



20TH ANNUAL WEST POINT DIVERSITY & INCLUSION LEADERSHIP CONFERENCE

August 30, 2023 - August 31, 2023



“Shaping Tomorrow’s Defense: The Intersection of Diversity, Innovation, and National Defense”



WELCOME



OFFICE OF THE SUPERINTENDENT
UNITED STATES MILITARY ACADEMY
WEST POINT, NEW YORK 10996-5000

Dear Conference Participants,

Welcome to historic West Point and the United States Military Academy. Thank you for taking part in our 20th annual West Point Diversity and Inclusion Leadership Conference.

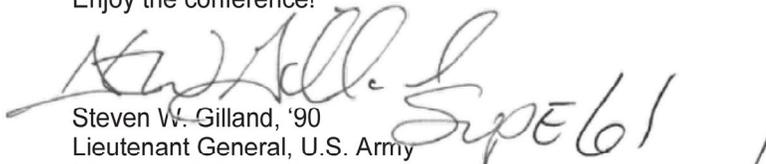
This year's conference theme is "Shaping Tomorrow's Defense: The Intersection of Diversity, Innovation, and National Defense." It aligns with this year's Academy-wide intellectual theme which will explore how innovation and technology is shaping modern warfare and national defense.

Innovation is at the heart of the National Defense Strategy and the United States Army's efforts to build the Army of 2030 and beyond. More than simply technological advancement, innovation also involves fostering a climate that promotes creative thinking to identify needs, develop solutions, and build the trust necessary to implement and integrate those solutions into the organization.

Thus, at the heart of innovation is people – cohesive teams that fully harness a broad and diverse range of backgrounds, experiences, and perspectives toward creative problem-solving. True innovation comes when we nurture and leverage the talents, skills, and experiences of every member of the team. That requires leaders of character who create climates of trust, dignity, and respect necessary to build diverse and inclusive cohesive teams who can integrate innovation in the short-term, as well as think "beyond the horizon" for the latter half of the 21st Century and beyond.

This year's conference brings together a diverse group of leaders and professionals from various disciplines to share their perspectives and experiences on building cohesive teams and developing innovative leaders for our Nation. We hope this conference inspires you to cultivate inclusive environments to foster innovation within your organizations.

Enjoy the conference!


Steven W. Gilland, '90
Lieutenant General, U.S. Army
61st Superintendent
U.S. Military Academy

*Super 61
Go Army!*





LOGISTICS

Parking During the Conference:

Parking is extremely limited on West Point, particularly in the Central Post Area (CPA) where conference events are scheduled, and where a CPA parking pass is required to park your vehicle. CPA passes are for staff and faculty only. For your convenience, we will provide a conference shuttle bus or van service on Wednesday and Thursday during the morning and afternoon. Plan to use the conference shuttle bus or van to avoid parking difficulties.

Recommended Parking Locations:

- **Wednesday and Thursday events:** West Point Club. Parking at Thayer Hotel or Buffalo Soldier Field. Wednesday and Thursday events there will be Conference Shuttle Bus Loop Buffalo Soldier Field/Thayer Hotel/West Point Club or a Conference Van Loop from Holiday Inn/West Point Club.
- **Wednesday evening DILC Reception:** Eisenhower "Ike" Hall. Transportation on your own. Parking is available at Ike Hall beyond 1600 and no CPA Pass is required.

Conference Shuttle Bus Loop Service Time:

Wednesday, August 30th, 2023

0730-0845 Buffalo Soldier Parking - Thayer Hotel - West Point Club
1615-1645 West Point Club - Buffalo Soldier Parking - Thayer Hotel

Thursday, August 31st, 2023

0730-0845 Buffalo Soldier Parking - Thayer Hotel - West Point Club
1515-1545 West Point Club - Buffalo Soldier Parking - Thayer Hotel

Conference Shuttle Van Time:

Wednesday, August 30th, 2023

0730-0845 Holiday Inn Hotel - West Point Club
1615-1645 West Point Club - Holiday Inn Hotel

Thursday, August 31st, 2023

0730-0845 Holiday Inn Hotel - West Point Club
1515-1545 West Point Club - Holiday Inn Hotel

West Point SMURFF Shuttle Bus Service:

The SMURFF shuttle bus begins at 7:30 am on Wednesday and Thursday, stopping at the north end of Buffalo Soldier Field (bus stop service leaves approximately every 30 minutes from designated locations from 7:00 am - 6:00 pm).

Conference Attire:

Civilian: Business Casual

- Women - Skirt, khakis or pants, open-collar or casual top, casual-style dress.
- Men - sport coat or blazer with slacks or khakis, dress shirt with optional tie, or casual button-down shirt, open-collar, or polo shirt.

Military: AGSU-B for Conference

- Wednesday Reception and Fireside Chat: Business Casual (see above).



WEST POINT DIVERSITY & INCLUSION LEADERSHIP CONFERENCE

AGENDA

Time	Event	Location
Wednesday, August 30th, 2023		
0730-0845	Conference Shuttle	Buffalo Soldier Parking Thayer Hotel West Point Club
0745-0845	Registration and Continental Breakfast	Grand Ballroom West Point Club
0845-0850	Welcome <i>Ms. Lisa M. Benitez '88 – West Point Chief Diversity Officer</i>	Grand Ballroom West Point Club
0850-0930	<u>USMA Leadership Welcome</u> West Point Superintendent <i>Lieutenant General Steven W. Gilland '90</i> Command Sergeant Major, USMA <i>Command Sergeant Major Phil K. Barretto</i> Dean of the Academic Board, USMA <i>Brigadier General Shane R. Reeves '96</i> Commandant, USMA <i>Brigadier General Lori L. Robinson '94</i> Command Sergeant Major, USCC <i>Command Sergeant Major Robert T. Craven</i>	Grand Ballroom West Point Club
0930-0940	President and Chief Executive Officer of the West Point Association of Graduates <i>Mr. Mark Bieger '91</i> <i>Mr. Herman Bulls '78, Vice Chair, WPAOG Board of Directors</i>	Grand Ballroom West Point Club
0940-0950	Principal Deputy Assistant Secretary of the Army for Manpower & Reserve Affairs <i>Ms. Yvette K. Bourcicot</i>	Grand Ballroom West Point Club
0950-1035	Workshop – Theme: “Conversations not Confrontations” <i>Colonel Caprissa S. Brown-Slade, Army Chief Diversity Officer,</i> <i>U.S. Army Equity and Inclusion Agency</i>	Grand Ballroom West Point Club
1035-1045	BREAK	
1045-1150	Panel - “Diversity in National Security: Views from Academia and Practice” <i>Ms. Zainab Ahmad, Partner, NY Office Gibson, Dunn & Crutcher</i> <i>Mr. Ravi Satkalmi, USCP Director of Intelligence</i> <i>Dr. Nakissa P. Jahanbani, Assistant Professor and Researcher</i> <i>Combating Terrorism Center, Department of Social Science, USMA</i> Moderated by: <i>Dr. Rachel Yon, Executive Officer, Combating Terrorism Center</i> <i>Associate Professor, Department of Social Science, USMA</i>	Grand Ballroom West Point Club
1150-1245	(Buffet Opens) TABLE TALK & LUNCH	
1245-1330	Workshop – Theme: “Inclusive Intelligence” <i>Mr. Terry L. Allbritton Executive Director, Diversity, Equity, Inclusion and Assault and Harassment Prevention Office (DEI&AHPO) Veterans Health Administration</i>	Grand Ballroom West Point Club



AGENDA

Time	Event	Location
Wednesday, August 30th, 2023		
1330 -1400	<p>Guest Speaker Mr. Abdul Subhani <i>USMA Distinguished Chair of Innovation and Strategic Engagement, President and Chief Executive Officer of Centex Technologies</i></p>	Grand Ballroom West Point Club
1400-1410	BREAK	
1410-1505	<p>Panel – Theme: “Measuring DEI Success” <i>Dr. Jerry Bell Jr. ‘98, Owner JBJ Business Group Colonel Paul F. Evangelista ‘96, USMA Chief Data Officer Dr. Milton J. Perkins, Senior Vice President ActOne Government Solutions, Inc.</i></p> <p>Moderated by: <i>Dr. Russell Stevenson, Deputy Director, Academic Research Division, USMA</i></p>	Grand Ballroom West Point Club
1505-1515	BREAK	
1515-1615	<p>Panel – Theme: “USMA International Cadet Program” <i>Mr. Brent Matthews, Associate Dean for Academic Enrichment, USMA Major Conor Downs, USMC, Cell Chief, MS300, Department of Military Instruction, USMA Mr. J. Shane Hatcher, Chief of International Affairs, USMA Dr. Michelle M. Gerdes, Lecturer, Center for Enhanced Performance, USMA Cadet Sarra Salah ‘26, Team Leader, H3 and International Cadet</i></p> <p>Moderated by: <i>Dr. Ruth Beitler, Professor of Comparative Politics, Department of Social Sciences, USMA</i></p>	Grand Ballroom West Point Club
1615-1620	Day 1 Wrap-Up	West Point Club
1615-1645	Conference Shuttle	West Point Club Buffalo Soldier Parking Thayer Hotel
1615-1730	AFTERNOON BREAK	
<p>Evening Reception/Fireside Chat - Wednesday, August 30th, 2023 Location: Eisenhower “Ike” Hall</p>		



WEST POINT DIVERSITY & INCLUSION LEADERSHIP CONFERENCE

AGENDA

Time	Event	Location
Evening Reception/Fireside Chat - Wednesday, August 30th, 2023		
1730-1930	<p>Reception – Performances by the Gospel Choir, and the Jewish Chapel Choir</p> <p><i>Featuring Cultural & Diversity Cadet Clubs</i></p> <p style="text-align: center;"> <i>Asian-Pacific Forum Corbin Forum Cultural Affairs Seminar Japanese Forum Korean-American Relations Seminar Latin Cultural National Society of Black Engineers Native American Heritage Forum West Point Humanist Association Society of Hispanic Professional Engineers Society of Women Engineers Spectrum Vietnamese-American Cadet Association International Cadets Chinese Language Black Cultural Arts Forum Excel Scholars</i> </p>	<p>Crest Hall (3rd Floor) Eisenhower “Ike” Hall</p>
1930-2030	<p style="text-align: center;">Fireside Chat with Keynote Speaker</p> <p style="text-align: center;">Theme: “Diversity - a SOF Operational Imperative”</p> <p style="text-align: center;"><i>General (R) Richard “Rich” Clarke ‘84, Former Commander, U.S. Special Operations Command</i></p> <p style="text-align: center;">Featuring Guest:</p> <p style="text-align: center;"><i>Captain Jason Birch ‘99, U.S. Naval Academy 3rd Battalion Officer</i></p> <p style="text-align: center;">Moderated by: <i>Colonel Sean M. Morrow ‘01, Director, Combating Terrorism Center at West Point, USMA</i></p>	<p>Theatre (4th Floor) Eisenhower “Ike” Hall</p>
Thursday, August 31st, 2023		
0730-0845	Conference Shuttle	<p>Buffalo Soldier Parking Thayer Hotel West Point Club</p>
0745-0845	Registration and Heart Healthy Breakfast	<p>Grand Ballroom West Point Club</p>
0745-0845	<p style="text-align: center;">Come Join Us for a Breakfast Table Talk</p> <p style="text-align: center;"><i>Dr. Tinaz Pavri, Professor of Political Science, Division Chair, Social Sciences and Education, Founding Director, Asian Studies Program, Spelman College</i> <i>Ms. Lori A. Sheetz, Director, Center for Leadership and Diversity in STEM Department of Mathematical Sciences, USMA</i></p> <p style="text-align: center;"><i>Ms. Priscilla “Pat” Locke ‘80, “Pat’s Boot Camp”</i></p>	<p>Grand Ballroom West Point Club</p>
0845-0850	<p style="text-align: center;">Day 2 Welcome/Update <i>Ms. Lisa M. Benitez ‘88, West Point Chief Diversity Officer</i></p>	<p>Grand Ballroom West Point Club</p>



