Fleet Chaplain, Norfolk, VA (2005-06) and he is currently serving as Chaplain of the Coast Guard, Washington, DC.

Chaplain Cuddy's personal awards include but are not limited to: Legion of Merit, Meritorious Service Medal with 3 Gold Stars, Joint Service Commendation Medal, Navy Commendation Medal with Gold Star, Coast Guard Commendation Medal, Coast Guard Achievement Medal, Combat Action Ribbon, Naval Reserve Meritorious Service Medal, National Defense Service Medal with 2 Bronze Stars, Armed Forces Expeditionary Medal, Humanitarian Medal, Armed Forces Reserve Medal with Gold Hour Glass.

Captain Robert A. Stohlman, USCG



Captain Robert A. Stohlman received a Bachelor of Criminal Justice (BCJ) degree in 1979 from Loyola University of the South in New Orleans, LA. He enlisted in the Coast Guard Reserve in 1983 and in 1986 received a direct Reserve commission as an Ensign. He entered active duty service as a Lieutenant (jg) in 1990 and is a 1996 graduate of the United States Naval War College (Command and Staff), Newport, RI.

Captain Stohlman is currently assigned as Chief, U.S. Coast Guard Diversity Staff, Coast Guard Headquarters, Washington, DC. Prior to this assignment, Captain Stohlman was the Logistics Manager, Coast Guard Maintenance and Logistics Command-Atlantic, (MLCLANT) Norfolk, VA, where he was responsible for the coordination of multi-product line support to deployed Coast Guard cutters and forces operating throughout Atlantic Area including the Caribbean basin, Africa, Europe, and Southwest Asia. Previously, Captain Stohlman served as Executive Officer, Integrated Support Command Portsmouth, VA; Chief, Force Optimization Section, MLCLANT; Chief, Force Optimization and Training Branch, ISC Cleveland, OH; Assistant Supervisor/Operations Officer, Port Security Unit Training Detachment Camp Perry, OH/ Marine Corps Base Camp Lejeune, NC; Operations, Engineering and Port Security Unit Training Manager, Coast Guard Headquarters Washington, DC; and as the Maritime Defense Zone Planner, Chief of Waterways Safety, and Operations Center Supervisor at Marine Safety Office New Orleans, LA.

Prior to active duty, Captain Stohlman was employed as a police officer, a railroad special agent, a nuclear power plant security supervisor, and as a private security consultant. He has completed numerous law enforcement, military, and specialized security training programs including FBI fingerprint training, DEA narcotics investigation school, and nuclear materials protection training.

Captain Stohlman's awards include three Meritorious Service Medals, four Coast Guard Commendation Medals, two Coast Guard Achievement Medals, SECDOT Award, Presidential Unit Citation, 9/11 Operations Ribbon, Coast Guard Unit Commendation, two Coast Guard Meritorious Unit Commendations, fourteen Meritorious Team Commendations, Bicentennial Unit Commendation, Coast Guard Reserve Good Conduct Medal, Global War on Terrorism Service Medal, National Defense Medal with one Bronze Star, Humanitarian Service Medal, Recruiting Service Ribbon, Special Operations Service Ribbon with one Bronze Star, and the Armed Forces Reserve Medal with Silver Hourglass device. He has also earned the Marine Safety Insignia.

Peggy O'Neill



Peggy O'Neill is a dynamic inspirational speaker/diversity trainer, author and coach. She is a spirited advocate for *positive living* and just happens to be a little person, standing 3'8" tall. Coming from the field of psychotherapy, Peggy's keen insights, passion for evolving human life and uncanny ability to connect with and elevate audiences of all ages have made her a popular and endeared presenter throughout the USA.

As a little person succeeding in a BIG world, Peggy is a spirited advocate for positive living and is wholeheartedly committed to empowering others and increasing unity amidst diversity.

Peggy O'Neill has been on the front lines of self-transformation for the past three decades. She now celebrates her uniqueness and empowers others to transform as well! Whether she's speaking to professionals, students, women or people with disabilities, Peggy provides dynamic support for others to triumph over challenges, unveil their inherent magnificence, and to celebrate diversity - in short, to Walk Tall!

Peggy is the author of two books: the self-help *Walking Tall: Overcoming Inner Smallness, No Matter What Size You Are* and *Little Squarehead*, an award winning illustrated children's book. Peggy also serves as a board-member of Disability Rights CA, and the Greater Los Angeles Chapter of the National Speakers Association (GLAC/NSA). Peggy celebrates her daily life in Los Angeles, CA with her husband Bradley Laise, also a little person, and their Samoyed dogs. For more info on Peggy and her work, visit <http://www.YoPeggy.com>.

Harriet M. Fulbright



Harriet Mayor Fulbright has spent the majority of her adult life in the fields of education and the arts. From 1997 until 2000 she was the Executive Director of the President's Committee on the Arts and Humanities, whose mission is to encourage partnerships between the public and private sectors in order to enhance cultural life in America.

Prior to this position she served as "Unofficial Ambassador" for the 50th anniversary of the Fulbright Program and in that capacity she traveled to numerous countries on all five major continents and all over the United States to speak about the importance of international education exchange and the pivotal role played by the Fulbright Program.

Mrs. Fulbright's teaching experience is extensive. While living in Korea she taught English composition and creative writing at Ewha Women's University, and in Moscow taught non-English speaking first graders to speak and read English. In the United States she taught art at several institutions, including the Maret School and American University.

When the Congressional Arts Caucus was formed, Mrs. Fulbright was its first Assistant Director, and she was later appointed Executive Secretary of the International Congress of Art Historians at the National Gallery's Center for the Advanced Study in the Arts. In 1987 she became the Executive Director of the Fulbright Association, where she served for three years, moving it from Bryn Mawr to Washington and giving it more visibility and professionalism. From 1990 to 1996 she was President of the Center for Arts in the Basic Curriculum, an organization which advocated education reform and conducted teacher training seminars.



For the last decade her lecture tours have been worldwide and she has been invited to speak on such diverse topics as the vital role of international education exchange, arts education and its importance, the life of Senator J. William Fulbright, leadership and human progress, September 11th and its impact, and life as a cancer patient.

Mrs. Fulbright has a BA from Radcliffe College and an MFA from the George Washington University and serves on a number of boards. She has received numerous honorary degrees. Panama has presented her with its highest civilian award: El Orden de Manuel Amador Guerrero; and the Republic of Hungary gave her a similar honor: the Middle Cross of the Order of Merit.

Mrs. Fulbright shares her late husband's dedication to education and the search for peaceful solutions to conflicts throughout the world. The J. William & Harriet Fulbright Center, through international education collaborations, promotes the late Senator J. William Fulbright's vision of world peace and nonviolent means of resolving conflicts. The Center's purpose is to ensure effective engagement in all international collaborations - cultural exchange, study abroad, and life-long learning program.

