



Diversity Equity Inclusion Accessibility Symposium “Year of Inclusion 2023”

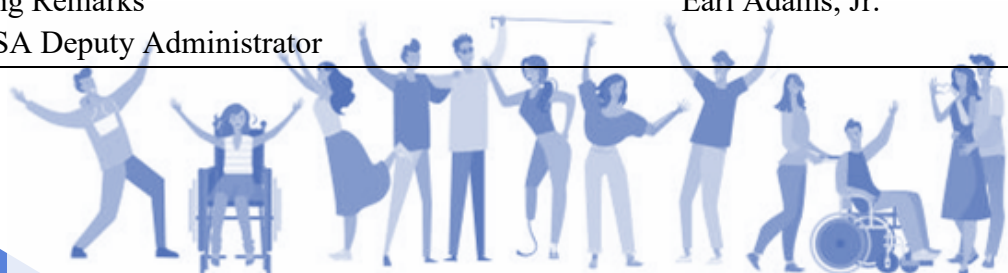
Day #1 - Tuesday, June 27 2023

10:00 a.m. – 3:30 p.m.

Inclusion, defined as the recognition, appreciation and use of the talents and skills of employees of all backgrounds.

[White House Executive Order 140035](#)

10:00 a.m.	Welcome Assistant Administrator, Office of Civil Rights	John P. Benison
10:10 a.m.	Opening Remarks FAA Deputy Administrator	Brad Mims
10:20 a.m.	Introduction: Moderator FAA’s Chief Counsel Chief Diversity Officer, Google	John P. Benison Marc Nichols Melonie Parker
11:20 a.m.	Introduction Moderator: Presentation: Understanding the Impact of DEIA Supervisory, Human Resources Specialist CEO, Soar Network DEIA Officer, Airline Pilots Association	Irene Marion Dr. William McClinton Mali Phonpadith Camila Turrieta
12:30 p.m.	Lunch	
1:00 p.m.	Introduction Moderator STEM Action Panel <ul style="list-style-type: none"> NASA, Physical Scientist, Langley Research Center Manager, Aviation Workforce & Education Division Office of the Assistant Secretary of the Army for Acquisition, Logistics, and Technology 	Laurence S. Wildgoose Jessica Taylor Chris Sharp Dr. Matthew P. Willis
2:15 p.m.	15 Minute Break	
2:30p.m.	Introduction Moderator: Presentation: “Overcoming Biases Using Exponential Mindsets FAA, Deputy Director, Office of Investigations	Abigail Smith Dale Beauchamp
3:30 p.m.	Closing Remarks FMCSA Deputy Administrator	Earl Adams, Jr.



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Day #2- Wednesday, June 28, 2023

10:00 a.m. – 3:45 p.m.

10:00 a.m.	Welcome Deputy Assistant Administrator, Office of Civil Rights	Anthony Cummings
10:10 a.m.	Opening Remarks: Keynote Speaker- “Finding Your Voice” Deputy Director of Public Engagement, U.S. Department of Transportation	Talethia Thomas Raffi Freedman- Gurspan
11:20 a.m.	Introduction Moderator: Presentation: “Working Across Multiple Generations” CEO, Generationology	Dominique Wallace Jeffrey Vargas
12:30 p.m.	Lunch	
1:00 p.m.	Introduction Moderator: Presentation: “Creating a Safe Working Environment” Deputy Director, USDA, Affirmative Action	Michelle Coppedge Dr. Michelle Pacheco- Turner
2:15 p.m.	15 Minute Break	
2:30 p.m.	Introduction Moderator: Presentation: “Keeping It Going” CEO, Milton Hunt	Michelle Coppedge Milton Hunt
3:45 p.m.	Closing Remarks Assistant Administrator for Human Resource Management	Angelia Neal



DEIA Symposium
Day #3- “Year of Inclusion 2023”

Thursday, June 29, 2023

10:00 a.m. – 4:00 p.m.