AGENDA

Time	Event	Location
Thursday, August 31st, 2023		
0850-1015	<p>Panel - Theme: “Diversity is Universal” Honorable Charles F. Bolden Jr., Major General, USMC, Retired Former Administrator of NASA Dr. Ramsey Smith, Special Assistant, Office of the Assistant Secretary of the Air Force Space Acquisition and Integration Colonel (Ret.) Robert Shane Kimbrough '89, Astronaut Retired</p> <p>Moderated by: Lieutenant Colonel William Koch '04, Academy Professor and Program Director for Space Science, Department of Physics and Nuclear Engineering, USMA</p>	Grand Ballroom West Point Club
1015-1025	BREAK	
1025-1140	<p>Panel – Theme: “Best Practices on Recruiting, Hiring, and Retention” Brigadier General Pascal Godbout, CD Commandant, Royal Military College of Canada Mr. Dan Streetman '90, CEO Tanium Major Steven Papenthien, Deputy G1, USMA</p> <p>Moderated by: Colonel Archie Bates '96, Deputy Department Head, Department of Behavioral Sciences and Leadership, USMA</p>	Grand Ballroom West Point Club
1140-1220	(Buffet Opens) TABLE TALK & LUNCH	
1220-1330	<p>Panel - Theme: “The Future of College Admissions” Dean Miriam Ingber, Associate Dean of Admissions and Financial Aid, Yale Law School Professor Benjamin H. Barton, Distinguished Professor of Law, The University of Tennessee, College of Law, Knoxville</p> <p>Moderated by: Colonel Winston S. Williams, Department Head, Department of Law, USMA</p>	Grand Ballroom West Point Club
1330-1340	BREAK	
1340-1510	<p>Panel - Theme: “Innovation Through Diversity Research” Dr. Eric L. Moore, SES, Deputy to the Commanding General, U.S. Army Futures Command, Combat Capabilities Development Command Dr. Willie E. May, Vice President, Research and Economic Development, and Professor of Chemistry, Morgan State University Dean Marcus S. Cox, Dean of The College of Humanities and Social Sciences at Fayetteville State University Dr. Aurelia Williams, Senior Vice Provost for Academic and Faculty Affairs, Norfolk State University</p> <p>Moderated by: Dr. Susan Richardson, Vice Dean for Academic Affairs, USMA</p>	Grand Ballroom West Point Club
1510-1515	Conference Wrap-Up	Grand Ballroom West Point Club
1515-1545	Conference Shuttle	West Point Club Buffalo Soldier Parking Thayer Hotel
1515-1700	<p>WPAOG Hosted Conference Networking Pat Orland '82, Chief Operations Officer Terence Sinkfield '99, VP of Alumni Support</p>	Benny Haven’s Bar (1 st Floor) West Point Club



CHIEF DIVERSITY OFFICER



Lisa M. Benitez '88
Chief Diversity Officer
United States Military Academy

Lisa M. Benitez is the Chief Diversity Officer at the United States Military Academy, West Point, NY. In this role within the Office of Diversity, Inclusion and Equal Opportunity, she serves as the Senior Advisor and Consultant to the Superintendent, Chief of Staff, as well the liaison to top management officials on matters of Diversity, Equity and Inclusion (DEI).

She is responsible for the development, advancement and promulgation of DEI strategies, programs, training, and outreach events.

Prior to becoming the Chief Diversity Officer, she held various key leadership positions at the West Point Association of Graduates, within the Office of Development. She served as a Director in various capacities over 23 years culminating as a Senior Director. In June 2020 she transitioned to manage the Diversity & Inclusion Outreach Programs for the United States Military Academy's Office of Diversity, Inclusion and Equal Opportunity. In this role, she engaged with leaders in key, priority cities to provide STEM, Leadership and Ethics training to middle school and high school students. In this capacity she also worked closely with various alumni and alumni affinity groups that support diversity, equity and inclusion initiatives.

A native New Yorker, Ms. Benitez earned a Bachelor's degree from the United States Military Academy in 1988, a Master's degree in Public Administration from John Jay College of Criminal Justice in 2016 and a Diversity & Inclusion HR Certificate from Cornell University in 2021. As a cadet she earned All-American Honors in both Cross Country and Track & Field. Upon graduation from West Point she served as an officer in the 43rd Engineer Battalion in Fort Benning, GA. She continues to compete in national and international running competitions with her husband, COL (Ret) Michail "Gus" Huerter. In her free time she enjoys traveling, gardening, reading and helping others. She serves on the boards of West Point Women and the Urban Dream Initiative.



PRESENTER



Mr. Mark Bieger '91
President and Chief Executive Officer of the
West Point Association of Graduates

Mark Bieger was born in Fort Huachuca, AZ in 1969. He grew up around the country as his father was a non-commissioned officer in the U.S. Army. He attended high school in Phoenix, Arizona and received an appointment to the United States Military Academy at West Point. He graduated in 1991 and commissioned into the U.S. Army as an infantry officer.

Over the next 28 1/2 years, he served in leadership positions from platoon leader, to company, battalion, and brigade commander and in staff positions from tactical headquarters to the Army Staff in the Pentagon, the U.S. Central Command in MacDill Air Force Base in Tampa, Florida and the U.S. Army's Pacific Command at Fort Shafter, Hawaii. He and his family served and lived at posts across the country to include Forts Riley, Richardson, McNair, Leavenworth, and Lewis.

He deployed twice to Iraq in support of Operation Iraqi Freedom in and around Mosul and Baghdad. At the end of his Army career, he served as the Chief of Staff of his Alma Mater, the United States Military Academy at West Point and retired in March of 2020. Upon retirement from the U.S. Army, Mark assumed the responsibilities as the Chief of Staff of the University of South Carolina. His responsibilities included coordinating and synchronizing the strategic efforts of the university and the numerous activities in the accomplishment of the academic, research and athletic mission and pursuit of the university vision. He then moved to Baton Rouge, Louisiana to join the administration and team at Louisiana State University as the Vice President of Strategy. In that position, he was primarily responsible for coordinating the strategic planning efforts for both the Flagship University and the LSU System.

On August 1st, 2023, Mark returned to his alma mater and began his tenure as President & CEO of the West Point Association of Graduates whose mission is to Serve West Point and the Long Gray Line.

Mark holds a Bachelor of Science Degree in Civil Engineering from the United States Military Academy and three Master's Degrees in Human Resource Management (Webster University), Advance Military Studies (School of Advanced Military Studies in Fort Leavenworth, KS) and National Security and Strategic Studies (U.S. Naval War College in Newport, RI).

Mark and his wife, Amy, originally from Sutter, Illinois, have been married for 31 years. They have three sons: Addison (Class of 2016), Joshua (Class of 2018) and Owen (Class of 2023), two wonderful daughters-in-law Tessa and Carolyn (Class of 2018) and four grandchildren, Colette, Charlotte, Emerson and Rowan.



PRESENTER



**Mr. Herman Bulls '78,
Vice Chair, Board of Directors
West Point Associate of Graduate**

Herman E. Bulls is Vice Chairman, Americas, an International Director, and the founder of JLL's highly acclaimed Public Institutions business unit. This group specializes in delivering comprehensive real estate solutions to federal, state, and local governments, non-profit organizations, and higher education institutions. As Vice Chairman, Mr. Bulls works with the firm's largest clients to devise and implement integrated real estate strategies to lower occupancy costs and increase productivity. During over 32 years at JLL, Mr. Bulls has worked in development, investment management, asset management, facilities operations, and business development/retention. He provides thought leadership and strategic guidance within the firm and to senior-level client executives on real estate occupancy, the environment, corporate governance, and social trends. Mr. Bulls has served as an expert witness on real estate matters in court and testified before Congressional committees on real estate issues.

Mr. Bulls co-founded and served as President and CEO of Bulls Capital Partners, a multi-family financing company that partnered with Fannie Mae, SunTrust, and Goldman Sachs. Additionally, he founded Bulls Advisory Group, LCC, a management and real estate advisory firm. These entrepreneurial experiences provide him great insight into new product development, talent management, as well as mergers and acquisitions. Before joining JLL, Mr. Bulls completed almost 12 years of active-duty service with the United States Army. His last active-duty assignments were working in the Office of the Assistant Secretary of the Army for Financial Management at the Pentagon and as an Assistant Professor of Economics and Finance at West Point. He has completed the Army's Airborne, Ranger, and Command and General Staff College courses and served overseas in the Republic of Korea. He retired as a Colonel in the U.S. Army Reserves in 2008 and received the Legion of Merit award for his leadership and strategic thinking skills.

Mr. Bulls serves on several public, private and not-for-profit boards, including Comfort Systems, USA (NYSE: FIX), Host Hotels (NASDAQ: HST), American Campus Communities (NYSE: ACC), and USAA. He also serves on the Real Estate Advisory Committee for New York State Teachers' Retirement System and the board of Collegis Education, a private education technology firm. Former corporate board experience includes Tyco (NYSE), Exelis (NYSE), Computer Science Corporation (NYSE), and Rasmussen College. Not-for-profit board experience consists of the national American Red Cross Board of Governors, the West Point Association of Graduates, and the Military Bowl, an NCAA sanctioned football bowl game.

Mr. Bulls received a B.S. degree in engineering from the United States Military Academy at West Point, where he played intercollegiate football, and an MBA in finance from Harvard Business School, where he was section president.



PRESENTER



Yvette K. Bourcicot

Principal Deputy to Assistant Secretary of the Army for Manpower and Reserve Affairs Washington, D.C.

