



PUBLIC SAFETY EQUITY & DIVERSITY CONFERENCE

“STRONGER TOGETHER, SAFER TOGETHER”



ROANOKE, VA

PHOTO BY MEGGAN LIONBERGER



WELCOME TO THE



Public Safety
Equity
Diversity &
Conference
ROANOKE, VA 2014



FROM THE OFFICE OF THE CHIEF

OCTOBER 9, 2014

DEAR CONFERENCE ATTENDEES,

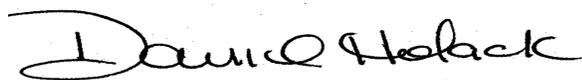
WELCOME TO ROANOKE AND THANK YOU FOR PARTICIPATING IN THE 2014 PUBLIC SAFETY EQUITY AND DIVERSITY CONFERENCE. THE CONFERENCE TEAM HAS PUT TOGETHER MANY OUTSTANDING SEMINARS FOR YOU TO ATTEND OVER THE NEXT FEW DAYS AS WELL AS OPPORTUNITIES FOR NETWORKING WITH FELLOW PUBLIC SAFETY AND COMMUNITY LEADERS ACROSS VIRGINIA.

WE HOPE YOU WILL TAKE TIME TO VISIT THE MANY ATTRACTIONS AND RESTAURANTS ROANOKE AND SURROUNDING LOCALITIES HAVE TO OFFER. THE HISTORIC DOWNTOWN ROANOKE MARKET IS A MUST SEE AS WELL AS THE MILL MOUNTAIN STAR AND A RIDE ON THE BLUE RIDGE PARKWAY. AND DON'T FORGET THAT VALLEY VIEW MALL IS JUST ACROSS THE INTERSTATE.

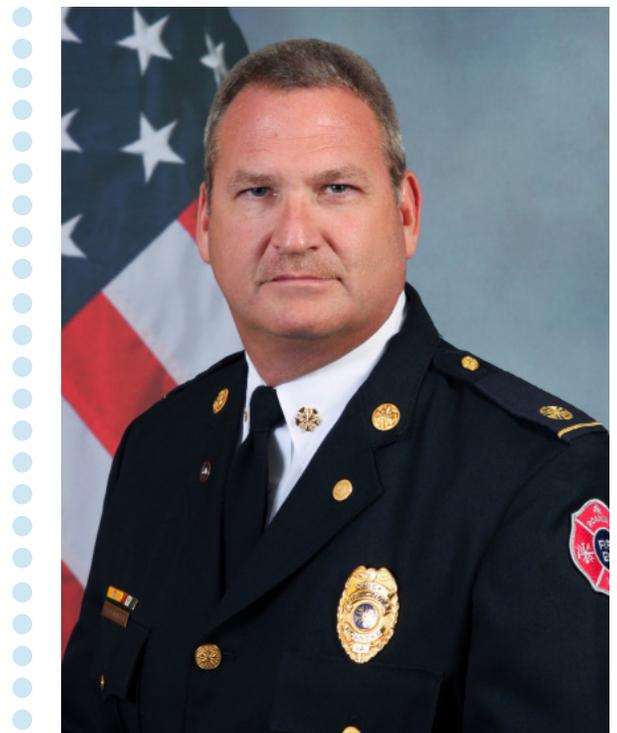
AGAIN, WELCOME TO ROANOKE AND WE LOOK FORWARD TO VISITING WITH YOU AS TIME AND AVAILABILITY PERMITS.

ENJOY THE CONFERENCE!

SINCERELY,



DAVID HOBACK, CHIEF
ROANOKE FIRE-EMS



SCHEDULE OF EVENTS

WEDNESDAY 10/08: CHECK-IN & EARLY REGISTRATION 3-7PM ROANOKE SHERATON HOTEL

10/09 THURSDAY

REGISTRATION 7-8:30AM

OPENING CEREMONIES 8:30-10AM
[BALLROOM]

TRACT 1: 10:30AM-NOON

FORCED RETIREMENT- PAUL ANTONELLIS

SOCIAL MEDIA MADNESS- ANTOINETTE ARCHER

WORKFORCE HARMONICS- JEROME FREDERICK

CRISIS COMMUNICATIONS- CHRIS TURNBULL

INTERACTIVE EEO WORKSHOP- CHIEF GLENN GAINES

LUNCH NOON-1PM

TRACT 2: 1-2:30PM

POLITICS INFLUENCE CHANGE- PAUL ANTONELLIS

SOCIAL MEDIA- RANDY KRANTZ

TITLE 7, EEO- VICTOR CARDWELL & THOMAS WINN

AMP UP YOUR INFLUENCE- LYNDA MCNUTT-FOSTER

INTERACTIVE EEO WORKSHIOP- CHIEF GLENN GAINES

TRACT 3: 3-4:30PM

DRUG MARKET INITIATIVE (DMI)-CHIEF CHRIS PERKINS

DIVERSITY & INCLUSION: ARE WE THERE YET?- GWIN ELLIS

CELEBRATING OUR RAINBOW COMMUNITY- FELISHA NGUYEN

WOMEN IN PUBLIC SAFETY- MAJOR AMANDA TUCK

EVENING SOCIAL

JOIN US FOR NETWORKING AND MINGLING
WITH HEAVY HORS D'OEUVRES-

5:30PM-7:30PM AT SHULA'S 347 GRILL
LOCATED AT THE ROANOKE SHERATON HOTEL
& CONFERENCE CENTER

PLEASE JOIN US!



SCHEDULE OF EVENTS

10/10 FRIDAY

TRACT 1: 8:30-10AM

CRISIS COMMUNICATIONS- CHRIS TURNBULL

LEADERSHIP- GARY SAMUELS & WALTER STEPHENS

DMI- CHIEF CHRIS PERKINS

AMP UP YOUR INFLUENCE- LYNDA MCNUFF-FOSTER

MENTAL HEALTH FIRST AID- DIANE KELLY

TRACT 2: 10:30AM-NOON

SOCIAL MEDIA MADNESS- ANTOINETTE ARCHER

BRIDGING THE MULTI-GENERATIONAL GAP- RANDY KRANTZ

DIVERSITY & RECRUITMENT- RUSSEL HAYDEN

TRAUMATIC GROWTH- DR. PORTIA RAWLES

E-911: DIVERSITY IN PUBLIC SAFETY COMMUNICATIONS- MELISSA PAGE

LUNCH NOON-1PM



TRACT 3: 1-2:30PM

LEADERSHIP- GARY SAMUELS & WALTER STEPHENS

TITLE 7, EEO- VICTOR CARDWELL & THOMAS WINN

PUBLIC SAFETY MARRIAGE/RELATIONSHIPS- DR. STEVE STROSNIDER

ANTI-BULLYING- TY HOWARD

TRACT 4: 3-4:30PM

WOMEN IN PUBLIC SAFETY- MAJOR AMANDA TUCK

DIVERSITY & RECRUITMENT- RUSSELL HAYDEN

ROANOKE DIVERSITY ADVISORY COUNCIL- GWIN ELLIS

TRAUMATIC GROWTH- DR. PORTIA RAWLES

LAUGHING YOGA: REDUCING STRESS & PTSD- TOD WHITEHURST

VISIT ROANOKE

ROANOKE HAS SO MUCH TO OFFER, TAKE SOME TIME FROM YOUR SCHEDULE AND EXPLORE! CONTINUE TO FLIP THROUGH THE PAMPHLET AND CHECK OUT THE PAGES "OH, THE PLACES YOU'LL GO!" "AND THE PEOPLE YOU'LL SEE!" FOR SOME PLACES AND RESTAURANTS WE RECOMMEND!



WHO'S WHO?



