

BUSINESS AT ITS BEST: EMPLOYERS RESPOND TO DOMESTIC VIOLENCE

SPEAKERS' BIOGRAPHIES

Marianne Balin, M.P.H.

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Marianne Balin is the creator and manager for the Blue Shield of California Foundation's award winning program, Blue Shield Against Violence. A public health educator by training with years of experience in patient education, community relations, and marketing, Marianne has helped Blue Shield craft a genuinely contributing public service program. Blue Shield Against Violence has broken new ground by engaging California employers in a workplace response to intimate partner violence.

Recognized as a pioneer in this area. Ms. Balin has trained business leaders, human resource professionals, managers, and rank and file employees in more than 100 California workplaces. She also provides training to domestic violence advocates who would like to engage with employers in their communities. Training materials that Marianne has developed in partnership with the Family Violence Prevention Fund are used by community agencies and employers throughout the country.

Marianne is a master's prepared public health educator. Prior to her work with Blue Shield of California, she served as Director of Patient Education and Community Relations for San Francisco General Hospital and Director of Marketing for the Community Health Network of San Francisco. She has served as a board member and officer of many community organizations including the Statewide California Coalition for Battered Women, Partners Ending Domestic Abuse, Caminos Learning Center, and the San Francisco Public Health Foundation.

Founded in 1939, Blue Shield of California is one of the state's leading healthcare companies. Headquartered in San Francisco, the nonprofit corporation has nearly 2.6 million members, 4,000 employees and more than 20 office locations throughout California. For more information on Blue Shield, visit the company's Web site at www.mylifepath.com. Established in 1981, the Blue Shield of California Foundation is a non-profit charitable foundation dedicated to domestic violence prevention, medical technology assessment and efforts to reduce the uninsured. The mission of the Blue Shield of California Foundation is to make a significant contribution to the health of Californians through innovative research, programs and education. In 2002, Blue Shield Against Violence expanded its scope to include educational outreach to physicians, dentists, and their staff members. Under the auspices of the Blue Shield of California Foundation, Blue Shield Against Violence makes grants to domestic violence service providers and funds research and public education campaigns to

reduce the impact of intimate partner violence. For more information about the Blue Shield of California Foundation, please visit our website at www.blueshieldcafoundation.org.

Gene D'Adamo

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Gene D'Adamo is the Vice President of Community Relations for *The Arizona Republic*. He manages the Community Relations Department and directs corporate and foundation contributions and community relations and outreach programs. D'Adamo also oversees the employee volunteer program, the newspaper's public service space and internal communications.

Under his direction *The Republic's* Season for Sharing and Republic Charities partnerships have become two of the state's premiere corporate philanthropic programs, generating more than \$35.5 million in the past ten years to support local charities. D'Adamo also helped initiate a number of partnerships with local communities that leveraged the resources of *The Republic* and unique matching dollars of the various foundations to increase support for critical issues facing the community. These programs include: Child Abuse Prevention License Plate program; Target Zero: One Drowning is too Many; One Bed, One Life Domestic Violence campaign; Check Out Hunger; AIDS Walk Arizona; regional utility bill donation programs with the cities of Scottsdale, Glendale, Mesa and Tempe; and partnerships with The Thunderbirds and Samaritan Foundation.

D'Adamo currently serves on the boards and committees of the following organizations:

- Employers Against Domestic Violence, co-chair
- Maricopa Association of Governments Regional Domestic Violence Council
- Governor's Commission to Prevent Violence Against Women
- Chrysalis Shelter for Victims of Domestic Violence, vice president
- Phoenix Children's Hospital Foundation, board of trustees
- Valley of the Sun United Way, board member
- Human Services Commission, City of Phoenix, commissioner
- Arizona Grantmakers Forum, board member
- ASU Center for Nonprofit Leadership & Management, Advisory Board
- Rodel Foundation, Advisory Board
- Northern Arizona University President's Advisory Board

He is a graduate of Valley Leadership Class XVIII, a participant in the 73rd Arizona Town Hall: Who's Responsible for Arizona's Children and a panel chair for the 80th Town Hall: Building Leadership in Arizona. D'Adamo served as a loaned executive for the United Way and is involved in various allocation panels and fund distribution committees for the community.

D'Adamo is a graduate of Arizona State University with a degree in Communication. He has completed certification programs from the Boston College Center for Corporate Community Relations and Northwestern University Kellogg School of Graduate Management, Media Management Center.

Recent Awards/Honors:

- Commissioner's Award from the Administration on Children, Youth & Families, U.S. Dept. of Health & Human Services, 2003
- Desert Peaks Professional Service Award, Maricopa Association of Governments, 2002
- Alumni Hall of Fame, Arizona State University College of Public Programs, 2001
- Forty Under 40, Phoenix Business Journal, recognizing career highlights, accomplishments and community leadership, 2001.
- 3rd Most Influential Under 40, Phoenix Business Journal poll, 1998.
- Honored as a Rising Star in Phoenix Theatre's 1998 annual celebration of civic leadership.
- Friend of Arizona's Children Award, Child Crisis Center East Valley, 1999.
- Co-chair of the Phoenix Symphony's 1998 Season Opening Gala.
- Visionary Award, Ss. Simon & Jude School, 1999.

D'Adamo has been with *The Arizona Republic* for 23 years. Prior to his current position he worked in the Marketing and Public Relations Departments as a special events and promotion coordinator and held a variety of positions in the Advertising department.

He and his wife Debbie have three daughters — Danielle (18), Lauren (15) and Brooke (10).

Honorable Richard M. Daley

Mayor

City of Chicago

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Chicago Mayor Richard M. Daley has earned a national reputation for developing innovative, community-based programs to address crime, education, neighborhood development and other challenges facing cities at the end of the 20th Century.

From community policing to reforming the Chicago Public Schools, Daley's innovations have become models for cities across the nation and have won him national honors. In 1997 he was named Municipal Leader of the Year by American City and County magazine; a Public Official of the Year by Governing magazine; and Politician of the Year by Library Journal. In 1996 he headed the U.S. Conference of Mayors.

A former state senator and county prosecutor, Daley was elected Mayor on April 4, 1989, to complete the term of the late Harold Washington, and was re-elected in 1991, 1995 and 1999 by overwhelming margins.