Ms. Yvette K. Bourcicot is currently serving as the Principal Deputy Assistant Secretary of the Army for Manpower and Reserve Affairs. In this role, she serves as the principal advisor to the Assistant Secretary of the Army for Manpower and Reserve Affairs on all matters related to the Army People Strategy. She provides advice to Army Senior Leaders on manpower, personnel, and Reserve Component affairs for the Department of the Army to the Assistant Secretary of the Army for Manpower and Reserve Affairs for policy and performance oversight of human resources, training, readiness, mobilization, military health affairs, force structure, manpower management, equal opportunity, equal employment opportunity, marketing, and other critical matters. Previously, she served as the Acting Assistant Secretary of the Army for Manpower and Reserve Affairs from January 2022 to December 2022.

CAREER CHRONOLOGY:

- 2020 – 2022: Policy Communications Director, Match Group Inc., Washington, DC
- 2019 – 2020: Policy Manager, AirBnB Inc., Washington, DC
- 2018 – 2019: Policy Communications Manager, Facebook Inc., Washington, DC
- 2016 – 2018: Associate Deputy General Counsel, Office of Legal Counsel, Department of Defense, Washington, DC
- 2014 – 2016: Senior Advisor, International Humanitarian Policy, Office of the Undersecretary of Defense for Policy, Washington, DC
- 2012 – 2014: Special Assistant to the Army General Counsel, Washington, DC
- 2010 – 2012: Law Offices of Yvette Bourcicot, Rockville, MD
- 2000 – 2010: United States Air Force Officer

COLLEGE:

Juris Doctor, Georgetown University, Funded Legal Education Program and Dean’s Scholar
Bachelor of Arts, Princeton University, Type I Air Force ROTC Scholar

CERTIFICATIONS:

Licensed to practice law in the District of Columbia, District of Maryland, and Maryland

Awards and Honors:

- Meritorious Service Medal
- Air Force Commendation Medal
- Army Commendation Medal

Professional memberships and associations:

- American Bar Association Standing Committee on Law and National Security, Advisory Committee Member, 2015 – Present
- Co-host of weekly podcast “National Security Law Today,” 2015 – 2022
- Truman National Security Project, Defense Council Member, 2014 – Present





WORKSHOP FACILITATOR



COL Caprissa S. Brown-Slade
Army Chief Diversity Officer
U.S. Army Equity and Inclusion Agency
Office of the Assistant Secretary of the Army
(Manpower and Reserve Affairs) Washington, D.C.

Colonel Caprissa S. Brown-Slade is a native of Hassell, North Carolina. In 1997, she earned her Bachelor of Science degree in Elementary Education and Social Sciences (summa cum laude) and received her commission as a Transportation Officer through the Reserve Officer Training Corps of Elizabeth City State University, North Carolina. In 2000, she completed her Master's Degree in Interdisciplinary Studies at National Louis University, Illinois. In 2008, COL Brown-Slade transferred to the Logistics Corps.

Colonel Brown-Slade's assignments included: Truck Platoon Leader, Executive Officer, Highway Operations Officer, Support Operations Officer, and Assistant Installation Coordinator, 109th Transportation Company, 28th Transportation Battalion, Mannheim, Germany; served numerous positions in the 142nd Corps Support Battalion, Fort Polk, LA; SPO Material Officer, Commander of the Headquarters and Headquarters Detachment, Rear S2, S3, Detachment Commander, SPO Transportation Officer, and concluded tour as Commander 603rd Transportation Company, Fort Polk, LA; Gun Truck Escort Officer in support of Operation Iraqi Freedom III; Commander for the Clarksville Recruiting Company, Clarksville, TN; SPO Distribution Officer, in support of Operation Enduring Freedom, Afghanistan and 82nd Sustainment Brigade, Fort Bragg, NC; Battalion Executive Officer, 264th Combat Sustainment Support Battalion, Fort Bragg, NC; Brigade S4 and Brigade Executive Officer, 528th Sustainment Brigade (Special Operations) (Airborne), Fort Bragg, NC; Afghanistan National Special Forces Logistics Officer, NATO Special Operations Command.

Afghanistan/Special Operations Joint Task Force in Afghanistan; Battalion Commander, 21st Special Troops Battalion, 21st Theater Sustainment Commander, Kaiserslautern, Germany; Deputy Commander of the 7th Transportation Brigade (Expeditionary), Joint Base Langley Eustis; Director of the Army's Sustainment Concepts and Battle Lab Division, Sustainment Capabilities Development and Integration Directorate, Futures and Concepts Center, Army Futures Command. She currently serves as the Army's Chief Diversity Officer, Deputy Assistant Secretary of the Army Equity and Inclusion (DASA E&I) Agency, Assistant Secretary of the Army Manpower and Reserve Affairs (ASA M&RA).

Her awards and decorations include the Legion of Merit, Bronze Star Medals (2), Defense Meritorious Service Medal, Meritorious Service Medals (4), Army Commendation Medals (4), the Army Achievement Medal, the Military Outstanding Volunteer Service Award, National Defense Medal with Star device, Armed Forces Expeditionary Medal, Iraq Campaign Medal, Kosovo Campaign Medal, Global War On Terrorism Service Medal, Army Service Ribbon, Overseas Service Ribbon (2), Kosovo NATO Medal, ISAF NATO Medal, Recruiter Badge, Basic Parachutist Badge, and the German Parachute Badge.

Colonel Brown-Slade is the wife of Nicholas Slade. She is the mother to Nicholas Slade Jr. and Serenity Slade, currently attending Winston Salem State University, North Carolina.





“Diversity in National Security: Views from Academia and Practice”



Ms. Zainab Ahmad,
Partner, New York Office Gibson, Dunn & Crutcher

Zainab Ahmad is a partner in the New York office of Gibson, Dunn & Crutcher. She is co-chair of the firm’s National Security Practice Group and a member of the White-Collar Defense and Investigations, Privacy, Cybersecurity and Data Innovation and Labor and Employment Practice Groups. Ms. Ahmad served as Senior Assistant Special Counsel in Special Counsel Robert S. Mueller’s Office following a successful career as a prosecutor and trial lawyer at the Department of Justice in both Washington, D.C. and the Eastern District of New York. As former Deputy Chief of the National Security and Cybercrime section at the U.S. Attorney’s Office in the Eastern District of New York, Ms. Ahmad supervised a unit of over 20 attorneys, investigators, and staff prosecuting sensitive counterterrorism, counterespionage and cybercrime cases. Ms. Ahmad’s practice focuses on white collar defense and investigations, as well as regulatory and civil litigation challenges, such as matters involving corruption, anti-money laundering, sanctions and FCPA issues. She also advises clients on cybercrime and intellectual property issues, including handling investigations, enforcement defense, and litigation. She has extensive experience with a wide range of federal, state, and international cybersecurity laws, regulations, and standards.

Prior to joining Gibson Dunn, Ms. Ahmad was a prosecutor with the U.S. Department of Justice for 11 years. She most recently served as a Senior Assistant Special Counsel in Special Counsel Robert S. Mueller’s Office from 2017 to 2019. Prior, she served as an Assistant U.S. Attorney at the U.S. Attorney’s Office in the Eastern District of New York, where her roles included Deputy Chief of the National Security and Cybercrime section. During her tenure, she prosecuted and supervised some of the most complex international terrorism investigations in the United States, focusing on al-Qaeda, ISIS and attacks against U.S. military personnel and U.S. diplomats abroad. In pursuit of these extraterritorial national security investigations, she worked closely with the FBI, U.S. intelligence community, Department of State and Department of Defense, and she frequently traveled to Europe, the Middle East and Africa to negotiate with foreign law enforcement officials and regulators for access to evidence and testimony, and to collaborate with foreign counterparts regarding mutual legal assistance requests and extradition assurances. Her work was chronicled in a *The New Yorker* feature article, “Taking Down Terrorists in Court.”

During her career, Ms. Ahmad was seconded twice to Washington, D.C., serving in 2016 as Counselor for Transnational Organized Crime and International Affairs and in 2017 as Acting Deputy Assistant Attorney General in Washington, D.C., where she was responsible for supervising about 70 prosecutors in three sections: Organized Crime & Gangs, Human Rights and Special Prosecutions, and Capital Cases, including the filter team handling the “Panama Papers”-related investigations.

Drawing on her experience, Ms. Ahmad has played an active role in the advancement of global cybercrime laws and regulations. She previously represented the DOJ at meetings of the World Economic Forum’s Cybercrime Workshop and participated in development of WEF’s Guidance on Public-Private Information Sharing Against Cybercrime. She also organized and led a Cybercrime Roundtable with former FBI Director James Comey and General Counsel and C-suite executives from various industries, including banking, media, health care and pharmaceutical companies, to discuss improved public-private partnership in combatting cybercrime.

Ms. Ahmad has been named among Global Investigation Review’s “Top Women in Investigations” for 2021. She was also named by Benchmark Litigation as a 2021 “Future Star” and by Crain’s New York Business to the 2020 list of “Notable Women in Law.” Ms. Ahmad has been honored with the Attorney General’s Award for Excellence in Furthering the Interests of U.S. National Security, New York City Bar Association’s Henry L. Stimson Medal recognizing Outstanding Assistant U.S. Attorneys, Executive Office of U.S. Attorneys Director’s Award for Superior Performance, FBI Director’s Award for Excellence in International Operations, U.K. Northwest Counter Terrorism Unit Commander’s Commendation, Federal Law Enforcement Foundation’s Federal Prosecutor of the Year Award, and the Society of Asian Federal Officers’ Prosecutor of the Year Award.

Ms. Ahmad received her law degree in 2005 from the Columbia University School of Law, where she received the Hamilton Fellowship (full scholarship for academic excellence), was a James Kent Scholar and a Harlan Fiske Stone Scholar, and served as the Senior Editor of the Columbia Law Review. She served as a law clerk for Judge Jack B. Weinstein of the U.S. District Court for the Eastern District of New York from 2006 to 2007 and for Judge Reena Raggi of the U.S. Court of Appeals for the Second Circuit from 2007 to 2008.



“Diversity in National Security: Views from Academia and Practice”

PROFESSIONAL PANEL



Mr. Ravi Satkalmi
USCP Director of Intelligence

Ravi Satkalmi is an intelligence executive with over 15 years of experience in national security, counterterrorism, and law enforcement. He serves as the Director of Intelligence for US Capitol Police (USCP), leading a team charged with identifying and interdicting threats to the US Capitol and Members of Congress.

He previously served with the New York City Police Department for over a decade, departing in 2022 as Director for Intelligence Analysis. In that role, Mr. Satkalmi helped lead the core analytical unit integral to the department’s counterterrorism investigations, shaped the NYPD’s understanding of strategic threat, and established analytical efforts to combat gun violence.

Mr. Satkalmi has also served as a South Asia analyst for the Department of Defense specializing in political and military matters. In that role, he completed two deployments to Afghanistan supporting senior leadership in theater.