{KEY NOTE SPEAKER}

ART JACKSON

ART JACKSON IS A PROFESSIONAL SPEAKER, EXECUTIVE COACH AND THE PRESIDENT OF EAGLES NEST PERFORMANCE MANAGEMENT, INC. HE IS A RECOGNIZED EXPERT IN THE AREAS OF LEADERSHIP, PERFORMANCE IMPROVEMENT AND INTERPERSONAL SKILLS. ART IS THE ORIGINATOR OF THE PURPOSE CENTERED LEADERSHIP SYSTEM THAT HAS BEEN USED TO IMPROVE PERFORMANCE IN MANY FACETS OF PUBLIC AND PRIVATE LIFE.

ART IS A GRADUATE OF THE UNITED STATES MILITARY ACADEMY AT WEST POINT AND LESLEY UNIVERSITY IN CAMBRIDGE, MASSACHUSETTS. HE HOLDS A BACHELOR OF SCIENCE DEGREE IN ENGINEERING AND A MASTER OF SCIENCE DEGREE IN MANAGEMENT.

ART IS CURRENTLY AN ADJUNCT PROFESSOR AT THE GRADUATE SCHOOL USA; CONDUCTS STRATEGIC PLANNING FOR THE DEPARTMENT OF HOMELAND SECURITY; AND PRESENTS LEADERSHIP TRAINING FOR MEMBERS OF THE US CENTRAL INTELLIGENCE AGENCY.

ART IS THE AUTHOR OF THE DIVERSITY AND INCLUSION BOOK "LIONS AND TIGERS AND BEARS- OH MY", THE WINGS OF GREATNESS SELF-EXPLORATION JOURNAL AND IS COMPLETING "HANGIN' ROUND THE BARREL- HOW TO GET PAID EVERYTHING YOU'RE WORTH AND BE WORTH EVERYTHING YOU'RE PAID".

- AREAS OF EXPERTISE:
- STRATEGIC PLANNING
- TRAINING
- PROGRAM MANAGEMENT
- MARKETING
- CONFLICT MANAGEMENT
- LOGISTICS
- EDUCATION
- B.S., ENGINEERING UNITED MILITARY ACADEMY WEST POINT, N.Y.
- M.S., MANAGEMENT LESLEY UNIVERSITY
- M.A., PASTORAL COUNSELING LIBERTY UNIVERSITY



PAUL ANTONELLIS

PAUL J. ANTONELLIS, JR. IS AN ASSISTANT PROFESSOR IN THE MANAGEMENT DEPARTMENT AT MERRIMACK COLLEGE, GIRARD SCHOOL OF BUSINESS (NORTH AND OVER, MA). PAUL HAS MORE THAN 20 YEARS OF FIRE/EMS EXPERIENCE, HOLDING VARIOUS POSITIONS INCLUDING CHIEF OF A DEPARTMENT. IN ADDITION, HE HAS MORE THAN 11 YEARS OF LAW ENFORCEMENT EXPERIENCE IN THE STATE OF MASSACHUSETTS. PAUL HAS AUTHORED AND PUBLISHED MORE THAN 25 ARTICLES AND THREE BOOKS. HIS LATEST BOOK IS "LABOR RELATIONS FOR THE FIRE SERVICE" A FESHE APPROVED UNDERGRADUATE LEVEL TEXT BOOK.



ANTOINETTE ARCHER

ANTOINETTE H. ARCHER STUDIED HUMAN RESOURCES MANAGEMENT AT THE UNIVERSITY OF RICHMOND AND BECAME A CERTIFIED HUMAN RESOURCES PROFESSIONAL IN 2003. WITH OVER TWENTY YEARS' EXPERIENCE IN STRATEGICALLY LEADING HUMAN RESOURCE FUNCTIONS FOR ORGANIZATIONS WITH UP TO 1000 EMPLOYEES, MS. ARCHER IS ABLE TO EFFORTLESSLY PROVIDE EFFECTIVE SOLUTIONS TO COMPLEX HUMAN RESOURCE ISSUES. AS THE CURRENT HUMAN RESOURCES DIVISION CHIEF FOR THE RICHMOND CITY POLICE DEPARTMENT, MS. ARCHER STRIVES TO ENSURE THE ORGANIZATION NOT ONLY REFLECTS THE DIVERSE COMMUNITY IT SERVES AT ALL LEVELS BUT ALSO SEEKS TO ENSURE THAT ALL EMPLOYEES RECEIVE FAIR AND EQUITABLE TREATMENT IN THE AREAS OF TRAINING, PROMOTION AND COMPENSATION.



VICTOR CARDWELL

VICTOR CARDWELL IS AMONG VIRGINIA'S MOST RECOGNIZED AND ACCOMPLISHED ATTORNEYS PRACTICING IN LABOR AND EMPLOYMENT LAW. HE FOCUSES ON LABOR/MANAGEMENT RELATIONS, WORKPLACE VIOLENCE, DIVERSITY, HARASSMENT, AND THE FAIR LABOR STANDARDS ACT. PRIOR TO JOINING WOODS ROGERS IN 1991, VICTOR SERVED AS DEPUTY ASSOCIATE CHIEF COUNSEL WITH THE U. S. DEPARTMENT OF LABOR BENEFITS REVIEW BOARD. VICTOR HAS BEEN NAMED TO THE BEST LAWYERS IN AMERICA LIST SINCE 2006 AND RECENTLY HAS BEEN INCLUDED AMONG THE SUPER LAWYERS IN VIRGINIA. HE HAS A BACHELOR'S DEGREE FROM THE UNIVERSITY OF VIRGINIA AND LAW DEGREE FROM WASHINGTON AND LEE SCHOOL OF LAW.



GWIN ELLIS

GWIN ELLIS SERVES AS THE CITY OF ROANOKE'S COORDINATOR OF ORGANIZATION DEVELOPMENT AND LEARNING. A MICHIGAN NATIVE WITH DEEP-ROOTED FAMILY TIES TO THE ROANOKE VALLEY, GWIN FULFILLED A LIFELONG DREAM WHEN SHE RELOCATED TO VIRGINIA. PRIOR TO RELOCATING, SHE SERVED AS DIRECTOR OF HUMAN RESOURCES FOR AN AFFILIATE OF SOUTHEASTERN MICHIGAN'S ELECTRIC AND GAS UTILITY, DTE ENERGY, INC. SHE JOINED THE CITY OF ROANOKE DEPARTMENT OF HUMAN RESOURCES IN 2001. IN 2003, SHE BEGAN WORKING IN THE CITY MANAGER'S OFFICE AS THE ASSISTANT TO THE CITY MANAGER. IN 2005, SHE REJOINED HUMAN RESOURCES TO MANAGE THE ORGANIZATION'S DEVELOPMENT AND EMPLOYEE LEARNING PROCESSES. HER CURRENT PROJECTS INCLUDE SERVING AS THE CHAIR OF THE DIVERSITY ADVISORY COUNCIL, PROJECT MANAGER FOR SEVERAL CITY INITIATIVES, INCLUDING THE ORGANIZATIONAL CULTURE CHANGE EFFORT, THE LEAN MANAGEMENT PROJECT AND THE ORGANIZATION'S LEADERSHIP DEVELOPMENT INITIATIVE.



JEROME FREDERICK

OFFERING A RARE BLEND OF CREATIVITY AND PRAGMATISM, JEROME FREDERICK HAS SUCCESSFULLY DEVELOPED A UNIQUE PEOPLE DEVELOPMENT VEHICLE CALLED DEVELOPMENTAL STEEL. THROUGH DEVELOPMENTAL STEEL, JEROME PROMOTES TEAMWORK, HARMONY, DIVERSITY, AND FUN IN THE WORKPLACE. HE HAS LIVED AND WORKED IN THREE CONTINENTS, 11 US STATES. AND AN ISLAND IN THE CARIBBEAN.

