

DC Metro Business Leadership Network

Monthly Newsletter: December 2016



LOOKING BACK AND MOVING FORWARD

Message from Katherine McCary, CEO, Executive Director

HAPPY HOLIDAYS TO ALL!

Looking back at 2016, the DC Metro BLN was successful in its goal to provide key learning opportunities to its members and the business community as a whole. The DC Metro BLN delivered hot topic sessions presented by key SME and hosted by our

Member Employers. Each session also included a new format, Share Forum, that encouraged and increased attendee participation as well as virtual access via WEBEX or Skype for Business. We leveraged our collaborative relationships with organizations such as ODEP, NOD, EARN, BroadFutures, the National Youth Transition Collaborative, The Job Accommodation Network, The Arc of Northern VA and the USBLN.

With support of our Members Hosts, we delivered nine in person sessions with these topics:

- Talent Management Strategies for Disability Inclusion and Retention
- Building a Campaign Strategy for Self ID Success
- Missteps Matter: Strategies for Effectively Navigating the Interactive Process
- Talent Acquisition: Building Successful CommunityPartner Pipelines
- Third Annual Accessibility and AT Event
- Fifth Annual Wounded Warrior Symposium: Building and Maintaining a Culture of Veteran Inclusion
- Creating a Culture of Inclusion: Practical Solutions for Workplace Engagement
- History in the Making: Celebrating the Past and Advancing the Future of Inclusion
- The Path Forward: Greater Inclusion of Disability Owned Enterprises and Lessons from the Past - 4th Annual Supplier Diversity Program with USBLN

Additionally, we delivered the following webinars to a national business audience:

- Placing an Emphasis on Total Accessibility in the Workplace
- Supporting Caregiver Employees in the Workplace
- Understanding Autism from the Parent and Employer Perspective
- The Promise of the ADA Generation: What Business Needs

Our 2nd Annual Gala, "Keeping the Promise of the ADA" with Keynote Roberta Cordano, President, Gallaudet University and Emcee Jamie Watts raised more than \$25,000 which will go towards helping us launch our 2017 Millennial Employer Collaborative.

We are very proud of the DC Metro BLN accomplishments this year.

Oo behalf of the Board of Director and Advisory Board members, Thank You all for your continued support- Let's raise the Bar for 2017!

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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 to

General Dynamics

Booz Allen Hamilton

and

Northrop Grumman

who have agreed to host our 2017 Wounded Warrior Symposium, Millennial Dialog and Community Partner Engagement Program.

We are planning the 2017 calendar of programs, event and webinars. If your organization would like to host one of the monthly programs, please contact [Katherine McCary](#). We are especially looking for Hosts for our annual events including: Supplier Diversity Symposium, Accessibility, Assistive Technology and Accommodations Symposium and Fair. 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!!

2017 NEWS - SPOTLIGHT ON MILLENNIALS

As we kick off our ME Collaborative in January, we will add 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.

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

2017 PROGRAMMING

JANUARY

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

New Membership Level Opportunities in 2017!

The DC Metro BLN will be announcing its 2017 Membership Levels in January. Watch for the exciting news next month!

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 Executive Members



Deloitte.

GENERAL DYNAMICS



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IN THE NEWS
Articles of Interest

#APPRENTICESHIP WORKS VIDEO SERIES

In honor of National Apprenticeship Week, the U.S. Department of Labor released a new video highlighting the many ways apprenticeship works for employers. Titled “Apprenticeship Works,” this video features interviews with representatives from four organizations who manage or sponsor apprenticeship programs in various fields, including information technology, health care information management and shipbuilding. It also includes statements from a current or former apprentice with each of these organizations speaking about their apprenticeship experiences. The video is one in a two-part series; the other focuses on the value of apprenticeships to apprentices themselves. [View the Apprenticeship Works videos.](#)

Apprenticeship works for job seekers looking to punch their ticket to the middle class and for businesses seeking skilled workers who can thrive in the global economy. This video series features apprentices with and without disabilities (Recruits) and their apprenticeship sponsors (Sponsors) in high-growth industries like information technology, healthcare, and marine engineering. These apprentices and their sponsors show how #ApprenticeshipWorks for them and how it can work for other job seekers and businesses across the country. #ApprenticeshipWorks for everyone.

