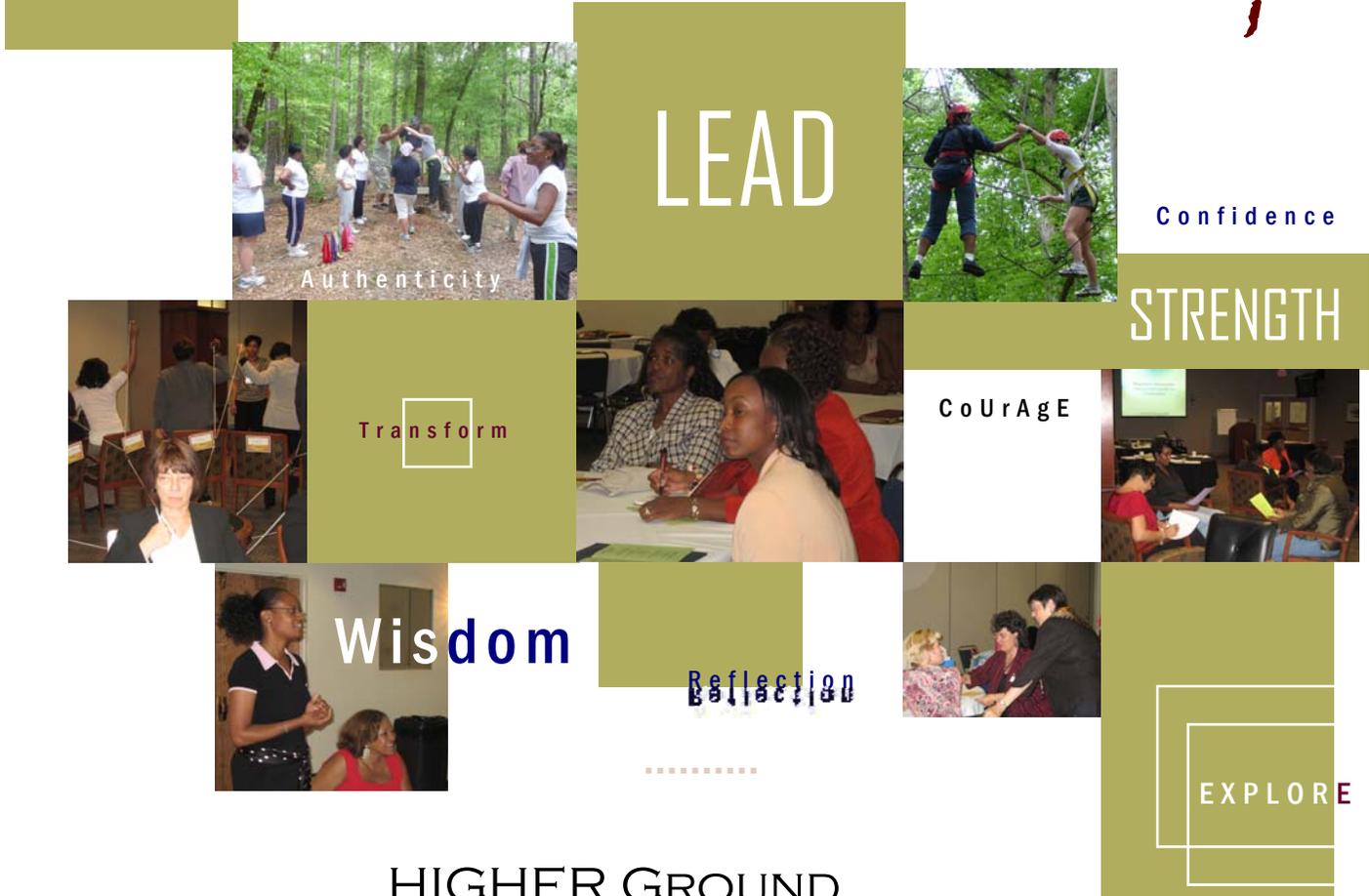


Celebrating a Decade of Women in Leadership



HIGHER GROUND
WOMEN'S LEADERSHIP DEVELOPMENT PROGRAM
ANNUAL LUNCHEON & CONFERENCE
RICHMOND MARRIOTT
500 EAST BROAD STREET
RICHMOND, VIRGINIA



