



PRESENTS:

WEST POINT

Leadership Ethics And Diversity in STEM (LEADS) Workshop



Philadelphia, PA | November 20th, 2023
9 am - 2:30 pm

Workshop Locations:

Leadership & Ethics

Philadelphia Military Academy
2118 North 13th Street
Philadelphia, PA 19122

STEM

Carver Engineering
& Science Middle School
1600 West Norris Street
Philadelphia, PA 19122

ABOUT WEST POINT LEADS

West Point's Leadership Ethics And Diversity in STEM (LEADS) workshops seek to improve access to educational programs and increase academic youth and workforce developmental outcomes for primarily underrepresented populations and underserved communities. The West Point LEADS Workshop Program was designed to engage students at the middle school and lower high school levels (ages 11-15).

This commitment is in response to the national need to increase diverse STEM competent leaders, as a shortage of talent threatens the country's ability to drive innovation, compete internationally, and protect national security.

The STEM (Science, Technology, Engineering, and Mathematics) movement is in full gear nationwide. The West Point LEADS Program takes this endeavor a step further and has developed a series of workshops aimed at promoting STEM among middle schools across the country with a specific emphasis on diverse student populations. During these workshops, West Point faculty and cadets work with students to design bridges, build robots, and fly drones after calculating flight paths, among many other things. These hands-on workshops spark interest in STEM among young students and introduce them to related careers.



MS. LISA BENITEZ

West Point Chief Diversity Officer
Office of Diversity, Inclusion and Equal Opportunity
United States Military Academy West Point

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 as 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. She was inducted into the Army Sports Hall of Fame in 2023. 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.



MRS. RACINE RANDOLPH

Urban Dream Initiative Chief Human Capital
& Academic Outreach Officer

Born and raised in Philadelphia, PA, Racine Robertson Randolph is a West Point graduate with over 22 years of service to the nation, culminating as the Deputy Chief of Staff for the Pentagon's Army Talent Management Task Force.

Racine held various leadership and operational roles throughout the United States, the Middle East, and Asia during her military service. As an Army personnel officer, she integrated female cadets into the previously all-male Infantry and Armor branches. Further, she showcased her expertise in personnel policy development while serving in Korea as the chief human resources officer in the Army's first command to encounter the impacts of the COVID-19 pandemic.

Racine holds advanced degrees and certifications in National Security, Human Resources, and Diversity, Equity, and Inclusion. She is a proud member of the 255th graduating class of Central High School of Philadelphia.

Racine is passionate about driving positive change in often-overlooked communities, focusing on Philadelphia, Washington, DC, her mother's hometown in Virginia, and her father's hometown in Liberia, West Africa. Racine is a charter member of the Tau Theta chapter of the public service sorority Delta Sigma Theta. Racine is married to her husband, Cory, Deputy Director of Community Oriented Policing at the US Department of Justice. She is a dedicated mom of three young sons.

She is committed to God, family, and country. Her journey reflects a profound blend of leadership experience and a passion for making a difference in the military and community spheres.



MG WILLIAM J. WALKER

Keynote Speaker
Major General, U.S. Army (Ret)

The Honorable William J. Walker brings a diverse perspective to enterprise security risk management by combining broad civilian government and military executive leadership expertise to guide risk-based decision making. In domestic and foreign positions of increasing responsibility, he built consensus and created winning teams with a culture of accountability, collaboration, and trust by focusing on people, policies, processes, and performance.

William is Vice President and Corporate Security Director for Allied Universal, a leading security and facility services company. He is also a member of the SIMS' Software Advisory Board and a senior advisor with The Chertoff Group, a global advisory firm. His expertise includes deliberate and strategic planning, risk management, emergency preparedness, response and recovery, continuity of operations, governance, and regulatory compliance.

In the aftermath of the January 6th attack on the Capitol, William was entrusted with a critical role as the 38th Sergeant at Arms of the U.S. House of Representatives for the 117th Congress. William led a comprehensive review of security at the Capitol complex, including the protection of Members, the security of staff and visitors, and of the Capitol and congressional office buildings. He then effected enduring security enhancements.