Videos are available in English and Spanish with full captioning and audio introduced versions.

1. View an introductory message from Deputy Secretary of Labor Chris Lu, who highlights the importance of inclusive apprenticeships and themes from the videos.
2. Watch the videos to see how #ApprenticeshipWorks for **Recruits** and **Sponsors**.
3. After watching, visit DOL's [Office of Apprenticeship](#) to discover how you can get started as an apprentice or sponsor. Also, check out ODEP's [Apprenticeship Page](#) for resources that drive the inclusion of people with disabilities in apprenticeship.

REGISTER NOW FOR THE 2017 DISABILITY EQUALITY INDEX



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

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.

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.)

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!

MEDICAL & DISABILITY RELATED LEAVE ADVISOR



Smart employers recognize the value of supporting employees, especially when illness or injury occurs. Now, a new tool, the "[Medical- and Disability-Related Leave Advisor](#)," helps clarify leave employees may be entitled to take for purposes of managing medical conditions and disabilities. By asking a few relevant questions, this advisor quickly identifies which of several laws – each of which may provide for such leave under certain circumstances – apply to an employer and thus possibly its employees. These laws include the Family and Medical Leave Act (FMLA) and Americans with Disabilities Act (ADA) and other disability-related laws under which leave may be considered a reasonable accommodation.

[Access the advisor.](#)

NOD DISABILITY INCLUSION ACCELERATOR



NOD's Disability Inclusion Accelerator™ provides a data-rich view of where you are in your disability inclusion journey – and an action plan to advance your efforts.

National Organization on Disability experts will analyze your [Disability Employment Tracker™](#) responses and meet with you, in-person or virtually, for an in-depth discussion of:

- How your company stacks up against others in the Tracker database
- Leading practices with expert observations – informed by 30 years of experience – on where your company excels and your opportunities for improvement
- A customized plan with quick wins, and medium and long-term actions, tailored to your business
- A playbook on how to use the Accelerator to build buy-in across the organization

BENEFITS

- Know where your company is on the [disability employment maturity curve](#) and how you compare to the competition
- Build executive awareness of and buy-in to boost your disability inclusion efforts
- Insight into six key areas: Climate and Culture, Talent Sourcing, People Practices, Workplace & Technology, Strategy & Metrics, and Veterans Employment
- Advance your inclusion agenda and enhance your brand as a disability-friendly employer



[VIEW ACCELERATOR DEMO](#)



[TELL ME MORE](#)

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 TOOLKIT



A new “Workplace Accommodations Toolkit” from the Job Accommodation Network (JAN) provides a central source for all things accommodation, including sample policies, templates and checklists, as well as descriptions of different approaches in action. It’s a great resource for any company seeking to establish or refresh its accommodation policies and procedures – and increase inclusion across its organization. It’s also helpful for companies seeking to retain valued talent, given that current employees may develop a need for an accommodation at any point due to illness or injury. JAN is funded by the U.S. Department of Labor’s Office of Disability Employment Policy. [Access the toolkit](#) or view a [brief video about JAN](#).

ODEP TAPS DC METRO BLN EXECUTIVE DIRECTOR



Message from Jennifer Sheehy, Deputy Assistant Secretary, ODEP

I am thrilled to announce that we were joined November 14th by Katherine McCary on an Intergovernmental Personal Act (IPA) exchange as a half-time assignment at the Office on Disability Employment Policy (ODEP).

Katherine serves as the Executive Director of the DCBLN. She brings many years of private sector disability management expertise and will help ODEP with our Employer outreach, policy, and technical assistance work.