2010 HIGHER Ground Women's Leadership Development Program Luncheon
Richmond Marriott, Richmond Virginia
January 15, 2010

KEYNOTE SPEAKER



Daphne Maxwell Reid, is known as *Aunt Viv* on NBC's hit comedy, "The Fresh Prince of Bel Air". She is also known for her role of mortician/embalmer *Hannah Griffin* on the CBS comedy series "Frank's Place" in which she co-starred with her husband, Tim Reid. She teamed up with Tim again when she starred as *Mickie Dennis* on "Snoops" for CBS. In 1998 and 1999, she has played the bawdy hooker *Eartha* on Showtime's "Linc's", created and produced by her husband and shot at New Millennium Studios in Virginia. In 2003 and 2004, she had the pleasure of working on UPN's hit comedy "Eve" as boyfriend JT's mother, Frances Hunter.

While pursuing a major in Interior Design and Architecture at Northwestern University, an English teacher from her high school days submitted a photograph to a magazine editor/friend who was preparing an article on college women. The result was a trip to New York and Maxwell Reid's first full-page photograph in "Seventeen" magazine. Quickly signed by the Eileen Ford Agency, she appeared in many magazines, including being the first Black woman to grace the cover of "Glamour" magazine.

Daphne Maxwell Reid loves to design clothes and she makes most of her own wardrobe. In 1992, Maxwell Reid took her sewing talent into a co-venture with the McCall Pattern Company and created, produced and starred in a four video and four-pattern kit called "Suddenly You're Sewing" which she will re-release on DVD. Reid also designed a bi-annual line of patterns for the McCall Pattern Company called the *Daphne Maxwell Reid Collection*.

With her husband, actor/writer/producer Tim Reid, Daphne co-founded and is a principal partner in *New Millennium Studios*, the first full-service film studio in Virginia. The state-of-the-art facility was completed and opened on July 12, 1997. For the past twelve years, Daphne has been acting Chief Operating Officer and has handled the business affairs and finances of New Millennium Studios and its various subsidiary companies, and serves as a Producer on various projects. Presently serving on the following boards, her involvement in the community at large, rounds out a full schedule; a member of the Board of Visitors of Virginia State University, Petersburg Library Foundation, and the Petersburg Area Art League.

Daphne Maxwell Reid is an avid photographer and has just exhibited her first collection, "Doors", and her next collection, "Knockers". She is the mother/stepmother of three grown children, and the proud grandmother of three wonderful grandchildren.

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FRIDAY, JANUARY 15, 2010
RICHMOND MARRIOTT



- 11:00 a.m.** **Registration**
- 12:00 p.m.** **Welcoming Remarks** *Dr. Nakeina E. Douglas*, Director
The Grace E. Harris Leadership Institute
Virginia Commonwealth University
- 12:10 p.m.** **Alumna Speaker** *Sheila Battle*, Superintendent of Accounting
City of Richmond
Higher Ground Alumna, Class of 2009
- Buffet Lunch-
- 12:50 p.m.** **Introduction of Speaker** *Dr. Grace E. Harris*, Distinguished Professor
The Grace E. Harris Leadership Institute
Virginia Commonwealth University
- 1:00 p.m.** **Keynote Speaker** *Daphne Maxwell Reid*
- 1:30 p.m.** -Break-
- 1:45 p.m.** **Afternoon Plenary**
- Session A: Women Breaking Through**
Constance Costas, Skirt Magazine
BJ Northington, Department of Criminal Justice Services
Tina Watkins, Richmond Fire Department
Susan Culp Wright, Federal Bureau of Investigation, Richmond
- Session B: Live Like Your Nail Color, Even if You Have Naked Nails!**
Mary Foley, Bodacious Venture, LLC
- Session C: Taking Center Stage: Challenging the Way We Do Gender**
Njeri Jackson, Ph.D., Virginia Commonwealth University
- 3:15 p.m.** **Networking Session**