JEROME HAS HELD MANY INDUSTRY POSITIONS INCLUDING, GLOBAL CUSTOMER SERVICE MANAGER, GLOBAL SUPPLY CHAIN MANAGER, AND GLOBAL TRAINING AND PEOPLE DEVELOPMENT MANAGER. HE HAS WORKED FOR THE US GOVERNMENT, TRINIDAD AND TOBAGO GOVERNMENT AND SEVERAL INDUSTRIES INCLUDING CHEMICAL MANUFACTURING, HEALTHCARE DISTRIBUTION, AND BUILDING SUPPLIES DISTRIBUTION. JEROME HAS A MBA IN OPERATIONS AND LOGISTICS FROM THE OHIO STATE UNIVERSITY. JEROME IS A CERTIFIED EMPLOYEE DEVELOPER AND TRAINING PROGRAMS DEVELOPER. HIS OTHER SKILLS INCLUDE: COMPETENT TOASTMASTER, CAPTIVATING KEYNOTE SPEAKER, WORKPLACE SUBJECT MATTER EXPERT, AND STEEL PAN MUSICIAN.



CHIEF GLENN GAINES

GLENN A. GAINES IS THE FEDERAL EMERGENCY MANAGEMENT AGENCY'S (FEMA) DEPUTY U.S. FIRE ADMINISTRATOR FOR THE UNITED STATES FIRE ADMINISTRATION (USFA). HE BEGAN HIS TENURE IN MARCH 2009 AND IS RESPONSIBLE FOR MANAGING USFA PROGRAMS AND TRAINING ACTIVITIES CONDUCTED AT THE NATIONAL EMERGENCY TRAINING CENTER. CHIEF GAINES BEGAN HIS FIRE SERVICE CAREER AS A MEMBER OF THE FAIRFAX COUNTY FIRE AND RESCUE DEPARTMENT IN VIRGINIA. DURING HIS ILLUSTRIOUS 35 YEAR CAREER, HE SERVED IN NUMEROUS CAPACITIES, INCLUDING FIRE MARSHAL, CHIEF TRAINING OFFICER, AND CHIEF OF OPERATIONS, CULMINATING IN HIS APPOINTMENT AS FIRE CHIEF FROM AUGUST 1991 UNTIL DECEMBER 1998.

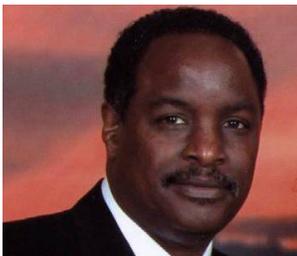
CHIEF GAINES SERVED WITH THE ASSISTANCE TO FIREFIGHTERS GRANT PROGRAM FOR THE DEPARTMENT OF HOMELAND SECURITY FROM ITS INCEPTION IN 2001 UNTIL 2009. IN MAY OF 2011 CHIEF GAINES WAS AWARDED THE METROPOLITAN FIRE CHIEFS LIFETIME ACHIEVEMENT AWARD. THIS AWARD IS PRESENTED TO A PAST OR PRESENT METRO CHIEF BASED ON A HISTORY OF ACCOMPLISHMENTS, CONTRIBUTIONS TO THE ORGANIZATION, CONTRIBUTIONS TO FIRE SAFETY, DEMONSTRATED LEADERSHIP, CHALLENGES OVERCOME, AND SIMILAR CONSIDERATIONS. IN AUGUST OF 2011 CHIEF GAINES WAS PRESENTED WITH THE INTERNATIONAL ASSOCIATION OF FIRE CHIEFS PRESIDENT'S AWARD FOR MERITORIOUS SERVICE TO THE FIRE SERVICE.



ROSCOE HAGER

MR. ROSCOE G. HAGER, SR. IS A NATIONALLY RECOGNIZED, AWARD-WINNING MANAGEMENT PROFESSIONAL WITH A PROVEN TRACK RECORD OF EXCEPTIONAL LEADERSHIP SKILLS AND ABILITIES. HE HAS SERVED THE NATION'S FIRE AND EMERGENCY SERVICES FOR MORE THAN 35 YEARS. HE STARTED HIS FIRE AND EMERGENCY SERVICE CAREER IN PRINCE GEORGES COUNTY, MARYLAND WITH THE CHAPEL OAKS VOLUNTEER FIRE & RESCUE DEPARTMENT. HE CONTINUED HIS FIRE SERVICE TENURE BECOMING THE NATION'S YOUNGEST CAREER FIRE CHIEF WHILE MANAGING THE CENTRAL STATE-WILBERFORCE FIRE & RESCUE DEPARTMENT IN WILBERFORCE, OHIO. ROSCOE SERVED IN MULTIPLE DISCIPLINES DURING HIS CAREER WITH FAIRFAX COUNTY; HOWEVER, HE IS MOST RECOGNIZED AS THE NATION'S FIRST FULL-TIME EQUAL EMPLOYMENT OPPORTUNITY OFFICER IN A FIRE & RESCUE DEPARTMENT.

ROSCOE HAS LECTURED AT NUMEROUS NATIONAL AND INTERNATIONAL FIRE & EMERGENCY SERVICE CONFERENCES. HIS TRAINING IN LAW ENFORCEMENT INCLUDES INTERVIEWS AND INTERROGATIONS, APPLICANT BACKGROUND INVESTIGATIONS, AND SPECIAL PROBLEMS IN INTERNAL AFFAIRS INVESTIGATIONS; ALL OF THESE TRAINING CLASSES WERE CONDUCTED AT THE INSTITUTE OF POLICE TECHNOLOGY AND MANAGEMENT (IPTM) IN JACKSONVILLE, FLORIDA.



RUSSELL HAYDEN

WITH A PASSION FOR DIVERSITY AND RECRUITMENT, RUSSELL G. HAYDEN, CEO, FOUNDED FIREFIGHTER'S ABC'S IN 1999. HE BRINGS 34 YEARS OF FIRE SERVICE EXPERIENCE THAT CULMINATED WITH HIS RETIREMENT FROM SAN JOSE FIRE DEPARTMENT IN CA. HIS MANY YEARS OF SERVICE SPANNED A BROAD ARRAY OF POSITIONS INCLUDING RECRUITMENT, PUBLIC EDUCATION, PUBLIC INFORMATION AND COMPANY LIAISON OFFICER. HE ALSO SPENT THREE YEARS AS THE ENVIRONMENTAL COMPLIANCE PROGRAMS / FIRE SAFETY MANAGER FOR A LARGE PRIVATE SECTOR COMPANY IN CA. MR. HAYDEN FORMED THE FIREFIGHTER DIVERSITY RECRUITMENT COUNCIL AND COUPLES IT WITH THE NATIONAL RECRUIT DATABASE. RUSSELL HAYDEN LOVES THE FIRE SERVICE AND IS COMMITTED TO RECRUITING THE BEST INDIVIDUALS POSSIBLE INTO THE CAREER HE LOVES SO MUCH.



TY HOWARD

TY HOWARD IS AN INTERNATIONALLY RENOWNED HABITS CONSULTANT & YOUTH PERFORMANCE IMPROVEMENT EXPERT. FOR 18 CONSECUTIVE YEARS, HE HAS PRESENTED OVER 100 DYNAMIC KEYNOTE ADDRESSES, SCHOOL ASSEMBLIES, AND LIFE-SKILLS DEVELOPMENT WORKSHOPS TO YOUTH, TEENAGERS, YOUNG ADULTS, STUDENTS, EDUCATORS, ADMINISTRATORS, YOUTH ORGANIZATIONS, AND PARENTS.

