

JOURNAL

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IT GLOBALIZATION By Gina L. Billings



Globalization is an economic, political and cultural force that has spanned the globe. The impact of globalization has spawned economic growth, prosperity, and political freedom for underdeveloped countries even as it has affected the economic structure of the African American community within the US. Today, the African American IT professional is increasingly concerned with job insecurity – a situation that has been exacerbated by the welfare state of nations that view the United States both as a benefactor and as a competitor.

Because Information Technology (IT) is used in nearly every aspect of life in contemporary industrial societies, information technologies are a driving factor in the process of globalization. Currently, IT is fundamentally restructuring business practices. Innovations driven by IT have increased the efficiency of business operations. IT provides the communication network that facilitates the expansion of products, ideas, and resources among nations and among people regardless of culture and geographic location. The Internet has played a major role in transforming commerce by creating entirely new ways for retailers and their customers to make transactions. Businesses rely heavily on IT to manage the supply chain, the manufacture of goods, and the marketing of products. These advances have facilitated efficiency gains in all sectors of the economy.

Globalization has also created tremendous growth in international law and trade markets over the past several decades. The increase in the trade of manufactured goods has expanded a host of new corporate initiatives to support the exceeding demands of consumers worldwide. Hosting the national technology conference in Washington, DC provided BDPA the opportunity to leverage the nation's capital as a platform to support the globalization theme "Global Strategy for the IT Professional".

Dr. Samuel Assefa, Ethiopian Ambassador's keynote message at the BDPA Awards Gala explored how

conference attendees can use IT Globalization as a catalyst for growth and development in seeking career opportunities within and beyond the boundaries of the U.S., while securing economic strength. IT Globalization has created efficient and effective channels to exchange information, and therefore, is the fundamental catalyst for global integration.

Globalization continues to reshape labor markets with technological innovations that now place previously isolated workers in direct competition with highly skilled IT professionals around the globe. The interaction of these forces has caused a reduction in workers' bargaining power and declining wages for both skilled and unskilled workers. Meanwhile, the steady flow of illegal immigrants has created an over supply of labor in the United States.

Economic growth and poverty reduction in underdeveloped countries has been a positive effect of globalization. However, globalization has also generated significant international opposition over concerns of inequality and environmental degradation. These aspects of globalization have significantly impacted the African American community and will continue to do so for the foreseeable future unless we explore creative and innovative practices to implement and inspire economic growth of IT globalization in the community in which we live.

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The National BDPA has opened a new office located in Largo, Maryland



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NOT PICTURED
Earl Pace
Gina Billings



2008-2009 BDPA NATIONAL EXECUTIVE COMMITTEE

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- Immediate Past President Gina Billings
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- Outside Director Norman Fleming
- Outside Director Betty Hutchins

By Coretta Poole

Imagine that you are charged with the responsibility of distilling all that BDPA offers in a destination event that spans just several days. For most, this would be a pretty daunting challenge. But with dedication, teamwork and a commitment to the organization's long-term mission, this is exactly what BDPA's Conference Teams have delivered, every year for almost 30 years. Each year, BDPA members, stakeholders, and sponsors gather at BDPA's Technology Conference in a culmination of all that has been accomplished over the previous year. The 2007 BDPA Technology Conference, "Global Strategy for the IT Professional," truly distilled the very best of BDPA. By delivering outstanding workshops and opportunities for meaningful exchange, this year's conference team delivered an event that transformed lives. Careers were launched, professionalism was advanced, and achievement was lauded.

From Wednesday August 15 through Saturday August 18, conference attendees participated in BDPA's marquee event at the historic Wardman Park Marriott in Washington, DC. From the very beginning, the wide variety of conference events catered to the needs and interests of students, IT professionals, senior leaders and executives. Wednesday saw the launch of the Youth Technology Camp (YTC), a 3-day program that convened subject matter experts to teach youth about the IT industry through a series of workshops and an offsite tour. Wednesday also saw the launch of the Adult Forums which not only featured preparation for professional certification in project management (PMP) but also offered professional development units (PDUs) for re-certification. It was, however, the official conference kickoff – the Opening Ceremony and Reception on Wednesday evening – that brought everyone together for a celebration of all that was to come. Sponsored by Wachovia, the Opening Ceremony featured renowned speaker Willie Jolley who energized and engaged the audience with his inspiring anecdotes for unstoppable leadership and success.

