



## PMI-DVC Connect July - August 2023 Volume 2, Issue 7

**From the Marketing and Communications Team and Editor** – Welcome to the August Issue of our Chapter’s newsletter, *PMI-DVC Connect!*

Here are some details about upcoming events, educational resources like certification exam preparation dates, and celebration of Chapter members who achieved important milestones.

Newsletter Editorial Team: Rich Lobron, Kaitlyn Luboff, Kelly Stoner, Nancy Berger, and Abey Abraham

Support the PMI-DVC by following us on social media and engaging with the posts.



### New Board Members:

The Chapter has recently enjoyed some changes to the membership of our Board of Directors. Rich Rinaldi, who has served as our Vice President for Education in recent months, has accepted the role of Vice President of Finance for the Chapter. Rich’s role in Education will be assumed by Leigh Ann Gunther, who has been serving as the Chapter’s Director of Agile. She is also July’s [Volunteer of the Month](#).

### Upcoming Chapter Events:

*You can always find a listing of upcoming chapter events on our [website homepage](#). Here are some events happening soon!*

#### **Maximize Your Career with PMI-DVC**

Where: Desmond Hotel in Malvern, PA;

When: September 26th @ 5:30 - 8:30 PM

Cost: PMI-DVC Members \$20.00, Non Members \$25.00, Students are free.

[LEARN MORE >>](#)

**Project Management Institute Delaware Valley**

September 26, 2023,  
5:30 PM- 8:30 PM  
The Desmond, Malvern PA

**REGISTER TODAY!**

Scan the QR code to register for **"Maximize Your Career with PMI-DVC."**

- Complimentary Headshots
- Resume Reviews
- Speed Networking
- Panel Discussions
- Recruiter Networking
- Mentorship Opportunities

Find Engagement & Connection!

**JOIN US!**

QR Code:

Social Media:

### Creating a Culture of Belonging in Project Management

Watch the [Chapter website calendar](#), in September, for registration information coming soon! Read on for more details of what to expect...

Christopher "CJ" Gross, author of the book, "What's Your Zip Code Story?", and Founder of Ascension Worldwide, <https://ascensionworldwide.com/> will be the keynote speaker. CJ has years of experience as an international organizational development consultant, specializing in leadership development and working with Fortune 500 companies, nonprofits, and governmental agencies to demonstrate the benefit and value of incorporating a culture of belonging in the workplace. CJ will present evidence-based research that supports his best practice recommendations, and practical and actionable takeaways.

Learning Objectives for the Presentation are:

- Recognizing that belonging is the next evolution of inclusion in an organization.
- Understanding the effects of belonging and bridging and their impacts on workplace culture.
- Learning the brain science associated with belonging.
- Identifying and implementing innovative approaches that foster belonging in your workplace.

Project Management Professionals, as leaders of diverse teams, know it is essential to create an environment where all members feel welcomed and valued, which leads to successful project outcomes. Belonging is a key element to a successful DEI culture. PMI's Chapters are positioned to build unity in diversity, in local communities, by leveraging common project management language, values, ambitions, and access to a massive existing global network. An

example is the Hours for Impact Program which PMs in Chapters worldwide have embraced with hope and dignity.

Please join the conversation! You are always welcome to contact Priya Rajagopalan, Director, DEI, [prajagopalan@pmi-dvc.org](mailto:prajagopalan@pmi-dvc.org); or Marie Hegarty, VP, Membership & Volunteers, [mhegarty@pmi-dvc.org](mailto:mhegarty@pmi-dvc.org).

## From the Diversity, Equity, and Inclusion Committee

### DEI Best Practices from an Award-Winning DEIB Leader

*By: Carmieshra Gorman*

Our journeys are often colored by experiences that may or may not inspire healthy transformation. DEIB work that influences needed change to create all-embracing and recognition-worthy work environments requires intentional guidance from distinguished leaders. I had the profound privilege of interviewing one of those leaders, Christopher Johnson, named among the 2023 Most Influential Executives in Diversity and Inclusion by Savoy Magazine. In November 2022, Christopher was recognized as a Top 15 Global Diversity Champion by *Diversity Global Magazine*. Christopher is now Vice President, of Diversity, Equity, and Inclusion, at St. Elizabeth Healthcare, in Kentucky.