Mr. Satkalmi holds an MA in International Relations from the Johns Hopkins University School of Advanced International Studies and a BS in Business Management from the Peter J. Tobin College of Business at St. John’s University in New York. He is a member of the Council on Foreign Relations and a Fulbright fellow.



Dr. Nakissa P. Jahanbani
Assistant Professor and Researcher
Combating Terrorism Center, Department of Social Science, USMA

Dr. Nakissa Jahanbani is an Assistant Professor in the Department of Social Sciences and a researcher at the Center. She studies political violence, focusing on questions of state-proxy relationships, specifically Iran’s network of proxies in the Middle East and the African continent. Relatedly, her dissertation explores related state-proxy questions through regression and network analysis. She has published in the Journal of Conflict Resolution, Small Wars and Insurgencies, and Journal of Political Science Education. She is fluent in Persian and is learning Arabic. She was an ICPSR

Clifford C. Clogg Scholarship recipient and later a teaching assistant in the same program.



Moderator
Dr. Rachel Yon
Executive Officer, Combating Terrorism Center, Associate Professor
Department of Social Science, USMA

Dr. Rachel Yon is an Associate Professor in the Department of Social Sciences and Executive Officer in the Combating Terrorism Center at the United States Military Academy where she currently runs the Center’s multi-million dollar budget and teaches classes in the Combating Terrorism Center’s Terrorism Minor and the American Politics stem of the Department of Social Sciences.

She completed a J.D. at the Fredric G. Levin College of Law at the University of Florida in 2004 with a specialization in Family Law and was admitted to the Florida Bar that same year. With research concentrations in the fields of Public Policy, American Government, and Methodology, she completed her Ph.D. in Political Science at the University of Florida in the summer of 2015. Her dissertation research focused on the public policy making process and legislation that has been passed on the juvenile justice system and disproportionate female and minority contact.

She is a published author with current research interests in diversity and inclusion studies, race, gender, and sexuality and the American sociopolitical sphere, women’s roles in terrorist organizations, and the impact that differential treatment (with regard to race, gender, and sexuality) has on the outcome of judicial sentences.

Rachel resides in New Windsor, New York, with her husband Richard and their two daughters, Reagan and Kennedy.



WORKSHOP FACILITATOR



Terry L. Allbritton
Executive Director, Diversity, Equity, Inclusion and
Assault and Harassment Prevention Office (DEI&AHPO)
Veterans Health Administration

Terry L. Allbritton serves as a catalyst to leverage best practices and resources across VHA program and field offices to promote a culture of inclusion where individuals from all racial and ethnic identities, ages, nationalities, social and economic status, sexual orientation, gender identity/expression, religious, political, and ideological perspectives, and physical and mental abilities are able to thrive and be engaged in an environment free of assault or harassment. He advises VHA leadership on a variety of civil rights, diversity, Inclusion, training, data analytics, and issues impacting the agency's complex and diverse workforce.

Before assuming his current role, Mr. Allbritton served as the principal advisor to the Principal Deputy Under Secretary for Health and Under Secretary for Health and served as a spokesperson for the organization in the area of diversity, equity, and inclusion. He directed the Office of Diversity, Equity & Inclusion, which included planning, evaluation, advisement, training, consultative, and reporting functions for VHA, and Veterans Medical Centers.

Prior to joining VHA, Mr. Allbritton served as Chief Diversity Officer for the United States Military Academy at West Point, and as a Supervisory Diversity and Inclusion Program Manager for the Federal Bureau of Investigation (FBI).

Mr. Allbritton is a combat Veteran and retired as an Army Officer in May 2010, after 25 years of service. Some of his awards includes: FBI DEI Trailblazer Award, the GlobalMindED Inclusive Leader Award, DEI Champion for Healthcare, Diversity, Equity, Inclusion and Belonging Champion Award, Top 100 National Diversity Officers Award, Army Meritorious Civilian Service Medal, JMD Cooperation Award, FBI Director's Award for Outstanding Service in Diversity and Inclusion, Intelligence Community Diversity Outstanding Achievement Award, FBI Assistant Director Human Resources Award, Federal Maritime Commission Award of Merit, Army Legion of Merit Medal.



GUEST SPEAKER



Abdul Subhani
President & CEO, Centex Technologies
USMA Distinguished Chair of Innovation

Abdul was born in Multan and raised in Islamabad, Pakistan. While in Pakistan he engaged in numerous community service projects and earned the rank of Eagle Scout as a young student. He came to the United States in 1998. After completing high school, he attended a local community college and proceeded to earn a master's degree in Information Systems.

While working on his undergraduate and graduate degree, he earned advanced credentials as a Microsoft Certified Systems Engineer, Certified Ethical Hacker, Certified Fraud Examiner, Certification in Risk and Information Systems Control, Certified Internal Controls Auditor, Certified Anti-Terrorism Specialist, CMMC – Registered Practitioner, Texas Licensed Private Investigator, FBI InfraGard Member, Certified Data Privacy Solutions Engineer, and various other security and management certifications.

In addition to academic achievements, he has been, and continues to be, actively involved in the community in both academic and civic activities. Currently, he is a member of Exchange Club, Past Chairman of the Boys & Girls Clubs of Central Texas, Past member of Austin Area Research Organization, Past Chairman of the Greater Killeen Chamber of Commerce, member of Austin Community College Foundation board, member of the Advent Health Hospital Community Advisory Board, Chairman of the Texas A&M University Central Texas Foundation Board, and a Cabinet member of the Chancellor's Council of the Texas A&M University System. In 2020, the Secretary of the Army appointed Abdul to be the Civilian Aide for the Texas – Capital Region. In 2023, Abdul was appointed as the Distinguished Chair of Innovation and Strategic Engagement for the United States Military Academy at West Point.

Abdul has received various awards to include: President's Lifetime Achievement Award from the NAACP, President's Student Service Award in recognition of outstanding community service, Outstanding Achievement for Youth award from the Central Texas Youth Coalition Incredible Kids Celebration, State of Texas Small Business Award from the Office of the Governor and Texas Workforce Commission, a recipient of the 40 under 40 award from Armed Forces Communications and Electronics Association and was honored with the 2018 Best of Small Business CEO of the Year award. Abdul was recognized on the Inc 5000 list for operating one of the fastest growing companies of 2018, 2020, and 2021. The Exchange Club recently awarded Abdul the Golden Deeds Award for his various charitable efforts, and in 2022, Abdul was recognized with the prestigious Fast 50 Asian American Business Award.

In April 2023, Texas A & M University Central Texas recognized Abdul by naming the Subhani Computer Information Systems Department and began the Ruqayya Zubair Faculty Fellowship in honor of Abdul's mother.

He served as an Adjunct Faculty member for 17 years with Central Texas College and 12 years with Texas A&M University-Central Texas within the Information Systems/ Technology departments. During this time, Abdul developed numerous non-credited computer courses for the CTC Continuing Education Department. He is an active member of the Forbes Technology Council where he has published articles that focus on technology in business applications. Abdul has authored three books: "Intro to WWW Marketing," "Stay Safe – Introduction to Information Security" and "Smarter World, Bigger Threats – Understanding the Internet of Things."

Abdul is President & CEO of Centex Technologies, an IT Consulting Company, which he founded in 2006. Centex Technologies has offices in Killeen, Austin, and Dallas, Texas and in Atlanta, Georgia. He is also a partner in real estate / property management company and a President of Subhani Ventures. He speaks all over the world at various IT forums, conferences and seminars on several subjects including Ethical Hacking, Business Intelligence, Data Breaches, Internet Marketing, Cyber Security, IT Auditing, and Social Media Assessment and Auditing.



PROFESSIONAL PANEL

"Measuring DEI Success"



**Dr. Jerry Bell Jr. '98,
Owner JBJ Business Group**

Dr. Jerry Bell Jr. is a former enlisted medic, West Point graduate, a former Aviation Officer where he flew the UH60 blackhawk, had a successful company command while in the military has a PHD in Organization Development and the owner of JBJBusinessGroup Inc a CVE SDVOSB and SBA 8a management consulting firm. Since 1998, Jerry has worked with many leading corporations and the federal government with his unique scholar practitioner approach. Jerry works with clients to lead, design and deliver transformational change programs through an integrated approach that focuses on proactively managing risk to drive desired business benefits leveraging the ADDIE framework.

Jerry helps his clients achieve improvement in efficiencies, effectiveness, and accountability by leveraging scholar practitioner organization development frameworks, leveraging change management strategies, and utilizing training design frameworks. JBJBusinessGroup Inc has provided these services to the Department of VA, SBA, Federal Reserve Bank of Chicago and Marine War University. Areas of focus for Dr. Bell's PHD include organization development, learning design and development, change management, Diversity Equity and Inclusion, and IT implementation support.

With over 20 years of human capital experience, Dr. Bell has a vast wealth of practical, research, teaching, and consulting experience in developing innovative business solutions through people. Dr. Bell earned his PhD in Organization Development, with published research on power, and personal branding for veterans. He also holds an MBA, as well as a BS from the United States Military Academy at West Point. He received training from SHRM in inclusive workplace culture. He is pending SHRM, ITIL4 and PMP certification. Dr. Bell is also a certified Prosci Change practitioner and a certified blockchain consultant.

Jerry has spoken and presented at various conferences, most notably the Midwest Academy of Management Conference, Lyon Conference in Lyon, France, and the Command and General Staff for the Marine War College in Quantico, VA where he has presented on servant leadership, job fit for veterans, and group dynamics. He has adjunct faculty experience at Lewis University, Benedictine University, St Francis University and has been published in a book providing insight on power in organizations.



**Colonel Paul F. Evangelista '96,
USMA Chief Data Officer**

COL Paul F. Evangelista was commissioned as an Engineer officer from the United States Military Academy in 1996. Upon completion of the Engineer Officer Basic Course, COL Evangelista served as a platoon leader, company executive officer, and battalion maintenance officer with the 65th Engineer Battalion, 25th Infantry Division (Light), Schofield Barracks, Hawaii. In 2000 COL Evangelista completed the Engineer Captains Career Course and was assigned as the S4 for the 41st Engineer Battalion, 10th Mountain Division (Light), Fort Drum, NY. While at Fort Drum, he assumed command of the 642nd Engineer Company (Combat Support Equipment) and deployed with the company to Iraq in 2003. Upon returning from Iraq, COL Evangelista started graduate school at Rensselaer Polytechnic Institute where he earned an M.S. in Operations Research and Statistics and a Ph.D. in Decision Sciences and Engineering Systems.

From 2005 to 2008, COL Evangelista served as an Assistant Professor in the Department of Systems Engineering and career field designated as an operations research / systems analyst (ORSA). As an ORSA, COL Evangelista was assigned to the Training and Doctrine Command Analysis Center in Monterey (TRAC - Monterey), located at the Naval Postgraduate School, where he served from 2008-2012. From January 2011 - July 2011 COL Evangelista deployed as an analyst at ISAF headquarters, Kabul, Afghanistan.