Dr. David Wiley Campt



David Campt - often known as The RaceDoctor - is nationally renowned consultant on issues of race relations and diversity as well as large scale stakeholder engagement. He served as a Senior Policy Advisor for President's Clinton Initiative on Race, and organized presidential town hall meetings, created racial dialogue guides, and led a team evaluating racial reconciliation programs. Since leaving the White House, David has continued consulting on diversity issues, and has is considered one of the nation's leading experts on stakeholder engagement, which concerns the use of innovative strategies to combine small group dialogue and computer technology in order to create experiences where large groups of people come to collective conclusions that reflect everyone's perspective. He has designed and led meetings where thousands of people talk in small groups about important topics, such as rebuilding priorities for New Orleans, youth obesity, or Washington DC budget priorities.

David has an undergraduate degree from Princeton University, obtained a masters degree in public policy from UC Berkeley, and in 1997 became the first African-American male to complete a doctorate at Berkeley in City and Regional Planning. Some of Dr. Campt's wisdom about the creating collective group experiences is reflected in his book, "The Little Book of Dialogue for Difficult Topics." You can learn more about his work at www.davidcampt.com.

Colonel Ondra L. Berry



Every human being is under construction and has unlimited potential.” This principle has inspired Ondra L. Berry to commit his life to inspire those within his sphere of influence to realize and actualize their hidden potential.

Ondra has been a champion of diversity for over 20 years. He is committed to challenging the status quo in diversity education and utilizes his two decades of experience and studies in the topic of inclusion to ignite a movement of diversity worldwide. He is founder and Partner of Guardian Quest, a company committed to unleashing the untapped potential of individuals and organizations through world-class training solutions.

Known as a change agent in personal and organizational transformation, Ondra’s vast leadership and training experience spans public and private sectors. His skills were refined in a celebrated 25 year career in the Reno Nevada Police department. He recently retired as Assistant Chief of Police, Administrative Division, and continues public service to his state and country as a Colonel with the Nevada Air National Guard.

In his role as consultant and trainer, Ondra L. Berry is routinely sought after to bring his expertise to an extensive client list including Fortune 500 companies and Federal agencies. He is a certified Franklin Covey trainer, and stays on the cutting edge in leadership studies as a student at the Harvard Executive Leadership Development Program.

Ondra L. Berry invests his life energies and passions in the development and delivery of cutting edge training programs in the topics of diversity, leadership and organizational change. He holds a master’s degree in public administration from the University of Nevada Reno, and is a member of numerous non-profit and service organizations.

He lives with his wife and family in Reno, Nevada.

Cristina Caballero



Ms. Cristina Caballero is Founder, President, and Chief Executive Officer of Dialogue on Diversity, a non-profit 501(c)(3) educational organization. Based in Washington DC since 1990, the organization was founded as a forum for interchange of experience and ideas among women of many ethnic and cultural communities in the US and throughout the American hemispheres. Under Ms. Caballero's direction, the Dialogue stresses economic viability as an essential key for the American national community's minority populations. It specifically stresses the role of skilled, effective, and technologically adept entrepreneurship as the most effective route to serious political and social empowerment for women. Ms. Caballero stresses the role of training and economic awareness for ethnic women in gaining their due

status in the civic and social life of their communities. Basic entrepreneurship programs, health, housing, immigration, and other public policy issues are the subject of symposia on a yearly program cycle. Appropriate awards are conferred to high-achieving women and men, from both private and public service positions, at related programs through the year.

Under Ms. Caballero's leadership, Dialogue on Diversity, in 1995 as part of the NGO Forum on Women at Beijing, China parallel to the UN's 4th World Conference on Women, held a workshop Inter-Ethnic Dialogue on Entrepreneurship. The Dialogue's work continues, as it rounds out its 2nd decade of work, as an effective and widely known force in the Washington community and nationally. An additional facet of the Dialogue's work is the series of Public Affairs Forums held annually on Capitol Hill, which has expanded under Ms. Caballero's prompting to include the summer Health Care Symposia, in which the Dialogue has collaborated with agencies of the Montgomery County, Maryland Government and a variety of health-related agencies in the metro area, and the Housing Issues and Domestic Violence Awareness Colloquia presented each fall. This year the public policy series started early with a Capitol Hill symposium on Internet Privacy presented on January 27 in connection with worldwide observances of Data Privacy Day. In advancing the national reach of its programming, the Dialogue's Entrepreneurship/IT Conferences for 2005-7 were staged respectively in New York, Los Angeles, and, in a successful 2007 edition, at Navy Pier on the lakefront in Chicago. The Conference has returned to Washington's National Press Club for its 2008 and subsequent presentations. Similar conferences targeting women entrepreneurs are being presented commencing in October 2009, in San Juan, Puerto Rico in collaboration with the Universidad del Este in the Puerto Rican capital. Dialogue on Diversity maintains collaborative ties through Memoranda of Understanding with the Small Business Administration, the Minority Business Development Agency of the Department of Commerce, and the U.S. Department of Energy.

Ms. Caballero began her career as a teacher, working in elementary, high, and business schools in Kentucky, Indiana, Washington D.C. area, and Northern Virginia. She soon, however, turned her energies to the field of aging and to the broader world of non-profit social service organizations. She has been an active presence on the Washington scene since 1976.

Reverend Marcia L. Dyson



The Reverend Marcia L. Dyson has been hailed as one of our nation's foremost religious figures, spiritual writers and noted civic-social activist. Her special brand of wisdom and insight has been shared in leading pulpits across America, on lecture stages at many of the nation's outstanding universities, and on the pages of some of our country's most provocative magazines and books.

Dyson is a native of Chicago, where she served as the first chief of staff for Operation Push's International Trade Bureau. Dyson became a prominent media, marketing and public relations specialist, serving as a vice-president of some of Chicago's leading firms. In 1992, she was appointed by Mayor Richard Daley to serve as the Public Information Officer for the Mayor's Office of Special Events for the City of Chicago.

President William J. Clinton selected her to be on his 2008 Clinton Global Initiative delegation team which traveled to Africa and Mexico. Former Secretary of State, Madeleine Albright, selected Dyson to be on the Women's Global Summit Leadership board in 2007.

Rev. Dyson serves on many advisory boards including: Washington Redskins football player Chris Samuels Foundation, which provide housing to single mothers; Sanctuary of Moses, a non-profit concerned with education and child trafficking in Benin, Africa; Rhythm of Hope, a cultural outreach program for poor children in Rio De Janeiro, Brazil; and is on the executive board of the World Mayor's Conference whose primary objective is to stimulate positive and constructive relations between mayors internationally. She is also the Ambassador at Large for the Middle East Peace Civic Forum, an Israeli-Palestinian conflict resolution organization.