TY HOWARD PROUDLY SERVED HIS COUNTRY FOR TEN YEARS IN THE UNITED STATES NAVY—EARNING NUMEROUS COMMENDATIONS. HE THEN MOVED ON TO CORPORATE AMERICA WHERE HE HELD SUCH POSITIONS AS CORPORATE HUMAN RESOURCE GENERALIST, OUTSIDE SALES ACCOUNT MANAGER AND SALES TRAINER. OVER ONE MILLION STUDENTS, YOUTH, TEENS AND YOUTH DEVELOPMENT PROFESSIONALS HAVE BENEFITED FROM THE PROGRAMS PROVIDED BY TY HOWARD. AS FOUNDER AND CEO OF INSPIRAGEN INSTITUTE LLC, BASED IN BALTIMORE COUNTY, MARYLAND, TY WORKS WITH PUBLIC AND PRIVATE SCHOOLS, COLLEGES, UNIVERSITIES, YOUTH AND YOUNG ADULT CONFERENCES, ASSOCIATIONS, CORPORATIONS AND NON-PROFIT ORGANIZATIONS, BOTH NATIONALLY AND INTERNATIONALLY. HE'S THE AUTHOR OF THE BEST-SELLING BOOK "UNTIE THE KNOTS THAT TIE UP YOUR LIFE: A PRACTICAL GUIDE TO FREEING YOURSELF FROM TOXIC HABITS, CHOICES, PEOPLE, AND RELATIONSHIPS", AND THE FORTHCOMING BOOK "YOU WERE BORN TO BE G.R.R.R.E.A.T!!!!: THE 8 ESSENTIALS TO CAPTURE YOUR TRUE GREATNESS, AN EMPOWERMENT & CHARACTER ENRICHMENT GUIDE FOR TEENS" (PUB. RELEASE DATE: SEPTEMBER 28, 2014).



DIANE KELLY

DIANE KELLY HAS SERVED AS EXECUTIVE DIRECTOR OF MENTAL HEALTH AMERICA OF ROANOKE VALLEY SINCE SEPTEMBER, 1987. SHE IS A GRADUATE OF HOLLINS COLLEGE AND DID GRADUATE WORK AT THE UNIVERSITY OF VIRGINIA. IN ADDITION TO SPEARHEADING HER ORGANIZATION'S COMMUNITY MENTAL HEALTH EDUCATION, PROFESSIONAL TRAINING, PROGRAMS FOR CHILDREN AND FAMILIES, AND MENTAL HEALTH ADVOCACY EFFORTS, SHE LED HER AGENCY TO LAUNCH THE ROANOKE VALLEY MENTAL HEALTH CARE COLLABORATIVE, A FREE CLINIC SERVING UNINSURED ADULTS, IN 1998. SINCE 2008, MENTAL HEALTH AMERICA HAS ORGANIZED AND SPONSORED CRISIS INTERVENTION TEAM TRAINING FOR LAW ENFORCEMENT OFFICERS IN THE ROANOKE VALLEY. KELLY IS CERTIFIED BY THE NATIONAL COUNCIL ON BEHAVIORAL HEALTH AS A FACILITATOR FOR BOTH THE ADULT AND YOUTH VERSIONS OF MENTAL HEALTH FIRST AID.



RANDY KRANTZ

RANDY HAS AN ASSOCIATES DEGREE IN PROFESSIONAL NURSING FROM VIRGINIA WESTERN COMMUNITY COLLEGE; A BACHELOR OF ARTS DEGREE IN PUBLIC SERVICE FROM LYNCHBURG COLLEGE; A MASTER OF ARTS DEGREE IN RELIGION FROM LIBERTY BAPTIST THEOLOGICAL SEMINARY (SUMMA CUM LAUDE); AND, A JURIS DOCTOR FROM THE UNIVERSITY OF RICHMOND T. C. WILLIAMS SCHOOL OF LAW. RANDY'S CAREER BEGAN AS A CRITICAL CARE NURSE AND LATER AS ASSISTANT PROFESSOR/DIRECTOR OF THE PARAMEDIC PROGRAM AT THE COLLEGE OF HEALTH SCIENCES. HE ENTERED LAW SCHOOL IN 1987 AT THE UNIVERSITY OF RICHMOND, GRADUATING IN 1990. AFTER PRIVATE PRACTICE, HE BECAME AN ASSISTANT COMMONWEALTH'S ATTORNEY IN 1992 AND WAS ELECTED BEDFORD'S COMMONWEALTH'S ATTORNEY IN 1995 WHERE HE STILL SERVES. AS COMMONWEALTH'S ATTORNEY, HE DEVELOPED THE BEDFORD COUNTY VIOLENT CRIME RESPONSE TEAM. HE IS ALSO LEGAL ADVISOR TO THE BEDFORD FORENSIC NURSE PROGRAM AND THE SOUTHERN VIRGINIA INTERNET CRIMES AGAINST CHILDREN TASK FORCE.

RANDY SERVED AS A CAPTAIN IN THE VIRGINIA ARMY NATIONAL GUARD JUDGE ADVOCATE GENERAL (JAG) CORPS IN THE POSITION OF CHIEF OF CRIMINAL LAW FOR THE 29TH INFANTRY DIVISION. RANDY TEACHES A VARIETY OF MED-LEGAL, LEADERSHIP AND ETHICS CONTINUING EDUCATION COURSES AT THE UNDERGRADUATE AND GRADUATE LEVELS.



FELISHA NGUYEN

FELISHA NGUYEN IS THE NEWEST MEMBER OF THE ROANOKE DIVERSITY CENTER'S BOARD OF DIRECTORS. SHE IS A RECENT GRADUATE OF THE UNIVERSITY OF VIRGINIA, WHERE SHE SERVED AS A LEADER AT THE UVA LGBTQ CENTER. SHE CURRENTLY LIVES WITH HER PARTNER IN ROANOKE, WHERE SHE WORKS AS AN EVENT COORDINATOR AND WEB DESIGNER.



LYNDA MCNUTT-FOSTER

LYNDA STARTED HER FIRST COMPANY AT 21 YEARS OF AGE IN ROANOKE, VA, WITH HER FIRST HUSBAND DAN, BEST PEST CONTROL, INC. NEXT WAS A SUCCESSFUL FULL SERVICE ADVERTISING AGENCY THAT HER CURRENT HUSBAND, ALLEN FOSTER, NOW OWNS AND OPERATES. LYNDA STEPPED DIRECTLY INTO MEDIA COMPANIES, ABC-13 (AS AN ACCOUNT EXECUTIVE) AND WHEELER BROADCASTING IN ROANOKE, VA, (AS THE DIRECTOR OF CLIENT MARKETING STRATEGIES) FOR A PERIOD OF 8 YEARS TO OBTAIN A PERSPECTIVE ON ADVERTISING AND MARKETING THAT WOULD RESULT IN A TRUE 360 VIEW THAT FEW MARKETING AND ADVERTISING SPECIALISTS OBTAIN BY THE AGE OF 45.

LYNDA GRADUATED FROM MIAMI DADE COLLEGE AND EARNED HER COACHING CERTIFICATION FROM THE SCHOOL OF HILTON JOHNSON. LYNDA IS CURRENTLY THE VICE PRESIDENT OF VOLTAGE LEADERSHIP CONSULTING WHERE SHE PROVIDES EXECUTIVE COACHING AND TRAINING IN THE AREAS OF PERSONAL BRANDING, EXECUTIVE PRESENCE, LEADERSHIP, PUBLIC RELATIONS AND COMMUNICATIONS. SHE IS ALSO THE FOUNDER AND PRESIDENT OF WWW.GOMONTI.COM. ALONG THE WAY, LYNDA WAS PART OF THE TEAM THAT LAUNCHED THE MOST SUCCESSFUL FACEBOOK PAGE FOR A COUNTRY MUSIC RADIO STATION IN THE UNITED STATES FOR WSIC, 94.9 STAR COUNTRY. IN JUST 6 SHORT WEEKS, THROUGH A DIRECT PROMOTION FOCUS, STAR COUNTRY'S FACEBOOK PAGE DEVELOPED MORE THAN 34,000 FANS.



CHIEF CHRIS PERKINS

CHRIS PERKINS WAS APPOINTED CHIEF OF THE ROANOKE POLICE DEPARTMENT ON OCTOBER 13, 2010. CHIEF PERKINS OVERSEES THE LARGEST POLICE DEPARTMENT IN SOUTHWEST VIRGINIA, LEADING A DEPARTMENT OF 248 SWORN OFFICERS AND 51 CIVILIAN EMPLOYEES. HE HAS BEEN A POLICE OFFICER FOR 22 YEARS WITH THE CITY OF ROANOKE POLICE DEPARTMENT.