In June of 2012, COL Evangelista was assigned as an Academy Professor in the Department of Systems Engineering at USMA. From June of 2013 to December of 2013, COL Evangelista deployed to serve as the Chief ORSA for the theater counter-IED task force, Combined Joint Task Force Paladin, Bagram, Afghanistan. During his current assignment at USMA, COL Evangelista has served as an Academy Professor in the Department of Systems Engineering, to include leading the Operations Research Center (ORCEN) and leading the Engineering Management program. COL Evangelista currently serves as the USMA Chief Data Officer. COL Evangelista is a graduate of the US Army War College and a licensed professional engineer in the state of New York.



“Measuring DEI Success”

PROFESSIONAL PANEL



Dr. Milton J. Perkins
Senior Vice President of ActOne Government Solutions, Inc.

Dr. P is the Senior Vice President of ActOne Government Solutions, Inc., (a subsidiary of The ActOne Group), responsible for pursuing, managing, and delivering staffing solutions to government agencies, coordinating government talent solutions contracts for all other ActOne Group companies, and providing HR consulting to government, private sector, and not-for-profit organizations, worldwide. Formerly he operated as the Chief HR Officer for Mint Dentistry, the VP, HR for Kasasa, as well as the Chief Accountability and Human Resources Officer for Van guard Integrity Professionals. He has also worked as the Head of Global Talent Management for Hewitt Associates, was the Senior Director of Workforce Solutions for AgileOne, and the Recruitment & Staffing Consulting Practice Leader for EDS, to name a few. He is also the contracted Chief Diversity Officer for several client organizations. With over 44 years of human capital experience, Dr. Perkins has a tremendous wealth of practical, research, teaching and consulting experience in developing innovative business solutions through people. He is actively sought out to speak at business and human capital conferences, worldwide, specializing in providing next-practice content to the Society for Human Resource Management in the areas of Leadership Development, Diversity, Equity & Inclusion, People Analytics, Unconscious/Conscious Bias, Workforce Planning, and HR Strategy Development. He has spoken on these and other related topics in over forty-one countries and in every state and U.S. territory.

He has a PhD in Management, with published research on Environmental Variables Impacting Virtual Employee Engagement, a MS in Human Resources, as well as a BS, Management, Computer Information Systems. He has earned his SHRM People Analytics, Human Capital Management Qualified Advisor, Total Rewards, Internal Investigations, and HR Quality Management Advisor Specialty Credentials, and is certified SHRM-SCP, HRCI-SPHR, CF-APMP, and NAPS-CPC. He also developed the trademarked the intentionally inclusive affinity group framework, DARNSCARSS for Diversity™ (Disabled, Age, Race, National Origin/ELT, Sex, Color, Armed Services status, Religion, Sexual Orientation/Marital status, and Socioeconomic status), the TEAASE© Leadership Competency Model, and is an original member of the Kings and Queens for Diversity, Equity, and Inclusion Tour. His highly anticipated book, Scratching the DARNSCARSS of Diversity will be released on 2023.



Moderator
Dr. Russell Stevenson
Deputy Director
Academic Research Division, USMA

Dr. Russell Stevenson (Michigan State University '20) is Deputy Director of the Academic Research Division at West Point. He oversees research administration and compliance at the Academy and holds teaching responsibilities in African history in the Department of History. He has published on higher education in Nigeria and seeks to facilitate research diversity through a variety of educational institutions.



USMA PANEL

“United States Military Academy International Cadet Program”



Brent Robert Matthews
Associate Dean for Academic Enrichment
International Intellectual Development Division
Office of the Dean, United States Military Academy

Mr. Matthews was born in 1962, in Bangor, Wales. After relocating with his family to San Pedro, California, Mr. Matthews graduated from San Pedro High School in 1980. He spent the next seven years in the United States Marine Corps, and upon completing that enlistment, he immediately joined the United States Army in 1988.

After completing Officer Candidate's School at Ft Benning, Georgia, Mr. Matthews was commissioned as a Second Lieutenant into Aviation Branch in 1988. Designated a Latin American Foreign Area Officer in 1996, Mr. Matthews completed the Portuguese Basic Language Course in Monterey, California, and then the Brazilian Army's Armor Officers Advanced Course in Rio de Janeiro. After Brazil, Brent returned to Monterey and served as the Assistant Dean in Middle East School I.

Mr. Matthews served in various locations in the United States, and in Japan, Germany, Brazil and Honduras. As an Army Aviator, Mr. Matthews was fixed-wing and rotary-wing rated. His aircraft included the UH-1, OH-58, AH-64 and C-12.

Mr. Matthews' last assignment before retiring in 2007 was as a Spanish Instructor at the United States Military Academy at West Point, New York. In 2006, he was selected as the Director of the International Intellectual Development Division. In 2016, he was promoted to Associate Dean of that Division.

Mr. Matthews lives in New Windsor, New York, with his wife, the former Lia Lenders, of Buenos Aires, Argentina.



Major Conor J. Downs
MS300 Instructor, United States Military Academy at West Point

Conor Downs is a native of Baltimore, MD. He attended the Pennsylvania State University. Upon graduation in May 2012, he was commissioned as a Second Lieutenant in the Marine Corps. After completing the Basic School and Infantry Officer Course, Second Lieutenant Downs reported to 1st Battalion, 1st Marines aboard Camp Pendleton, California where he served as a Rifle Platoon Commander, Weapons Platoon Commander, and Executive Officer within Charlie Company. Lieutenant Downs deployed with Charlie Company on the Unit Deployment Program- West 15.1 to Okinawa, Japan.

Upon returning from deployment, Lieutenant Downs transferred to Headquarters and Service Company where he served as the Battalion's Assistant Operations Officer during a deployment with the Marine Rotational Force Darwin.

In 2017, Captain Downs reported to Fox Company Las Vegas, 2nd Battalion, 23rd Marines in July of 2017 for service as the company Inspector-Instructor. During his time with Fox Company, Capt Downs oversaw the mobilization and deployment of the company in support of Unit Deployment Program 19.1.

In January 2020, Captain Downs was selected on the Commandant's Career Level Education Board and reported to the Maneuver Captains Career Course (MCCC) aboard Fort Benning. Captain Downs graduated from MCCC Class 20-02 in June 2020 as a member of the Commandant's List and the course Distinguished Writer. In July 2020, Captain Downs reported to 1st Battalion, 5th Marines where he served as the Commanding Officer of Company C. In the summer of 2020, Captain Downs led Charlie Company on a three month rotation in the El Centro Sector in support of the Southwest Border Mission. In November 2021, Capt Downs and Charlie Company deployed as the small boat raid force with the 31st Marine Expeditionary Unit.

In August 2022, Major Downs reported to the United States Military Academy at West Point where he currently serves as an instructor of Military Science. Major Downs currently resides in West Point, New York with his wife Morgan, son Bodhi, and daughter Bindi.

Major Downs' personal awards include the Navy and Marine Corps Commendation Medal X 3, Navy and Marine Corps Achievement Medal, Army Achievement Medal, and the Military Outstanding Volunteer Service Medal.



“United States Military Academy International Cadet Program”



Mr. J. Shane Hatcher
Chief of International Affairs, USMA

Jeffery Shane Hatcher is the Chief of International Affairs in the Directorate of Operations, United States Military Academy. He holds a Master of Business Administration (MBA) degree in Financial Services from Metropolitan College, New York, New York, a Master of Public Administration (MPA) degree in Disaster Management from American Military University, Manassas, Virginia, and a Bachelor of Science (BS) degree in Accounting from New England College, Henniker, New Hampshire.

Mr. Hatcher was born in 1983 and hails from Enterprise, Alabama. He graduated from Lyman Ward Military Academy, Camp Hill, Alabama, in 2001 and joined the Army in 2006. As a Financial Management Specialist in the 82nd Airborne Division, he deployed in support of Operation Iraqi Freedom in 2008. During his active duty, he completed both his undergraduate and graduate degrees. After leaving the Regular Army, he served in the New York Army National Guard until 2012.

Mr. Hatcher has worked in finance at Millennium Bank and Army Aviation Federal Credit Union, in real estate with Gulf Coast Realty, and in public administration with the Social Security Administration and the US Department of Transportation. He has been a member of the USMA team since 2014, initially as a protocol officer, then as the security cooperation and foreign disclosure officer, and was later promoted to Chief of International Affairs in 2022.

Mr. Hatcher is also involved in volunteer work. He serves as the Vice President of the Lyman Ward Military Academy Alumni Association, a member of the Supervisory Committee of Xcel Federal Credit Union, and as a member of the Scholarship Selection Committee with the Federal Employee Education & Assistance Fund.

He resides in Bronxville, New York, with his spouse Mr. Timothy Boyle, who is a firefighter with the New York City Fire Department.



Dr. Michelle M. Gerdes
Lecturer, Center for Enhanced Performance, USMA

Dr. Michelle Gerdes provides academic support for cadets and specializes in assisting specific cadet populations. She teaches the Student Success Course for International Cadets and supports them throughout their four years at USMA. Besides teaching and providing individual assistance for cadets, she manages the First Year and Beyond program. Her undergraduate degree is in Sociology/ Anthropology from Colgate University. She has master's degrees in counseling (LIU) and mathematics teaching (Duquesne) and recently completed her Educational Doctorate in Developmental Education/ Higher Education Administration from Grambling State University. Before her current position, she was the assistant softball coach at USMA for eleven years.



“United States Military Academy International Cadet Program”

USMA PANEL



Cadet Sarra Salah '26
Company H3
Hometown: Sousse, Tunisia
Intended Branch: Cyber,
Major: Computer Science
Clubs/Sports: EECS
Military Training: FCB, FCG, CBT

CDT Salah is at the USMA representing Tunisia. She served in the Tunisian Army for 2 years, where she was the highest-ranking female cadet in her class. CDT Salah is the first Arab north-African foreign female to join the US Army as an exchange student. She excelled with the highest academic honors within her class, which enabled her to achieve her goal of attending West Point.

CDT Salah will return to the Tunisian Army with a greater perspective that will enable her to facilitate change within the ranks as a leader of character.



Moderator
Dr. Ruth Beitler
Professor of Comparative Politics,
Department of Social Sciences, USMA

Ruth Margolies Beitler is a Professor of Comparative Politics in the Department of Social Sciences at the United States Military Academy, West Point, where she serves as course director for Comparative Politics, Middle East Politics, and Cultural and Political Anthropology. She has been the director of the Conflict and Human Security Studies Program (CHSS) since its inception in 2006. She is author of four books: *Women and the Military: Global Lives in Focus*, published by ABC-CLIO, 2021; *Women’s Roles in the Middle East and North Africa* (coauthored) published by Greenwood Press, 2010; *The Fight for Legitimacy: Democracy vs. Terrorism* (coauthored) published by Praeger in 2006; and *The Path to Mass Rebellion: An Analysis of Two Intifadas* published by Lexington Press in 2004. She is the author of numerous book chapters and articles.