Dyson is also the national spokesperson for the Congressional Black Caucus' universal healthcare bill, HR676 and was selected to be a faith member and advocate of Vice President Al Gore's Climate Project.

Dyson is busy at work on several books, including a novel entitled *Don't Call Me Angel* that explores the spiritual development of an African-American woman, as well as the cultural and racial elements of the sixties and seventies; and, *The Women Who Would Be King: Female Socio-Civic Activists*.

Dyson is a Presidential Scholar at Bennett College in Greensboro, N.C. In addition, she is a contributor to Essence Magazine, womensradio.com, the Franklin and Eleanor Roosevelt Brain Trusters' New Deal 2.0 blog site, and theroot.com (published by Dr. Henry Louis Gates, Harvard University) where she addresses issues concerning race, gender inequality, international and national concerns.

Rev. Dyson is currently an affiliated with the Center for Social Justice, Research, Teaching and Service at Georgetown University in Washington, D.C.

Professor Marietta Dantonio-Fryer



Marietta Dantonio-Fryer holds degrees from Kutztown University, Marywood University, and Cheyney University. Marietta is Chairperson of the Humanities and Arts department, Professor of Art at Cheyney University of Pennsylvania holding the title of Lindback Distinguished Educator. Role models of excellence inspired her to follow her dream to help others express themselves through the arts. In 1998 she was awarded Art Educator of the year for the state of Delaware, and most recently won the prestigious Citation Award of Excellence from Kutztown University.

Marietta's international exhibitions include shows in Ireland, Egypt, Russia, India, China, Germany, Spain, South America, Thomas Tabor Museum, Museum of the Americans, Florida, a solo exhibit at the United Nations, New York, Hofstra Museum, Academy of Natural Science in Philadelphia, US Capitol in Washington DC, South Hampton Cultural Center in New York, Lana Santorelli Gallery in New York, American Indian Art Gallery in Delaware, the Reading Public Museum and she represented the United States in the international exhibit at the Opera House Cairo, Egypt. Her art work "Prayer Circle" was aired on the TV show "White House Chronicles" highlighting her as the nation's leading expert in the Healing Arts, thereby using art to heal.

Marietta has worked with the US Army and US Space and Missile Defense Command, helping soldiers and their families respond to the events of trauma, most notably since Operation Desert Storm, post 9/11, and the Iraqi war. She is the outreach coordinator for Survivors Art Foundation International, founder and president of Totem Rhythms Inc. a global organization promoting healing for Indigenous Peoples by re-telling, re-storing, and re-creating traditional Native American stories onto totem poles. Marietta developed Healing Arts programs for at risk youth, incarcerated youth and adults, those with HIV AIDS, special needs, survivors of abuse and rape, war refugees, deaf and blind individuals, the elderly, Native Americans, Army arts and crafts directors world-wide, the United Nations, children and adults with cerebral palsy, and most recently the Main Street Counseling Center in Stroudsburg, Pennsylvania. She is an advocate of peace for all of humanity. Art is a universal language that transcends fear, fostering communication and love to reach all cultures and to embrace the limitless possibilities that art offers.

Marietta is Lenape and a member of the Eastern Delaware Nations where she is a Wolf Clan mother.

Lynn Gardner Heffron



Lynn Gardner Heffron is Co-Founder and President of Diversity Spectrum Corporation. Lynn manages Diversity Spectrum's advisory & consulting services, business development, marketing & sales, media production, and events. She also chairs the Diversity Spectrum Executive Diversity Council.

Lynn most recently served as Vice-President for The Public Affairs Group where she focused on developing Diversity Best Practices, a membership-based organization of Fortune 500 and not-for-profit companies. She helped to grow membership and build and enhance diversity programs in multiple industry sectors including finance, manufacturing, computing, construction, utilities, and entertainment. Lynn's leadership extended to providing consulting services, planning and facilitating business

sessions and conducting web-based seminars on a range of diversity topics. She was also a co-writer of the publication *The Diversity Primer*.

Previously, she served as Managing Partner of The Dumbarton Group, LLC, a boutique advisory firm specializing in accelerating the growth of small and medium-sized companies that offered a range of risk mitigation products and services. Prior to founding that group, she was Vice-President of Business Development for Athenium, Inc., a software company specializing in collaborative communications, eLearning, and 21st century instructional strategies.

While serving as Vice-President of Professional Development for the Lockheed Management Association, she initiated "Think Tank" seminars for Lockheed Vice-Presidents and managed training programs for over six thousand members. As an Engineering Project Director at Lockheed, she pioneered the visionary "Engineering Office of the Future" initiatives, which ultimately led to the corporate-sponsored "Company of the Future" for which she received multiple awards in excellence and leadership.

Lynn is a seasoned training executive who has served as adjunct professor at University of California, Santa Barbara and Santa Barbara City College. She also founded the Executive English Institute, which specialized in advancing business English skills of global executives from Brazil, Switzerland, France, Germany, Japan, China, and other countries.

In February 2008, Lynn was the guest speaker at "The Best Workplace for Women 2007" award ceremony in Budapest, Hungary hosted by the Association for Women's Career Development in Hungary. And most recently she was moderator of a panel on "Diversity and Higher Education" for the Conference Board. She has spoken on a broad range of topics including "Global Diversity Leadership," "Mentoring," "Resource Groups," collaborative e-Learning initiatives, the integration of technology into blended learning solutions, "Biological and Chemical Terrorism" and "Biodefense Preparedness – National, State, City, and Private Sector."

Lynn is an experienced film and video producer and writer, and has spent two years on international film co-productions in Paris and Rome. She has served as a judge at environmental film festivals, and been active in bringing independent films from Namibia and South Africa to USA film festivals.

Sister Jenna



Sister Jenna, an author, spiritual leader, lecturer, and mentor is the director of the Washington, D.C., branch of Brahma Kumaris. She is the vice president of Power of One, a movement towards collective consciousness.

For decades, Sister Jenna, as she is affectionately known, has moved and shaped the consciousness of lives around the world. She has traveled to over 62 countries where service to raise awareness of the self, and the Divine has saved lives. Her wisdom, peace, and compassion for humanity are expressed through the variety of initiatives she spearheads for youths, women, governments, and religious organizations. She is someone who herself has come from self destructive patterns and turned that into

courage and service to humanity.