On Thursday and Friday, the technology conference continued to deliver outstanding workshops for IT professionals. IT professionals chose from workshops that covered topics in leadership, project management, wireless technologies, and security, as well as best practices in IT architecture, performance analysis, Lean Six Sigma and quality assurance. Other technical workshops covered topics ranging from "Transitioning to Agile Project Management" to "Introduction to Second Life." In an industry where continuous learning is essential for a competitive edge in the global labor market, these workshops

provided excellent opportunities for professional development and growth.



Each day of the conference featured mid-day plenary sessions and each evening featured corporate receptions that provided elegant backdrops for such corporate sponsors as Wachovia, Hewlett-Packard, Monsanto, JP Morgan Chase, Target, and Black Enterprise. Each day concluded with a late-evening BDPA Hospitality Suite that offered relaxation, refreshment, and camaraderie from 11:00 pm until attendees ended the night. The Hospitality Suites were sponsored by such corporate sponsors as Allstate, Freddie Mac, and Merck. Early Saturday, golf enthusiasts met at the Westfields Golf Club in Clifton, VA for the 2007 BDPA IT Golf Classic, a major fundraiser for the BDPA Education and Technology Foundation (BETF). These important networking events provided meaningful outlets for conference attendees to connect with corporate sponsors and each other.

Other highlights of the conference included the BDPA Career Fair and the National Election. The Career Fair featured exhibiting corporations, many of them Fortune-100, who were so impressed with the strength of the candidates that many were interviewed onsite as applicants. By all accounts the Career Fair was a resounding success with a number of job offers being reported. A National Election was also held during the Conference, resulting in Yvette Graham of BDPA Chicago being elected 2008-2009 National President Elect and Abe Joseph of BDPA Austin being elected 2008-2009 National Vice President of Finance. Graham and Joseph were elected by chapter delegates from an outstanding field of candidates.

Of course, the premier event of the conference was the Awards Gala Reception and Ceremony. The event lauded the achievements of many, including BDPA Chapter of the Year, the coveted HSCC Competition Award, and the prestigious Epsilon Award for the Top Company for Blacks in Technology which was awarded to IBM. BDPA dignitaries who were on hand to present awards included Earl Pace, Jr., founder of BDPA, Gina Billings, National President, and Denise Holland, National President-Elect.

An event such as the 2007 BDPA Technology Conference never truly ends. Preserving the sights, sounds, and feelings of the conference was a video and photography team. The team not only captured the joy of high school students who competed in the High School Computer Competition, they also captured the poise of high school and college

students as they presented technical projects at the IT Showcase. They captured the drive of IT professionals seeking career opportunities and entrepreneurs making important industry contacts. They captured the satisfaction of hiring managers finding ideal candidates to fill key positions at their companies. By being everywhere practically all the time, these gentlemen did an excellent job of capturing a montage of images and messages that reflect BDPA, the conference, and the countless people who made the event a tremendous success.

No BDPA Technology Conference can succeed without the dedication and influence of a host chapter. The BDPA DC Chapter, led by President Perry Carter, contributed to the success of the conference by establishing BDPA as a citizen & stakeholder in the local community. Through implementation of programs & services in the DC Metro Area, and by building relationships with local partners, the work of the BDPA DC Chapter laid the foundation for the 2007 BDPA Technology Conference to be held in the nation's capital.

The 2007 BDPA Technology Conference is testament to what people can do when they work together; for, the majority of programs and services were delivered through the efforts of member-volunteers under the leadership of Anita Vega, National VP-Strategy and Planning. As information technology insiders, BDPA member-volunteers understand what IT is, how IT adds value, and how to wield IT in a manner to produce powerful results. Through volunteerism and dedication to career development, BDPA members acquire skills, gain experience and confidence, and work together as a team to yield powerful results for themselves, the organization, and BDPA stakeholders. Too numerous to name individually, these member-volunteers have earned our gratitude; for in the tradition of their people, their acts have served to create a more positive environment for future generations of diverse IT professionals.

The solicitation for
**2008 EPSILON
AWARDS**
nominations starts in
March 2008

The 2007 Dignitaries Reception was a resounding success. Over 200 attendees participated in the networking activities that included testimonials from Microsoft, the event sponsor, and the 2007 Conference Honorary Chairs.

The highlight of the event was the presentation of the **BEST COMPANIES FOR BLACKS IN TECHNOLOGY AWARDS** to the 10 companies below:

- Allstate Insurance
- Compuware
- Eli Lilly
- HCSC
- HSBC North America
- IBM
- Lockheed Martin
- Merck and Co.
- Wal-Mart
- Wellpoint

2007 National BDPA Technology Conference

**On-Site Volunteers
Why Do Our Members Volunteer?**

By Dee Pearson

It brings people together. You get to meet new people and make new friends.