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➤AFTERNOON PLEANARY SESSION OVERVIEW➤

Session A- Women Breaking Through

Location- Room VII & VIII

Featured Speakers

Constance Costas, Skirt Magazine
BJ Northington, Department of Criminal Justice Services
Tina Watkins, Richmond Fire Department
Susan Culp Wright, Federal Bureau of Investigation, Richmond

This panel discussion will highlight the stories of women who work in fields traditionally dominated by men. With many women actively contributing to traditionally male-dominated fields, it is time to ask how women have negotiated and become successful. This session will provide strategies to deal with isolation, survive and excel, and build alliances with other women and men colleagues.

Session B- Live Like Your Nail Color, Even if You Have Naked Nails!

Location- Madison, Jefferson, Monroe Room

Featured Speaker

Mary Foley, Bodacious Venture, LLC

Are your nails mild, wild, or naked? It's time to find out! Because with demanding schedules, busy careers, and tough times, it's time to replace feelings of stress, unworthiness, fear and frustration with sanity, confidence and fun—all while doing your nails, in this fun interactive session you will learn:

- What is your favorite nail color-or naked nails-reveals about you!
- The real definition of today's Wonder Woman. It's so not what you think!
- A fun, easy way to give yourself an "atta girl" without feeling guilty.
- Why base coat is a foundational to healthy nails and a happy life? Who knew?
- How becoming more comfortable with change is just one nail color away.
- Why you should always pick a polish with an inspiring name and what to do if it's not.
- The key to laughing easily and often, even when a chip happens.

Session C- Taking Center Stage: Challenging the Way We Do Gender

Location- Capitol Room

Featured Speaker

Njeri Jackson, Ph.D., Virginia Commonwealth University

This interactive session will encourage participants to "enter stage left," leaving behind habitual thinking and interacting. Participants will act out real-life scenarios to explore some of the challenges women have faced and how they have handled them. The exercises serve to heighten your senses and de-mechanize the body. Using the human body as a tool to represent feelings, ideas, and relationships this session is designed to challenge you to truly listen, feel, and see in an effort to develop strategies for personal and social change.

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➤FEATURED SPEAKERS➤



Constance Costas is editor of skirt! magazine's Richmond edition. A former staff writer for Self magazine, she has also covered health, fitness, medical, and parenting topics for Redbook, Health, Fitness, Shape, Ladies Home Journal, Working Woman, and Harper's Bazaar. Her essays have appeared in skirt!, where she has also been a contributing editor and columnist.



Mary Foley has a reputation for her spunk and experience. Fresh out of college, Mary set aside her hard-earned engineering degree from Virginia Tech, to search for a career she loved. She took a job as an \$8 an hour customer service representative “just to pay the bills” at the then-unknown America Online. During AO L’s hyper-growth, Mary was promoted four times, survived six layoffs, and became AO L’s first head of Corporate Training. While her career shot up, Mary’s personal life was challenged by a difficult, sometimes threatening, marriage. When she unexpectedly hit the glass ceiling, Mary reached deep inside to find the inner courage -the bodaciousness -to recreate her life. That decision set her on a path where she has never looked back. Today she’s a popular speaker to women’s groups, co-host of the radio show Girlfriend We Gotta Talk, and author of three books – Bodacious! Career: Outrageous Success for Working Women, Bodacious! Woman: Outrageously in Charge of Your Life and Lovin’ It!, and her newly released Live Like Your Nail Color, Even If You have Naked Nails. She also created the Live Like Your Nail Color brand of nail polish with such fun colors as Playful Pink and Make Mamma Happy. In her media adventures, she has been on the cover of Kiplinger's Personal Finance magazine and spoofed on the E! Entertainment TV Show The Soup. Spoofed or not, Mary takes it all in stride. She says wearing red nail polish helps!