A graduate of Cornell University with a BA in Near Eastern Studies, Dr. Beitler holds a Master of Arts of Law and Diplomacy from the Fletcher School of Law and Diplomacy, Tufts University, where she also received her Ph.D. in International Relations/Middle East Politics. She has lived and traveled extensively in the Middle East.



“Diversity - a SOF Operational Imperative”

KEYNOTE FIRESIDE CHAT



**Richard “Rich” Clarke ‘84
General (Ret.), U.S. Army**

Rich Clarke retired from the military after nearly four decades of leading complex and diverse organizations at every level to include over 15 years internationally and with over ten combat deployments to Iraq and Afghanistan. This culminated in his assignment as the Commander of U.S. Special Operations Command (USSOCOM) where he led a joint force of over 75,000 military members consisting of Army Special Forces, Navy SEALs, Air Force Commandos, and Marine Raiders with an annual operating budget over \$25B. He directed global deployments to conduct our Nation’s most sensitive and critical missions as a Combatant Commander reporting directly to and advising the Secretary of Defense on employment, strategy, and mission risks.

Prior to assuming command of USSOCOM, General Clarke served as Director for Strategic Plans and Policy (J5), Joint Staff, the Pentagon, Washington, D.C. In this position he proposed recommendations to the Chairman of the Joint Chiefs of Staff to support his provision of military advice to the President and other national leaders. He personally represented the Joint Staff at countless White House National Security Council sessions.

General Clarke’s other assignments as a general officer include: Deputy Commanding General for Operations, 10th Mountain Division; the 74th Commandant of Cadets, United States Military Academy at West Point; and the Commander of the 82nd Airborne Division, our Nation’s largest and most responsive crisis reaction force. He is a graduate of the United States Military Academy at West Point, NY, He holds a Bachelor of Science degree from West Point and a Master of Business Administration from Benedictine College. He is a distinguished graduate of the National War College.

He is a Life member of the Council on Foreign Relations and is passionate about education, innovation, emerging technology, and building high performing organizations. Dedicated cyclist, Ironman, and All-American Collegiate Squash player.

Rich is on the Board of Directors of General Dynamics, and Shift5 and is on the Strategic Advisory Board to General Atomics Aeronautical Systems. Additionally, he is a Strategic Advisor to Institutional Venture Partners and Human Capital, Venture Capital Firms. He is represented by the Washington Speaker’s Bureau.



“Diversity - a SOF Operational Imperative”



CAPT Jason Birch '99
USN 3rd Battalion Officer
U.S. Naval Academy

Captain Birch is a native of Crofton, MD. He graduated from the Naval Academy Preparatory School in 1995 and received a commission from the United States Naval Academy in 1999. He completed Basic Underwater Demolition / SEAL (BUD/S) training with Class 228 in 2000.

His first assignment after graduation was to SEAL Team TWO in Little Creek, VA, where he earned his qualification as a Naval Special Warfare (SEAL) Officer. During this time, he served as both an Assistant Officer-In-Charge and Officer-In-Charge of SEAL Platoons as he completed three deployments serving in the European, African, Pacific, and Central theaters of operation: the last two deployments in support of Operation IRAQ FREEDOM. During these tours he took part in several strategic efforts including personal security for the Deputy Prime Minister of Iraq and other senior elected officials in the executive branch.

He transferred in 2006 to serve as the Naval Special Warfare Unit THREE Operations Officer in Bahrain. During this time, he provided operational synchronization of NSW forces in CENTCOM and coordinated theater security cooperation events in ten countries throughout the Middle East and Africa. He also conducted numerous SOF maritime contingency planning events and exercises with FIFTH fleet components.

Returning to Little Creek in 2007, he was assigned as Troop Commander at SEAL Team FOUR. He deployed to Iraq in 2008, leading as Task Unit Commander for a Special Operations Task Force conducting combined combat operations with Iraqi Security Forces in Al Anbar Province. As the senior military advisor to the Iraqi Special Operations Forces in Western Iraq, his efforts helped provide a stable and secure environment in the critical transition period to full Iraqi control.

CAPT Birch completed his Joint tour at Special Operations Command Pacific from August 2009 to July 2011. He served as a lead maritime planner for SOF contingency and crisis planning efforts in ACOM. He also led the PACOM Augmentation Team from the U.S. Embassy in Bangladesh. As Team Leader he was responsible for Operational Preparation of the Environment and executing CDRUSPACOM objectives within South Asia. CAPT Birch was assigned to SEAL Team EIGHT as the Operations Officer in August 2011, where he led team re-missioning in support of AFRICOM. He completed his assignment at SEAL Team EIGHT as the Executive Officer in February 2013.

After serving as Flag Aide to the Vice Chief of Naval Operations from February 2013 until July 2014, he was the recipient of the SOCOM Legislative Affairs Fellowship. As part of the fellowship CAPT Birch earned a Master of International Public Policy from Johns Hopkins School of Advanced International Studies.

In 2015, CAPT Birch was assigned to Naval Special Warfare Group Four in Little Creek, VA. During his tenure he served as Operations Officer, Chief Staff Officer, and deployed as commander of Central Command’s Crisis Response Element.

CAPT Birch commanded SEAL Team 10 from November 3, 2017, to December 5, 2019. Prior to his assignment to the U.S. Naval Academy, he completed a tour at U.S. Special Operations Command headquarters where he led Diversity and Inclusion, Implementing the Comprehensive Review findings, and Countering Extremism within the Ranks. His service awards include the Defense Superior Service Medal, Bronze Star, Defense Meritorious Service Medal (2), Meritorious Service Medal (2), Navy Commendation Medal (4), Joint Service Achievement Medal, and various other campaign, unit, and service ribbons (July 2023).



"Diversity is Universal"

PROFESSIONAL PANEL



THE HONORABLE CHARLES F. BOLDEN JR.
Major General, U.S. Marine Corps (Retired)
12th NASA Administrator
Founder & CEO Emeritus, The Charles F. Bolden Group

First as a Marine Corps Major General and then as NASA Administrator, Charles F. Bolden Jr. has dedicated his life to the service of the United States, working to secure our nation's security, prosperity, and guiding efforts to explore our universe and better understand our fragile planet.

In 2009, President Barack Obama appointed Bolden to be the 12th NASA Administrator, making him only the second astronaut to hold that position. While heading NASA, Bolden oversaw the transition from the space shuttle system to a new era of exploration, fully focused on the International Space Station (ISS) and aeronautics technology development.

Bolden led the development of the Space Launch System and the Orion Crew Capsule. Bolden also oversaw the shift toward commercial space initiatives handling resupply of the ISS. He created NASA's Space Technology Mission Directorate, responsible for developing the technology that will make future exploration missions successful. Bolden's tenure included the triumph of the Mars Curiosity Rover landing, the success of the Juno mission that is helping us understand the planet Jupiter more completely, increasing the number of satellites tasked with Earth observation tasks, and continuing progress toward the December 2021 launch of the James Webb Space Telescope. Not forgetting that the first "A" in NASA stands for Aeronautics, Bolden also focused his attention on NASA's aeronautics programs and the agency's goal of developing airplanes that can travel faster, farther, quieter and greener than ever before.

During his career as a NASA astronaut, Bolden flew on four space shuttle missions, logging over 680 hours in space. He piloted Space Shuttle Columbia in 1986 (STS-61C) and Space Shuttle Discovery in 1990 (STS-31) – the mission that deployed the Hubble Space Telescope. He also served as Mission Commander on Space Shuttle Atlantis in 1992 (STS-45), and Space Shuttle Discovery in 1994 (STS-60). Bolden also served as Chief of NASA's Safety Division at the Johnson Space Center in the wake of the 1986 Space Shuttle Challenger disaster.

Bolden also had a long and distinguished military career. A graduate of the U.S. Naval Academy, Bolden flew over 100 combat missions during the Vietnam War. He later served as a test pilot for the Naval Air Test Center's Systems Engineering and Strike Aircraft Test Directorates. After completing his service as an astronaut in 1994, he served as the Assistant Commandant of Midshipmen at the Naval Academy, and in 1998 as the Commanding General of the Marine expeditionary force attached to Operation Desert Thunder in Kuwait. He last served as Commanding General of the 3rd Marine Aircraft Wing at Marine Corps Air Station Miramar, California, prior to his retirement from the Marine Corps.



“Diversity is Universal”

PROFESSIONAL PANEL



Dr. Ramsey L. Smith
Special Assistant, Office of the Assistant Secretary of the Air Force Space Acquisition and Integration

Ramsey L. Smith is a native of Detroit, MI. He earned his Bachelor of Science degree in Chemistry from Morehouse College. The next phase of scholastic pursuits led him to Howard University where he earned his Ph.D. in Atmospheric Chemistry. During his matriculation through graduate school, he received several NASA scholarships and fellowships.

After graduation, Dr. Smith was an ORAU/NASA Postdoctoral Fellow at NASA Goddard Space Flight Center (GSFC) in the Planetary Systems Laboratory where his research varied from laboratory atmospheric chemistry to observing planetary atmospheres.

He continued his career as Research Space Scientist at NASA GSFC where his research areas included: remote sensing payload development for spacecraft, planetary atmospheric chemistry, chemical spectroscopy and kinetics, instrument science/ flight instrument calibration (TIRS on Landsat 8, which is currently in orbit), and planetary astronomy. Next, he transitioned into the role of the Center Lead for the Small Business Innovation Research (SBIR) Program and the Program Lead for the Small Business Technology Transfer (STTR) Program at NASA GSFC. His team managed a multi-million Dollar seed fund technology portfolio for NASA.

Dr. Smith cofounded and served as a consultant for a consulting agency that provided accessible strategy, research & development, and commercialization support services for the entrepreneur and investor communities.

Dr. Smith is the first political appointee in the Office of the Assistant Secretary of the Air Force (ASAF) for Space Acquisition and Integration (SA&I) where he serves as the Special Assistant to the ASAF SA&I. His role includes, but is not limited to, science and technology strategy, space policy, interagency collaboration, technical advisor, and industry engagement. Aside from his responsibilities to the Office of ASAF SA&I, he also provides mission critical strategy to stakeholders and senior leaders within the Department of the Air Force and the Department of Defense.

Dr. Smith’s passion extends beyond STEM (science, technology, engineering, and mathematics). He is a husband, a father to two beautiful children, a mentor, and a Life Member of Omega Psi Phi Fraternity, Inc.



