

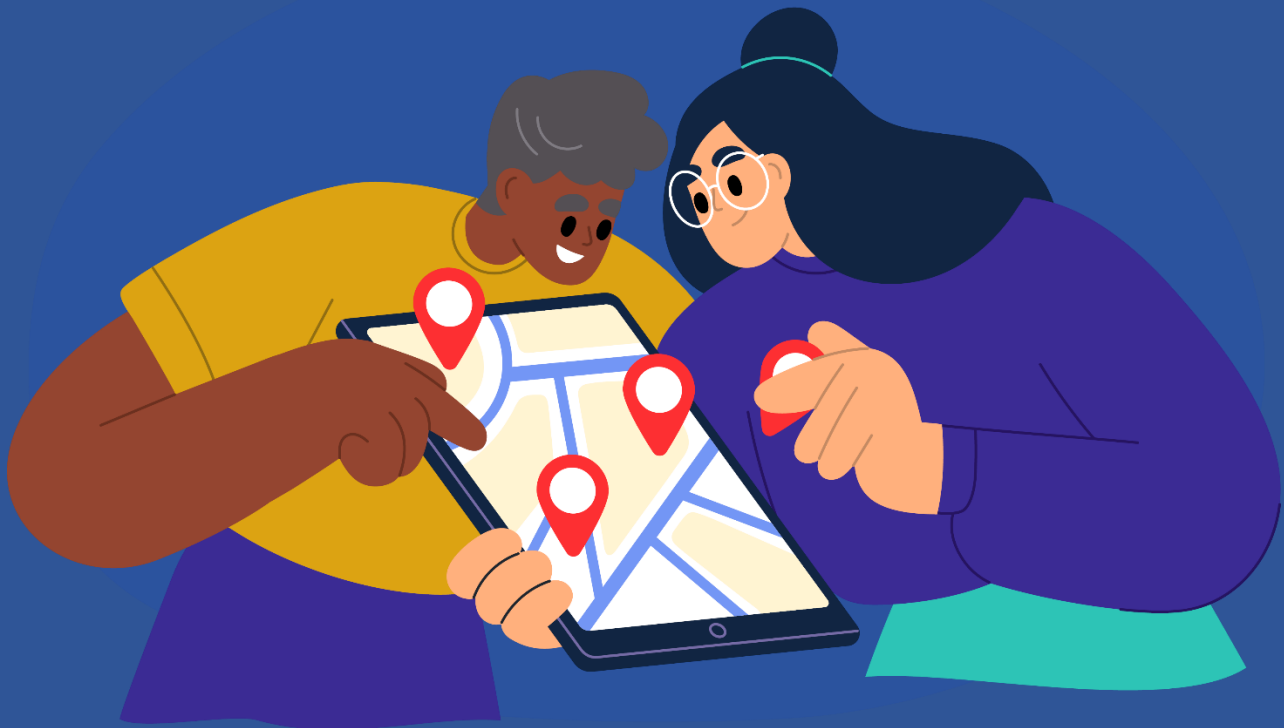
# 2024 ODEIA Virtual Summit

## Let's Take a Journey: The Power of Strategy, Data, and Accessibility

Tuesday, April 30th, 2024

12pm – 4pm EST

Virtual Program



**AmeriCorps**

## Welcome

Thank you so much for attending AmeriCorps first ever Office of Diversity, Equity, Inclusion, and Accessibility Virtual Summit! You are in store for an amazing event full of enlightening moments and great speakers. This virtual summit is the culmination of the insights we have gained as we engage in this work and connected with the voices of our experts to share this knowledge with you. Getting DEIA right is a journey that never ends and requires all of us to not only look outward at our environments, but also inward at our own motives and actions. Creating environments that are diverse, equitable, inclusive, and accessible takes hard work, patience, and leaning into innovation in us and that is supported by those around us. Our hope is that we unleash the changemaker in you and that you leave today more informed than when you came and inspired to become a DEIA champion through the effective use of data, strategy, and accessibility. Believe you are an important part of the answer you seek, and be the spark that ignites the change.