Sister Jenna is a board emeritus of the United Religions, winner of the Friendship Archway Award, as well as other awards, for her community service. As a spiritual leader, she has appeared on various TV/radio programs and print media around the world. These interviews offered insights in methods to create a deeper awareness of spiritual integration in the 21st century for solutions. Her speaking engagements range from a variety of platforms such as the UN in Geneva, universities, government agencies, Peace Forums, corporations, and juvenile delinquents. Sister Jenna serves children in villages as far as in India to our children in the nation's capitol. She is a spiritual mentor to many thought leaders around the globe.

In addition, she meets with members of Congress and local government to offer spiritual insights that look at accountability on a personal as well as a unified level. She has served in villages in India to aid in health care, and in America's own inner cities restoring the hearts of children and families through education, positive values, and meditation. Recently, she has become the curator of The Meditation Museum, the only one of its kind in the world.

She has been invited by major institutions, such as the World Bank Group, Booz Allen and Hamilton, the Pentagon, and George Washington University, as well as by ambassadors, politicians, and religious and local leaders, to offer lectures and workshops that promote positive awareness, change, and solutions.

Her spiritual leadership in the Brahma Kumaris organization in a city like Washington DC has yielded meaningful relationships for personal, local, and global change. The Washington DC chapter of Brahma Kumaris is one of the 8500 worldwide centers in over 200 countries. Initiated in 1999, this local chapter has developed a special connection with Washington DC and the world.

Dottie Li



Dottie Li is managing director of TransPacific Communications. Li was born and raised in China. She was a newspaper reporter before coming to this country. Her background in the U.S. includes five years as a producer at C-SPAN, the national public affairs television network. She later became a corporate spokesperson for Inova Health Systems, a large corporation with 11,000 employees. She has worked as a public relations firm executive and as a communications director for several large non-profit organizations. In addition, she worked for The White House from 1997 to 2001, traveling around the globe handling media issues.

The National Journal called her one of “Washington’s Movers and Shakers” in 1996.

Li co-founded TransPacific Communications, a boutique public affairs and communications firm serving government agencies, corporations, associations and non-profit organizations. Utilizing her extensive media background and international exposure, Li provides media and cross-cultural communications training for foreign-born professionals. She is very active in the Asian American community and has conducted numerous seminars, workshops and presentations. Her work was featured on Voice of America’s live television program and several publications.

Li is a graduate of the University of Mobile in Alabama and Hefei University in her native China. She is a member of the Asian American Journalists Association.

Dr. David J. Minderhout



Dr. David J. Minderhout is Professor Emeritus at Bloomsburg University of Pennsylvania, Bloomsburg, Pennsylvania, where he taught for 35 years until his retirement in May 2009. He earned a B.A. and M.A. in anthropology from Michigan State University and a Ph.D. in linguistics from Georgetown University. He taught previously at Georgetown and at Temple University before joining Bloomsburg University's faculty in 1974. He has published extensively in his areas of research, with over 30 articles in peer-reviewed professional journals and nearly 40 book reviews. His book, coauthored with former student, Andrea T. Frantz, *Invisible Indians: Native Americans in Pennsylvania*, was published by Cambria Press in 2008.

His research has always had an applied focus. His dissertation for Georgetown and initial research was with Creole languages in the Caribbean, especially in the nation of Trinidad and Tobago. Children, whose home language was a Creole language, were having difficulties with the standard British English taught in schools. Minderhout's goal was to create curricular materials that would accommodate the children's home language while helping them master the required school form. While in the Caribbean, he also became interested in ethnopharmacology, especially in the use of medicinal plants by West Indians. Upon returning to the United States, he extended that study into Pennsylvania German medicinals, resulting in the monograph, *Pennsylvania German Medicinal Plants*.

At Bloomsburg University, Minderhout became associated with the Multicultural Education Center. Throughout his career, he has worked towards a greater understanding and appreciation of cultural diversity, especially with regards to classroom materials. Through the Multicultural Education Center, he developed a variety of materials for Pennsylvania classrooms to create an awareness of the many ethnic groups that make up the mosaic of life in the Commonwealth.

In recent years, he has been working with people of Native American heritage in Pennsylvania to help them gain official state recognition and extend the knowledge of them and their cultural histories to the people of the state. Pennsylvania is one of handful of U.S. states that neither contains a Native American reservation or land grant nor officially recognizes any native group within it. Minderhout has worked with native groups to create a wider public appreciation of native life and custom both in Pennsylvania history and today.

He lives with his wife, Bonnie, in Bloomsburg, Pennsylvania, where he is working on several book projects.

Keith Arachikavitz



Mr. Keith Arachikavitz is owner of Impact Training & Development, LLC serving as a consulting business including custom-designed programs focusing on diversity, leadership development coaching/mentoring, conflict resolution, and team building training. Keith is an acknowledged expert in the fields of training and development, small group facilitation, team building, and Alternative Dispute Resolution/Mediation training.

Prior to starting the company, Keith served in a myriad of senior level governmental positions to include Instructor and Facilitator at the Defense Equal Opportunity Management Institute in Cocoa Beach Florida, Special Staff to the Commander in Chief, United States Southern Command in Miami, Florida, and Chair, Diversity Council for Mission and Unmanned Systems at Lockheed Martin Corporation, Riviera Beach, Florida.

Perhaps best known for his Coaching, Facilitating, and Training capabilities, Keith injects frankness and humor into his training methodology to invigorate the adult learning process thereby energizing organizations from the inside out. He developed an interactive board game used by the Defense Equal Opportunity Management Institute to train their new facilitators and has created several team building and diversity related activities for use in his training. Keith is the author of "Illusion of Inclusion"™ a Diversity and Inclusion program that assists organizations in creating a culture of inclusiveness.

He served over six years with the Department of Defense EO Management Institute as a Small Group Facilitator; he is a former Independent Contractor for Monster.com "Making it Count" Programs as a professional speaker, and current Guest Lecturer for Brevard Community College in Florida.

Keith is educated with a Bachelor of Arts degree in Psychology from Columbia College and has his Master's Degree in Human Resource Management (HRMG) with Webster University. He is currently completing his PhD with Walden University in Organizational Psychology. Keith is a United States Army Retired MSG with over 22 years of service.



Ramon Barboza



As a dedicated public servant to this nation, Ramon Barboza served in law enforcement for twenty-five years with the Reno Police Department in Nevada, retiring as a Sergeant. During his tenure, Mr. Barboza trained numerous police agencies and community organizations throughout the country. He is considered a highly regarded expert in the field of Community Policing and Problem Solving. As an independent consultant for Guardian Quest and Franklin Covey, Mr. Barboza has delivered instruction to many Fortune 500 companies and governmental organizations. He has provided passionate and professional keynote speeches and training to youth and adults alike.