CHIEF PERKINS HOLDS A BACHELOR OF ARTS FROM THE UNIVERSITY OF TENNESSEE, A MASTERS OF ARTS DEGREE FROM HOLLINS UNIVERSITY, AND A GRADUATE CERTIFICATE FROM THE UNIVERSITY OF VIRGINIA. HE IS AN ALUMNUS OF THE VIRGINIA INSTITUTE OF FORENSIC SCIENCE AND MEDICINE, THE PROFESSIONAL EXECUTIVE LEADERSHIP SCHOOL, THE NATIONAL CRIMINAL JUSTICE COMMAND COLLEGE, AND THE FBI NATIONAL ACADEMY. HE HAS PROVIDED CLASSROOM INSTRUCTION, IMPACTING HUNDREDS OF PROFESSIONALS IN LAW ENFORCEMENT, LOCAL AND STATE GOVERNMENT, EMERGENCY MANAGEMENT, AND COMMUNITIES ACROSS THE NATION. HE WAS RECOGNIZED AS INSTRUCTOR OF THE YEAR IN 2010 AND 2012 FOR HIS CONTRIBUTION TO THE LAW ENFORCEMENT COMMUNITY.



DR. PORTIA RAWLES

DR. PORTIA RAWLES IS A LICENSED CLINICAL PSYCHOLOGIST. SHE RECEIVED HER BACHELOR'S DEGREE FROM STANFORD UNIVERSITY AND DOCTORATE FROM REGENT UNIVERSITY. CURRENTLY, DR. RAWLES WORKS IN THE CAPACITY OF CLINICIAN, PROFESSOR AND CONSULTANT. DR. RAWLES PRESENTLY SERVES AS AN ASSISTANT PROFESSOR AT SOUTH UNIVERSITY IN THE CLINICAL MENTAL HEALTH COUNSELING MASTER'S PROGRAM AND PSYCHOLOGY DEPARTMENT. DR. RAWLES FORMERLY SERVED FOR FIVE YEARS AS AN ASSISTANT PROFESSOR OF PSYCHOLOGY IN THE DOCTOR OF PSYCHOLOGY (PSY.D.) PROGRAM AT REGENT UNIVERSITY. SHE IS THE FOUNDER OF RAWLES PSYCHOLOGICAL SERVICES, A MENTAL HEALTH ORGANIZATION PROVIDING QUALITY CLINICAL, CONSULTING, TRAINING AND PRESENTATION SERVICES. DR. RAWLES' SCHOLARLY AND CLINICAL AREA OF INTEREST IS A TRAUMA INFORMED PERSPECTIVE REGARDING THE VARIOUS SOCIETAL AND BEHAVIORAL HEALTH CHALLENGES THAT VULNERABLE POPULATIONS FACE. PRIOR TO BECOMING A CLINICAL PSYCHOLOGIST, DR. RAWLES SERVED 13 YEARS WITH NORFOLK FIRE AND PARAMEDICAL SERVICES, NOW NORFOLK FIRE AND RESCUE. SHE RETIRED AS A CAPTAIN BEING THE FIRST AFRICAN-AMERICAN WOMAN TO REACH THIS RANK.



GARY SAMUELS

AS A LEADER IN FIRE AND EMERGENCY MEDICAL SERVICES, GARY W. SAMUELS HAS OVER 34 YEARS OF EXPERIENCE IN MILITARY, VOLUNTEER, AND CAREER PUBLIC SAFETY AGENCIES. CURRENTLY, GARY IS A BATTALION CHIEF AND PARAMEDIC WITH THE COUNTY OF HENRICO DIVISION OF FIRE IN HENRICO, VIRGINIA WHERE HE IS RESPONSIBLE FOR EMERGENCY MEDICAL SERVICES AND HOMELAND SECURITY.

GARY HOLDS A MASTER'S DEGREE IN HUMAN RESOURCES MANAGEMENT FROM THE UNIVERSITY OF RICHMOND AND DUAL BACHELORS OF ARTS IN UNION LEADERSHIP AND ADMINISTRATION AND LABOR STUDIES FROM THE NATIONAL LABOR COLLEGE IN SILVER SPRING, MARYLAND. HE COMPLETED THE COUNTY OF HENRICO LEADERSHIP DEVELOPMENT PROGRAM LEVEL V CERTIFICATION IN 2011. GARY IS CURRENTLY ATTENDING THE GRADUATE CERTIFICATE PROGRAM AT THE NATIONAL FIRE ACADEMY EXECUTIVE FIRE OFFICER PROGRAM.



WALTER STEPHENS

WALTER BLAKE STEPHENS IS THE DEPUTY CHIEF OF OPERATIONS FOR FOREST VIEW VOL. RESCUE SQUAD AND HAS SERVED AS THE CHIEF OF OPERATIONS FOR SEVERAL YEARS. CHIEF STEPHENS OVERSEES OPERATIONS FOR ONE OF THE BUSIEST VOLUNTEER RESCUE SQUADS IN CHESTERFIELD COUNTY AND THE RICHMOND METRO AREA. HE HAS A STRONG EMS BACKGROUND AND HAS OVER 12 YEARS OF FIELD EXPERIENCE. HE IS EMPLOYED BY HANOVER FIRE AND EMS AS A CAREER FIREFIGHTER AND PARAMEDIC. HE OBTAINED HIS UNDERGRADUATE DEGREE FROM VIRGINIA COMMONWEALTH UNIVERSITY WITH CONCENTRATIONS IN ENVIRONMENTAL SCIENCE. HE CONTINUED ON TO OBTAIN HIS MASTER'S DEGREE IN HUMAN RESOURCE MANAGEMENT FROM THE UNIVERSITY OF RICHMOND WHERE HIS STUDIES FOCUSED ON ORGANIZATIONAL BEHAVIOR/DEVELOPMENT, HIGH PERFORMANCE TEAM DEVELOPMENT, AND BUILDING LEADERSHIP.



DR. STEVE STROSNIDER

J. STEVE STROSNIDER IS A LICENSED PROFESSIONAL COUNSELOR AND LICENSED MARRIAGE AND FAMILY THERAPIST WITH OVER 40 YEARS OF EXPERIENCE IN THE MENTAL HEALTH FIELD. FOR THE PAST 24 YEARS HE HAS WORKED CLOSELY WITH PUBLIC SAFETY PROFESSIONALS AND THEIR FAMILIES. HE IS THE MANAGING PARTNER OF PSYCHOLOGICAL HEALTH ROANOKE, PC/ADVANTAGE EAP IN ROANOKE VIRGINIA.



AMANDA TUCK

MAJOR AMANDA TUCK STARTED HER CAREER IN CORRECTIONS AT THE ROANOKE CITY SHERIFF'S OFFICE IN 1997 AND WORKED IN THE JAIL FOR SEVERAL YEARS BEFORE MOVING INTO A LAW ENFORCEMENT CAPACITY AS A CIVIL PROCESS/WARRANT SERVICE OFFICER. SHE HAS SERVED AS A SUPERVISOR IN THE COURT SECURITY/SERVICES DIVISION, TRAINING SERGEANT AND ACCREDITATION MANAGER BEFORE LEAVING THE AGENCY AS A MEMBER OF THE TRANSITION TEAM FOR THE WESTERN VIRGINIA REGIONAL JAIL. SHE WAS PROMOTED IN MARCH 2013 TO MAJOR OVER THE SERVICES DIVISION. MAJOR TUCK HOLDS A BACHELOR'S DEGREE IN CRIMINAL JUSTICE FROM ROANOKE COLLEGE AND A MASTER'S DEGREE IN CRIMINAL JUSTICE FROM RADFORD UNIVERSITY.