After 21 years at SunTrust Bank, Inc. as its Chief Disability Officer, where her primary responsibility was developing and leading corporate disability initiatives and creation of fifteen disability ERGs within the bank's Diversity Councils, Katherine became the CEO and Executive Director of the DC Metro Business Leadership Network in 2011, having served on its Board of Directors since its founding in 2006. She received the SHRM HR Magazine 2000 Innovative Practice Award, the first of many awards for SunTrust, which brought disability to the forefront for senior leadership.

Katherine was a member of the Business Leadership Network under the President's Committee, then successfully helped launch it as a non-profit, serving as the founding chair of the US Business Leadership Network (USBLN®) for nine years. Prior to this, she founded the Virginia BLN in 1998 serving as CEO there for 13 years. She has been instrumental in assisting other business-led affiliates around the country in start-up and sustainability. Her contributions continued to result in national recognition for SunTrust's disability efforts and included the 2002 APSE National Employer of the Year Award, the 2002 US Business Leadership Network (USBLN®) Exceptional Leadership Award and the US Department of Labor Secretary's prestigious 2004 New Freedom Initiative Award. As a former New Freedom Initiative winner, Katherine is a member of ODEP's Circle of Champions. In 2009, she received a USBLN® Lifetime Achievement Award.

Katherine received appointments by two Virginia governors to serve on both the VA Disability Commission and the VA Board for People with Disabilities. She was asked by the Assistant Secretary of the newly formed ODEP to participate in a US delegation to the UK and the EU. This work resulted in her nomination and subsequent appointment by President Bush (confirmed by the US Senate) in 2008 to serve on the National Council on Disability.

Katherine is nationally recognized as a go-business disability inclusion subject matter expert. As a national speaker, she has shared her expertise with international, national, state, and regional conference audiences for the past 18 years. She serves on the HSC Foundation National Youth Transition Center Leadership Council and the Columbia Lighthouse for the Blind Advisory Board. She is a SHRM certified Diversity Trainer and an ADA Leadership Network Trainer. Katherine founded C5 Consulting, LLC, in May 2011.

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

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Upcoming Events in the DC Metro Area & Beyond

nTide Lunch & Learn Features Sen. Harkin



Webinar

December 2, 2016

12:00 - 1:00 pm

[Register](#)

Agenda

- 12:00 pm: Overview of National Trends in Disability Employment (nTIDE) Jobs Report Release – Andrew Houtenville, UNH-IOD & John O'Neill, Kessler Foundation
- 12:10 pm: nTIDE open Question & Answer period for attendees
- 12:20 pm: Announcements from the field of Disability Employment – Michael Gamel-McCormick, AUCD
- 12:30 pm: Open Question & Answer period for attendees
- 12:40 pm: International Disability Employment - Senator Tom Harkin
- 12:50 pm: Open Question & Answer period for attendees

NBDC ROUNDTABLE in NYC



Roundtable: Putting a Face on Disability Marketing and Talent

The National Business & Disability Council (NBDC) at The Viscardi Center invites you to join us for a Business Roundtable on Monday, December 5th at 2:00pm in New York City. Admission is

free, but advanced registration is required.

Location: New York Life Insurance Co., 51 Madison Avenue, New York, NY 10010

Cost: FREE for NBDC corporate partners and other interested parties

To register, go to <https://www.123signup.com/event?id=nsmys>.

IMPLEMENTING ACCESSIBLE WORKPLACE TECH



Website Images

December 8, 2016

2:00-3:00pm ET

Register

There are many types of images used on websites for different functions, and each require a different approach for accessibility. Join Gian Wild for a detailed demonstration, discussion, and Q&A about how to ensure your images are both accessible and usable for people with disabilities.

Speaker: Gian Wild is the CEO of [AccessibilityOz\(link is external\)](#). She has worked in accessibility industry since 1998. She spent six years contributing to the W3C Web Content Accessibility Guidelines, Version 2.0 and spoke at the United Nations Conference of State Parties on the importance of web accessibility.

SAVE THE DATE



USBLN 20th Annual Conference Orlando, August 21-24

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.

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

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