"Diversity is Universal"

PROFESSIONAL PANEL



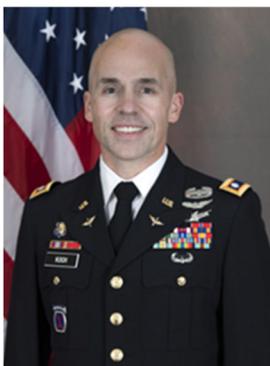
R. Shane Kimbrough '89
Colonel , U.S. Army, Retired, NASA Astronaut

Shane Kimbrough graduated from West Point in May 1989 and was commissioned as a Second Lieutenant in the U.S. Army. He entered the U.S. Army Aviation School in 1989 and was designated an Army aviator in 1990. In late 1990, he was assigned to the 24th Infantry Division (Mechanized), Fort Stewart, Georgia, and was deployed to Southwest Asia, where he served in Operation Desert Storm. He served in the 24th Infantry Division as an attack helicopter platoon leader, aviation liaison officer and attack helicopter battalion operations officer. In 1994, he was assigned to the 229th Aviation Regiment (Attack) (Airborne) at Fort Bragg, North Carolina, where he commanded an

Apache helicopter company as well as the Regimental headquarters company. After completing a Masters of Science degree at the Georgia Institute of Technology in 1998, he was assigned as an assistant professor in the Department of Mathematical Sciences at the United States Military Academy. Other military schools include the Army Parachutist Course, Army Jumpmaster Course, German Airborne Course, the Combined Arms Services Staff School and the Command and General Staff College.

Shane Kimbrough was selected by NASA in 2004. He completed his first spaceflight in 2008 on STS-126, where he spent almost 16 days on the mission to expand the crew living quarters to accommodate a six-member crew on the International Space Station (ISS). He performed two spacewalks during this mission. On his second spaceflight, Kimbrough launched to the ISS on the Russian Soyuz MS-02 spacecraft from the Baikonur Cosmodrome in Kazakhstan. This mission lasted 173 days as part of Expeditions 49/50, where he performed four spacewalks and numerous science and maintenance activities. He most recently served as commander of the NASA/SpaceX Crew-2 Dragon spacecraft, which launched from the Kennedy Space Center in Florida. With this flight, Kimbrough became the 4th person ever to fly on 3 different spacecraft. Once on the ISS, Kimbrough served as Flight Engineer of Expedition 65/66. He performed three spacewalks during the 199-day mission. Kimbrough now has a total of 388 days in space placing him 5th on the list for total time in space for all US Astronauts.

Graduated from The Lovett School, Atlanta, Georgia, in 1985; received a Bachelor of Science degree in Aerospace Engineering from the United States Military Academy in West Point, New York, in 1989 and a Master of Science degree in Operations Research from the Georgia Institute of Technology in 1998.



Moderator
Lieutenant Colonel William Koch '04
Academy Professor and Program Director for Space Science
Department of Physics and Nuclear Engineering

Lieutenant Colonel Koch graduated from the United States Military Academy in 2004 with a Bachelor of Science Degree in Physics. He was commissioned in the Aviation Branch and served as a Platoon Leader in the 3rd Squadron, 17th Air Cavalry Regiment during the surge in Baghdad, Iraq. He later served as company commander in the 1st Squadron, 6th Air Cavalry Regiment during Operations Iraqi Freedom and New Dawn.

Following his commands, Lieutenant Colonel Koch earned his master's degree in Physics from Massachusetts Institute Technology (MIT) in 2013. He taught in the Department of PaNE from 2013-2016. Following his junior faculty time, he spent two years working in NASA's Astronaut Office, working on the SpaceX Commercial Crew Program, as the prime stakeholder for 33 crew-vehicle interface requirements on the SpaceX Crew Dragon spacecraft. Following NASA, Lieutenant Colonel Koch earned his PhD in Nuclear Science & Engineering from MIT before returning to USMA as an Academy Professor.



“Best Practices on Recruiting, Hiring, and Retention”

PROFESSIONAL PANEL



**Brigadier-General Pascal Godbout, CD
Commandant, Royal Military College of Canada**

Brigadier-General Pascal Godbout joined the Canadian Forces as a Communications and Electronics Engineering Officer and obtained his commission in 1995 after graduating from the Collège militaire royal de St-Jean. He worked in staff appointments at NDHQ and with Regional Cadet Support Unit (Central). He was given the opportunity to command inspiring teams of professionals at every stage of his career at the Canadian Forces Joint Signal Regiment in Kingston, while deployed on Op ATHENA in Afghanistan, at 4 Wing Cold Lake, 22 Wing North Bay, 16 Wing Borden and most recently led Joint Task Force (North) in Yellowknife. He served at NORAD Headquarters, Colorado Springs during two separate tours of duty. As a Major, he worked both in portfolio management and NORAD command, control, communications and computers (C4) operations. As a Colonel, he was employed as the Joint Cyber Centre Deputy Director, while also pro-shifting as one of the Deputy NORAD & USNORTHCOM Command Centre Directors.

Brigadier-General Godbout developed a passion for professional development and education early on in his career. He had the privilege of serving as an instructor at the Canadian Forces School of Communications and Electronics in Kingston, and as JCSP Directing Staff and NSP Programme Officer at the Canadian Forces College in Toronto. As Commander of 16 Wing Borden, he was responsible for oversight of the Canadian Forces School of Aerospace Technology and Engineering, the RCAF Academy, and the Canadian Forces School of Aerospace Control Operations.

Brigadier-General Godbout holds a Master of Arts in Defence Management and Policy from the Royal Military College of Canada, and a Master in Business Administration from Athabasca University. He is a graduate of the Joint Command and Staff Programme and the NATO Defence College Senior Course.



**Mr. Dan Streetman '90
CEO Tanium**

Dan Streetman serves as Tanium’s Chief Executive Officer and as a member of the company’s board of directors. Tanium delivers the industry’s first and only converged endpoint management (XEM) - a single platform that can identify where all your data is, patch every device you own in seconds, implement critical security controls — and do that all in a single pane of glass, in real time.

Dan is a proven business leader with more than twenty years of experience in enterprise software and information technology. He has led global customer operations, sales, marketing, product development, and professional services for both public and private companies.

Prior to Tanium, Dan was CEO of TIBCO Software, a 4,000-person \$1+ billion global leader that provided integration and analytics solutions, where he was responsible for driving double-digit growth in both revenue and profitability. Additionally, he helped propel significant data-driven transformations at organizations such as BMC, Salesforce, and C3.ai.

He has domain experience spanning from CRM to Systems Management deployed via SaaS, containerized, and on-premises software and extensive global experience with multicultural teams, markets, and customers.

Dan served in both peacetime and combat as an Airborne-Ranger qualified U.S. Army Officer and has been awarded numerous decorations including the Bronze Star. He is a distinguished graduate of the U.S. Military Academy at West Point, where he served as the first regiment commander, and he earned an MBA from Harvard Business School.



"Best Practices on Recruiting, Hiring, and Retention"

PROFESSIONAL PANEL

Major Steven Papenthien
Deputy G1, USMA



Moderator

Colonel Archie Bates '96
Deputy Department Head
Department of Behavioral Sciences and Leadership, USMA

Colonel Archie Bates is Professor, USMA and Deputy Head of the Department of Behavioral Sciences and Leadership at West Point. He is a native of Bessemer, Alabama.

Colonel Bates graduated from West Point in 1996 with a B.S. in Management. He also holds an M.S. in National Security Strategy from the National War College, and an M.A. and a Ph.D. in Industrial/Organizational Psychology from the University of Maryland – College Park.

Archie's assignments include duties at Fort Carson, CO; Fort Campbell, KY; and the Pentagon. Colonel Bates also served as a White House Fellow and Special Assistant to First Lady Michelle Obama. His most recent operational assignment was as commander of the 120th Adjutant General Battalion (Reception) at Fort Jackson, SC – the Army's largest reception station, bringing into the Army over 40,000 Soldiers a year.

Colonel Bates' awards include the Bronze Star Medal, Military Outstanding Volunteer Service Medal, Parachutist Badge, Air Assault Badge, Presidential Service Badge, Army Staff Badge, and Major General Newman Award for Leadership Excellence. Colonel Bates has two sons, a junior (Cow) at USMA and a cadet candidate at the United States Military Academy Preparatory School (USMAPS).



“The Future of College Admissions”

PROFESSIONAL PANEL



Dean Miriam Ingber
Associate Dean of Admissions and Financial Aid
Yale Law School

Miriam F. Ingber joined Yale Law School in 2018 as Associate Dean overseeing the Offices of Admissions and Financial Aid. She was previously the Associate Director of the Public Interest Law Center and Academic Careers Program at New York University School of Law, as well as a professor in NYU Law’s Lawyering and Graduate Lawyering programs. She also previously worked as a senior staff attorney at Children’s Rights, where she litigated civil rights, class-action lawsuits seeking systemic reform of child welfare systems, and as a litigation associate in private practice at Davis Polk & Wardwell LLP and Richards Kibbe & Orbe LLP. Ingber is a graduate of Dartmouth College and Yale Law School. As a Yale Law student, she was a Senior Editor on the Yale Law Journal, an Articles Editor on the Yale Journal of Health Policy, Law, and Ethics, a Coker Fellow, and a member of the Lowenstein Clinic for International Human Rights. Ingber served on the board of Manhattan Legal Services (2014-2018).



Professor Benjamin H. Barton
Distinguished Professor of Law
The University of Tennessee, College of Law, Knoxville

Professor Barton is the Helen and Charles Lockett Distinguished Professor of Law and is the author of five books: *The Credentialed Court*, *Fixing Law Schools*, *Rebooting Justice*, *Glass Half Full: The Decline and Rebirth of the Legal Profession*, and *The Lawyer-Judge Bias*.

Barton is an expert in Supreme Court Justice backgrounds, constitutional law, and access to justice issues. He has worked as an associate at a large law firm, clerked for a federal judge, represented the indigent for 12 years as a clinical law professor, and now teaches torts, contracts, evidence, conflict of laws, and the A2J Lab, an innovative law and coding class.



Moderator
Colonel Winston Williams
Department Head, Associate Professor
Law Department
United States Military Academy

Winston Williams is a Colonel in the U.S. Army, Department Head, and an Associate Professor in the Department of Law at the United States Military Academy, West Point, New York.

Upon graduating from Florida A&M University in 1998 with a B.S. in Civil Engineering, Colonel Williams was commissioned as an Engineer officer and served as a platoon leader with the 44th Engineer Battalion, 2nd Infantry Division, Republic of Korea. He also served as an Executive Officer for D Company, 35th Engineer Battalion, Fort Leonard Wood, Missouri. After attending law school, Colonel Williams transitioned into the Judge Advocate General’s Corps in 2004.

Since becoming a Judge Advocate, Colonel Williams has served in a number of legal positions including: Chief of Administrative Law, 82nd Airborne Division, Fort Bragg North Carolina; Trial Counsel for 3rd Brigade, 82nd Airborne Division, Tikrit, Iraq; Senior Trial Counsel, 82nd Airborne Division, Fort Bragg, North Carolina; Senior Operational Law Observer/Controller at the Joint Readiness Training Center, Fort Polk, Louisiana, Professor of International and Operational Law at the Judge Advocate General’s Legal Center and School in Charlottesville, Virginia, and Chief of Administrative and Civil Law for 18th Airborne Corps, Fort Bragg, North Carolina. Colonel Williams holds a LL.M in Military Law from the Judge Advocate General’s Legal Center and School, and a Juris Doctorate from the University of Tennessee College of Law.