- It promotes self-growth. You can use your skills and learn new skills.
- You make a difference. Volunteering makes you feel appreciated and needed. It provides an opportunity to give back what has been given to you.
- It strengthens our community and breaks down barriers of fear and misunderstanding.

Comments from Volunteers:

"I love to volunteer because it is not what you give, but what you get in return. Where there might have been despair in the face of one person, to see that replaced with hope is a gift beyond words."

"I began volunteering to help others, but the

person I helped the most was me. There is nothing more satisfying than giving some of your precious time to others, because it is almost always the best time of your life. The most important work of my life is my service as a volunteer, because it is where I give and receive unconditional love."

*"People
volunteer
because they
care!"*

"The reason why I volunteer -- that is an easy one. It is because of the people that work and volunteer for BDPA. There is always a big smile or hug awaiting me when I walk in the door. Everyone is always very appreciative of all our efforts."

What I've learned from all of this? People volunteer because they care. In closing I truly appreciate all the efforts from this year's Conference On-Site Volunteers. BDPA (non-profit) uses volunteers as an important part of our organization. Volunteers eliminate Administrative overhead. Again, I say thank you to all who volunteered during 2007 National Annual BDPA Technology Conference.

BDPA PARTNERS WITH DREXEL UNIVERSITY ONLINE

BDPA Partners with Drexel University Online to Offer Members the Opportunity to Receive Reduction Tuition Rates

Drexel University Online specializes in innovative, Internet-based online degree programs and certificates for working professionals and corporations in the U.S. and abroad. Drexel University is continually ranked one of the best national doctoral universities by U.S. News & World Report and is accredited by the Middle States Association of Colleges & Secondary Schools.

Through a recent educational partnership with Drexel, National Black Data Processing Associates, members will receive 10-25% OFF the on-campus tuition rate when enrolling in one of Drexel's online degree programs. And as an added benefit, immediate family members will also receive similar tuition reductions.

If a BDPA member would like to earn a bachelor's, master's, or certificate, but do not want to put their career on hold to pursue it, then a Drexel University Online degree program is perfect. Drexel University

Online offers the same quality education student's

would receive on campus, but in a convenient, online format ideal for the working professional.

Drexel Online offers over 63 highly-interactive, quality online degree programs including:

- MBA Anywhere™
- MS in Computer Science
- MS in Electrical Engineering
- MS in Engineering Management
- MS in Information Systems

Drexel is now accepting applications for the spring term beginning in March 2008. Visit www.drexel.com/bdpa to start the FREE application process.

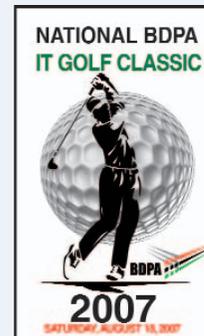
To find out more about this partnership and Drexel's online programs, visit www.drexel.com/bdpa. Please contact Jamila Winder at 215-895-0521 or jhw92@drexel.edu for more details.

To receive 10-25% off tuition, you MUST use "BDPA" as your affiliation code when applying.



2007 BDPA IT GOLF CLASSIC

Westfields Golf Club
"A Fred Couples Signature Course"



The fifth annual **BDPA IT Golf Classic** was held on August 18, 2007 at Westfields Golf Club (www.westfielddsgolf.com) in Clifton Virginia, approximately 45 miles west of Washington DC. The weather turned out to be great for a late August date in Washington.

The event was sponsored by Freddie Mac, with corporate sponsorship from BMC Software and Edge Corporation. Over 75 golfers participated in the Classic and the following prizes awarded:

- Longest putt (men & women)
- Longest drive (men & women)
- Closest to the pin (men & women)
- Lowest scoring team
- Highest scoring team

The event also had two hole-in-one contests. The prizes for the hole-in-one were a **2007 BMW 3 series** and a **10 day cruise in the Mediterranean**. Unfortunately no one won these great prizes this year.

All in all, the golfers had a great BDPA day of networking, golfing and fund raising for the BDPA Student Information Technology Education and Scholarship (SITES) Program.