Christopher Johnson, the first to graduate in his family, had a tough upbringing, never knowing his father, and struggling through his introduction to higher education. Christopher was ready to throw in the towel when a mentor changed his life by pulling him aside, taking him under her wing, and promising "We are going to figure this out together... I am going to help you be successful." Chris went on to graduate, and has held executive roles, including, Director of Inclusion and Diversity at Humana, and Executive Director for the Commonwealth of Kentucky's Office of Diversity, Equality, and Training from 2016 to 2019.

Chris has been a stalwart of the DEIB agenda by giving back what was once imparted to him. He was gracious to grant me the honor of sharing in his journey.

*Here are excerpts from our conversation:*

**Chris:** Every day, in my role, I serve professionals and help them feel connected to the IDEB mission, vision, and values. I have been able to help the whole of an organization feel connected to the work, so it doesn't just feel like it is just for a subset of the organization.

**Carmieshra:** Based on your experience, what are the key steps or considerations organizations or PMOs should take when identifying actionable DEIB goals and opportunities?

**Chris:** ...the first step is doing the very best you can to understand the challenges that exist...The next set of steps has to be connecting with your communities, and with your people about how to solve those challenges...Thirdly, developing a strong data

infrastructure, and an initiative around the identification and collection of key data points will give you a picture of where the organization is to help with a clear picture of progress or lack of progress.

**Carmieshra:** My next question has to do with other experts and how they advise those who are planning DEI programs. Organizations like the EEOC may warn that certain language needs to be used, that DEIB programming needs to be done a certain way, and if you are defining metrics and goals, they have to be sensitive to certain things. Considering those warnings, are there common challenges or pitfalls that organizations should be aware of when identifying DEIB goals, and how can they overcome them?

**Chris:** ...The biggest challenges and pitfalls are people or organizations who ignore those warnings and that isn't smart... the other thing is not being aligned organizationally. You've heard me talk about surveying your people, talking to your people, being clear about what the problem is, how to identify those problems, and how to measure against progress...When there is misalignment, putting it lightly, that causes challenges.

**Chris speaking candidly:**

One of the big mistakes that a lot of organizations make, certainly in DEI work, but more broadly is they don't let people into how the sausage is being made... That to me, as a leader, just isn't smart business. It isn't how you deal with people or your external partners... One of the things I have found to be most effective is being transparent, letting people in, and being clear and communicative about what our challenges are and the steps required to fix them.

***Be clear, be bold, and be "loud" about the importance of this to the organization.***  
– Chris Johnson

Stay tuned for more insights from Christopher Johnson in an upcoming article...

**REMINDER**

The Chapter's DEI Team is dedicated to supporting all the members of our community. Join us on our journey in 2023, participate in our events, leverage our resources, and share your big and small ideas with us.

**Education Corner**

Our fall exam prep classes are now posted for registration – we look forward to you joining us for our Foundations in Project Management or CAPM/PMP Prep Courses.

- **Foundations in Project Management**

Learn the foundational principles and practices of project management and apply the course hours earned to your PMP or CAPM education requirement if you choose to move forward with certification.

[LEARN MORE >>](#) Fall 2023 September 9, 23, 30, October 7

- **CAPM Exam Prep | Certified Associate in Project Management**

Education hours and exam preparation for an ideal certification for those early in their career or who wish to grow into managing larger projects.

[LEARN MORE >>](#) Fall 2023 October 14, 21, 28

- **PMP Exam Prep | Project Management Professional**

Education hours and exam preparation for the gold standard of project management certification. Recognized worldwide, the PMP validates your competence to perform in the role of a project manager.

[LEARN MORE >>](#) Fall 2023 October 14, 21, 28, Nov 4, 11

For more information on all of the Chapter course offerings on CAPM, Foundations and PMP and to register go to: <https://pmi-dvc.org/exam-prep>.

## PMI-DVC Job Board

*The Chapter offers members a listing of open positions posted by recruiters or companies seeking Project Managers, Program Managers, and Portfolio Managers, or similar roles. The positions are posted for 30 days only. Log in to access the [Job Board](#), and subscribe to the job board mailing list.*

Several positions are noted:

Title	Published Date
Project Manager With Consumer Package Goods	August 11, 2023
Project Manager For Global Product Development	August 9, 2023
Lecturer	July 19, 2023

## DID YOU KNOW?

The Job Posting Board Team offers career publications: <https://pmi-dvc.org/career-advice-features>.