Chisa Golbourne



An accomplished trainer and facilitator, Chisa Golbourne brings enthusiasm, passion and energy to the Guardian Quest training team. Prior to joining Guardian Quest, Ms. Golbourne was the Casino Operations Manager at the Excalibur Hotel & Casino in Las Vegas. She helped the organization identify problems, pinpoint solutions, ensure customer satisfaction and developed ongoing training programs for over 400 casino employees. She created ACES HIGH, a 6-month professional growth and development program. She was the driving force behind We Create the Results We Get, an experiential learning course each month for all casino leadership that focused on leadership and high performance teams. Ms. Golbourne earned a Bachelor of Arts in both Psychology and Sociology from Rutgers University. She has delivered training programs for Fortune 500 companies, federal, state and local governments.

Michael J. Nila



Michael Nila is a retired Police Commander from the Aurora, IL Police Department, where he served for 29 years in many capacities including Detective, SWAT Commander, Area Commander, and led the department's re-engineering from a traditional police agency to a community-policing department. For the past 27 years, Mr. Nila has used his passion for learning as fuel for his teaching and consulting that has taken him to every state in the U.S. and to many foreign nations. As a Senior Consultant for Franklin Covey, Michael is their

Practice Leader for Law Enforcement and Diversity Solutions. Currently, he is the Managing Partner of Guardian Quest, a leadership and organizational company specializing in leadership development and diversity education. He has earned his BA in Criminal Justice Management and his Master of Business Administration Degree.

Stephanie Piimauna



Stephanie Piimauna brings passion and excitement to the Guardian Quest training team as an accomplished consultant and is certified to deliver Franklin Covey's 7 Habits training program. For over ten years, Ms. Piimauna has been helping organizations identify problems, pinpoint solutions and develop training programs that deliver measurable results. She has worked for top companies such as Cox Communications, where she was the driving force behind the creation and implementation of a training program for employees on the Hotel Hospitality Network, and the Bellagio Hotel and Casino, where she was key in the development and delivery of the Bellagio's 5 Star/5 Diamond training for all front desk agents. Ms. Piimauna has received

her Associates degree in Business Administration and is finalizing her coursework for a Bachelors degree in Business Management. She has delivered training programs for Fortune 500 companies, federal, state and local governments and received the prestigious Minute Man award for service from the United States military.

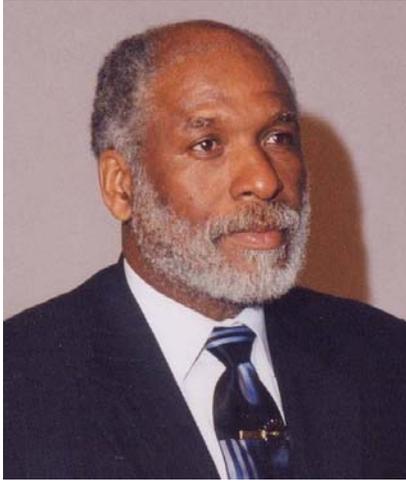
Dr. Angela D. Taylor



During a 20-year career at the University of Nevada, Reno, Dr. Angie Taylor served as Associate Vice President for Student Success Services, Assistant Vice President for Development and Alumni Relations and Senior Associate Director of Athletics. She also served as a partner/consultant for Diversity 2000, conducting workshops and trainings on the management of cultural diversity in the work place. She is currently a diversity and leadership consultant for Guardian Quest, Inc. Dr. Taylor has earned a doctorate in Educational Leadership, a Master's degree in Public Administration and Policy and a Bachelor's degree in Business Administration. Serving on numerous

committees, task forces and boards, she has received many awards and recognitions for her leadership and community service. Dr. Taylor is also an ordained minister and serves as the assistant pastor for administration at Greater Light Christian Center in Reno, Nevada.

Frederick Douglass IV



Frederick Douglass IV is the great-great grandson of Frederick Douglass, the famed abolitionist, orator, editor, statesman, author, suffragist and publisher. Mr. Douglass travels throughout America to perpetuate the legacy of his famed ancestor by lecturing about him, rendering his speeches and reenacting key episodes of his ancestor's life.

His wife, B.J., a stellar A Cappella vocalist and motivational speaker, portrays Anna Murray Douglass, his great-great grandmother, and frequently accompanies him on tour. Dressing as middle class free Blacks of the 1800's, the couple works diligently to correct misconceptions such as the belief that all Blacks were slaves and that few Blacks, especially women, were involved in the abolitionist movement. Mr.

Douglass also makes speeches on today's issues, particularly on the "Sociological and Psychological Implications of Lyrics in Contemporary Music: Their Impact on Our Youth."

Mr. Douglass is the Founder of the Frederick Douglass freeing of slaves in the nation's capital. He was recently appointed to the James Madison Book Award Advisory Council by Dr. Lynne V. Cheney, wife of U.S. Vice President, Richard Cheney. President Bill Clinton invited Mr. Douglass to the White House to confer with him about issues affecting contemporary youths.

Mr. Douglass and B.J. are the organizers and coordinators of the National Frederick Douglass Freedom Day Observance, an activity that is being held every year commemorate his ancestor's flight from slavery in Baltimore on September 3, 1838. The celebration is designed to encourage youths to develop their reading, writing and public speaking skills through reading aloud and writing about *The Narrative of Frederick Douglass, An American Slave: Written by Himself*. Mr. Douglass lobbied successfully to have this publication chosen as "Baltimore's Book" for the 2002 Citywide Read-a-Thon and included in a list of books recommended by Dr. Lynne V. Cheney to help American youngsters learn more about their history and culture.

Mr. Douglass and his wife, B.J., plan to continue their campaign to help youths develop their communications skills. Their successful efforts to inspire young people to pursue literacy have prompted other organizations to seek out their help. Frederick Douglass IV and B.J., served as Honorary Chairpersons for Read Across America 2003."

Mr. Douglass has been presented numerous meritorious honors including the Heritage Award by Martin Luther King III, President of the Southern Christian Leadership Conference, and numerous other prestigious awards from diverse institutions and organizations including Ball State University, Central Michigan University, Paine College; Chattanooga Museum of African American History; Adrian College, etc.

Reverend B.J. Douglass



She always wears gloves and you never see her without a hat before 5:00 pm. Her style of dress inspired a reporter from the Baltimore Sun to write an article about her. She's so much like her mother Pearl, the Original Hat Lady, with her refined southern ways. She's formal in a lot of ways, but she's so much fun.

Frederick Douglass IV has been married to this beautiful lady for 30 years and they have 2 children, Charles Frederick and Melani N. Douglass. As an ordained minister, she always stands ready to embark on a spiritual journey to transform lives. Reverend B.J. Douglass is a powerhouse in the Douglass family. She is a community advocate, humanitarian, author, songwriter, playwright, dynamic singer and speaker. She is a

leader and mentor to many people both young and old and held in high regards in Africa and America.