CHRIS TURNBULL

ON OCCASION, HE WENT BY THE CALL-SIGN BRAVO 9-5. FOR A NUMBER OF YEARS, IT WAS MORE LIKELY YOU'D SEE CHRIS TURNBULL IN ONE OF THE WORLD'S HOT SPOTS THAN IN ROANOKE. FREQUENT TRAVEL TO PAKISTAN, AFGHANISTAN AND ABOUT FIFTY OTHER DEVELOPING COUNTRIES KEPT HIM AWAY FROM HIS FAMILY FOR WEEKS ON END. IN FACT, HE JOKES ABOUT SEEING THE WORLD FROM THE BACKSEAT OF AN ARMORED TOYOTA LANDCRUISER. IT MAY COME AS NO SURPRISE THEN THAT HE AND HIS FAMILY HAVE RELOCATED TO THE PEACEFUL MOUNTAINS AND VALLEYS OF SOUTHWESTERN VIRGINIA.

CHRIS JOINED NEATHAWK DUBUQUE & PACKETT AS DIRECTOR OF STRATEGIC COMMUNICATIONS AND CRISIS MANAGEMENT AFTER A DISTINGUISHED CAREER WORKING FOR THE WORLD BANK, THE WORLD'S LARGEST INTERNATIONAL FINANCIAL INSTITUTION, HEADQUARTERED IN WASHINGTON, D.C. AT THE WORLD BANK, CHRIS WAS A VALUABLE MEMBER OF THE INSTITUTION'S EMERGENCY MANAGEMENT TEAM. THERE, HE PLAYED MULTIPLE ROLES IN THE BANK'S CRISIS RESPONSE INCLUDING THAT OF A COMMUNICATOR. HE CREATED CRISIS RESPONSE AND COMMUNICATION PLANS, DEVELOPED AND LED LEADERSHIP TRAINING PROGRAMS AND CONDUCTED MORE THAN 100 SIMULATIONS TO EXERCISE EXECUTIVE DECISION MAKING PROCESSES. CHRIS RECEIVED A MASTER'S DEGREE IN MANAGEMENT, WITH A FOCUS ON PUBLIC RELATIONS FROM THE UNIVERSITY OF MARYLAND UNIVERSITY COLLEGE. HE ALSO HOLDS A BACHELOR'S DEGREE IN ENGLISH FROM ROANOKE COLLEGE.



THOMAS WINN

TOM REPRESENTS EMPLOYERS IN THE FULL RANGE OF LABOR AND EMPLOYMENT LAW ISSUES, INCLUDING LITIGATION BEFORE STATE AND FEDERAL COURTS ACROSS THE COUNTRY WHILE PRACTICING AT WOODS ROGERS IN ROANOKE, VA. TOM HAS RECEIVED THE "AV-PREEMINENT" RATING FROM MARTINDALE-HUBBELL'S PEER REVIEW RATINGS SERVICE. HE IS NAMED IN THE BEST LAWYERS IN AMERICA IN THE LABOR LAW-MANAGEMENT, EMPLOYMENT LAW-MANAGEMENT, AND LITIGATION-LABOR AND EMPLOYMENT CATEGORIES. HE ALSO HAS BEEN CITED BY VIRGINIA BUSINESS MAGAZINE'S "LEGAL ELITE," VIRGINIA LIVING MAGAZINE, AND SUPER LAWYERS MAGAZINE IN THE LABOR AND EMPLOYMENT CATEGORY.

TOM GRADUATED FROM DUKE UNIVERSITY IN 1990. HE GRADUATED CUM LAUDE FROM THE UNIVERSITY OF RICHMOND SCHOOL OF LAW IN 1993, WHERE HE WAS A MEMBER OF THE MCNEILL LAW SOCIETY (TOP 10% OF CLASS) AND RECEIVED THE AMERICAN JURISPRUDENCE AWARD FOR EMPLOYMENT DISCRIMINATION LAW.



TOD WHITEHURST

TOD WHITEHURST, NCMT IS A NATIONALLY CERTIFIED MASSAGE THERAPIST AND A MEMBER OF THE AMERICAN MASSAGE THERAPY ASSOCIATION (AMTA). HE IS A CERTIFIED LAUGHING YOGA INSTRUCTOR AND THE FOUNDER OF THE LAUGHTER CLUB OF THE NEW RIVER VALLEY. IN LATE 2008 HE FORMED THE LAUGHTER CLUB OF THE NEW RIVER VALLEY WHERE ANYONE CAN EXPERIENCE THE BENEFITS OF INTENTIONAL SUSTAINED LAUGHTER FREE OF CHARGE. HE TRAVELS TO HOSPITALS, CANCER CENTERS, SCHOOLS, CHURCHES AND OTHER VENUES TO SHARE THIS WONDERFULLY HEALING THERAPY WITH THE LOCAL COMMUNITY.

TOD IS A FACULTY MEMBER OF THE BLUE RIDGE SCHOOL OF MASSAGE & YOGA WHERE HE TEACHES CLASSES IN HYDROTHERAPY, WORKPLACE MASSAGE, SPORTS MASSAGE, ETHICS AND HOT STONE THERAPY. HE IS A GRADUATE OF LYNCHBURG COLLEGE AND BLUE RIDGE SCHOOL OF MASSAGE AND YOGA HE IS CERTIFIED BY THE VIRGINIA BOARD OF NURSING AND THE NATIONAL CERTIFICATION BOARD FOR THERAPEUTIC MASSAGE & BODYWORK.

SESSION DESCRIPTIONS

10/09 THURSDAY

TRACT 1: 10:30AM-NOON

FORCED RETIREMENT- PAUL ANTONELLIS

[HIGH RISK PROFESSIONALS WHO HAVE COMMITTED THEIR LIVES TO CARRYING OUT THE MISSION OF THE ORGANIZATION OFTEN HAVE A DIFFICULT TIME WHEN FACED WITH A "FORCED" RETIREMENT (INJURY, ILLNESS, FAMILY EMERGENCY, OR DOWNSIZING). THE PROGRAM WILL IDENTIFY THE NEEDED EDUCATION, AWARENESS, AND SUPPORT FOR THE INDIVIDUAL, FAMILY, CO-WORKERS, AND THE ORGANIZATION WHEN DEALING WITH A FORCED RETIREMENT OR STANDARD RETIREMENT.]

SOCIAL MEDIA MADNESS- ANTOINETTE ARCHER

WORKFORCE HARMONICS- JEROME FREDERICK

[WORKFORCE HARMONICS INCORPORATES THE ELEMENTS OF COMMUNICATION, DIVERSITY AND TEAMWORK AT ALL LEVELS IN ORGANIZATIONS. IT IS THE ORCHESTRATION OF WORKFORCE ACTIVITIES PRODUCING PLEASING RESULTS WHILE HAVING FUN IN THE WORKPLACE. FREDERICK EMPLOYS A DIVERSE ARRAY OF MUSICAL STEEL DRUMS (DIFFERENT SIZE, COLORS AND FUNCTIONS) TO TEACH HARMONY IN THE WORKPLACE.]

CRISIS COMMUNICATIONS- CHRIS TURNBULL

INTERACTIVE EEO PRESENTATION- GLENN GAINES

[THIS INTERACTIVE PRESENTATION FOCUSES ON THREE IMPORTANT AREAS FRONT LINE AND SENIOR MANAGERS FACE TODAY. FIRST, PARTICIPANTS WILL BE BETTER PREPARED AND INFORMED OF THEIR ORGANIZATION'S RESPONSIBILITIES IN TERMS OF EEO, FEDERAL AND STATE COMPLIANCE REQUIREMENT. NEXT, PARTICIPANTS WILL LEARN THE ROLES THEY PLAY IN CREATING A FAIR, NON-HOSTILE ENVIRONMENT. FINALLY, FOR DEPARTMENTS RECEIVING FEDERAL FUNDS THROUGH GRANTS THERE ARE NUMEROUS REQUIREMENTS RELATED TO COMPLIANCE WITH EEO LAW THAT MUST BE ADHERED TO IN ORDER TO QUALIFY FOR AWARD AND RETENTION OF THESE GRANTS. THE PRESENTATION WILL END WITH AN OPEN QUESTION AND ANSWER PERIOD HOSTED BY THE PRESENTERS.]