Frustrated with the performance of Chicago's public schools, Daley obtained unprecedented control over the schools from the Illinois General Assembly in 1995. His new management

team, composed of experienced political, business and academic leaders, closed a \$1.8 billion deficit by imposing fiscal discipline, made homework mandatory, ended social promotion of underperforming students and greatly expanded summer school and early childhood education programs.

In 1997, President Clinton said the Chicago Public Schools, once labeled the nation's worst by a former U.S. Secretary of Education, are now a model for urban school reform across the nation. In 1999, the schools reported that test scores in reading and math had improved for four consecutive years in elementary schools and three in high schools.

Under Daley's leadership, Chicago's community policing program also became a national model, with beat officers working with city agencies and neighborhood residents to solve problems that foster crime. The police department added 1,600 officers, launched an aggressive anti-gang program and seized and destroyed 12,000 to 15,000 illegal weapons each year, more than any other city in the nation. In a nationally acclaimed effort to stem the flow of guns into Chicago, Chicago and Cook County sued the gun industry for \$433 million in 1998, accusing it of creating a public nuisance in the city. Chicago's crime rate has dropped every year since 1992.

Daley's focus on quality-of-life concerns has led to greater emphasis on the delivery of basic services, from removing graffiti, abandoned cars and deteriorating buildings to creating more green space and a citywide recycling plan. He passed a penny-a-pack cigarette tax to triple the number of available beds for the homeless and committed record resources to the development of affordable housing.

Stacey Pastel Dougan

Shareholder

Assistant General Counsel

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Stacey is the Assistant General Counsel for Greenberg Traurig and works with the General Counsel handling such matters as risk management and conflict and ethical issues. She was instrumental in the development and implementation of the firm's [Domestic Violence and its Effects in the Workplace policy](#). Stacey is also the Founder and former Director of the Greenberg Traurig/Florida Coalition Against Domestic Violence Alliance for Battered Women. This strategic Alliance was formed in March 1999, after the Loretta Randley case (see below), and is designed to provide litigation support, appellate advocacy, policy development assistance, legal consultation and training on domestic violence legal issues. Prior to joining the firm as a Litigation Associate in 1996, Stacey served for four years as an Assistant Public Defender in Broward County.

Areas of Experience

- Professional Responsibility
- Litigation
- Employment Law
- Domestic Violence Law
- Appeals

Significant Representations

- Provided pro bono representation to Loretta Randley, a great grandmother convicted of killing her abusive boyfriend in 1981, but due to a series of clerical errors, was never incarcerated to serve her sentence until May 1997. On September 17, 1998, after representing Randley in appellate and post-trial proceedings, Dougan successfully argued before Florida's Governor and Clemency Board that Randley should be released from prison based upon evidence of domestic violence that was never presented at her original trial and because she lived an exemplary life for the 16 years following her conviction. Randley's prison sentence was commuted to time served that same day.

Professional and Community Involvement

- Member, ABA Commission on Domestic Violence
- Chair, Women's Fund of Miami-Dade County, Inc.
- Burdines' "Florida's Favorite Moms" (16 South Florida Moms were chosen to be featured by Burdines in its Mother's Day ad based on their community service and commitment to family) (May 2002)
- University of Miami Law Women, Women Who Make A Difference Award (March 2001)
- Founder/Former Director, Greenberg Traurig/Florida Coalition Against Domestic Violence Alliance for Battered Women
- Member, Board of Directors, Legal Services of Greater Miami, Inc. (representing the Dade County Bar Association) (1996-2001)
- Pro Bono Attorney, Guardian Ad Litem Program for the 11th Judicial Circuit, representing children in abuse and neglect proceedings
- Guardian Ad Litem, Dade County Bar Association's "Put Something Back" program, representing children in domestic violence cases
- Member, Florida Association for Women Lawyers
- Grant Reviewer, Philip Morris Doors of Hope Program, New York, NY (August 2001, 2002)

Articles, Publications and Lectures

- Convener and Panelist, "Domestic Violence in the Workplace: Navigating the Legal and Ethical Issues", Sponsored the by American Corporate Counsel Association, New York, NY (October 2002)
- Panelist, "What's Imperative for an Effective DV Workplace Policy: A Dialogue," 7th Annual Corporate Conference on Domestic Violence, Sponsored by New York Women's Agenda and Philip Morris Companies, Inc., New York, NY (October 2002)
- Speaker, Association of Legal Administrators, "Dealing with the Impact of Domestic Violence in Your Workplace", Miami, FL (May 2002)
- Panelist, Developing Domestic Violence Policies for the Workplace, Sponsored by Verizon Wireless and Family & Child Services of Washington, DC (April 2002, Washington, DC)
- Author, "Employer's Bane: Domestic Violence Often Spills into the Workplace," The Nevada Journal, November 28, 2001 and The Colorado Journal, November 28, 2001

- Panelist, Workplace Violence Policies, 6th Annual Corporate Conference on Domestic Violence, Sponsored by New York Women's Agenda and Phillip Morris Companies, Inc., New York, NY (October 2001)
- Consultant, Domestic Violence Institute (national conference presented by the ABA Young Lawyers Division & ABA Commission on Domestic Violence in Washington, D.C. in May 2000)
- Panelist, The Pro Bono Institute's Annual Law Firm Pro Bono Seminar, "Signature/Thematic Projects" (Washington, D.C., 2000)
- Lecturer, Florida Prosecuting Attorneys Association, Domestic Violence Training (1999)
- Lecturer, FCADV, "Working With Children From Violent Homes" (1999)
- Speaker, Aventura Marketing Counsel, "Domestic Violence Doesn't Work" (1999)
- Speaker, ABA Equal Justice Conference "Pro Bono, Innovations, and New Partnerships" (1999)
- Lecturer, FCADV, "Serving Battered Women With Mental Health Problems" (1999)
- Speaker, National Council of Jewish Women, "We've Come a Long Way Baby: Or Have We?" (1999)
- Author, "With Justice for Whom? The Presumption of Moral Innocence in Rape Trials," Indiana Law Journal (1996)
- Author, "Community Land Trusts: A Promising Alternative for Affordable Housing," Journal of Land Use & Environmental Law (1991)

Education

- LL.M., Columbia University School of Law, 1995; Harlan Fiske Stone Scholar
- J.D., Florida State University College of Law, 1991; High Honors; Articles & Notes Editor, Journal of Land Use & Environmental Law; Moot Court Team; Moot Court National Competition Finalist
- B.A., University of Miami, 1985; Phi Beta Kappa