B.J. came from humble beginnings, life was hard for her as a child, but she overcame all hurdles and triumphed. Her roots begin with the Smith family in Greenville, South Carolina and the Cooper's in Greer and West Africa. She was raised in a small town outside of Baltimore, called Pumphrey, Maryland. The youngest of the children born to Lee Pearl Cooper, B.J. has always been known as an old soul. Most people describe her as the woman with the pleasant personality. Those who meet Mrs. Douglass immediately fall in love with her. She is a very straight forward woman, who is brutally honest, has a humble spirit and who always strives to leave situations better than she finds them.

Her positive energy and her melodic voice penetrates audiences and, very simply stated, makes people whose lives she touches, feel better. When jazz trumpeter Wynton Marsalis heard B.J. Douglass follow his every note with her acrobatic voice, he was inspired to sign his CD "*B.J. – God's Songbird! Yes you are!*" This was a major turning point for B.J. who has always been very modest about her voice. Despite the fact that she has sung throughout the nation, sometimes in church choirs, but mostly as an A Cappella soloist, she was taken aback when Wynton encouraged her to fully utilize her God-given talent. B.J. started performing when her mother formed a singing group with her sisters, in early childhood called the "Cooper Sisters". While singing with the her sisters, B.J. crooned a powerful solo at her tender age of seven, and led her family to victory during a Lloyd Price talent show at the famed Royal Theatre on Pennsylvania Avenue in Baltimore.

While in her early teens, she sang with a singing group called Les Chansonettes which recorded a national hit entitled "*Don't Let Him Hurt You*" and "*Deeper*" on the famed Shrine Recording Company. Rare original 45 rpm copies of her Shrine recordings sell for \$1000-\$2000, depending on their condition. Her recordings are still at the top of the oldies chart in the United Kingdom and Asia. She later recorded "*I Almost Left You*" on the Monaca label after Shrine Recording Company closed and gained national acclaim when she was called upon to stand in for the original lead singer of the Velvelettes on the recording of "*Needle in a Haystack.*"

Leon Harris



Award-winning journalist Leon Harris anchors the 5 p.m. and 11 p.m. newscasts for ABC7/WJLA-TV. He came to Washington after 20 years at CNN's Atlanta Headquarters, where he co-anchored *CNN Live Today* and *Prime News*, and hosted *CNN Presents* and *American Stories*.

Harris has covered a wide variety of stories including the September 11th terror strikes, the Oklahoma City bombing, the Asian Tsunami of 2004, the explosion and crash of TWA Flight 800 and the Los Angeles riots. He has interviewed presidential candidates, and reported live from both the Republican and Democratic National Conventions.

Harris' work has earned him a number of honors, among them multiple CableAce awards for Best Newscaster, and National Emmy Awards for coverage of the September 11th terror strikes, the Oklahoma City bombing and the 2000 presidential election. He was honored, too, with a National Headliner Award and more recently with a National Capital Area Emmy Award for Best Anchor.

A Cum Laude and honorary doctorate recipient from Ohio University, Leon Harris is passionate about improving the lives of children and serves on numerous charitable boards including those of For the Love of Children, Junior Achievement of the National Capital Area, and MenzFit.

Dr. Michael Eric Dyson



Michael Eric Dyson is an American academic, author, and radio host. He is currently a University Professor of Sociology at Georgetown University. Michael Eric Dyson, named by *Ebony* as one of the hundred most influential black Americans, is the author of sixteen books, including *Holler if You Hear Me*, *Is Bill Cosby Right?* and *I May Not Get There With You: The True Martin Luther King Jr.* He lives in Washington, D.C.

Dyson was born to Everett and Addie Dyson in Detroit, Michigan. He received a Ph.D. in religion from Princeton University, and is an ordained minister of the Baptist denomination. Dyson taught at DePaul University, Chicago Theological Seminary, the University of North Carolina at Chapel Hill, Columbia University and Brown University, before going to the University of Pennsylvania in 2003. There he was the Avalon Professor of Humanities. Since 2007, Dyson has been University Professor of Sociology at Georgetown University, teaching courses in theology, English, and African American studies. A University Professorship is said to be the highest position that a faculty member can have at Georgetown. On April 6, 2009, Dyson started a radio show, *The Michael Eric Dyson Show*, created and produced by the African-American Public Radio Consortium in partnership with WEAA-FM, Baltimore, Maryland. It is produced on the campus of historically black university, Morgan State University. His inaugural guest was Oprah Winfrey, to whom he dedicated *Can You Hear Me Now? The Inspiration, Wisdom, and Insight of Michael Eric Dyson*.

Janet Langhart Cohen



Janet Langhart Cohen, chairman of Langhart Communications, is an Emmy-nominated journalist who began her television career on CBS in Chicago. During her 25-year career, Mrs. Cohen has appeared on ABC, CBS, NBC and BET; hosted ABC's *Good Day in Boston*; covered special assignments for *Entertainment Tonight*; and produced several programs including *On Capitol Hill with Janet Langhart*. She has also worked as a columnist for the Boston Herald, U.S. News, and World Report. As an overseas correspondent, she covered news in Europe, Africa and the Middle East.

Throughout her career, Mrs. Cohen interviewed many major newsmakers and leaders of the 20th century. Among the prominent people she interviewed are President Bill Clinton, President Jimmy Carter, Margaret Thatcher, Rosa Parks, Mel Gibson, Bill Cosby, Arnold Schwarzenegger, Denzel Washington, Dan Rather and Larry King.

Janet Langhart Cohen has served as spokeswoman for Avon Cosmetics, advisor to the Miss America Organization, and as a judge for the White House Fellows Program.

Mrs. Cohen is the wife of former Secretary of Defense William S. Cohen. She was known as "First Lady of the Pentagon," due to her active public role while her husband was in office. She spurred several initiatives aimed at morale and well-being of the Defense Department's military and civilian employees — including the Military Family Forum, the Pentagon Pops concert series, the Secretary of Defense Annual Holiday Tour (an entertainment revue). Mrs. Cohen also created and hosted *Special Assignment*, a weekly television program that was broadcast globally over the Armed Forces Network from 1997-2001.

She wrote her first book, a memoir entitled, *From Rage to Reason: My Life in Two Americas* in 2004. She and her husband recently released *Race and Reconciliation in America*. In 2007, they coauthored *Love in Black and White: A Memoir of Race, Religion and Romance*.

"Bill and Janet Cohen show what can happen when people from diverse backgrounds move beyond their differences to embrace their common humanity. We can all learn from their example." -- *President Bill Clinton*

Most recently, Mrs. Cohen has written a one-act play of an imagined conversation between Nazi child victim, Anne Frank, and child victim, Emmett Till of the Jim Crow southern United States. She also is actively involved in the provision of higher education for underprivileged children.