TRACT 2: 1-2:30PM

POLITICS INFLUENCE CHANGE- PAUL ANTONELLIS

[ALL ORGANIZATIONS ARE BUILT AROUND POLITICAL, ETHICAL, SOCIAL, FORCES, AND DIFFERENCES IN VALUES, AND BELIEFS THAT HELP SHAPE THE CULTURE WITHIN THE ORGANIZATION. THIS PROGRAM WILL EXAMINE HOW DIVERSITY AND POLITICS CAN INFLUENCE CHANGE MANAGEMENT IN AN ORGANIZATION AND WHAT STEPS CAN BE TAKEN TO INCLUDE ALL MEMBERS OF THE GROUP TO PARTICIPATE IN OPEN, HONEST AND RESPECTFUL COMMUNICATION AND TO ENSURE THAT THE ORGANIZATION IS OPERATING AT PEAK PERFORMANCE.]

SOCIAL MEDIA- RANDY KRANTZ

[WHAT ARE THE "MYTHS" ASSOCIATED WITH THE USE AND MISUSE OF SOCIAL MEDIA? LEADERS, MANAGERS, FRONT LINE SUPERVISORS AND STAFF WILL BE PRESENTED WITH PRINCIPLES AND PRECEPTS INFORMING THEM HOW TO IDENTIFY, MANAGE AND REDUCE THE LEGAL AND ETHICAL RISKS ASSOCIATED WITH THE USE OF SOCIAL MEDIA.]

TITLE 7, EEO- VICTOR CARDWELL & THOMAS WINN

[AS A FIRST STEP TO MINIMIZING THE LIKELIHOOD OF DISCRIMINATION, HARASSMENT, AND WRONGFUL TERMINATION CLAIMS, EMPLOYERS SHOULD INSTILL THE ABC'S OF EFFECTIVE HUMAN RESOURCE MANAGEMENT IN THEIR SUPERVISORS AND MANAGERS. WE WILL PRESENT GENERAL MEASURES APPLICABLE TO ALL ORGANIZATIONS, REGARDLESS OF SIZE, AND DESIGNED TO INSTILL A SENSE OF DIGNITY, FAIRNESS AND RESPECT AMONG ALL EMPLOYEES. THIS PHILOSOPHY MUST BE EMBRACED AND PROMOTED FROM THE TOP DOWN.]

AMP UP YOUR INFLUENCE- LYNDA MNUTT-FOSTER

[THIS SESSION WILL HELP DEVELOP YOUR ABILITY TO QUICKLY IMPACT ANY SIZE AUDIENCE WETHER YOU ARE SPEAKING TO 1 OR 1,000. YOU WILL LEARN THE TECHNIQUES THAT POWERFUL SPEAKERS, PRESENTERS, AND LEADERS USE TO ENGAGE AND MOTIVATE OTHERS TO TAKE THE ACTION THAT'S NEEDED TO CHANGE OTHER PEOPLE'S BEHAVIORS.]

INTERACTIVE EEO WORKSHOP- GLENN GAINES

TRACT 3: 3-4:30PM

DMI- CHIEF CHRIS PERKINS

[THE DRUG MARKET INTERVENTION (DMI) IS AN INITIATIVE DESIGNED TO ADDRESS DRUG MARKETS AND THE VIOLENCE ASSOCIATED WITH DRUG CRIMES. OVERT DRUG MARKETS ARE DIRECTLY RELATED TO INCREASES IN VARIOUS CRIMES INCLUDING DISORDERS, PROSTITUTION, ROBBERY, AND ASSAULT. DRUG RELATED ACTIVITIES ALSO CONTRIBUTE DIRECTLY TO THE ECONOMIC DEVALUATION IN COMMUNITIES. DMI COMBATS THESE PROBLEMS BY ARRESTING VIOLENT OFFENDERS AND GIVING FIRST-TIME NON-VIOLENT DRUG OFFENDERS THE OPPORTUNITY TO REBUILD THEIR LIVES. THE HOPE IS THAT EARLY INTERVENTION WILL HELP INDIVIDUALS INVOLVED IN DRUG ACTIVITY MAKE BETTER LIFE CHOICES AND BECOME PRODUCTIVE MEMEBERS OF SOCIETY. DMI USES UNCONVENTIONAL METHODS SUCH AS: DIVERSITY OF RESOURCES, EFFECTIVE COLLABORATION WITH LOCAL, STATE AND FEDERAL STAKEHOLDERS AND COMMUNITY ENGAGEMENT. THESE METHODS HAVE BEEN PROVEN TO SHOW EQUITABLE INVOLVEMENT BY CITIZENS, POLICE, AND OTHER STAKEHOLDERS AND ARE CRUCIAL TO ROANOKE'S SUCCESS WITH DMI. WE HAVE APPROACHED THIS INITIATIVE, NOT AS A "PROGRAM" BUT AS A JOURNEY.]

DIVERSITY & INCLUSION- ARE WE THERE YET?- GWIN ELLIS

[INCLUSION HAS BECOME THE NEW PARADIGM FOR THE 21ST CENTURY WORKPLACE. DEMOGRAPHIC CHANGES IN THE WORKPLACE HAVE CREATED CHALLENGES AND OPPORTUNITIES FOR EMPLOYERS AND EMPLOYEES. HAS THE EMPHASIS ON DIVERSITY AND INCLUSION BROUGHT US TO A PLACE WHERE PEOPLE CAN DO THEIR BEST WORK, BECOME MORE PRODUCTIVE AND INFLUENCE POSITIVE REVENUE/PROFIT? ARE WE THERE YET? BETTER YET, ARE YOU THERE YET?]

CELEBRATING OUR RAINBOW COMMUNITY- FELISHA NGUYEN

[MEMBERS OF THE ROANOKE DIVERSITY CENTER PRESENT ON A PANEL FOCUSED ON ILLUMINATING THE LGBTQ COMMUNITY. THE PANEL WILL BE FOLLOWED BY A Q&A SESSION, WHERE ALL QUESTIONS NO MATTER HOW LARGE OR SMALL, ARE WELCOMED.]

WOMEN IN PUBLIC SAFETY- MAJOR AMANDA TUCK

[WOMEN IN PUBLIC SAFETY OFTEN FIND THEMSELVES WORKING UNDER CHALLENGING CONDITIONS THAT CAN HAVE DEVASTATING CONSEQUENCES BOTH PROFESSIONALLY AND PERSONALLY. THE MOST COMMON CONSEQUENCES" WOMEN BECOME CYNICAL, TOO AGGRESSIVE, PASSIVE OR FEARFUL. THIS WORKSHOP IS DESIGNED TO HELP WOMEN OVERCOME THESE CONDITIONS AND LIVE UP TO THEIR FULLEST PROFESSIONAL POTENTIAL WITHOUT LOSING THEMSELVES IN THE PROCESS.]

SESSION DESCRIPTIONS

10/10 FRIDAY

TRACT 1: 8:30-10AM

CRISIS COMMUNICATIONS- CHRIS TURNBULL

LEADERSHIP- GARY SAMUELS & WALTER STEPHENS

[THE "10 DIRECTIVES FOR A DIVERSE LEADER" LAYS THE FOUNDATION FOR LEADERS TO BECOME MORE INCLUSIVE AND DIVERSE IN SERVING EMPLOYEES. IN THE BEGINNING, THE LEADERS LEARN MORE ABOUT THEIR VALUE SET AND THE COMMITMENT IT REQUIRES TO MAINTAIN A PATH TO SUCCESS. WE WALK THROUGH UNDERSTANDING THE 21ST CENTURY GLOBAL WORKFORCE AND WHAT IT TAKES TO BECOME A MORE INCLUSIVE LEADER. EDUCATION IS A KEY TO BECOMING MORE KNOWLEDGEABLE AND ACCEPTING OF THE DIFFERENCES IN THE CULTURES, GENERATIONS, BACKGROUNDS, AND LIFESTYLES OF THE EMPLOYEES THEY SERVE. THROUGHOUT THE COURSE WE WILL BUILD ON THE ARTS OF COMMUNICATING ACROSS BARRIERS, CONFLICT RESOLUTION, ACTIVE LISTENING, AND COACHING EMPLOYEES.]