2007 IT SHOWCASE WINNERS

HIGH SCHOOL

FIRST PLACE

JAHMAL CHASE
Creative School for the
Creative and Performing Arts
BDPA Cincinnati Chapter

SECOND PLACE

AMBER GOSBY
Mt. Healthy High School
BDPA Cincinnati Chapter

THIRD PLACE

CHRISTIAN LOGGINS
Eastern High School
BDPA DC Chapter

UNDERGRADUATE

First Place

DELANO ROBINSON
University of Minnesota at
Crookston
BDPA Central Illinois
Chapter

SECOND PLACE

JESSYE BEMLEY
North Carolina A&T State
University
BDPA DC Chapter

THIRD PLACE

DARREN LAMISON-WHITE
Bowie State University
BDPA DC Chapter

THE FIFTH ANNUAL IT SHOWCASE

Dr. Jesse Bemley,
IT Showcase Delivery Manager

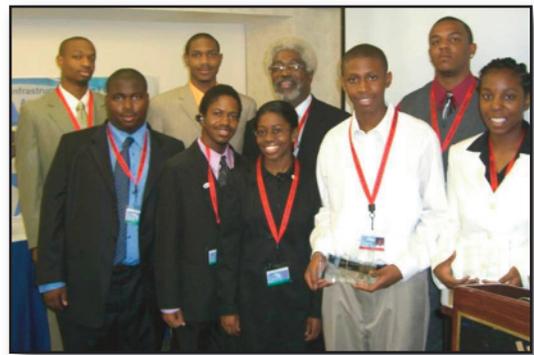
The 2007 BDPA IT Showcase (ITS) featured five undergraduate and three high school students. They spent an afternoon working with Youth Technology Camp (YTC) students, a night practice session, and a full day of IT Showcase activities.

The initial ITS in Philadelphia in 2003 was a one day event designed to showcase students' research and to give the audience a sense of the tremendous effort put forth by those students. It was such a success that the BDPA leadership blessed the expansion to two days for future events. The YTC was running parallel to the ITS. So their students were not afforded the opportunity to observe the ITS. The Wednesday afternoon is now devoted to YTC students. It is a live practice session for ITS participants.

After the opening session "The Practice Session" began. Returning students were paired with new students to help prepare them for the rigorous nature of the session. Most students have already practiced before they arrive at the conference. This session enabled the students to put the finishing touches on poster and paper presentations. Students were also given additional information about their research areas. After this session, all the students were ready for the Big Day.

Thursday morning the students were introduced to the judges, who would be evaluating their poster presentations. The posters, which are 3ft by 4ft, graphically depict the theme of the students' research. After the introductions the judges started their two-hour poster evaluation. The poster judging was closed to the public. The remaining ITS events were open to the public.

The paper presentations component consisted of Powerpoint presentations from the podium. The research presented included: An Electronic Stability Control System which will reduce the loss of life in vehicular accidents; TeraGrid which is an example of advanced cyberinfrastructure which is changing the way we do science and the scientific IT paradigm; Robotics



*From Left Rear: Darren Lamison-White, Eric Lamison-White, Dr Jesse Bemley, Delano Robinson
From Left Front: Christian Loggins, Bryan Bemley, Jessye Bemley, Jahmal Chase, Amber Gosby*

using the Asynchronous-Reactive model of computation; an Industrial and Systems Engineering (ISE) project : the Design of An ISE Laboratory; and discussions of virtual Reality Concepts, Machine Learning Applications, Geographic Information Systems and the history and concepts of robotic technology. Two guest presentations were Teaching African Culture & Mythology Through Video Game Design and an Arctic Region Supercomputer Center research project, Interactive Visualizations of Geophysical Phenomena and Computational Output.

After the papers were presented, the judges caucused and the students were given an overview of other opportunities for publishing and presentations that were available to them. This was the first time participating in an ITS-type forum for a number of the students.

After the roundtable discussion, the judges returned and the awards session began.

Each student and the judges were given certificates, and the winners were presented with first second and third place awards in each category, undergraduate and high school (see winners below). The awards were presented by the BDPA National President Ms. Gina Billings.

Judges The very difficult task of evaluating the posters, papers and presentations was done by a team of three IT Showcase judges. The Chief judge Gregory Brown, and associate judge, Miguel Sylvester, hail from AMTRAK and associate judge, Paul O'Connell, hails from Microsoft.

2007 AWARDS GALA KEYNOTE ADDRESS EXCERPTS ETHIOPIA...THE ICT MECCA

The strategy for the IT professionals in the coming years should be to take advantage of the fast growing IT sector in developing countries.

Ethiopia has embarked on an ambitious ICT sector development plan that would transform the country into the ICT Mecca.

Ethiopia will have one of the largest fiber optics networks in Africa with redundant international connections through Sudan, Djibouti and a satellite link. This will make the country enjoy one of the lowest Internet access cost structures among the non-developed nations.

The commitment of the Ethiopian government to ICT sector development is demonstrated by the investment made to create an ICT literate society. Ethiopia will have one of the most inter-networked public school systems and districts in the world due to "School Net" and "Wereda (county) Net" initiatives.