## Summit Agenda

12:00 – 1:30 Opening Plenary Session

1:40 – 2:45 Breakout Session 1

- [Data](#)
- [Strategy](#)
- [Accessibility](#)

2:50 – 3:55 Breakout Session 2

- [Data](#)
- [Strategy](#)
- [Accessibility](#)

3:55 – 4:00 Closing Remarks

## Let's Take a Journey

*As a part of the Summit, a diverse panel of “c suite” executives from various backgrounds will be covering the topic: Leaders Using the Power of Data, Strategy and Accessibility to Integrate DEIA into Business Policy, and People Practices to drive the mission and increase equitable outcomes for our stakeholders and the communities we serve.*



**Nathaniel H. Benjamin**  
AmeriCorps  
Chief Diversity & Inclusion Officer

**Nathaniel Benjamin** is AmeriCorps' first Chief Diversity and Inclusion Officer. He joins AmeriCorps from the Department of Education, where he was deputy chief human capital officer and worked as a change strategist and executive leader for the agency's operational functions. Nate was also the managing executive for the department's diversity, equity, and inclusion program and led the agency's Diversity and Inclusion Council. He was also deputy chief human capital officer at the Executive Office of the President, Office of Management and Budget, during the Obama-Biden Administration, and deputy human resources officer for the T

Family Bureaus at the U.S. Department of State. Over a 23-year career, Nate has served as a noncommissioned officer in the U.S. Air Force, a civil servant for the Department of Defense, and an adjunct instructor for several institutions of higher learning. He is a certified professional coach and executively trained in strategic diversity, equity, and inclusion management through Georgetown University. He has received several awards for his superior leadership, and notable results as a federal human resources change agent in diversity, equity, and inclusion programs. He is an alumnus of the University of Maryland Eastern Shore, the University of Baltimore, and Johns Hopkins University.



**Veda Ajamu**

**National Civil Rights Museum  
Chief DEI Programs and Community Engagement**

**Veda Ajamu** joined the National Civil Rights Museum in 2010, where she serves as Chief DEI Programs and Community Engagement Officer. She is responsible for developing and leading the Museum’s national Corporate Equity Center and Community Engagements programming and efforts. Veda is also a public speaker, facilitator, and a criminal justice reform advocate. She passionately advocates with criminal justice reform organizations accomplishing policy changes in unjust federal mandatory minimum sentencing laws. This resulted in freedom and justice for her brother who served 25 ½ years of an original life sentence he received at the age of 20 for a nonviolent crime. Veda is the focus of an award-winning video produced by FAMM, “Veda Ajamu: Warrior for Justice,” and has been featured in national media outlets, including NBC Nightly News and The New York Times.

Veda currently serves on the National Advisory Committee on Inclusive Practices for Waterford.org. In 2023, she received the Martha’s Vinyard Chief Diversity Officer Game Changer Award and Vitalant Community Blood Drive Coordinator of the Year Award. In 2021, Veda was awarded FAMM's Justice Fellowship and served on the Institute of Museum and Library Services Museums for America Community Anchors grant review panel. In 2020, she received the

Southwest Tennessee Community College Carter G. Woodson Award of Merit. In addition, she had the privilege of participating in a Criminal Justice Reform Strategy Session at the White House in 2019. Veda is a member of FAMM the Worldwide Women's Association.

Veda earned an Associate of Arts Degree from Northwest Mississippi Community College and a Bachelor of Arts Degree from the University of Mississippi. She's also received the following certifications: Community Health Worker from Baptist Health Science University; Motivational Interviewing from The University of Tennessee Health Science Center; Diversity and Inclusion from Cornell University; Diversity, Equity & Inclusion: Building a Diverse Workforce from Cornell University and Geographic Information Systems from the University of Mississippi.