DMI- CHIEF CHRIS PERKINS

AMP UP YOUR INFLUENCE- LYNDA MCNUTT-FOSTER

MENTAL HEALTH FIRST AID- DIANE KELLY

[IN THIS SESSION WE WILL REVIEW THE SIGNS AND SYMPTOMS OF MAJOR MENTAL ILLNESSES INCLUDING DEPRESSION, BIPOLAR DISORDER, PTSD, AND SCHIZOPHRENIA WITH A FOCUS ON THE CLUSTER OF SYMPTOMS OFTEN REFERRED TO AS "PSYCHOSIS"; EXPLORE VERBAL DE-ESCALATION TECHNIQUES TO DEAL WITH AGGRESSIVE OR DISRUPTIVE BEHAVIORS]

TRACT 2: 10:30AM-NOON

SOCIAL MEDIA MADNESS- ANTOINETTER ARCHER

BRIDGING THE MULTI-GENERATIONAL GAP- RANDY KRANTZ

[IN THE 21ST CENTURY LEADERS MUST BE ABLE TO EFFECTIVELY "CONDUCT THE ORCHESTRA" TO LEAD AND INSPIRE A MULTI-GENERATIONAL WORKFORCE. CAN "BABY-BOOMERS" AND "MILLENNIALS" FORM SYNERGISTIC PARTNERSHIPS TO MAXIMIZE BOTH GROUPS' TALENTS AND STRENGTHS? WHAT IS A "CONTINUOUS LEARNING ORGANIZATION?" HOW CAN NEW CONCEPTS IN NEUROSCIENCE HELP LEADERS CREATE, NURTURE AND MAINTAIN EFFECTIVE "NEURAL NETWORKS" OF COMMUNICATION, COORDINATION AND COLLABORATION IN A DIVERSE ORGANIZATION? THIS PRESENTATION WILL HELP LEADERS IDENTIFY, APPRECIATE AND IMPLEMENT BEST PRACTICES THAT WILL HELP THEM LEAD ACROSS THE GENERATIONS TO ESTABLISH EFFECTIVE, EFFICIENT AND ETHICAL ORGANIZATIONS.]

DIVERSITY & RECRUITMENT- RUSSEL HAYDEN

[WITH PASSION FOR DIVERSITY AND RECRUITMENT, RUSSEL G. HAYDEN, CEO, FOUNDED FIREFIGHTER'S ABC'S IN 1999. THROUGH HUNDREDS OF CONVERSATIONS WITH FIRE DEPARTMENTS NATIONWIDE AND CANADA, FIREFIGHTER'S ABC'S OBSERVED A HOST OF CHALLENGES THAT HINDER THE FULFILLMENT OF DIVERSITY RECRUITMENT GOALS WITHIN THE FIRE SERVICE. MANY FIRE DEPARTMENTS PROCLAIM THAT RECRUITING QUALIFIED CANDIDATES, FROM DIVERSE BACKGROUNDS, IS LITERALLY LIKE FINDING THE PROVERBIAL "NEEDLE IN A HAYSTACK". WHILE SOME DEPARTMENTS DO A BETTER JOB THAN OTHERS, THE ANECDOTAL EVIDENCE CLEARLY INDICATES THAT THE VAST MAJORITY OF PROGRAMS ARE NOT SUSTAINED OVER TIME AND ARE NOT COMPREHENSIVE OR BROAD ENOUGH IN SCOPE. THIS LED MR. HAYDEN TO FORM THE FIREFIGHTER DIVERSITY RECRUITMENT COUNCIL AND TO COUPLE IT WITH THE NATIONAL RECRUIT DATABASE. THIS "POWER IN NUMBERS" APPROACH BENEFITS FROM THE COLLABORATION OF SHARED "BEST PRACTICES" AND THE BUDGETARY EFFICIENCIES OF SHARING A MUCH BROADER POOL OF DIVERSE CANDIDATES.]

TRAUMATIC GROWTH- DR. PORTIA RAWLES

[THIS WORKSHOP WILL PROVIDE AN OVERVIEW OF COMMON TERMINOLOGY AND CORE ISSUES ASSOCIATED WITH UNDERSTANDING AND TREATING TRAUMA AND TRAUMATIC STRESS. ADDITIONALLY, IT WILL EXPLORE EMERGING ASPECTS OF TRAUMA SUCH AS TRAUMATIC GROWTH.]

E-911: DIVERSITY IN PUBLIC SAFETY COMMUNICATIONS- MELISSA PAGE

TRACT 3: 1-2:30PM

LEADERSHIP- GARY SAMUELS & WALTER STEPHENS

TITLE 7,EEO- VICTOR CARDWELL & THOMAS WINN

THE PUBLIC SAFETY MARRIAGE/RELATIONSHIP- DR. STEVE STROSNIDER

[THIS PRESENTATION WILL PROVIDE AN ENHANCED UNDERSTANDING OF THE PROBLEMS ENCOUNTERED BY PUBLIC SAFETY PROFESSIONALS IN THEIR MARRIAGES AND ROMANTIC RELATIONSHIPS. STRATEGIES FOR SOLVING CONFLICT, WORKING TOGETHER WITH YOUR PARTNER IN HANDLING THE STRESS OF BEING A PUBLIC SAFETY PROFESSIONAL AND SUGGESTIONS FOR ENHANCING THE QUALITY OF RELATIONSHIPS WILL BE DISCUSSED.]

BULLYING- TY HOWARD

[THIS SESSION ADDRESSES QUESTIONS LIKE: WHAT IS BULLYING? WHY MUST IT BE ADDRESSED? WHY ARE SOME VICTIMS RETALIATING? HOW OFTEN DOES IT OCCUR? AND MANY MORE]

TRACT 4: 3-4:30PM

WOMEN IN PUBLIC SAFETY- MAJOR AMANDA TUCK

DIVERSITY & RECRUITMENT- RUSSELL HAYDEN

ROANOKE DIVERSITY ADVISORY COUNCIL- GWIN ELLIS
[A LOOK AT THE CITY OF ROANOKE'S DIVERSITY AND ADVISORY COUNCIL]

TRAUMATIC GROWTH- DR. PORTIA RAWLES

"LAUGHING YOGA": REDUCING STRESS & PTSD- TOD WHITEHURST

["LAUGHTER IS THE BEST MEDICINE". THE OLD ADAGE NOT ONLY IS A GREAT AXIOM IT IS NOW BACKED UP BY SCIENTIFIC STUDIES. EVIDENCE EXISTS TO PROVE THAT LAUGHTER REDUCES LEVELS OF STRESS IN THE HUMAN BODY. MOST OF US DON'T NEED SCIENCE TO TELL US LAUGHTER IS GOOD FOR US. WHAT WE DO NEED, IS HELP BRINGING MORE LAUGHTER INTO OUR LIVES. CHILDREN LAUGH BETWEEN 300-400 TIMES A DAY, THE AVERAGE ADULT LAUGHS 15 TIMES A DAY. AS WE CAN SEE THE AMOUNT OF LAUGHTER DECREASES AS WE AGE. HOWEVER, THE NEED FOR LAUGHTER AS A STRESS RELIEVER INCREASES ESPECIALLY FOR THOSE EXPOSED TO TRAUMA. IN THIS SESSION WE WILL DISCUSS THE THERAPEUTIC BENEFITS OF LAUGHTER. WE WILL ALSO DISCUSS THE CONTRADICTIONS WHEN DEALING WITH CERTAIN HEALTH CONDITIONS. FINALLY WE WILL ALL PARTICIPATE IN A THERAPEUTIC LAUGHTER SESSION BASED ON THE PRINCIPLES OF HASYA YOGA, BETTER KNOWN AS LAUGHTER YOGA.]



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