Having the second largest population in Africa with cheap and easily trainable labor force, Ethiopia can deliver ICT products and services at one-eighth of the cost of India.

Our plan is to establish a big Technology Park in the nation's capital, Addis Ababa, and then establishing parks in other parts of the country allowing them to specialize on one or more ICT sector as a core competency.

The major park in the capital will provide a

one-stop-shop environment for a variety of services required for setting up and running a business. There will be a single point in AATP from which businesses can interact with different government entities. The entire park will be wired with Fiber optic and copper cables to provide high-speed international bandwidth on tap.

We have established a business incubator in the IT Park. The Business incubator will have two ultra modern towers erected each with a capacity of 50,000 sq/m livable space. Both Towers will offer state-of-the-art Fiber optic data network and telecom facilities on a ready-to-use basis on every floor.

The ICT Incubator will offer an ideal environment for start-ups and Entrepreneurs to transform their ideas into viable business ventures. It provides a support structure and an adequate framework for enterprise creation which brings together specialized business and management resources aimed at assisting companies before they setup and / or during their initial years of operation.

As the country's ICT Industry sector development is export oriented, we need an increasing number of foreign ICT Companies to setup their development centers in Ethiopia. We believe that the unique blend of advantages offered by Ethiopia, coupled with its competitive edge of being very close to Europe and Middle East, will position it as an attractive development center and outsourcing location for ICT.

Ethiopia can deliver ICT products and services at one-eighth of the cost of India even after increasing today's cost structure in this sector by three folds.

The major park in the capital will provide a one-stop-shop environment for a variety of services required for setting up and running a business

**Leadership
Competence
Integrity**



www.auburn.edu/bdpa

IT Institute Programs:

- IT Associate Certification
- IT Professional Certification
- IT Master Certification Begins Fall 2007
- IT PMP Exam Prep Begins Fall 2007

To register for classes or to find out more about the BDPA IT Institute visit:

www.auburn.edu/bdpa

OR email us at:

institute@bdpa.org

with

The BDPA IT INSTITUTE!

The BDPA IT Institute is a *Career Enhancement* Program designed specifically for IT professionals. IT Institute Benefits include:

- Enhance Leadership Skills
- Improve Technical Proficiencies
- Facilitate life and career changes
- Gain exposure to new ideas and concepts
- Develop IT Thought Leadership Skills
- Extend Your Professional Network

The IT Institute provides a flexible and convenient opportunity for IT professionals to take online courses anytime-anywhere via world-class Auburn University facilities.

Institute Sponsors Include:

Merck and Company - JP Morgan Chase
Eli Lilly and Company - Sun Trust Bank
Gartner Research - Hewitt Associates
IBM - Deloitte - Ernest & Young

2007 WINNERS



HON. CORAM RIMES
BDPA Epsilon Career
Achievement Award



TIM BROWN
BDPA Epsilon Professional
Achievement Award



IRMA PITTMAN
BDPA Epsilon Professional
Achievement Award

BDPA Individual Epsilon Awards Winners

*Approved by the BDPA National Executive
Committee and National President*

[Kevin M. Gates, Microsoft BDPA Epsilon Community Service Award](#)

Helping change the world in the way Kevin aspires to is not easy. It takes a person who is creative, energetic, passionate and committed to his personal mission. It takes a person who has a strong understanding of his own personal values, as well as those necessary to be successful at a career in technology. Kevin is a shining example of such a person.

Starting as a line cook at 2 restaurants, Kevin began training at the now renowned I.C. Stars and began to tap into his considerable talent. He is now a respected Technology Architect at the Microsoft Technology Center Chicago.

He has given of himself through programming and hosting technology career seminars with Chicago Public School students; motivated Latino youth to develop their leadership skills at the Mirta Ramirez School; served as a mentor for Science Minor students at the Museum of Science and Industry; served as an advisor to both students and executives at I.C. Stars; and participated on the Advisory Boards for Banner Institute and Westwood College. There are several other community programs that Kevin touched and made better by his presence and individual effort.

Kevin inspires those in his community every single day, showing us that career and community leadership go hand-in-hand when it comes to building a society that moves forward together.