Stephania Jean



Stephania was born in Port-Au-Prince, Haiti and came to the United States at the age of ten years old. She has performed in numerous national level events with the group Urban Nations and others. Stephania is an inspirational liturgical dancer who bases her life on Christ. She is currently a member of Celebration Church in Columbia, Maryland where she serves in the dance, drama, and evangelical ministries. She obtained a Bachelor's degree in the field of Psychology in 2009 from Bowie State University in Maryland. Stephania is a Federal employee currently working for the U.S. Coast Guard,

Retirement and Benefits Service Center. Her future goal is to obtain her Masters degree in International Business and to build a school for orphans in her hometown of Port-Au-Prince, Haiti. Stephania's career highlights include significant recognition by clients, managers, peers, and national/international organizations; and her work with all echelons of personnel in cross-cultural and diverse environments.

Abiodun Koya



Abiodun Koya is a lyric soprano was born to a family of five in a small town in the Southwestern part of Nigeria. She started her music career at age six playing violin and singing at church and birthday events under the mentoring hands of her parents. Since then, she has grown to be one of the very few African women who sing opera. She is also a poet, philanthropist, composer/songwriter who enjoys recording movie soundtracks, and writing story lines for plays and comedies. Her talent in acting has landed her roles in comedies and theater productions. She enjoys holding and monitoring musical workshops for kids and teenagers and has performed and toured with orchestras, choruses and tenors.

She has performed for presidents, senators, ambassadors, governors, congressmen, women, and for less-privileged children.

Highlights of her career include a black history month performance at the White House, a solo performance at the World Bank Headquarters in Washington DC and a heavyweight championship fight in Madison Square Garden in New York City.

Abiodun has her first degree in Business Management and is continuing graduate education in Music at Georgetown University. When she is not singing, acting or modeling, she devotes her time and resources to her charity foundation “*The Elizabeth Foundation*” www.tef-inc.org, devoted to women empowerment through training and access to capital in Africa. She was recently appointed as an Ambassador for Peace and uses her musical platform to shed light on issues affecting African women.

She has been featured in international news magazines and has earned many awards and recognitions.

The Coast Guard “*Capitol Cutters*”



The Coast Guard *Capitol Cutters* jazz combo is an all volunteer band made up of eight volunteer musicians from U.S. Coast Guard Headquarters in Washington, DC. Band musicians are both military and civilian employees of the Coast Guard. The *Capitol Cutters* are part of a larger musical group called the Coast Guard Cutters, which is a twenty piece band that

specializes in playing a diverse repertoire of music spanning the 40's big band era to the resurgence of “swing” in the 90's. Both musical groups are under the directorship of Mr. Steve Wolf, a retired Coast Guard officer now Coast Guard civilian, who was a founding member of the Cutters in 1994. Since that time the Cutters have performed for a wide variety of official events to include the annual Coast Guard Ball, the Joint Services Open House/Air Show at Andrews AFB, the Commandant's State of the Coast Guard Address and the annual Holiday Concert at CG Headquarters. The *Capitol Cutters* was formed about five years ago as the need grew for a smaller version of the Cutters to play for special events. The *Capitol Cutters* have since played for a variety of events to include the last four CG Innovation Expos (Tampa, New Orleans, and Norfolk). The musicians who comprise both bands enjoy the opportunity to be musical ambassadors for the Coast Guard in the Washington, DC metro area.



LCDR Susan C. Condon, USCG



Born in Austin, Texas, LCDR Susan Condon enlisted in the U.S. Coast Guard Reserve in 1987, immediately after completing high school. Her enlisted assignments as a Port Security Specialist and Yeoman included tours in Texas, Alaska, Massachusetts, and Washington DC.

In July 1999, LCDR Condon was commissioned a Coast Guard Officer and later designated as a Reserve Program Administrator. Her active duty assignments as an officer and Human Resources Specialist include Coast Guard Training Center Cape May in New Jersey, Coast Guard Recruiting Command in Arlington, Virginia, and Coast Guard Integrated Support Command in Boston, Massachusetts. In July of 2009, she was promoted to her current rank of Lieutenant Commander.

LCDR Condon is currently assigned as a personnel planning officer for the office of Reserve Affairs at U.S. Coast Guard Headquarters in Washington DC. Her decorations include the US Coast Guard Achievement Medal, Commendation Medal, and Armed Forces Reserve Medal. LCDR Condon is working towards the completion of a master's degree in Human Resources Management and currently resides in Alexandria, Virginia with her daughter Katy.

LCDR Condon is an accomplished acapella singer. She has sung the national anthem at numerous CG retirement ceremonies and at diversity events for CGHQ such as the CG's celebration of African American History Month (2008 and 2009) and the CG's celebration of Hispanic Heritage Month (2009). For the last six years she has sung the anthem at the annual CG Reserve Officers Association Mid-Winter Conference and Coast Guard Reception.

Kenmore Middle School Theatre Arts Class



Kenmore is Arlington County's arts and communications technology focus school. Students engage in learning activities involving dance, movement, drama, visual arts, music and many forms of communications technology. Based on Howard Gardner's Theory of Multiple Intelligences, this focus program

encourages students to use all eight intelligences: musical, visual, verbal, logical, kinesthetic, interpersonal, intra personal and environmental. In addition to paper and pencil tasks, students are assessed using portfolios, multimedia presentations, videos, and visual and performing arts works. Thus, learning at Kenmore is active, hands-on and connected to real life experiences. Kenmore believes this is the best way to learn, as research tells us that children remember 24% of what they hear, 40% of what they see and 70% of a multisensory experience. Kenmore is a member of the Kennedy Center's Changing Education through the Arts partnership.

The middle school theatre arts class of Ms. Dottie Lydon performs the tribute "*Coast Guardians*" with lyrics sung to the original tune of "*Ghostbusters*" by Ray Parker Jr.

Joey Alvarado	Joseph Clark	Alex MacCallum
Tim Andrews	Nathaly Conchambay-Vasco	Giselle MacDonald
Glenn Avila	Alexandre Fall	Justin Messer
Sara Bastos-Infantas	Noah Goodwin	Thomas Muir
Jane'T Buggs	Eric Ingram	Brenda Sandoval
Rob Carter	Andreas Loeser	Kendra Valencia-Gutierrez
David Churbuck	Steven Lopez	Vivian Veizaga



The Coast Guard Academy “*Fairwinds*”



The United States Coast Guard Academy “*Fairwinds*” is a select ensemble of nine female singers chosen from the Cadet Glee Club by audition. They feature close harmony renditions of a variety of music, specializing in show/swing tunes.