A retired U.S. Army intelligence officer, he served in staff and leadership positions from platoon leader to commanding general. William also retired from the Drug Enforcement Administration as a special agent and member of the Senior Executive Service. He conducted and directed transnational criminal investigations collaboratively with foreign law enforcement officials in Asia, the Caribbean and South America.

William was educated at the University of Illinois at Chicago (BA), Chicago State University (MS), the National Intelligence University (MS), and American University (MA). He is a MIT Seminar XXI Fellow, and completed national security programs at Harvard, George Washington, and Syracuse Universities. William is a life member of the Council on Foreign Relations and a National Academy of Public Administration Fellow.

LEADERSHIP & ETHICS AGENDA

MORNING SESSION

Morning Moderator: Mrs. Racine Randolph *West Point Class of 2000*

Presentation of the Colors

Philadelphia Military Academy Color Guard

Lift Every Voice and Sing and National Anthem

Mrs. Ashli Allen

Opening Remarks

Ms. Kristian Ali—Principal Philadelphia Military Academy

Ethical Coin Toss Ice Breaker

Mrs. Pat Locke *West Point Class of 1980*

Songs of Inspiration

Mrs. Ashli Allen

Keynote Speaker

The Honorable William J. Walker, Major General, U.S. Army (Ret)

Songs of Dedication

Mrs. Ashli Allen

Cadet Experience

CDT Andrew Medrano *West Point Class of 2024*

West Point Admissions

CPT Wilfred Ahoua *West Point Class of 2019*

Cadet Introductions

West Point Cadets

Workshops

Cadet Led

LEADERSHIP & ETHICS AGENDA (CONT.)

(Lunch will be delivered to the classrooms)

AFTERNOON SESSION

Afternoon Moderator: Mrs. Racine Randolph *West Point Class of 2000*

Drumline Performance

Philadelphia Military Academy Drumline

Student Led Ethical Decision-Making Skits & Talent Showcase

Students

Announcement of Leader Amongst Leaders Winners

Judges

Announcement of Overcoming Adversity Essay Contest Winners

Mrs. Racine Randolph *West Point Class of 2000*
and Mrs. Litrena Gordon-Staton, UDI Team Lead

West Point Chief Diversity Officer

Ms. Lisa M. Benitez *West Point Class of 1988*

Conclusory Remarks

Ms. Ebony N. Thomas, Esq.
Founder and CEO of UDI, *West Point Class of 2010*

STEM WORKSHOP AGENDA

STEM Workshop and Cadet Introductions

Mrs. Lori Sheetz
West Point Center for Leadership
and Diversity in STEM Director

STEM Workshop

Break into teams and begin building the VEX robots

Lunch

Students and Cadets

Announcement of Inventing Philadelphia Competition Winners

Ms. Ebony N. Thomas, Esq.
Founder and CEO of UDI, West Point Class of 2010

Robotic Programming

Students

Student Competition

Students

Announcement of Awards

Cadets

Closing Remarks

Mrs. Lori Sheetz
West Point Center for Leadership
and Diversity in STEM Director



ABOUT URBAN DREAM INITIATIVE

Our urban communities represent the rich multi-cultural heritage of this nation and its vast potential. Too often that potential is squandered, rather than leveraging diversity to solve the nation's and world's problems. Entirely too many in our urban communities suffer from poverty, mental illness, substance abuse, and violence.

This epidemic has robbed members of the urban community of a sense of hope and self-esteem, and robbed the nation of a great deal of its human capital's potential. The Urban Dream Initiative believes that this epidemic can be greatly reduced via focused activities and partnerships to address root causes. Urban Dream Initiative was founded in 2019 by Ms. Ebony N. Thomas, Esq. to make a positive impact on these issues.

The mission of the Urban Dream Initiative is to reverse the effects of urban decay and restore our urban communities to powerful centers of multiculturalism, opportunity, and prosperity. Our vision is to leverage corporate, private and government partnerships and resources to:

U—Unlock potential of urban communities through educational outreach focused on combating illiteracy, mental illness, and substance abuse.

R—Restore urban identity through community improvement and cultural enrichment programs geared towards building a sense of community pride, shared heritage, and shared aspirations.

B—Build opportunity via corporate and private partnerships that take advantage of the diversity of the urban community to provide economic growth and prosperity.