[Darrell Styles, Eli Lilly BDPA Epsilon Outstanding Technical Contribution Award](#)

Darrell is currently a Lead Architect on Eli Lilly's SAP implementation with a concentration in pay, time tracking and compensation. Darrell has had an outstanding IT career that has spanned sixteen years. Darrell has performed as a programmer/analyst, independent consultant and most recently the lead technical architect in companies ranging from small

firms to large (Fortune 100) companies. Darrell has focused his entire career on SAP and has been instrumental in providing solutions for HR, Financial, and Production Planning. Most recently at Eli Lilly and Company, he has been the lead architect for the Time Management and Payroll Modules which administers compensation for over 23,000 employees in the United States and 41,000 employees globally. He has set direction for all modifications for Time Management and continues to look for innovative ways to enhance business processes through technology such as workflow and .net. Darrell is currently the highest ranking African-American technologist at Eli Lilly and Company.

[Tim Brown, Eli Lilly BDPA Epsilon Professional Achievement Award](#)

Tim Brown has created impressive educational and career experiences for himself since receiving his first degree in Electrical Engineering in 1990. After completing his Masters in Electrical Engineering from the Georgia Institute of Technology School of Engineering, Tim focused on building his career experiences in Engineering and Project Management. After joining Lilly in 1999, Tim supported the company's Infrastructure group building project management, operations management, and vendor management skills and expertise. During this time, Tim also pursued and completed an Executive MBA, thus completing the foundation to ensure his future leadership path. Tim Brown's community involvement includes supporting and developing youth in Indiana through participation and leadership roles in 100 Black Men of Indianapolis; Marion County Commission on Youth; Mentoring and Coaching of 4th graders in math and science programs; Indianapolis Public School Advisory Board; and also through his Purdue recruiting initiatives reaching into Indiana high schools to foster math and science interest. If one only takes time to read Tim's history of Community Service, it becomes evident that his passion to advance the youth of today and future leaders of tomorrow is second only to his immeasurable ability to "give" of himself to that cause. Lilly is fortunate to have an individual who has chosen to give back to our youth and community, while delivering tremendous professional value within the organization as well.

Irma Pittman, PSEG, Inc
BDPA Epsilon Professional Achievement Award

Irma Pittman has demonstrated her commitment to professional excellence by achieving the Six Sigma Black Belt and Project Management Professional certifications. She has led numerous successful projects at PSEG, Inc and her leadership skills are complemented by her ability to effectively interact with others. Irma believes in the "pay-it-forward" concept when giving back to her community. "Pay It Forward means instead of paying back the person who helped you, you help someone else who may need it with the stipulation that they must do the same for someone else. Whatever Irma has learned, she shares with others with the expectation that they will pass the knowledge on to others in the community.

Honorable Coram Rimes
Prudential Financial
BDPA Epsilon Career Achievement Award

Honorable Coram Rimes was nominated for the BDPA Epsilon Award under the Community Service Category. He continues to give of himself to help others in many ways. Last year he assisted two of HSCC students gain full scholarships to the New Jersey Institute of Technology. As the Education Director for the BDPA NJ Chapter, Coram has provided seminars to students and their parents on college admissions and the financial aid process.

He continues to lead by example, as he was awarded a Master Degree in Public Administration, his second Masters. He has started working on his third Masters, an MBA from NJIT. Coram Rimes has over 30 years of professional experience managing data center environments, information technology audits, and corporate physical security areas.

Coram has led major projects, for example the Smart Card Technology at Prudential Financial. He has made major improvements throughout his career by implementing cross-training techniques while automating processes and workflows. This has led to improved production process with an optimal level. Coram is currently a Director at Prudential, where he manages the Corporate ID Card Administration area,

which has responsibility for all of the building access and ID Badges throughout the entire United States. He has a B.A. from Fordham University, Master Degree in Information System from Polytechnic University and a Master in Public Administration from Rutgers University. He is current enrolled at New Jersey Institute of Technology working on a Masters in Business Administration. Coram also serves as City Council Member in the City of Orange a role of distinction he has held since 2000.

Latasha Gary, Hewlett-Packard
BDPA Epsilon – President's Career Achievement Award

Latasha Gary is the Director of Information Technology in the Solution Partners Organization (SPO) of Hewlett-Packard. SPO is responsible for the worldwide HP reseller business. SPO represents 40% of the total revenue of HP. Latasha is responsible for all of the IT systems and operations for SPO Worldwide.

Latasha is a top ranked and high potential employee. She has demonstrated excellent leadership skills and is a great team player. Her most important trait is her ability to build trust and agreement with the IT plan. The entire SPO team looks to her as a leader who has gained unreserved trust through her ability to exercise value-based judgment and offer sage advice.