Veda is married and has three adult children. She is most inspired by two quotes, *"Greatness is not measured by what a man or woman accomplishes, but by the opposition he or she has overcome to reach his goal."* —Dorothy Height and *"Our lives begin to end the day we become silent about things that matter."* —Martin Luther King, Jr.



**Elaine Ho**  
NASA  
Chief Diversity Officer

**Elaine Ho** is NASA's Chief Diversity Officer. In this role, she provides executive leadership over DEIA policy and programs for the entire NASA workforce. Elaine is a long-time public servant who has remained connected to DEIA throughout her career. Her previous roles include serving as the Deputy Director for NASA's Office of STEM Engagement, and the Chief Diversity Officer at other federal agencies. She's held several positions in the White House, including Senior Policy Advisor for Michelle Obama's Let Girls Learn initiative, Chief of Staff of the United States Digital

Service, Deputy Chief of Staff in the Office of Science and Technology Policy, and most recently returned in 2022 from the Office of the Vice President's National Space Council where she served as Director of the Space STEM policy. Elaine started her career in the active duty Air Force, and continues to serve as a Colonel and attorney in the Air Force Reserves JAG Corps.



**Veronica Villalobos**

**Highmark Health**

**Vice President of DEI and the Center for Health and Racial Equity**

**Veronica E. Villalobos** is the Vice President of Diversity, Equity and Inclusion and the Center for Health and Racial Equity at the Highmark Health/Allegheny Health Network's Enterprise Equitable Health Institute. She strives to build a more diverse and inclusive workforce, to ensure clinical programs are accessible to all, and to address health disparities among patients, members and customers. She is responsible for the execution of all aspects of the enterprise DEI Strategic Plan, as well as strategic initiatives related to the Highmark Equity Campaign, establishing AHN as a hub of health equity research. As a member organization of the Healthcare Anchor Network, Veronica collaborates with community-based organizations, other healthcare systems, and local government in Pittsburgh to support inclusive and sustainable services with the community.

Prior to joining Highmark Health, Veronica served at the U.S. Office of Personnel Management as the Principal Deputy Associate Director for Employee Services. She was the highest-serving career Senior Executive responsible for leading government-wide human capital efforts for a workforce of 2.1 million employees. She formulated and implemented innovative strategies and policies to support Federal agencies and advance evidence-based management through strategic foresight, futuring methods, analytics and research.

In 2010, Veronica entered the Senior Executive Services and spearheaded the first government-wide D&I effort, serving as the Director of OPM's Office of Diversity & Inclusion. She led efforts to meet the government's goal of hiring over 100,000 employees with disabilities within 5 years. She also created and drove transformative change government-wide, developing tools that assisted organizations in addressing unconscious bias and using metrics to foster fair, open, cooperative, supportive, and empowered workplaces. With her efforts, the Federal Government implemented the first Government-wide D&I Strategic Plan, resulting in the historically highest level of employment of women and minorities in the workforce and an increase of 10.4 percent in the Senior Executive Service in 4 years.

From 2000 to 2010, Veronica worked at the U.S. Equal Employment Opportunity Commission, as one of the agency's first Honor Program Attorneys. During her time there, she chaired the EEOC's Work Group on Hispanic Underrepresentation in the Federal Workforce, served as the Director for the agency's Equal Employment Opportunity Office, worked as a supervisory attorney, and decided Federal appellate decisions.

Veronica graduated from Saint Mary's College in South Bend, Indiana, and earned her law degree from American University's Washington College of Law. She is a member of the Maryland Bar and serves on the Boards of the American Association of People with Disabilities; the Center for Disability Inclusion; the Epilepsy Association of Western Central Pennsylvania; the Bender Leadership Institute; and the Latino Community Center.



**Alvin Warren**  
**AmeriCorps**  
**Board of Directors**

**Alvin Warren** was nominated to the AmeriCorps Board of Directors by President Biden in January 2022 and confirmed by the U.S. Senate in March 2022.