Admitted to Practice

- Florida
- United States District Court, Southern District of Florida

Jean Haertl

Director, Workplace Violence Prevention
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Jean Haertl (Hurtl) is the Director of Training and Workplace Violence Prevention for the Commonwealth of Massachusetts Human Resources Division. In this senior management position, Jean is responsible for delivering domestic violence and workplace violence prevention training to Senior Executive Staff and state agency personnel throughout the Commonwealth. Prior to this position, Jean served for 4 years as Executive Director of the Governor's Commission on Domestic Violence. As Executive Director she led a bipartisan 250 member Commission, chaired by the Governor, with the mission of making recommendations to reduce the crime in Massachusetts. Along with the Governor, Jean was responsible for

recommending over 28 million dollars each year in state funds to support victim services, shelters, visitation centers and prosecution. In this position, she worked hand in hand with state Commissioner's and the Governor's Chief Legal Counsel, to strengthen criminal justice, human service, and legislative responses to victims of domestic violence. In October of 1997, Jean worked with the Governor's Office to draft Executive Order #398, the state's first policy addressing domestic violence in the workplace. In 1997, Jean developed a two-day domestic violence in the workplace prevention training and has trained 20,565 state employees on responding to domestic violence in the workplace and the implementation of the Governor's Executive Order.

Jean has an extensive 16-year background in the field of domestic violence. For four years, she directed the Victim Advocacy Program of the Framingham Police Department, the first program of its kind in the state. She worked with over 2,300 survivors of domestic violence providing them with counseling, criminal and civil advocacy, emergency shelter, hotline support and support groups.

She is a certified batterers intervention counselor through EMERGE and has co-led first stage groups for men who batter with the agencies founder David Adams.

For three years, she served as Executive Director of the Support Committee for Battered Women, providing emergency shelter, hotline, legal advocacy and support groups to battered women in over 28 Metro West Communities.

Most recently, Jean was responsible for drafting the Governor's Zero Tolerance Policy (Executive Order #442) targeting workplace violence signed by Governor Jane M. Swift on October 30, 2002. She is currently developing and delivering workplace violence prevention training to senior executives within state government.

Prior to her work in state government, Jean also provided domestic violence in the workplace training to corporations, members of the Legislative and Judicial branch. For the past 10 years, she has regularly trained probation officers, police, judges, attorneys, and clinicians on how to respond to victims of domestic violence.

Jean is a graduate of Wellesley College and has received her Masters degree in psychology from Boston College.

R. Gayle Harrell Jackson

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Gayle Jackson is an Assistant Attorney General and Drug Policy Section Chief, for the Louisiana Department of Justice. She is currently directing the Attorney General's Domestic Violence in the Workplace Initiative, a program designed to assist employers in responding

appropriately to domestic violence when it comes to the workplace. Prior to assuming her current position, Ms. Jackson served approximately four years as an Assistant District Attorney in the Sex Crimes Division of the East Baton Rouge Parish District Attorney's Office. Ms. Jackson was a law clerk to the Honorable Ralph H. Tyson, Federal Judge for the Middle District, when he served in the 19th Judicial District Court.

Ms. Jackson holds both civic and professional leadership positions. She has contributed an extraordinary amount of time to her legal associations and to the community. She is the immediate past president of the oldest and largest women's organization in Baton Rouge, The YWCA of Greater Baton Rouge. She has served with the organization as a board member since 1995. She has also served as chair of the YWCA's Public Policy Committee from 1996-1998. Under her leadership, the committee held the first YWCA Week Without Violence Program. In 1996 her committee was honored by the YWCA as the Outstanding Committee for the year.

In 1999-2000 she chaired the Women's Council of Greater Baton Rouge, an organization of women and non-profits that support programs addressing the quality of life for women and families in our community. An avid advocate for women and children, she directs all of her volunteer efforts in that direction by serving on numerous board and committees that are involved in providing services to women and children. She is a past board member and volunteer for the Battered Women's Program; she serves on the boards of Court Appointed Special Advocates; WINGS (Women in Need Gain Support); and, Myriam's House. Ms. Jackson provides pro bono legal services to many, especially those infected and affected by AIDS/HIV. She serves as volunteer legal counsel to Friends For Life. She also serves on the advisory boards of the Woman's Hospital and Pennington Biomedical Women's Nutritional Research Program.

Ms. Jackson is a past council member of the Young Lawyer's Section of the Baton Rouge Bar Association. She serves on several committees within the local bar association: volunteer, holiday star and pro bono committees. She is a past member of the membership and the bench bar conference committees. In 1996, Ms. Jackson had a vision for a volunteer committee for the Young Lawyer's Section. She wanted to see the young lawyers in Baton Rouge collectively giving back to the community. In the summer of 1996, the Volunteer Committee of the Baton Rouge Bar Association's Young Lawyers Section was born. She served as the first chair of the volunteer committee, which has now grown to a committee of fifteen attorneys who have recruited a volunteer panel of approximately 50 attorneys who are willing to volunteer for any project.

In April 1999, she was appointed to the board of Governors for the Louisiana State Bar Association. She has since been appointed to represent the board on the Family Law Section Committee and on the board of the Louisiana Association of Civic and Law Related Education.

She has received numerous awards from various organizations, a few of them are: the YWCA of Greater Baton Rouge Young Woman of Achievement, 1997; Baton Rouge Association of Women Attorney's Tribute Award, 1998; Aidslaw of Louisiana Publico Pro Bono Award, 1997; she was named Outstanding Young Lawyer for the State of Louisiana, by the Louisiana State Bar Association in 1997; a 2000 LSBA President's Award recipient; and she was a 2001 recipient of the Baton Rouge Business Report Top Forty under 40 award.

She is a member of the Baton Rouge Chapter of the Links, the Louisiana Coalition Against Domestic Violence and a past member of the Junior League of Baton Rouge.

Ms. Jackson received her BA in Journalism from the University of Louisiana at Monroe (formerly Northeast Louisiana State University), a MA in Mass Communications from Southern University and her JD from Louisiana State University, Paul Hebert School of Law. She is married to Attorney Sean Ashley Jackson and is the proud mother of a 3-year old son, Nicholas Joseph Harrell Jackson.