A—Accelerate improvement of urban communities through a structured and focused approach that is initially limited in scope, but ultimately broadens to rapidly achieve and build upon successes.

N—Navigate political, legal, and cultural barriers to achieve unity of purpose and goals in urban communities through focused sessions with community leadership, political leaders, and law enforcement to develop an urban agenda and action plans that involve all parties.



EBONY N. THOMAS

Founder of the Urban Dream Initiative

Ebony Nicole Thomas is a Major in the United States Army. She currently serves as the Command Judge Advocate for the 94th Army Air and Missile Defense Command, at Joint Base Pearl Harbor-Hickam. Before her current position, she served as the Deputy Legal Advisor for the People First Task Force, at the Pentagon. Before that, she received her LL.M. in military law with a focus on government contracts from the Judge Advocate General's School in Charlottesville, Virginia. Before that, she served as a Military Justice Advisor and Special Assistant United States Attorney for Aberdeen Proving Ground. Ms. Thomas also formerly served as an Army Prosecutor, a Legal Assistance and Operational Law Attorney, and an Administrative Law Attorney in the 82nd Airborne Division at Fort Bragg, North Carolina.

Ms. Thomas is a native of Philadelphia, Pennsylvania. Her grandmother and mother, both of whom were teachers, taught her at an early age the importance of education. Ms. Thomas received her primary and secondary education through public and private schools. After high school, she went on to attend the United States Military Academy Preparatory School, then at Fort Monmouth, New Jersey, and was then accepted into the United States Military Academy in West Point, New York, graduating in 2010 with a Bachelor of Science Degree in Engineering Management with a focus on Civil Engineering. Upon graduation, Ms. Thomas commissioned as a Second Lieutenant in the Adjutant General's Corps. In 2011, Ms. Thomas deployed to Iraq for 11 months to support Operation New Dawn. In 2013, she applied and was accepted into the Army's Funded Legal Education Program, and graduated in 2017 from the Marshall-Wythe Law School at the College of William and Mary in Williamsburg, Virginia, with a Juris Doctor degree. That same year, she received her license to practice law in Pennsylvania. In 2022, Ms. Thomas was admitted to practice law before the United States Supreme Court.

Major Thomas' awards and decorations include: Meritorious Service Medal; Army Commendation Medal (3 OLC); Army Achievement Medal (1 OLC); Iraq Campaign Medal; Global War on Terrorism Service Medal; National Defense Service Medal; Army Service Ribbon; Overseas Service Ribbon; Army Staff Identification Badge; and Parachutist Badge.

Ms. Thomas' mission in life is to serve not only her country but also her community – thus the Urban Dream Initiative was born.

This event would not be possible without the support of our sponsors. We are incredibly humbled by their generosity. Thank you cannot be said enough.



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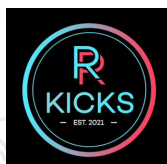


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Mr. Thomas & Veronica Loyd**

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Ms. Lisa Benetiz
West Point Chief Diversity Officer

Mrs. Lori A. Sheetz
Director, Center for Leadership and Diversity in STEM

West Point Cadets and West Point Admissions Teams

The Honorable William J. Walker, Major General, U.S. Army (Ret)

Mr. Tolu Onasanya & Dr. Natosha S. Onasanya, MD, MPH

Mrs. Ashli Allen

Urban Dream Initiative Team

Mrs. Racine Randolph, Mr. Jim Robinette,
Mr. Shola Adepegba, Ms. Monique Thomas, Mrs. Domeca Newsome,
Mr. John Gilmore, Mr. Keith Stewart, Ms. Ja'zel Thomas, Ms. Samara Corbin
and Mr. Mike & Mrs. Litrena Gordon Staton

Ms. Kristian Ali - Principal
Philadelphia Military Academy

LTC Russell A. Gallagher, Ed.D.
Us Army (Ret)
Philadelphia Military Academy Former Commandant, JROTC

Dr. Darryl Johnson, Ed.D.
Principal of George Washington Carver HSES

Ms. Elizabeth Curry
Assistant Principal of George Washington Carver HSES

Mrs. Janel Moore-Almond
History Teacher & BSU Leader at George Washington Carver HSES

THANK YOU!

URBANDREAM
INITIATIVE