“Day of Inclusion”

10:00 a.m.	Welcome & Opening Remarks FAA Assistant Administrator, Office of Civil Rights	John P. Benison
10:10 a.m.	Introduction Moderator: Special Emphasis Program Manager Discussions: <ul style="list-style-type: none"> • Federal Women’s Program Manager (FWP) • Black Employment Program Manager (BEPM) • People with Disabilities Program Manager (PWDP) • Hispanic Employment Program Manager (HEP) 	Kasandra Styles Gioia Albi Gary Alexander Laura Tronge Migdalia Gonzalez
11:20 pm	Break	
11:30 p.m.	Introduction Moderator: Panel Discussion with the Employee Association Presidents <ul style="list-style-type: none"> • FAA Pride • NAAN • NAPA • NBCFAE • NCFEAD • NHCFAE • PWC • TWO 	Timmy Brown James Hatt Ranelle Yazzie Zena Huen Freddie Green Nathan McCoy Oscar A. Torres Jennifer L. Dempster Bridget Turner
12:45 p.m.	15 Minute Break	
1:00 p.m.	Moderator: CEEL Team Presentation: Unmasking Unconscious Bias	Lance Harris Cadre Member
2:30 p.m.	End of Day	Anthony Cummings

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BIOGRAPHY OF PRESENTERS



Melonie D. Parker,
Vice President & Chief Diversity
Officer

Ms. Parker is an HR executive committed to innovative, relevant, and contemporary HR leadership. She is an advocate for change and a passionate thought leader. Parker is responsible for advancing Google's employee engagement strategy across Diversity, Equity & Inclusion. Prior to this role she served as the Vice President of Human Resources & Communications at Sandia National Laboratories. Parker was responsible for the leadership and Labs-wide management of human resources, health, benefits and employee services. She was also responsible for Sandia's communication efforts, which include planning, strategy, executive communications, media relations, external branding, community affairs and internal communications. Prior to joining Sandia as the VP of HR and Communications, Parker extended expertise from a career spanning over 17 years in a variety of Lockheed Martin business areas, locations, and progressive leadership roles. During her time at Lockheed Martin, she has held responsibility for employee relations, staffing, EEO/Affirmative Action, diversity programs, compensation, benefits, and K-12 outreach initiatives.



Dr. William McClinton,
Director of Human Resources

Dr. McClinton is a 20-year veteran of the United States Navy where prior to his retirement, he proudly served our great nation as a Command Master Chief for the United States Navy Recruiting Command.

After his retirement from active duty in 2004, William had a stellar career in Pharmaceutical Bio-medical sales. He was an award-winning Executive Sales Professional and Cardiovascular District Sales Manager with Sanofi-Aventis & Schering Plough Pharmaceuticals, where he oversaw day-to-day sales operations for the Chicago South Territory.

William began his Federal career in 2009 as the HR Operations Staff Supervisor for the Social Security Administration in the Chicago Region, Center for Human Resources.

In 2017, he brought a wealth of HR knowledge and expertise to the Federal Aviation Administration Great Lakes Region, Human Resources Management Office. Where he currently serves as the Director of Human Resources.

William is also an adjunct professor at the Roosevelt University Heller School of Business where he teaches multiple graduate level courses. He holds a Doctoral degree in Interdisciplinary Leadership and a Master's in Business Administration from Governors State University and a Master's in Workforce Education and Development from Southern Illinois University.

Dr. McClinton is an educator, speaker, consultant, and true professional who has the innate ability to motivate, train and inspire.



Mali Phonpadith,
CEO

Mali Phonpadith is the Founder and CEO of SOAR Community Network (SCN), an organizational development firm helping leaders map their strategic priorities and build C3 cultures where Compassionate leaders thrive, Cohesive teams drive results and employees Collaborate and innovate effectively. She is a certified Talent Optimization Leader, Diversity & Inclusion certified consultant, TEDx Speaker, 3-time, #1 International Bestselling Author and the Cofounder of SOAR Nebula, a global resource hub for transcendent leaders.

Mali has been involved in several documentaries addressing social and racial inequalities, diversity and inclusion and workplace cultures. In 2022, she was selected to participate in the “Being Asian in America” documentary produced by the PEW Research Center. Mali is also the DC Chapter Director for the Association for Enterprise Growth (AEG) and serves in numerous roles to support organizations such as the Lao Heritage Foundation, Catalogue for Philanthropy, Latino Economic Development Center, Din Din and Connectpreneur. In 2022, SOAR Community Network acquired Successful Culture International (SCI) to position SOAR to serve international clients by providing human, leadership and culture development programs that build healthy and sustainable, C3 organizational cultures.



Camila Turrieta,
First Officer JetBlue Airways

As an airline pilot and First Officer with JetBlue Airways, Cami currently flies the Airbus 320/321 and holds multiple FAA certifications, including an Airline Transport Certificate with type ratings on the Airbus 320/321, Boeing 737, and Embraer 170/190. Camila is also a Certified Flight Instructor (CFI), Aircraft Dispatcher, and Unmanned Aerial Systems Pilot. In addition to completing a Bachelor of Science degree in Aircraft Operations at Vaughn College, Camila achieved a master’s degree in Aircraft Accident Investigations and Human Factors from Embry-Riddle Aeronautical University. Presently, she is enrolled in a Doctoral program at Walden University in education, focusing on Higher Education and Adult Learning.