Ann Kaminstein, Esq.

President

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Ann Kaminstein is the founder of DV Initiative, Inc., a corporation that helps employers address domestic violence in the workplace. DV Initiative has unique web-based services and performs company audits, develops and implements customized policies, procedures, and training, and manages corporate domestic violence programs. DV Initiative's client portfolio includes Fortune 500 Companies as well as medium to small size companies.

Ann has over 13 years of experience as an advocate for victims of domestic violence. Before founding DV Initiative, Ann was the co-founder and Executive Director of Women Empowered Against Violence (WEAVE), a non-profit organization that provides legal and counseling services to victims of domestic violence in the District of Columbia. Today, WEAVE is a thriving nonprofit with over fifteen employees and provides services to thousands of domestic violence victims every year.

Ann has represented victims of domestic violence for Civil Protection Orders in the District of Columbia Superior Court and prosecuted domestic violence cases for the United States Attorney's Office for the District of Columbia, Violent Crimes Section. Prior to becoming an attorney, Ann was the Acting Executive Director of the Long Beach YWCA Battered Women's Shelter. Her other relevant work experience includes being a Law Clerk for a Federal District Court Judge, Service Coordinator for the Southern California Coalition on Battered Women, Assistant Coordinator for the Los Angeles County Domestic Violence Council, facilitator for battered women's support groups, and crisis counselor. Ann also worked as a Special Projects Coordinator for People Skills International, a management and sales consulting firm in London, England.

Currently, Ann is on the Board of Directors for the Williamson County Crisis Center. She is also a member of the American Bar Association, CAVNET, Society for Human Resource Management, National Association of Female Executives, National Association of Women Lawyers, and Corporate Alliance to End Partner Violence. Other activities include being an adjunct law professor at the Washington College of Law, where she taught the Battered Women and the Law Seminar. She was also a faculty member of the D.C. Bar's Pro Se Divorce Clinic.

Ann received a Bachelor of Science from Tufts University and a Juris Doctor from American University, Washington College of Law. Currently, she is licensed to practice law in Florida and the District of Columbia. Ann is also a certified mediator in the state of Texas.

Leslie Landis

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Leslie Landis is the Project Director for the City of Chicago's Mayor's Office on Domestic Violence. Landis is responsible for coordinating the provision of domestic violence services through the Mayor's Office. She chairs the Mayor's Domestic Violence Advocacy Coordinating Council which is developing a uniform, citywide intervention and referral strategy to address the service needs of domestic violence victims. The Mayor's Office on Domestic Violence is dedicated to mobilizing key stakeholders including leaders from local businesses, schools, youth groups, houses of worship, domestic violence and health agencies and neighborhood groups to engage in this effort. The Mayor's Office on Domestic Violence also reaches millions of Chicagoans via public awareness campaigns that emphasize that help for victims is just a phone call away and that domestic violence is unacceptable in Chicago.

Prior to this appointment, Landis served for 15 years as Executive Director of Life Span, a domestic violence agency providing counseling and legal services for victims in Cook County. She was instrumental in establishing the first domestic violence criminal court in Chicago. Leslie co-authored the 1986 and 1993 revisions to the Illinois Domestic Violence Act. As a result of her developed expertise on the issue of domestic violence, Landis participates extensively on national, state and local advocacy and training efforts on behalf of battered women. She is a founding member of the Chicago Metropolitan Battered Women's Network.

Landis earned her Juris Doctorate from Antioch School of Law in Washington D.C. and her B.A. in Sociology/Social work from Edinboro University in Pennsylvania.

Jeri Linas

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Jeri Linas joined the Mayor's Office on Domestic Violence in 1998 after having served as founding member, Assistant Director and then Executive Director of Rainbow House/Arco Iris,

a comprehensive social service agency serving battered women and their families, since its inception in 1982.

In her capacity as Assistant Director of the Mayor's Office on Domestic Violence Ms. Linas is responsible for the screening, interviewing, hiring, training and supervision of all the MODV staff. She is responsible for assisting, developing, implementing, managing and directing all MODV projects as well as coordination across city departments. She coordinates MODV efforts with the staff, other city departments, community based organizations and the general public.

In her past five years with MODV she has identified partners for MODV initiatives, developed programs and services, sought and encouraged funding for MODV pilots as well as community based programs. She assisted with the development and establishment of the City of Chicago's Domestic Violence Help Line as well as the CTA / Domestic Violence Education and Awareness Public Relations campaign for the City of Chicago. In February 2002 Ms. Linas coordinated the D.V.Training for over 1000 emergency medical employees of the Chicago Fire Dept. and in 2003 will develop and implement the next phase for 3000 paramedics.

Ms. Linas, an immigrant from Belfast, N. Ireland, is an educator by training and has taught in England, Ireland and Chicago. She lives in the Beverly community in Chicago.

Cheri Lee

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Cheri Lee currently serves a dual role in the departments of Community Health and People & Culture (Human Resources) as the director of Texas Health Resources' Family Violence Prevention Initiative (FVPI) and coordinator of the organization's Work/Life and Wellness program.

Cheri has been with Texas Health Resources for 17 years serving in various roles within the organization including Respiratory Therapy director and as a facilitator for continuous process improvement.

In her FVPI role, Cheri is responsible for the development and implementation of materials, training and communication throughout THR's 13 hospitals which serve 29 counties in the North Texas region. Cheri is currently coordinating the development and implementation of the organization's medical education and manager training via electronic media. She is also facilitating a pilot of the FVPI program with other businesses within the communities served by THR.

Cheri works with many community groups as a representative of Texas Health Resources and represents the organization, as one of the founding members, on the Texas Business Alliance to End Domestic Violence.

A resident of Dallas, Texas, Cheri attended the University of Texas Southwestern Medical Center Allied Health Sciences program in Dallas and graduated with a Bachelor of Science in Allied Health Education.

Johnny Lee

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He is the Executive Director of Peace@Work, a non-profit dedicated to the prevention of violence and crisis response in the workplace.

Johnny Lee is also the Workplace Violence Specialist for the Office of State Personnel in Raleigh, North Carolina. His responsibilities include consulting state agencies on the development and revision of their workplace violence policies and the implementation of prevention and awareness programs.

He is co-author of the 6th edition of Armed Robbery Training Manual, showing retail and banking clerks the safe means and manner to survive an armed robbery.