Warren is a member of Santa Clara Pueblo where he lives with his wife Pamela, an Isleta Pueblo tribal member, and their children. He's vice president of Career Pathways and Advocacy for the LANL Foundation in Espanola, N.M. In this role he's responsible for expanding students' access to academic and technical opportunities by supporting the growth of college and career readiness in districts, schools, communities and Native American Pueblos, Tribes and Nations. He leads the foundation's work with secondary schools, universities, colleges, industry leaders

and government representatives to develop and support a seamless educational continuum.

Warren is a former cabinet secretary of Indian Affairs for the State of New Mexico, lieutenant governor of Santa Clara, program officer for the W.K. Kellogg Foundation, national Tribal Lands Program director for The Trust for Public Lands and land claims / water rights coordinator for Santa Clara.

During his career, Warren has helped tribes across the United States regain and protect traditional lands; ensured that over \$120 million in state dollars flowed to tribes to build essential infrastructure; enacted state legislation establishing a framework for collaborative state-tribal governmental relations; developed and sustained tribal immersion and dual language schools and positively transform public narratives about indigenous peoples. Warren is the president of the Kha'p'o Community School Board; co-chair of the New Mexico Broadband Collective, an advisory committee member for the Native American Relief Fund; and on the board of directors for the International Funders for Indigenous Peoples. He's a longtime farmer who's actively involved in the cultural life of his tribal community.

Warren earned a BA in history from Dartmouth College and a Master of Public Administration from Harvard University's John F. Kennedy School of Government.



## Destination Data: Exploring Data to Increase Equitable Outcomes

*The purpose of this foundational session is to educate our audience on the power of data, and how integrating it into organizational culture, business practices or advocacy efforts can increase equitable outcomes.*



**Kalaida Holmes**  
**AmeriCorps**  
**Deputy Chief Human Capital Officer**

**Kalaida Marie Holmes** is an energetic and transformational human capital professional with over twenty years of experience working across the human capital lifecycle in areas such as employee and leadership development, curriculum and instructional design, workforce and succession planning, onboarding, human resources information systems, and staffing and recruiting. Kalaida is the Deputy Chief Human Capital Officer where she leverages her passion for process improvement, talent development, and diversity, equity, and inclusion to support the talent management needs of the organization.

Kalaida obtained the breadth of her experience from both consulting and Federal roles. Within her twenty plus years of experience, 14 years were as a federal employee in various human capital roles at Department of Army, Environmental Protection Agency, Department of Veterans

Affairs. and most recently AmeriCorps. Throughout Kalaida's Federal career she has been integral to reimagining antiquated policies and programs in areas such as Strategic Workforce Planning, Human Capital Planning, Change Management, Agency Strategic Planning, and Performance Management. Kalaida led high visibility projects including Agency Congressional reports, climate surveys, budget development, and organizational redesigns. During her time in the private sector, Kalaida worked at firms such as Deloitte, Price Waterhouse Cooper (now Guidehouse), and Dewey P. George and Company, LLC. Those roles afforded her the opportunity to lead projects to design large scale HRIS efforts in the Service Now Platform, redesign and deliver medical logistics trainings to medical treatment facilities across the world, and lead workforce planning efforts for one of the largest Department of Defense functional communities. In these endeavors, she used human centered design, Lean/Six Sigma, Scrum Agile, and Kanban methodologies while mentoring key stakeholders, including peers, leaders to adopt these methodologies for their program areas.

Kalaida has an undergraduate degree in Political Science from Illinois Institute of Technology and a graduate degree from Texas A&M in Business Management. Kalaida also completed some post graduate work at Capella University in I-O Psychology and Adult Education. Kalaida remains an avid learner and spends some of her free time learning about her newest interests, including User Experience, Compensation, and Neurodiversity.