"Innovation Through Diversity Research"

PROFESSIONAL PANEL



Dr. Eric L. Moore
SES, Deputy to the Commanding General, U.S. Army Futures Command
Combat Capabilities Development Command

Dr. Eric L. Moore is the Deputy to the Commanding General (DtCG) of the U.S. Army Combat Capabilities Development Command at Aberdeen Proving Ground, Maryland. As the DtCG, he provides strategic direction for the organization and serves as the catalyst for research, development, and engineering initiatives across the command. Dr. Moore also serves as the Senior Civilian for a workforce of over 14,000 personnel.

An expert in chemical and biological defense programs and medical countermeasures, Moore has served in multiple positions at the DEVCOM Chemical Biological Center and the Defense Threat Reduction Agency.

Moore was appointed to the Senior Executive Service on August 21, 2016. He has a doctorate in neurophysiology from Meharry Medical College and a bachelor's degree in biology from Fisk University. He was commissioned as a 2nd Lieutenant through the U.S. Army R.O.T.C. at Vanderbilt University in 1987.



Dr. Willie E. May
Vice President for Research and Economic Development
Morgan State University

Dr. Willie E. May currently serves as Vice President for Research and Economic Development at Morgan State University where he has been working aggressively to increase the quality and quantity research outputs, facilitate increased entrepreneurship and tech transfer, and to better connect research across Maryland's Preeminent Public Urban Research University to community needs.

He previously served as the Senate-Confirmed Under Secretary of Commerce for Standards and Technology. In this role Dr. May provided high-level oversight and day-to-day leadership for the National Institute for Standards and Technology (NIST), in promoting U.S. innovation and industrial competitiveness by advancing measurement science, standards, and technology in ways that enhance economic security and improve our quality of life, and the National Technical Information Service (NTIS) in providing innovative data services to federal agencies, through joint venture partnerships with the private sector, to advance federal data priorities, promote economic growth, and enable operational excellence. He began his career as a bench Chemist at NIST/NBS and went on to work at every management level within the organization. His personal research activities were focused in the areas of trace organic analytical chemistry and determination of physico-chemical properties of organic compounds, where his work is described in more than 100 peer-reviewed technical publications. During his career, Dr. May has given more than 250 invited lectures at conferences and symposia around the world.

Dr. May currently serves as President-Elect of the American Association for the Advancement of Science, a member of the Board of Directors for Consumer Reports, and on the NASA Advisory Council's Science Committee. Until recently he maintained several international leadership responsibilities as well, including but not limited to serving as: Vice President of the International Committee on Weights and Measures (CIPM); President of the CIPM's Consultative Committee on Metrology in Chemistry and Biology; a member of the Scientific Advisory Board's for the UK's National Physical Laboratory (NPL); and a member of China's National Institute of Metrology (NIM).

Dr. May earned his B.S in Chemistry from Knoxville College and his Ph.D. in Analytical Chemistry from the University of Maryland, College Park. His numerous honors and awards include: Honorary Doctorates from Wake Forrest University and the University of Alabama Huntsville; the American Chemical Society's Distinguished Service in the Advancement of Analytical Chemistry Award; the American Chemical Society's Public Service Award; the Department of Commerce's Gold, Silver and Bronze Medal Awards; the National Institute of Standards and Technology's Equal Employment Opportunity (EEO) Award; and the National Organization for the Professional Advancement of Black Chemists and Chemical Engineers' Percy Julian Award. In 2015, he was recognized as the Federal Government's "Top Chemist" by Chemical and Engineering News Magazine, and in 2016, as the Federal Laboratory Consortium's "Laboratory Director of the Year." Dr. May is a Fellow of both the American Chemical Society and the American Association for the Advancement of Science.



“Innovation Through Diversity Research”

PROFESSIONAL PANEL



Dean Marcus S. Cox
Dean of The College of Humanities and Social Sciences at Fayetteville State University

Marcus S. Cox serves as Dean of the College of Humanities and Social Sciences at Fayetteville State University and Professor of History. He earned an undergraduate degree in marketing and a master’s degree in history from Southern University in Baton Rouge and a master’s degree in business administration from The Tommy and Victoria School of Business at The Citadel Military College of South Carolina. Dr. Cox also received his doctorate degree in African American history from Northwestern University in Evanston, Illinois.

Throughout his professional career, he has held leadership positions as Associate Dean of the College of Arts & Sciences at Xavier University of Louisiana, Founding Director of the African American Studies, Assistant Dean of the School of Humanities and Social Sciences and Associate Dean of The Citadel Graduate College with leadership responsibility of Evening Undergraduate Studies. Professor Cox specializes in African American civil-military history, the Modern Civil Rights Movement, African American history, and U.S. history post-1945. He is the author of over two dozen articles, reviews, and book chapters in peer-reviewed journals and academic publications on the history of African American military history, black higher education and military training programs at black colleges and universities. He is also the author of *Segregated Soldiers: Military Training at Historically Black Colleges in the Jim Crow South* (Louisiana State University Press). Dr. Cox’s current book project documents the life and contributions of several unknown local civil rights activists in Louisiana and Alabama in the post-World War II era who were military veterans. He hopes to inspire young Americans today with this story of sacrifice, bravery, and servant-leadership in local communities throughout the Deep South and demonstrate that the fight for racial justice and equality has a historic connection to military service and training.

Dr. Cox currently serves as a Fellow at the Jenny Craig Institute for the Study of War and Democracy at the National WWII Museum in New Orleans, Louisiana, Chairman of the Veterans Rural Health Advisory Committee to the U.S. Secretary of Veteran Affairs, and former Advisory Committee Member for the Roundtable Discussion on Diversity and Inclusion, United States Army Training and Doctrine Command. Among many organizations and associations, Dr. Cox is a member of Alpha Phi Alpha Fraternity Inc., the Knights of Peter Claver, and the American Conference of Academic Deans.

An advocate for positively impacting her local community, Dr. Williams is an active member of several service organizations that seek to provide resources and opportunities for the betterment of society. She is a Life-Member of Alpha Kappa Alpha Sorority, Incorporated where she serves as the Tidewater Cluster Coordinator, a regional appointment. Additionally, she is President of the Chesapeake-Virginia Beach Chapter of The Links, Incorporated.

Dr. Williams’ greatest contentment is spending quality time with her family. She enjoys traveling with her husband, Aurthor C. Williams, Jr. and their three sons and daughter, Azad, Atrell, Aaron, and Jhanae. She is the daughter of I.C. Norcom Class of 1967 graduates, Lewis and Connie Taylor.



"Innovation Through Diversity Research"

PROFESSIONAL PANEL



Dr. Aurelia T. Williams
Senior Vice Provost for Academic and Faculty Affairs
Norfolk State University

Dr. Aurelia Taylor Williams is a transformational leader who believes in leveraging resources to expand the reach of higher education. Serving Norfolk State University (NSU) for over two decades, she has been an advocate and champion for Historically Black Colleges and Universities (HBCUs) and utilizes networking to make an impact on multiple campuses. As Senior Vice Provost for Academic and Faculty Affairs, Dr. Williams leads, administrates, and oversees efforts related to faculty and staff activities in the division of Academic Affairs. As interim Vice Provost for Academic Administration, Dr. Williams led a team to secure the University's first Fund for the Improvement of Postsecondary Education (FIPSE) grant. This project offers investment in faculty development to modify curriculum and implement a more cohesive online learning model. Her expertise has led to the implementation of professional development opportunities and programs to strengthen and support effective working relationships within the University Community.

A Professor of Computer Science and the Founding Executive Director of NSU's Cybersecurity Complex, Dr. Williams passionately seeks new ways to strengthen the learning experience for both undergraduate and graduate students. As the former Computer Science Chair, she provided senior departmental leadership through a period of exponential growth. Since 2009, NSU has been designated NSA/DHS Center of Academic Excellence in Information Assurance/Cyber Defense Education. Enhancing Cybersecurity at NSU to expand across multidisciplinary departments resulted in recognition both regionally and nationally.

A leader for the HBCU Cybersecurity Workforce Development Consortium, Dr. Williams secured a \$25 million award to benefit 13 HBCUs. Due to her dedication, NSU received an HBCU Visionary award given by the US Department of Treasury. To date, Dr. Williams has led efforts to champion the University's Cybersecurity initiative securing more than \$50 million in external funding. She continues to secure high levels of research grants, awards, and contracts from federal, state, and private entities. She has proven herself as a trailblazer in efforts to support underrepresented students persist in the field of Cybersecurity.

Skilled in establishing and expanding collaborative relationships, Dr. Williams interfaces with various national, state, and local agencies to increase faculty and student opportunities for research and innovation. By leveraging her technical background, she is skilled in leading cross-functional and high-performing teams to deliver effective results. At NSU, she chairs several University committees. Externally, she served as the inaugural chair for the Commonwealth Cybersecurity Initiative (CCI) Diversity and Inclusion Committee for two years while serving as an executive member of the CCI COVA node and a member of the regional advisory board for the 757 Regional Internship Collaborative.

A dedicated scholar and researcher, Dr. Williams earned a bachelor's degree in Computer Science from Norfolk State University, a master's degree in Computer Science from Johns Hopkins University and a doctoral degree from Pace University.

Moderator
Dr. Susan Richardson
Vice Dean for Academic Affairs, USMA



STAFF

USMA Library Exhibit Presenter



Ms. Lisa Gomez
Exhibition Librarian
United States Military Academy

The United States Military Academy Library will exhibit books, letters, maps, photographs, and video clips from the USMA Library's Archives and Special Collections to highlight the history and diverse perspectives and experiences of minority cadets at the academy. This display is intended to increase community awareness of our history and the work being done to support and lift every voice at USMA.



Mr. Amos Maldonado
Diversity and Inclusion Training Coordinator
USMA



Ms. Alice Vargas
Diversity and Inclusion Program Specialist
USMA



Lieutenant Colonel Tod Addison
Equal Opportunity Program Manager
USMA

Master Sergeant Jacob Miller
Equal Opportunity Advisor
USMA



Sergeant First Class George W. Koches
Equal Opportunity Advisor
USCC



Master Sergeant Andrew M. Bamgartner
Interim Safety Manager
USMA



Mr. Austin Hunt
USMA Conference Support Manager
Alumni Support Sponsorships
AOG



DIVERSITY CLUBS



"SHAPING TOMORROW'S DEFENSE: THE INTERSECTION OF DIVERSITY, INNOVATION, AND NATIONAL DEFENSE"