Addressing the issue of domestic violence, he is the co-chair of the Workplace Policies and Public Awareness Committee of the North Carolina Domestic Violence Commission and sits on the Legislative Issues Committees. He has written articles on the subject of domestic violence in the workplace for *The Journal of Safe Management of Disruptive and Assaultive Behavior*.

He is trained by the Carolina Dispute Settlement Services on employee mediation to settle conflict through facilitated discussion.

As a victim advocate, he is on the board of directors for the North Carolina Victim Assistance Network and currently chairs the Certification Committee that operates a 40-hour academy and testing to certify victim services professionals. He is also a member of the North Carolina Victim Services Inter-Agency Council. He graduated from the National Victim Assistance Academy in June 2001.

Previously, as the Victim Services Coordinator for the Asheville Police Department, he headed up a unit of staff and volunteer advocates delivering assistance to victims from the crime scene through to sentencing and beyond. While there, he served on the Family Violence Task Force, a network of community resources to develop awareness and coordination of services.

He attained an M.S. in Experiential Education from Mankato State University, applying those skills and knowledge while leading wilderness expedition programs for Outward Bound, leading diverse groups from juvenile offenders to executive professional development programs.

Program development and workshops have been delivered for entities such as:

- North Carolina State Agencies Human Resources Directors
- North Carolina Association of County Directors of Social Services
- North Carolina Primary Health Care Association
- Cumberland County Health Department

- Charlotte Chamber of Commerce
 - NC Society of Human Resources Managers, Numerous chapters
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Michael O. Lynch, CPP, CFE

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Michael O. Lynch, CPP, (Certified Protection Professional) CFE (Certified Fraud Examiner) is a well-respected security authority and consultant, and Manager of DTE Energy's Corporate Security-Investigations Organization. He has made security his life's work, having been in the security field for more than 25 years. His primary responsibilities at DTE Energy are physical security, emergency management, business continuity, investigations and executive protection.

Mr. Lynch holds a Masters Degree in Human Resource Development and is an expert on employee investigations. He has authored and published several articles in industry journals with emphasis on workplace / domestic violence. Numerous companies used his model described in "Go Ask Alice" a featured article in Security Management magazine, as a catalyst for the creation and implementation of domestic and workplace violence polices. Michael Lynch is also responsible for DTE Energy's Emergency Plan (which includes terrorism, hostage situations and bomb threats). Under his leadership, his organization has enhanced both the corporate image and community relations by presenting specialized training to various government agencies, schools, and professional groups.

Michael Lynch is Chairperson of the EEI Security Committee and Vice-Chair of NERC's Critical Infrastructure Protection Advisory Group. Outside of DTE, Michael Lynch is Chair of the Crimestoppers Alliance and a Board Member of The Alliance for a Safer, Greater Detroit.

Agnes Maldonado

Executive Director of New Mexico Coalition against Domestic Violence
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Agnes Maldonado, a native New Mexican, recognized in the Albuquerque business community in the area of non-profit organizations and the public service sectors. She is bilingual in English and Spanish.

She is a graduate of the University of Albuquerque, with a degree in Business Administration. Agnes started her career as an Accountant over twenty-five years ago and has a strong background in finance, planning implementing and managing various types of programs. Throughout the years she has demonstrated strong leadership and management skills and

advanced herself to Associate Director, Interim Executive Director of other non-profit organizations and then to her present position of Executive Director of the New Mexico Coalition Against Domestic Violence (NMCADV).

Agnes integrates domestic violence in the workplace policies in workplaces throughout the state through Policy Development and implementation. The NMCADV was selected by the Family Violence Prevention Fund to participate in a groundbreaking project -- the Corporate Citizen Initiative on Domestic Violence. NM was 1 of the 10 states selected. The NMCADV has developed a 40-page booklet that helps employers affected by domestic violence.

Agnes was the first to partner with the Archdiocese of Santa Fe to teach priests how to counsel victims and abusers. Twenty (20) trainings have taken place throughout the state. These partnerships initiated by the NMCADV are having far reaching positive impact. Through pastoral letters from the Archbishop, the church's position against domestic violence is being articulated.

Legislation and Policy Advocacy

Agnes:

1. Secures funding for shelters. It had been seven years since shelters had received an increase in funding but in 2001, the governor signed a bill that provided \$750,000 additional dollars for shelters. Agnes provided the legislators with convincing evidence and very meaningful information about the desperate need for additional funding to create and expand children's programs in the various shelters.

2. Introduced bills to improve the circumstances of victims of domestic violence in 2001 and 2002:

- The governor signed HB130 providing financial remedies for victims of domestic abuse, amending a section for the Family Violence Protection Act. He also signed HB478 providing an exception to the requirement that an application for a name change be published; amending a section of NMSA 1978. These two laws became effective July 2001.
- In the 2002 Legislative Session the Governor signed HB242 changing NM law to be in compliance with the US department of Justice Violence Against Women Act on the issues of restraining orders and dual arrests. The lack of compliance had resulted in lost federal funding amounting to \$4 million for domestic violence programs around the state, since law change request for funding was resubmitted to the DOJ and was obtain.

Agnes focuses on the under-reached Hispanic population, with special emphasis on immigrants and monolingual Spanish-speakers with strategies that will over come the language and cultural barriers that often keep Latinas who are in domestic violence situations from seeking help. She has developed all her materials in English and Spanish. The NMCADV facilitates an informal networking coalition of agencies serving the Hispanic population. Peer education and outreach is conducted with lay community workers from within the Hispanic community through the auspices of the Catholic Church. The goal is to reach and provide culturally appropriate services to latinas.

Agnes has done lobbying at state and national levels for over ten years. She has organized many successful fund-raisers, annual conferences on behalf of local non-profit organizations, including but not limited to: the New Mexico Coalition Against Domestic Violence, Explora

Science Center & Children Museum of Albuquerque, the New Mexico Hospital and Health Systems Association and the Recreational Health and Occupational Center.

Agnes has served on various boards, including MANA de Albuquerque, LULAC, Albuquerque Human Rights, and is currently a member of the National Network to End Domestic Violence.