Latasha led the teams, from 3 regions, that developed a new global development approach. Her experience, leadership skills, teamwork and "true grit" are the reasons she was able to bring these diverse teams (Singapore, French, American, German, and Swiss) to a successful completion. As a member of ITSMF, Latasha has worked on challenging and innovative projects that are focused on building the pipeline of African American executives in IT. Latasha has been an ITSMF role model as well as a proponent for the Executive Protégé Program. In addition, she hosted the first ITSMF Annual Dinner and received accolades from both HP and ITSMF members. Her tenacity and dedication are traits that are admired by all who work with Latasha.

2007 WINNERS



DARRELL STYLES
BDPA Epsilon
Outstanding Technical
Contribution Award



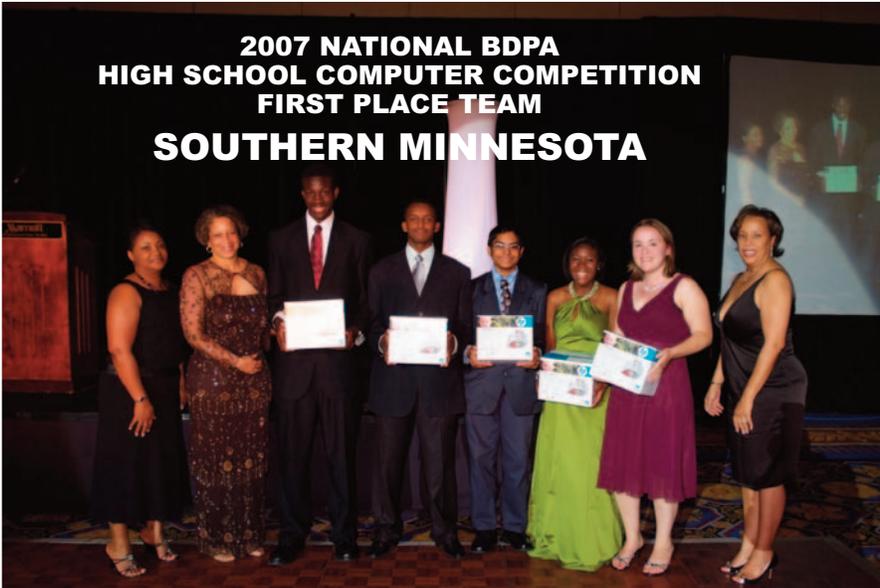
KEVIN M. GATES
BDPA Epsilon Community
Service Award



LATASHA GARY
BDPA Epsilon President's
Career Achievement
Award

2007 NATIONAL BDPA TECHNOLOGY CONFERENCE







For Immediate Release
BETF Media Advisory
For Further Information:
Contact: UnitedWay@betf.org
www.betf.org

UNITED WAY AND BDPA

BDPA members, did you know that when you make your pledge to the United Way campaign you have a choice of where and how your donated funds will be used? Yes, that's right! United Way agencies, throughout the United States, have options referred to as either Open Donor Choice, Donor Designated, Contributor Choice, or Specific Care. Federal government employees can donate to BETF using Combined Federal Campaign (CFC) code #1629. While the names are different, each is an option that allows the giver (you) to directly specify a 501(c)3 organization as the recipient of your donation. BDPA Education & Technology Foundation (BETF) is that tax-exempt organization for the local BDPA chapters.

BETF places funds donated via your local United Way in a restricted fund that is available only to support the education & technology programs of that chapter. In the 2007 United Way campaign, we encourage you to designate your donations to an organization that you are personally involved with. Ask your friends and family to do the same.

To do this, look carefully for the place on your United Way pledge form where you can write-in the BETF name and address information. Doing this will support BDPA education & technology programs in your chapter and around the county. Reap the rewards of supporting your chapter's Student Information Technology Education & Scholarship (SITES) program through funds raised via this simple effort. Your donation may help students from your chapter participate in the 22nd annual national High School Computer Competition (HSCC) in Washington DC.

Remember that your money, given locally, can work locally within your chapter; but only if you exercise this option when completing your 2007 United Way pledge form. The option is probably the last on the pledge form and will have a blank line on which you may enter the name and complete address of the organization. The BETF mission is to provide financial support for the education and technology programs BDPA at both the national and local level. Your generosity during this annual United Way (or CFC) campaign is one way we hope to complete our mission.

Pledge Form Information:

BDPA Education and Technology Foundation
4423 Lehigh Road #277
College Park, MD 20740
Voice: (513) 362-2703
Fax: (202) 318-2194

2007 CAREER FAIR & TECH EXPO



PRODUCTIVE RELATIONSHIPS RULES

By Estienne de Beer



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-Warren Bennis

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The surest way to a successful workplace and effective teamwork is to build trust. But unfortunately trust is the most endangered sentiment that barely exists in the business world. Processes and systems can easily be programmed and don't operate on trust. People do! Warren Bennis once said that “trust is the emotional glue that binds leaders and followers together”. We do not build trust by just being “nice”. It is fairly easy to impress people from a distance. Authentic people earn the trust of their colleagues through productive relationships. They practice the power of a consistent professional, as well as personal example. They are not afraid to make themselves vulnerable and to reveal their “human” side to those around them. They have the guts to admit when they are wrong.