Camila's community service extends well beyond the flight deck. She is an active member and mentor for several women’s organizations. She is also a spokesperson for organ donation throughout the United States, raising awareness of the importance of organ donation and giving life to others. Her steadfast commitment to community service and volunteer efforts are recognized nationally, and she is a two-time recipient of the President's Call to Service Award. This award is given to individuals who have completed over 4,000 hours of community service in their lifetime. This award was presented to her by President George W. Bush and President Barack H. Obama.



Jessica Taylor,
NASA Physical Scientist

Jessica Taylor is a Physical Scientist at NASA Langley Research Center in Hampton, VA. She leads the Science Directorate’s Science Education team. This team engages teachers, students, and the public in authentic NASA science experiences. Jessica serves as the Principal Investigator for GLOBE Clouds and My NASA Data programs. Jessica loves her work because she helps make Earth science exciting and meaningful to everyone. Jessica received degrees in Meteorology, Finance, and Science Education for Florida State University. Prior to joining NASA, Jessica worked at the College of William and Mary’s STEM Education Alliance and served as Director for School Improvement at the Florida Department of Education.



Chris Sharp,
Manager, Aviation Workforce
and Education Division

Christine (Chris) Sharp is the Manager, Aviation Workforce and Education Division at the Federal Aviation Administration (FAA). In this role, she oversees the agency's efforts to introduce students of all backgrounds to aerospace careers and provide them with pathways to ensure a diverse and robust aerospace workforce of the future. Previously, Chris served as the Staff Director in the FAA's Office of Aviation Workforce Outreach, where she worked with senior executives and staff from across the agency to build strong collaborative networks of stakeholders focused on all aspects of aerospace workforce issues, including regulatory oversight; congressional mandates; student outreach; partnerships with industry, academia and government; strategic communications; and diversity and inclusion. Prior to focusing on aerospace workforce issues, Chris was the Manager for Social Collaboration and Engagement in the Office of Communications at the FAA. In that role, she focused on engaging employees in finding innovative solutions to challenges facing the FAA and the aviation industry. Chris also spent 20 years in the FAA's Office of International Affairs, where she held a variety of positions, including Desk Officer for Russia and the CIS and Manager for the Europe/Africa/Mideast Staff. She also led agency international efforts as the Program Manager for the Global Leadership Initiative where she focused on bringing together stakeholders from around the FAA to collaborate on the FAA's international strategy and programs. Chris has a degree from Colgate University in International Relations and a master's degree in Organizational Communication from George Mason University. In her spare time, she trains for Strongman/Strongwoman competitions, along with son/coach and teenage daughter.



Dale Beauchamp,
Deputy Director

Dale Beauchamp is a leading authority on protecting the most valuable assets in the federal government. He combines a mix of professional leadership, coaching, business strategy, and technical expertise in his position as the Office of investigations and Professional Responsibility, Deputy Director. Dale leads an elite investigation team that provides state of the art defensive counterintelligence, insider threat, e-Discovery, and cyber analysis for the Federal Aviation Administration (FAA). He has a bachelor's degree in Business Administration from the University of Baltimore and holds several industry certifications to include Certified Unbeatable Mind Coach.



Dr. Matthew P. Willis

Dr. Matt Willis leads the Army's portfolio of private sector engagements through prize competitions and the Army Small Business Innovation Research (SBIR) program, comprising over \$275M in annual research and development investments. Previously, Dr. Willis has served as the Army Director for Laboratory Management; Chief for Acquisition at the Joint Chemical Biological Radiological Nuclear Program Analysis and Integration Office; and the Deputy Director for Special Projects in the Office of the Deputy Assistant Secretary of Defense for Research, providing alignment for DoD's S&T investments amongst the Services. Dr. Willis started his Army career as a Research Chemical Engineer at the U.S. Army Edgewood Chemical Biological Center. Dr. Willis received a BS in Chemical Engineering from Cornell University, an MS and Ph.D. in Chemical Engineering from the University of Illinois Urbana-Champaign and is the author of numerous manuscripts, technical reports, and patents. He has received several awards including the Achievement Medal for Civilian Service in 2014 and 2015.