W. Barry Nixon

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W. Barry Nixon is the Executive Director, the **National Institute for Prevention of Workplace Violence, Inc.**, a company focused on assisting organizations to effectively implement programs to prevent workplace violence. Having spent over twenty years in Human Resources and Organization Development in Fortune 500 companies Mr. Nixon is well grounded in the real issues companies face. He develops practical solutions based on having been there and having implemented workplace violence programs in the eighties before this issue was identified as a top organizational issue.

Prior to founding the National Institute for Prevention of Workplace Violence, Mr. Nixon studied 'General Management' in the Executive Management Program, University of Hawaii. He earned a masters degree in Human Resource Development from the New School University, and a Bachelor of Science degree in Business Administration from Northeastern University. Mr. Nixon has also completed the Advanced Human Resource Management program of Babson College, as well as the certification programs in Organization Development from National Training Laboratories, Systems Thinking from MIT, Equal Employment Opportunity & Affirmative Action from Cornell University's School of Industrial Relations and the highly acclaimed "Creating Competitive Advantage through Human Resources," program from the University of Michigan's School of Industrial Relations. He is also a trained Mediator, certified Anger Management facilitator and one course short of becoming a Certified Trauma Response Specialist.

As a specialist in workplace violence prevention he has gained a reputation for developing comprehensive programs that are practical in nature and which fit the needs of the client. Additionally, his unique 360° Assessment Process that addresses organization and individual risk factors has been heralded as setting the standard for workplace violence prevention.

He is the Workplace Violence consultant for the State of California and provides consulting and training for managers and employees. Some of his clients include Gillette, Canon, Beckman Coulter, Caltrans, Southern California Edison, Orange County Sanitation, National Transit Institute, City of Pasadena, City of Irvine, Peterson Brothers Construction, District of Columbia Water & Sanitation Authority, etc. He also teaches human resource management courses at several universities.

In addition, Mr. Nixon is a frequently requested speaker on the subject of Workplace Violence, has published numerous articles including appearing in the highly acclaimed Complete

Workplace Violence Prevention Guide, has appeared on MSNBC, CBS, the very popular Atlanta radio show – Job Talk, United Kingdom – National Talk Radio and host the popular talk radio show - "Workplace Violence Today."

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Tracy Nolan is president of the Illinois/Wisconsin Region for Verizon Wireless, the nation's largest wireless service provider. She is responsible for the company's overall operations in Illinois, Wisconsin, northwest Indiana and the Quad Cities.

Throughout her years of corporate and sales management experience, Nolan has demonstrated a history of record-breaking results and rapid advancement. Previously, Nolan served as president of the Upstate New York Region for Verizon Wireless. In that role, she managed strategic planning and maintained Verizon Wireless' local identity as part of a national organization. First as president of Frontier Cellular, then Bell Atlantic Mobile's Upstate New York region, and finally, Verizon Wireless' Upstate New York region, Nolan had the unusual distinction of having been president of three companies in just four months.

Nolan took on her current position in 2001 and, under her leadership, Verizon Wireless has become the market-share leader among wireless service providers in Chicago. Nolan also nurtured the introduction of the company's HopeLine(SM) program in Illinois and Wisconsin. Through HopeLine, Verizon Wireless focuses primarily on putting wireless products and services to work to prevent domestic violence. In the past two years, Verizon Wireless has donated more than 1,500 wireless phones with airtime, and more than \$200,000 in monetary and other contributions to domestic violence shelters and prevention programs in the Region. Recently, the Rainbow House domestic violence center presented Nolan with a 2003 Corporate Support award for Verizon Wireless' support of the cause. Next month, Nolan will be accepting another award ...this time, a national honor recognizing Verizon Wireless' efforts to prevent domestic violence in Wisconsin. The Foundation of Women Executives in Public Relations will present Nolan with a Crystal Obelisk Award in Social Responsibility.

Nolan is a winner of the 2003 *Today's Young Executive Award*, presented by The Business Ledger, a business newspaper serving suburban Chicago, to executives who have excelled in business and achieved greatly at a young age. She is also a past winner of the Rochester Business Journal's 40 Under 40 Award which recognizes professionals under 40 years of age for service in their jobs and in the community at large. She serves on the board of directors for both the Make-A-Wish Foundation of Wisconsin and the Chicagoland Chamber of Commerce, and recently chaired the Rainbow House's annual major fundraiser.

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Donna Norton is the Manager of the National Workplace Resource Center of the Family Violence Prevention Fund. In this capacity, she founded and organized a National Day in which over 5 million Americans received information from their employers or unions about domestic violence. She also created the National Corporate Citizenship Initiative on Domestic Violence to mobilize business, government and advocacy leaders in 10 states to improve their state's response to domestic violence.

Ms. Norton has supervised a media campaign on the business response to domestic violence that generated press coverage from ABC Nightly News, the New York Times, and hundreds of other media outlets. She helped to initiate and orchestrate a media event at the White House, attended by former Vice President Gore and numerous CEOs. She also organized and moderated a media event on the steps of the Capitol for several Congressional Representatives, CEOs, and an international union president to show their support for federal legislation on domestic violence and the workplace.

Ms. Norton has also created award winning videos, curricula, and model policies that have been adopted by hundreds of private and public sector employers. She has also organized several national conferences on domestic violence and the workplace.

Formerly, Ms. Norton provided legal representation to over 800 survivors of domestic violence and was the Executive Director of the Southern Alameda County Domestic Violence Law Project.

Ms. Norton has also worked on various human rights and development issues in Russia, India, Zimbabwe, and Nigeria. In Russia, she managed a 22 million-dollar project for the U.S. Agency for International Development to promote the Rule of Law.

Ms. Norton has a law degree from Boalt Hall School of Law, a Masters in Public Policy from the London School of Economics and a B.A. in International Relations from Stanford University.

She and her husband, Michael, have two sons, Cole (5) and Luke (1).

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Ellen Ridley-Hooper provides Workplace Education for Family Crisis Services, a domestic abuse project serving two counties in southern Maine, and also serves as a consultant to Maine Employers Against Domestic Violence, a statewide organization that provides resources for employers on the issue of domestic abuse in the workplace. She has consulted for a variety of businesses and government departments, including the Maine Attorney General's Office, Shaw's Supermarkets, Bath Iron Works, and Time Warner. In addition, Ellen has been instructing batterer intervention classes for several years with Opportunity for Change, a non-profit agency in Portland, Maine.