Performances by the Glee Club are highlighted by the “*Fairwinds*” and have enthralled audiences near and far. The group travels extensively throughout the country to sing for both public

and official functions. The USO, the Coast Guard Foundation, the Seafarer’s International, the New England Governor’s Conference, to name a few, have all hosted the group in the past few years.

The group’s director and musical arranger is Dr. Robert G. Newton, Director of Cadet Vocal Music at the Coast Guard Academy. The nine singers are:

1/C Rachel Kuffel
1/C Frankie Temple
2/C Laura Delgado
2/C Sarah Scheaffer
3/C Sarah Colmenero
3/C Caroline Gilmore
3/C Rebekah Seifer
3/C Emily Young
4/C Sarah Hohenbberger



Portia Mary Davidson



Portia is the Workforce Policy Advisor to the Commandant, HQ, U.S. Coast Guard in Washington, D.C. and Project Officer for the planning and execution of the landmark 2010 Diversity Leadership Summit. Over 34 years, Portia served this nation's government in numerous critical assignments in European, Pacific and American regions. Portia graduated from St. Thomas Aquinas College, Sparkill, New York in 1971 with a Bachelor of Science degree in Education. She completed post graduate studies in Speech and Drama at Catholic University of America in Washington, DC. In 1974 and 1975, she worked for the United States Information Agency as a Cultural Academic Specialist at Poznan University in Poznan, Poland. She was recognized by President Ford at the White House for her work on this assignment. For the next 17 years, Portia served in numerous executive capacities in Germany for the Department of Army, as Chief, Morale, Welfare and Recreation Division in Heilbronn, Fulda, Hanau and Nuernburg establishing commercial industry business practices and was the architect for establishing new and innovative programs. She successfully acquired funding to build and improve numerous facilities and services on military installations enhancing the quality of life for soldiers, families and civilians. She progressively moved into more leadership positions after completing training in City Planning and Plan Implementation Management from the University of Missouri-Columbia.

From 1989-1992, Portia's leadership capability was recognized when she was among the first civilian women appointed to the position as Deputy Commander in Gelnhausen, Germany, during Desert Shield and Desert Storm conflict. She was responsible for the morale, welfare, safety, and oversight of 57 agencies and a population of 5,000. Portia returned to the United States in 1992, assigned as Special Program Advisor at the HQDA, U.S. Intelligence and Security Command at Fort Belvoir, VA with oversight of Base Operations Management of installations in England and Germany. From 1994-1995, Portia was the senior civilian Base Operations Manager for the U.S. Army in Okinawa, Japan, responsible for the operation and management of all Army services and activities on the island. Portia further served 8 years as Administrative Officer and Chief, Community and Family Support Programs for the U.S. Space and Missile Defense Command and was appointed Team Leader for designing all Quality of Life, Morale, Welfare and Recreation facilities and programs at Fort Greely, Alaska.

From 2005-2009, Portia served as strategic and long range planner and senior expert on Army strategic issues and trends as direct support to the Assistant Secretary of the Army (ASA) for Manpower and Reserve Affairs at the Pentagon, Washington, DC. She served as speechwriter for the ASA. Portia serves on national and international boards and committees, such as the International Child Art Foundation, a project with more than 3 million child artists in over 200 countries and U.S. States and Territories to create hope for a better and safer world. She is founding member of Cultural Diplomacy, Inc., encouraging partnerships and exchange programs in the arts. She is a core team advisor for National Association of Strategic Planners and consultant recommending strategic solutions to national issues. Portia is an active member of the American Federation of Radio and Television Artists Union (over 35 years), and free-lances as a professional radio and television advertiser/commentator.

Special Appreciation to All Our Exhibitors

- *Abiodun Koya Diversity Book Author* <http://www.abiodunkoya.com>
- *American Anthropological Association* <http://www.aaanet.org>
- *Association Book Exhibit* <http://www.bookexhibit.com>
- *Cheyney University of Pennsylvania* <http://www.cheyney.edu>
- *Dialogue on Diversity* <http://www.dialogueondiversity.org>
- *Diversity Best Practices* <http://www.diversitybestpractices.com>
- *Diversity Spectrum Corporation* <http://www.diversityspectrum.com>
- *Georgetown University* <http://www.georgetown.edu>
- *Mr. Tod Ewing, Diversity Book Author* <http://www.hannaewing.com>
- *Partnership for Public Service* <http://www.ourpublicservice.org/>
- *The National MultiCultural Institute* <http://www.nmci.org/>
- *US Coast Guard Office of Diversity, CG-12B* <http://www.uscg.mil/diversity>
- *Walden University* <http://www.waldenu.edu>

All exhibitors are located in the Patent Foyer adjacent to the Edison Ballroom on the second floor of the Westin Alexandria.

Special Acknowledgements

To all the volunteers for their untiring work and commitment to this landmark USCG event and to Auxiliarist Mary Gibbons, PhD for her outstanding contributions in designing and compiling the USCG Diversity Leadership Summit Program Book and numerous other tasks. Thank you for your commendable efforts on this project.

Portia Davidson
Diversity Summit Project Officer, USCG



THE COMMANDANT OF THE UNITED STATES COAST GUARD
WASHINGTON, D.C. 20593-0001

DIVERSITY POLICY STATEMENT

Diversity is not a program or policy – it is a state of being. Diversity sparks innovation and incorporates fresh approaches. It provides well-rounded perspectives in problem solving that let us identify better ways of performing the duties entrusted to us by our government and fellow citizens.

The Coast Guard is a diverse workforce. Our mission success and our core values require us to ensure our work environment enhances the potential and contribution of all employees by promoting inclusion, equity and respect.

Each of you, regardless of who you are or where you sit in the organization, plays a key role in the success of the Coast Guard. You are our greatest strength. Your creativity, commitment, experience and collaboration make the difference between getting results, and just doing a job.

Mission execution, reputation, leadership and culture are defined primarily by the abilities and performance of our people. Active duty, reserve, civilian and auxiliary, your commitment to excellence is apparent every day, in every mission, across the country, around the world, against all threats and all hazards.

I am personally committed to ensuring our Coast Guard provides an environment that values and embraces the contributions and potential of every member of our diverse workforce. Our core values of Honor, Respect and Devotion to Duty are fundamental to our individual and collective success. Live them every day.

A handwritten signature in blue ink, appearing to read "Thad W. Allen".

THAD W. ALLEN
Admiral, U. S. Coast Guard

The Guardian Ethos

I am America's Maritime Guardian.

I serve the citizens of the United States.

I will protect them.

I will defend them.

I will save them.

I am their Shield.

For them I am *Semper Paratus*.

I live the Coast Guard Core Values.

I am a Guardian.

We are the United States Coast Guard.

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www.uscg.mil/diversity

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