## Volunteer Spotlight

**Volunteer of the Month** - The person selected as Volunteer for the Month of July is Leigh Ann Gunther, who has served as Director of the Chapter's Agile program. In recent weeks, she has also become the Chapter's Vice President of Education. Read more about Leigh Ann and past Volunteers of the Month at <https://pmi-dvc.org/volunteer-spotlight>.

*Volunteer of the Month is part of our Volunteer Recognition Program. The goal of the program is to recognize and honor extraordinary service by one or more volunteers who have substantially enhanced the discipline of project management with their commitment and support to advance the Chapter's goals and programs. Any volunteer who is a PMI-DVC member working on, or supporting a project recognized by the board is eligible to be nominated for this award.*

## Volunteers: The Gears that Power the Chapter

[Read all about the PMI-DVC Volunteer Team](#)

We have some great volunteer opportunities for members to help power the Chapter. Sign in to the [PMI Volunteer Site](#) and sign up!

- Chapter Historian – (Opportunity ID 38877) 2024 will be the 45th anniversary of the Chapter and we would like to capture the Chapter's past history in time for the celebration.
- Database Reporter – (Opportunity ID 38878) If you are comfortable with Excel and looking for an opportunity with a reliable, predictable time commitment, this position might be the one for you.
- Future City Competition Support – (Opportunity ID TBD) Volunteer will work with middle school students who are participating in the project based learning program Future City Competition. This year the student challenge is to "Design a 100% electrically powered city with energy generated from sources that keep your citizens and the environment healthy and safe." *Several roles are available*
- Future City Engineering Fair Support – (Opportunity ID TBD) The Engineering Fair features an expert speaker on the engineering challenge for the year, a moving parts workshop, and an exhibition hall where students can meet and interact with engineers and project managers. *Several roles are available.*

## **New Members** – Welcome to the **56** New Members who joined the Chapter in **June, 2023:**

Alison Antisz, Abdoulaye Apithy, Berodie Augustin, Sarah Boone, Benjamin Borakove, Lauren Boyle, Carla Carigga, Annie Cody, Rosetta Coleman, Sandeep Das, Wadeen Dean, Samir Desai, Billy DiNicola, Patty Drinkard, Mohamed Eissa, Kimberly Fisher, Jainam Gandhi, Christopher Germano, Callie Gillett, Susmita

Gupta, Laura Hassler, Gregory Heilman, Wanda Hudson, Judith Jankowski, Joby John, Kaitrin Kenner, Matthew Kirsch, Warren LaRiviere, Patrick Livingston, Ryan McDyer, Kathy McMullan, Jennifer Merritt, Beverly Morris, Shalonda Mosley, Bobbi Jo Myrsiades, Patricia Newcomb, Dharmesh Parekh, Sunny Patel, Shaina Pearson, Brittany Peterson, Madhusudhanan Sakthivel, Rashmi Samant, Derek Schatz, Samanth Sherwood, Tracy Taggart, Mujtaba Talebi, Deirdre Taylor, Sarah, Tevis, Anthony Tezla, Anne Thomas, Fiona Tragemann, Robin Trauger, Kristian Trinchi, Stacy Truppner, Desiree Underwood, Mikia Williams.

**New Members** – Welcome to the 47 New Members who joined the Chapter in **July, 2023:**

Adewunmi Ade-oyetayo, Renee Armstrong, Christopher Ay, SRINIVAS BHIMANAPALLI, Marianne Bjelke, Owen Brewer, Samuel Brouwer, Joseph Ciccone, Jodi Croisette, Anthony Egan, Elizabeth Fantini, Ellen Fischer, William Fitzgerald, Gary Fowler, Debra Gordon, Mark Gorman, Hayley Gruber, Teresa Harris, Sheena Hendon, Michael Herbstman, Liam Hoey, Jill Johnston, Jain Joseph, Shannon Kniele, Emily Lazarou, Sean Lufkin, Jeannie Lynch, Corey Martin, Jeannie McCauley, Curtis Moore, David Morgan, Steven Ogden, Breinn Overturf, Lauren Peiffer, Shelby Person, Phuong Pham, Hobart Price, Carrie Reininger, James Roman, Aaron Skutch, Lauren Smith, Jean-Claude Striplot, Michael Thomas, Rosemary Tourneur, Clifford Weber, Nakisha Wesley, Al Wieand