Kristina Rose

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Kristina Rose has worked at the U.S. Department of Justice since 1998 and currently serves as the Chief of Staff for the Office on Violence Against Women, U.S. Department of Justice. As Chief of Staff, Ms. Rose is responsible for the overall operation and internal coordination of the office. She serves as an advisor to the Presidentially-appointed Director on policy and administrative issues pertaining to violence against women. In addition, Ms. Rose is responsible for preparing speeches, congressional testimony, and other specially written materials for the Director.

Prior to working in the Office on Violence Against Women, Ms. Rose served as a Special Assistant to the Acting Assistant Attorney General in the Department's Office of Justice Programs. There she assisted the Acting Assistant Attorney General prepare special briefings on internal operations for the Attorney General as well as prepare written reports to Congress. At the Justice Department, Ms. Rose also worked in the Office of Congressional and Public Affairs and at the National Institute of Justice. Ms. Rose served as staff to the Attorney General's Methamphetamine Task Force and the National Advisory Council on Violence Against Women.

Prior to her work in public service, Ms. Rose spent thirteen years with the National Criminal Justice Reference Service, the last five as the Senior Manager of Outreach and Dissemination.

Ms. Rose holds a B.A. in Sociology from George Mason University and an M.S. in Criminal Justice from Northeastern University.

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Eugene Rugala is Supervisory Special Agent at the Federal Bureau of Investigation (FBI). He has been with the FBI for 27 years and specializes in the detailed analysis of violent crime including murder, sexual assault, stalking, and domestic and workplace violence. He is a member of a Federal Interagency Taskforce on Workplace Violence coordinated by the National Institute for Occupational Safety and Health (NIOSH). Mr. Rugala has assisted the Japanese National Police regarding the investigation of serial rape and has consulted with the protection detail of the British Royal Family regarding public figure and celebrity stalkers.

As a result of his ongoing participation in research regarding workplace violence he contributes to many publications, including the U.S. Office of Personnel Management's manual *Dealing with Workplace Violence: A Guide for Agency Planners*. He received a bachelor's degree from Pennsylvania State University, and completed graduate studies in public administration from the University of New Mexico.

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Robin R. Runge, Esq. is the Director of the Commission on Domestic Violence at the American Bar Association. Robin has been a domestic violence victim advocate for twelve years and practiced employment law for five years with a focus on women's rights in employment, specifically the employment rights of domestic violence victims. Robin was instrumental in drafting and passing several pieces of groundbreaking legislation in California that increased the employment rights of domestic violence victims, including legislation that clarified victims' eligibility for unemployment compensation benefits, and securing time off from work for victims to obtain civil protection orders. In addition, she has co-authored several articles about the need for employment rights advocacy for domestic violence victims. Robin has spoken at

national conferences throughout the United States on the employment rights of domestic violence victims.

Previously, Robin was Deputy Director and Coordinator of the Program on Women's Employment Rights (POWER) at the D.C. Employment Justice Center and in 2000 she was a public policy attorney for the National Coalition Against Domestic Violence in its Washington, DC office. In 1997, Robin was the first George Washington University Law School graduate to receive one of fourteen Equal Justice Fellowships from Equal Justice Works (formerly the National Association for Public Interest Law) to create the Domestic Violence and Employment Project at the Legal Aid Society of San Francisco (website: www.las-elc.org). As coordinator of one of the first programs in the country devoted exclusively to advocating for the employment rights of domestic violence victims from 1997-2000, Robin provided direct representation and counseling to domestic violence victims experiencing employment problems; supervised law students providing similar services; developed "know your rights" fact sheets and a training curriculum on the employment rights of domestic violence victims; and conducted trainings of advocates, attorneys, and human resource professionals on the employment rights of domestic violence victims. In 1998, Robin created the Battered Women's Employment Rights Clinic in collaboration with W.O.M.A.N. Inc., a non-residential battered women's program in San Francisco, the first employment legal service clinic providing on-site legal advice and representation to battered women about their employment rights. In 2001, she received the W.O.M.A.N., Inc. Board of Directors' award for her commitment to the legal rights of battered women.

Robin is a member in good standing of the California Bar and District of Columbia Bar. She received her law degree from The George Washington University Law School where she was a member of the Moot Court Board, a Certified Student Litigator in the Domestic Violence Clinic, and a Dean's Fellow who taught first year law students in the Legal Research and Writing Program. At graduation, she received the West Publishing Award for Clinical Achievement in Family Law and the Baer Award for Individual Excellence from The George Washington University. She received her B.A. in History and French, *cum laude*, from Wellesley College in 1991. Robin is from Collinsville, Illinois, outside of St. Louis, Missouri.

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Doniece heads communications for the FVPF overseeing media relations, marketing, collateral development and branding. Prior to joining the FVPF, Doniece was a founding partner of Word of Mouth Communications, a presentation and media training company that worked with senior executives of Fortune 1,000 companies. Before spearheading efforts at Word of Mouth, she was variously Consultant, Account Director, and Senior Account Executive of the Wilson McHenry Company, where she built branding and communications vehicles, headed media relations - securing media coverage in all major media outlets - built sponsorships, and

conducted brand measurement. She worked with top corporations, including Visa International, Informix, Veritas and Toys "R" Us.

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Kathleen Schoen has worked in the area of domestic violence prevention and intervention since 1985. She has served as the Colorado Bar Association's Family Violence Program Director since 1997 and coordinates the Domestic Violence: Make It Your Business Project (MIYB). MIYB is a 3-year project to assist businesses in dealing with domestic violence in the workplace. She is the 2003 recipient of the Carolyn Hamil Henderson award given by SafeHouse Denver to individuals who make significant contributions to building community awareness about domestic violence and helping to stop future abuse. While a prosecutor for the City of Aurora, she spearheaded the development and implementation of the Aurora domestic violence fast track program. She writes and teaches nationally and internationally on the subject of domestic violence and workplace violence. She is also a trained mediator, and received 2002 and 2003 mediator of the year in the area of domestic relations and parental responsibility from Jefferson County Mediation Services. She has served on the Board of Director of several organizations including SafeHouse Denver and the Colorado Women's Bar Association. She received her JD from the University of Oregon.

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Jenn Smith is currently the Membership Coordinator of the Family Violence Prevention Fund (FVPF) where she is working to build a strong membership base of activists and volunteers willing to help prevent and end violence against women and children. She comes to this position with a wealth of experience in the public policy and health care arenas aimed at exploring activist strategies to end violence.