**Dr. Charles Barber**  
**National Science Foundation**  
**Chief Diversity and Inclusion Officer**

**Dr. Charles Barber** was appointed to the Senior Executive Service and assumed the duties as Chief Diversity and Inclusion Officer, National Science Foundation in January 2023. In this role, he serves as the NSF's senior advisor responsible for providing vision, strategic leadership and management for ongoing agency programs and new initiatives related to diversity, equity, inclusion and accessibility, or DEIA, in the NSF workplace and the STEM enterprise. Prior to his appointment as Chief Diversity and Inclusion Officer, Dr. Barber served as Director of Diversity, Equity and Inclusion Programs, Office of the Assistant Secretary of the Navy for Manpower and Reserve Affairs and was a primary author on the Navy's Task Force One Navy report that led to the Operational Navy's DEI Implementation Strategy. Dr. Barber is a TEDx speaker and served as the feature speaker on DEI at the 2022 DAU TEDx conference. Dr. Barber has led a broad range of diversity efforts, development of culture intelligence capabilities, strategy, organizational leadership, critical data analysis and business transformation initiatives that have provided world class human resource and transformational leadership support to a dynamic range of public and private sector clients to include military service members, civilians and their families. With more than two decades of experience in HR, Diversity & Inclusion, Business Transformation and Cultural Intelligence, Dr. Barber is a staunch advocate for efficiency, transformation and process improvement. He spearheaded development of the Army's Soldier Record Brief while supporting the Integrated Personnel and Pay System – Army during one of the largest Army HR Transformation efforts in the modern era. At the Defense Logistics Agency, he led the development of a culture intelligence framework that integrated transformational leadership principles within the DLA enterprise. As Director of Business Transformation for the Department of Defense Vetting Directorate, he was a key contributor to the US government's security clearance and background investigation process improvement effort. He also previously served as the Chief Human Capital Officer for the District of Columbia Courts. Dr. Barber holds a doctorate degree in Transformational Leadership from Bakke Graduate University, and other degrees in Organizational Leadership and Business Management from Columbia Southern University and Excelsior College. He is a certified Lean Six Sigma Master Black Belt and a previous guest lecturer at Harvard Kennedy School's Senior Executive Fellows Program for Political Science and Government. Dr. Barber is a U.S. Army veteran with deployments to Kosovo and Iraq. A native of Bald Knob, Arkansas, he also starred as a sprinter on the Ouachita Baptist University and All Army Track Teams and achieved a personal best of 9.98 seconds in the 100 Meter dash, and recently inducted into the Arkansas Track and Field Hall of Fame (class of 2022).



**Dr. Jessica Kratchman**  
**Department of Energy**  
**Deputy Director for Environmental Protection and Environmental Safety**

**Dr. Jessica Kratchman** is the Deputy Director for Environmental Protection and Environmental Safety and Health Reporting, at the Department of Energy, Office of Environment, Health, Safety, and Security. Dr. Kratchman joined the Department as a Senior Nuclear Engineer in 2020. Prior to her service with the Department, she was a Nuclear Engineer at the US Nuclear Regulatory Commission where she served for 12 years as a subject matter expert in environmental health protection, emergency management, and data-driven policy determinations for civilian nuclear power facilities. Dr. Kratchman has also served at the White House Office of Management and Budget where she led the data analytics for the initial federal response to COVID-19 and was the OMB primary and lead author for the Per- and Polyfluoroalkyl Substances Report to Congress. Prior to OMB she served on the Federal Permitting Improvement Steering Council working across government on the reform of environmental permitting. Dr. Kratchman is also the US Country Representative on numerous international working groups. This includes the Organization of Economic Cooperation and Development Task Group on Gender Balance in the Nuclear Sector, and the OECD Working Group on Fuel Cycle Safety. Dr. Kratchman holds a Bachelors and Master of Science in Fire Protection Engineering from the University of Maryland, College Park, and is a Doctor of Public Health in Environmental and Occupational Health from The George Washington University. Prior to working at the NRC and the Department she worked at the University of Greenwich, School of Computing and Mathematics, in London, United Kingdom, and at the US National Institute of Standards and Technology researching human response to largescale disasters, developing predictive computer models for human evacuations from high rise buildings and public transportation events.