Raffi Freedman-Gurspan,
Deputy Director of Public
Engagement

Raffi Freedman-Gurspan is the Deputy Director of Public Engagement at the United States Department of Transportation, appointed by President Joe Biden, where she works on behalf of Secretary Pete Buttigieg. A dedicated champion of human rights as well as an LGBTQ and gender equality policy expert, Raffi has worked in non-profit and government sectors for over a decade. Prior to joining USDOT, she was a Deputy States Director for the All On The Line campaign of the National Redistricting Action Fund, an affiliate of the National Democratic Redistricting Committee chaired by former US Attorney General Eric Holder, where she oversaw community organizing work in the Midwest and East Coast. Between 2017 and 2019, Raffi was the Director of External Relations at the National Center for Transgender Equality, where she managed public education and field organizing operations. Raffi also served in President Barack Obama's administration between 2015 and 2017, working at the White House as a Senior Associate Director for Public Engagement responsible for LGBTQ community affairs, and as an Outreach and Recruitment Director for Presidential Personnel recruiting talent to work in the executive branch of government. Raffi was the first openly transgender staffer to work at the White House in history and, before leaving office, President Obama appointed Raffi to the United States Holocaust Memorial Council, which she served on between 2017-2022.

Before moving to Washington, DC, Raffi's experience included working in the Massachusetts House of Representatives as a Legislative Director; for the City of Somerville, Massachusetts as the Mayor's LGBTQ Liaison; at the Massachusetts Transgender Political Coalition as a Legislative and Policy Staffer; and as a Course and Research Assistant at Boston University's Women's, Gender & Sexuality Studies Program. A graduate of St. Olaf College in Minnesota, Raffi was adopted from Honduras and grew up in Brookline, Massachusetts.



Jeffrey Vargas,
Founder

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

In 2018 he founded Generationology LLC, a Future-of-Work leadership and professional development consulting firm that help federal agencies plan for, manage, deploy, address, and evaluate their leadership and professional development and Diversity, Equity, Inclusion and Accessibility (DEIA) needs.

Before starting his own consulting practice, Jeff enjoyed a 22-year career in the federal service, serving in numerous senior-level human capital roles. He spent more than a decade at the Department of Energy where he designed, developed, and deployed strategic hiring and workforce development programs. Jeff then served as the Chief Learning Officer (CLO) for the National Nuclear Security Administration (NNSA). In that role he oversaw technical training and learning and executive development for 2500 employees of the nation's nuclear weapons complex. He completed his federal career as the CLO for the Commodity Futures Trading Commission (CFTC), where he and he secured highly technical/complex financial education programs and built and oversaw all aspects of the CFTC's leadership development activities and executive coaching program and ed the development of the Commission's Learning Circles (a Chairman Gensler focused program to have CFTC employees identify and then teach one another technical skills). He also is the founder of the "Chief Learning Officers Network" on LinkedIn, a past instructor at the Brookings Institution, and an advisor to the George Mason University Chief Learning Officers Certification Program. Today he lives with his family in the suburbs of Denver, Colorado.



Dr. Michelle Pacheco-Turner,
Deputy Director

Dr. Michelle Pacheco Turner, is a native of the Dominican Republic, she was raised in Bronx, NY and Hollywood, FL. Upon graduating from Miramar High School, she enlisted in the United States Army. After serving as a non-commissioned officer in the US Army, she retired. Dr. Pacheco Turner received her PhD in Organizational Management & Behavior from Capella University and a master's in management Acumen and Leadership from Brenan University. Dr. Pacheco Turner serves as the Deputy Director for the United States Department of Agriculture's Foreign Agricultural Service, Office of Civil Rights. Previously, she served as the Conflict Resolution & Affirmative Employment Program Manager, at The United States Army Test and Evaluation Command, Office of Civil Rights Diversity, Equity & Inclusion & Human Relations (ATEC-OCR).

Concurrently, she, serves as Adjunct faculty with Harford Community College in Churchville, MD. In addition, she serves on various affinity groups including, The National Council of Hispanic Employment Program Managers Executive Board (NCHEPM), The League of United Latin American Citizens (LULAC), and Federal Training Institute (FTI). Dr. Pacheco Turner has 3 amazing children, two sons (Jaden and Elijah) and a daughter (Abrianna).