Prior to her work with the FVPF, Ms. Smith worked as a legal advocate for a battered women's shelter in St. Petersburg, Florida. She received her Master's Degree in Women's Studies from

the George Washington University where she focused on issues of violence against women, welfare reform and economic justice.

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Robin Hassler Thompson, J.D., of Robin H. Thompson and Associates, works to improve national, state and local responses to violence against women. Her consulting work includes domestic violence law and policy analysis and implementation under the Violence Against Women Act, adult fatality reviews, the impact of domestic violence on the workplace, health care policies and human trafficking. Services provided by her firm include policy development and analysis, meeting planning and organization, public speaking, strategic planning, and program evaluations.

Robin has served as the Executive Director for both the Governor's Task Force on Domestic Violence and the Commission on Minimum Standards for Batterer Intervention Programs. She is a former member of the Florida Supreme Court Gender Bias Study Implementation Commission. At the request of the U. S. Department of Justice, Robin served on the National Advisory Council on Violence Against Women and the American Bar Association's Commission on Domestic Violence.

Robin has received recognition and awards for pro bono work and her advocacy on behalf of battered women and children from Governor Lawton Chiles, the Academy of Florida Trial Lawyers, the Florida Coalition Against Domestic Violence, the American Association of University Women and was recently honored by Tallahassee Community College for her work.

Formerly, Robin served as staff director for the Florida House of Representatives Committee on Criminal Justice, and staff director and legal counsel for the House Majority Office. She graduated from Florida State University College of Law in 1984. In addition to her law degree, she holds an M.A. from Florida State University and a B.A. from American University where she graduated *summa cum laude* in 1981.

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Dr. Beverly Younger Urban, a Professor at Governors State University and a consultant to the Family Violence Prevention Fund and to the Illinois Department of Human Services Bureau of Domestic and Sexual Violence, has worked extensively in the past in the Employee Assistance field, where she observed first hand the effects of domestic violence on abused employees. Over the last several years, Dr. Urban has become actively involved in designing and evaluating workplace prevention and intervention responses to domestic violence, and has authored comprehensive training kits and other materials on the topic. Working closely with the National Workplace Resource Center on Domestic Violence, a program of the Family Violence Prevention Fund, Beverly has developed an expertise in workplace responses to domestic violence that is recognized on a national basis. Her research efforts include a three-year longitudinal evaluation of a workplace domestic violence prevention program. Her article, *Violence Against Women in the Workplace* appeared in the book she co-edited titled Empowering Women in the Workplace: Perspectives, Innovations, and Techniques for Helping Professionals.

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KC Wagner is the Director of Workplace Issues at Cornell University's ILR Metro District Office in New York City. Over the last 23 years, she has been an educator, organizer and activist in working women's issues – particularly in the areas of the prevention of sexual harassment and domestic violence.

Ms. Wagner has testified as an expert witness in landmark sexual harassment cases. She has appeared on "PBS Channel 13", "The Oprah Winfrey Show", "The CBS Morning News", "The Today Show", "CNN National Cable Network News" and been interviewed for articles in The New York Times, the Wall Street Journal and other publications.

KC Wagner co-authored a study entitled "Results of a Survey on Gender Bias and Sexual Harassment in the Federal Aviation Administration Eastern Region" and an article entitled "Programs That Work – Prevention and Intervention: Developing Campus Policies and Procedures".

Since 1996, she has co-chaired the New York Labor Union Coalition Against Domestic Violence – a private/public sector coalition that addresses domestic violence through member and steward awareness, collective bargaining and political action.

Ms. Wagner holds a Masters of Social Work Degree from Hunter College School of Social Work and a Masters of Labor and Industrial Relations from Rutgers University. In April 2000, she was awarded the prestigious Alice H. Cook and Constance E. Cook Award from Cornell University's Advisory Committee on the Status of Women for her work on women's issues.

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Kim Wells is the Executive Director of the Corporate Alliance to End Partner Violence. The Alliance is a leading force in the fight against domestic violence, and is the only national organization of its kind founded by business leaders and focused on the workplace. Since 1995, the Alliance has brought together dozens of progressive companies who exchange information, collaborate on projects, and use their influence to instigate change. With corporate members and affiliates reaching over a million employees across the nation, CAEPV members include Altria Group, Inc., American Express, Archer Daniels Midland, Blue Cross and Blue Shield of Illinois, CIGNA, Eastman Kodak, Enterprise Rent-A-Car, Kraft Foods, Lifetime Television, Liz Claiborne Inc., Mary Kay Inc., Morgan Stanley, State Farm Insurance Companies, and Verizon Wireless. Internationally, the Office of the Status of Women, Commonwealth of Australia, is a CAEPV member organization.

Nationally, Kim serves on the Workplace Committee of the National Task Force to End Sexual and Domestic Violence Against Women. In Illinois, Kim is a member of the Governor's Commission on the Status of Women in Illinois Violence Reduction Working Group, and she chairs the Promotion Committee for the State of Illinois as it develops and distributes a statewide model policy for partner violence and sexual assault and the workplace. She is also a member of the Illinois Corporate Citizenship Initiative as it develops and executes plans in Illinois to address domestic violence as a workplace issue.

On state and local levels, Kim is a member of the Steering Committee of the Illinois Family Violence Coordinating Council, in addition to serving on the 11th Judicial Circuit Family Violence Coordinating Council Planning Committee and co-chairing the McLean County Domestic Violence Task Force Youth and Children Work Group.

Kim is Treasurer of the board of directors for the Illinois Center for Violence Prevention, and is a former board member of the Mental Health Association in Illinois, and the Mental Health Association in McLean County. Kim is former adjunct faculty Illinois State University in Normal, IL, and Heartland Community College in Bloomington, IL, and continues to guest

lecture at both institutions. She is a graduate of the LEADERSHIP AMERICA 1999 American Issues Forum.

Kim is a frequent speaker and guest lecturer in the United States and internationally on topics such as partner violence and the workplace, workplace violence, organizational ethics and leadership. Recently she was invited by the government of Australia to speak at their first National Women's Conference, and to assist the Australian government in creating a Business Think Tank to address partner violence as a workplace issue.

Kim has a Bachelor of Arts degree in psychology and a Master of Arts degree in counseling psychology.