**Dr. Natasha DeJarnett**

**White House Council on Environmental Quality  
Deputy Director for Environmental Justice Data and Evaluation**

**Dr. Natasha DeJarnett** (she/her) (pronounced *DEE-jar-net*) is the Deputy Director for Environmental Justice Data and Evaluation at the White House Council on Environmental Quality, helping to advance the Biden-Harris Administration's bold and historic commitment to leverage the force of the full federal government in advancing environmental justice. Most recently, Dr. DeJarnett served as an assistant professor in the Christina Lee Brown Envirome (pronounced *in-VY-roam*) Institute at the University of Louisville Division of Environmental Medicine researching the health impacts of extreme heat exposure and environmental health disparities. She also was a professorial lecturer at The George Washington University Milken Institute School of Public Health. In addition, Dr. DeJarnett previously provided leadership for climate change and health and environmental health partnerships at the National Environmental Health Association and the American Public Health Association. Collectively, her roles in academia and national nonprofits have advanced research agendas for the environmental health workforce, established successful national climate change and health initiatives, and inspired the next generation of environmental health professionals.

## Destination Strategy: Strategic Alignment for Organizational Success and Community Impact

*Why do we strategize, and what difference does it make? This session probes these fundamental questions, addressing how an integrative approach to Diversity, Equity, Inclusion, and Accessibility within strategic planning can catalyze transformative outcomes for an organization and its community. This engaging session will dissect the 'why' behind our methods, revealing the compelling impact that a DEIA-informed strategy can have on everyone involved—from grassroots members to senior executives.*



**Nathaniel H. Benjamin**  
**AmeriCorps**  
**Chief Diversity & Inclusion Officer**

**Nate Benjamin** is AmeriCorps' first Chief Diversity and Inclusion Officer. He joins AmeriCorps from the Department of Education, where he was deputy chief human capital officer and worked as a change strategist and executive leader for the agency's operational functions. Nate was also the managing executive for the department's diversity, equity, and inclusion program and led the agency's Diversity and Inclusion Council. He was also deputy chief human capital officer at the Executive Office of the President, Office of Management and Budget, during the Obama-Biden Administration, and deputy human resources officer for the T Family Bureaus at the U.S. Department of State. Over a 23-year career, Nate has served as a noncommissioned officer in the U.S. Air Force, a civil servant for the Department of Defense, and an adjunct

instructor for several institutions of higher learning. He is a certified professional coach and executively trained in strategic diversity, equity, and inclusion management through Georgetown University. He has received several awards for his superior leadership, and notable results as a federal human resources change agent in diversity, equity, and inclusion programs. He is an alumnus of the University of Maryland Eastern Shore, the University of Baltimore, and Johns Hopkins University.

## Destination Accessibility: Embracing Neurodiversity

*Understanding and embracing neurodiversity is fundamental to creating truly accessible and equitable environments. This session delves into the complexities of neurodiversity, highlighting the experiences of individuals with autism, ADHD, mental health disabilities, learning disabilities, intellectual disabilities, or acquired brain differences.*



**Teresa Thomas**  
**The MITRE Corporation**  
**Program Lead, Neurodiverse Talent Enablement**

**Teresa Thomas** is The MITRE Corporation's Program Lead for Neurodiverse Talent Enablement and has a long history of advocacy for neurodiverse populations. She has been a house parent in a group home for adults with high support needs, is now a parent of an adult on the autism spectrum and is active in the MITRE Corporation's Inclusion and Diversity programs.

Teresa has brought together an advisory council consisting of private organizations, universities, self-advocates, and federal agencies to develop and pilot the Neurodiverse Federal Workforce program, which guides US federal agencies in becoming more neuroinclusive. She also designed and now spearheads MITRE's internal neurodiversity internship program. Both programs focus on providing opportunities and support for neurodistinct individuals in cybersecurity and other technical roles.

She is passionate about the topic and speaks widely about MITRE's programs, and neurodiversity in general, and is regularly interviewed as a subject matter expert on the topic.