Milton Hunt,
CEO

For more than 20 years, Milton Hunt has lived all that he teaches and speaks in his Employee Training, Motivational Speaking, and Employee Coaching services and programs. Hunt is a Native American, a member of the Lumbee tribe, the ninth largest in the United States. Having embraced his heritage, the principles, methods, and messages he utilizes and shares with clients and audiences are a blend of both professional expertise and personal experience. Hunt possesses a unique perspective and remarkable ability to recognize vulnerabilities among populations and unify cultural and generational differences among individuals and groups of all ages. Hunt has trained and coached in the corporate, government and private sectors. He also is a keynote and motivational speaker, an “edu-tainer,” known for delivering powerful and proven ideas in informative, captivating, and exciting ways. In all endeavors, Hunt performs with high energy and immense dedication.

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COURSE DESCRIPTIONS

PRESENTER	TOPIC DESCRIPTION
Dale Beauchamp	<p style="text-align: center;">Title: <i>Overcoming Bias Using Exponential Mindsets</i></p> <p>This course focuses on the Unbeatable Mind tools which can be used by anyone to overcome fear, anxiety, and most of all, unconscious bias. This topic explores ways of understanding the standardized process how everyone creates bias and ways to identify the shadows that are cast by the “bad” bias in our relationships with others. By working with our “shadows” we can identify what we need to focus on as a team to get beyond our limitations. For example, using mindsets such as the growth mind set to focus on positivity, and the path to success vs. the barriers to success or limiting beliefs. Dale shares his personal journey working through his own bias giving real world examples of how the process works.</p>
Raffi Freedman-Gurspan	<p style="text-align: center;">Title: <i>Finding Your Voice</i></p> <p>I plan to discuss my personal journey and experience as a transgender Indigenous Latina Jewish woman who has had two tours in federal service, been a community advocate for the diverse communities I come from and represent, and how that intersects with my work for USDOT in the Office of the Secretary’s Office of Public Engagement especially as we collectively work toward goals around equity and inclusion.</p>
Michelle Turner	<p style="text-align: center;">Title: <i>Creating a Safe Working Environment</i></p> <p>We all want a sense of belonging, and hence in some aspects, we define ourselves through them, it’s the cultures that we’ve created for ourselves. In the Workplace, the same is true, members share beliefs and help shape teams through effortless collaboration. Teams are safe for interpersonal risk-taking in where everyone feels a sense of connectedness and belonging. Leaders, regardless of title, have a responsibility to ensure employee safety but this also extends to creating a “workplace culture that’s consistently safe”. This workshop focuses on providing intentional tools and knowledge needed to suit all employees to leverage being committed to safety means acknowledging both the physical and psychological needs of your team members, regardless of rank structure.</p>

PRESENTER	TOPIC DESCRIPTION
Jeffrey Vargas	<p style="text-align: center;">Title: <i>Working Across Generations</i></p> <p>In today’s federal workplace there are five generations at work. Each generation brings its own unique perspective regarding how work should be addressed, and how workers should participate in the design, develop, deliver, and oversight of work products and initiatives. With so many workplace perspectives in play at the same time, agencies are now seeing more intergenerational conflict that leads to/has an impact on overall organizational effectiveness and efficiency. This workshop will help you improve how you work across generations and collaborate with peers, leaders, stakeholders, and partners. This workshop will focus on three key concepts:</p> <ul style="list-style-type: none"> • Generational Overview – You will take an introspective look at how you view generations, learn what the research says about the future of work and generations, and learn about the five distinct generations in the federal workplace. You will learn what are generational workplace preferences, how generations choose to collaborate, and how they engage coworkers, stakeholders, leaders, and peers. • Building Intergenerational Trust – Addressing Intergenerational Conflicts: You will learn the four keys to building and enhancing intergenerational trust and how to address and manage trust challenges. You will learn how to identify and address intergenerational conflicts, and how to overcome an intergenerational misshape or exchange. • Enhancing Intergenerational Communications – Creating an Intergenerational Engagement Plan: You will learn strategies to enhance your intergenerational communications and steps you can take to build and deploy your own intergenerational engagement plan.
Milton Hunt	<p style="text-align: center;">Title: <i>Resilience in Times of Uncertainty</i></p> <p>Resiliency is the ability to overcome stress and challenging circumstances in the workplace. Resilience is increasingly important as more and more people are working remotely. Resiliency is a necessary skill that can be improved over time with the right toolset. When someone is resilient, they are able to respond to change in an effective, and positive manner.</p> <p>This course will cover the following:</p> <ul style="list-style-type: none"> • Define resilience and its importance in a time of uncertainty. • Describe the emotional roller coaster of change. • Identify the characteristics enabling resilience. • Develop resilience in yourself and support its development in others