# Congratulations

- Congratulations to our newest Certificate holders who achieved certifications in **June, 2023:**
  - o [AMMC](#) – (Agile Metrics Micro Credential) Desiree Underwood
  - o [CAPM](#) – Benjamin Borakove, Cori Carpenter, Rita Flaherty, Veronica Paff
  - o [DASM](#) – Christopher Reid
  - o [ECC](#) – Daniel Thomas
  - o [PMI-ACP](#) – Patrick Neary
  - o [PMP](#) – Dawn Berkbigler, Stacy Couch, Jonathan Fink, Lindsey Graham Dixon, Kristie Jenkins, Rita Marino, Leah Meyer, Pat Mulligan, Scott Peacock, Nicholas Rogoff, Patrick Stewart.

- Congratulations to our newest Certificate holders who achieved certifications in **July, 2023**:
  - [AMMC](#) – (Agile Metrics Micro Credential) Courisse Knight
  - [CAPM](#) – Adewunmi Ade-oyetayo, Malin Andreasson, Kamika Brickhouse, Tim Carr, Wadeen Dean, William Fitzgerald, Kevin Somerville
  - [DASM](#) – Michelle Scott, Evelyn Zoleta
  - [OTF](#) (Organizational Transformation Foundation) – Jennifer Schuff
  - [PMI-ACP](#) – Tariqah Johnson
  - [PMP](#) – Abdoulaye Apithy, Tyler Brown, Eric Derr, Tara Erking, Trevor Hill, Ryan McDyer, Hobart Price, Jesus Prieto, Lloyd Ricks, Reyneris Robles, Cody Taylor, Keith Wilson

#### **Member Anniversaries:**

- Congratulations to our members who celebrated Chapter membership anniversaries in **June, 2023**:
  - **20 Years** – Richard Benton, Kenneth Golkin, Scott Wolf.
  - **15 Years** – Eileen Forbes, David Glaze, Daniel Nysch, Sabina Shaikh, Nico Stroebel, Annette Sussman, Anthony Vesay.
  - **10 Years** – Jessica Chapman, David Goodick, Ann Groshens, Jodi Meck, Eric Mehring, Johnathan Powell, Jesse Sardina, John Starcevic, Niki Weiss.
  - **5 Years** – Cheryl Balog, Theresa Carpency, Carlo Clemente, Suzanne Dreitlein, Colleen Gassert, Kendra Gudgeon, Geoffrey Haim, Bette Haitzsch, Meredith Hamilton, Ryan Hess, Mary Jean Janik, Jung-Hyun Kim, Mark Klutchka, Elizabeth Lewallen, Michael Meall, Mieke Nee, Juan Orozco, Amy Potter, Stewart Roseman, Chad Thomas, David Urias.
- Congratulations to our members who celebrated Chapter membership anniversaries in **July, 2023**:
  - **25 Years** – Sarah Adams
  - **20 Years** – Shawn Martin



- o **15 Years** – Matthew Ahern, Martin Grant, Joseph Shandlay, Patricia Stone, Steven Ward
- o **10 Years** – Audra Burbank, Mary Lyness, Paresh Patel, Ronald Rosenfeld, Scott Wagner
- o **5 Years** – Elaine Cave, William Christman, Maureen Doran, John Gulak, Donald Gusic, Ajitkumar Hatti, Marc Hessberger, Tracey Irvin, Ronald James, Melissa Laffen, Douglas Loetzer, Regina Majercak, Curran Mitchell, Peter Muller, James Neal, Rachel Ortiga, Mayer Rubin

**Special Thanks to our Sponsors and Educational Partners**

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**\*2023 Annual Plan Goals\***

- ***Increase membership in PMI and the Chapter***
- ***Promote Educational Outreach & Support Professional Development***
- ***Build lasting relationships through Volunteerism***

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