Working in an ineffective group or organization can really be frustrating. Very often these organizations expect unreasonable demands from their people. Employees would have no life apart from work or are forced to sacrifice other aspects of their life just to meet ridiculous deadlines. For an organization with this kind of scenario, relationships can be stressed or suffer from breakdown. Not to even mention the impact on spouses and children at home. Solid relationships at work can be something that provide emotional security and a source of sound advice during frustrating times. All of us will get discouraged some or other time at work. At times like these, we seek out the support of a trusted colleague or friend. The ideal is when the other person truly listens and empathizes with you during this challenging time. You appreciate the chance to get the problem off your chest and leave the room, ready to face the rat race again.

Building lasting relationships in the workplace is a necessity for several good reasons. One of the most important being that an organization is dependent on how well the employees work with management. According to Gallup's research, employees don't leave companies, they leave their managers. The positive or negative influences that managers can have at work and the employees who work there are dependant on the quality of relationships. Many managers neglect the importance of relationships of influence and ignorantly rely only on their titles and level in the organization to try to make things happen. There is only one message for these status-

driven bosses who shrug off the importance of relationships: “Wake up and smell the coffee.” If employees get things done, only because they are afraid, they will never walk the extra mile. When a healthy and productive relationship is in place, managers focus rather on buy-in than authoritarian commands. This is when people will proverbially walk through the fire for you.

Solid relationships allow people to openly and tactfully express their feelings and positions. Assuming that someone else at work automatically understands our needs is wishful thinking and most definitely not the best starting point. Stephen Covey gives us valuable advice to “seek first to understand, then to be understood”. It's all about standing in someone else's shoes first. Attempting to understand a colleague's feelings and viewpoint creates goodwill and trust. One of the easiest ways to understand what is important to other people is to find out what makes them “glad”, what makes them “sad” and what makes them “mad”.

Mutual respect is the very foundation for great relationships. How about genuinely trying to listen to others? David Schwartz comments that “big people monopolize the listening. Small people monopolize the talking.” The opposite of respect is the quick forming of judgments based on unfounded facts and personal prejudice. Frank Tyger dispenses this profound advice: “Be a good listener. Your ears will never get you in trouble.”

Successful organizations can be defined as a web of relationships, which requires all parties to work and contribute their share in order to achieve a common goal. Having relationships that are healthy, where cooperation and respect are manifested, can make an organization perform better. In this way every employee works for the good of the whole and towards achieving the common organizational goals. Ultimately this can only be attained with productive relationships. As the saying goes: “No person is an island”.

Estienne de Beer is a Motivational Speaker and Leadership Coach. He is the author of the book “Boosting Your Career - Tips From Top Executives”. To receive his free personal development newsletter or to browse e-books for your success, visit his website at www.leader2leaders.com or e-mail him at estienne@lantic.net

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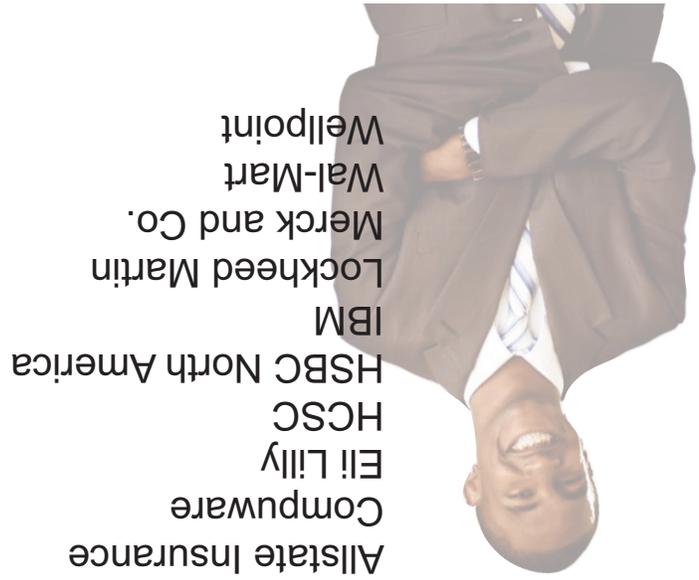
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