Njeri Jackson, Ph.D. is an Associate Professor of Political Science and is an affiliate faculty member of the department of African American studies. She currently serves as Special Assistant for Diversity in the Office of the Provost. Dr. Jackson earned her B.A. in political science at Georgia State University and her M.A. and doctorate at Clark-Atlanta University. She has taught introductory and advanced courses in political science, African American studies, women's studies, and in preventive medicine and community health. Dr. Jackson served as Director and then Chair of the Department of African American Studies from 1998-2007. Jackson is co-editor of “African-Americans and the New Policy Consensus: Retreat of the Liberal State.” She is also a poet whose poem, “Hear Voices,” is engraved on the African American monument at the site of Richmond’s Civil War Museum (formerly the Valentine Riverside Museum). Her research and publishing focus on race, gender and politics, and on public policy and health care.

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BJ Northington is a management visionary with over 21 years of experience in public management and leadership roles. B.J. was appointed as the Chief Deputy Director with the Department of Criminal Justice Services by Governor Timothy M. Kaine in March 2006. In this role she is responsible for the management and direction of operations, and directs programmatic activities of the agency prior to her appointment as Chief Deputy Director, B.J. has enjoyed an extensive public service career including over 18 years of experience in the Department of Social Services in a variety of roles including Training Director, Executive Director of the Office of the Virginia Commission on National and Community Service, Purchase of Service Manager, and Policy analyst in the Department's Office of Government B.J. recently completed the requirement for a Masters Degree in Public Administration from Virginia Polytechnic Institute and State University. She holds a Bachelor's degree from Virginia State University, and is a graduate of the Virginia Executive Institute. She has an interest in management styles, approaches and philosophy. B.J. lives in the greater Richmond metropolitan area and in her spare time enjoys traveling, reading, and spending time with her family. She is married to Leslie Winston. They have four children and three grandchildren.



Tina Watkins became the second female to join the forces of the City of Richmond's Department of Fire and Emergency Services on July 11, 1988. She spent nine and a half years in the suppression division. On September 20, 1997 Tina Watkins became the first woman in the history of city fire department to be promoted to Lieutenant. She is the first woman to carry both the title of, Assistant Fire Marshal serving in this position as a code enforcer and inspector and Lieutenant. In May of 2003, she was promoted to Captain serving as Deputy Fire Marshal in charge of Community Programs and Public Relations, continuing the duties of maintaining the current fire department programs as well as additional duties assigned. On November 17, 2005 Captain Watkins became the first female to be in charge of a community fire station. Watkins is currently involved or has been involved with numerous departmental programs and committees. In August 2009, Captain Watkins completed her educational requirement earning her BA degree in Public Safety and continues to take on the challenges placed before her for advancement to Battalion Chief.



Susan Wright serves as Supervisory Special Agent (SSA) for the Counterintelligence Squad in the Richmond Division of the Federal Bureau of Investigation (FBI). Prior to becoming Counterintelligence SSA, Wright served as SSA Program Manager and Acting Unit Chief (A/UC) in the FBI's Counterintelligence Division, at FBI Headquarters in Washington, D.C. As SSA and A/UC, Wright provided operational support, oversight and management to complex, and highly sensitive counterintelligence investigations and operations. SSA Wright holds a Master's Degree in International Policy Studies and French from The Monterey Institute of International Studies in Monterey, California and a Bachelor's Degree in Political Science and French from Allegheny College in Meadville, Pennsylvania. Wright entered the FBI in 1998 and was assigned to the Chicago Field Division. She entered the FBI's management career-path in 2000 and became SSA Program Manager at FBIHQ in 2003. She was selected to serve as A/UC in 2006 and transferred to the Richmond Division in 2007 to serve in her current capacity. She is married and has four children.

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About HIGHER Ground

The HIGHER Ground Women's Leadership Development Program at Virginia Commonwealth University provides opportunities for personal and professional growth through leadership development, education, mentoring and networking. The program seeks to provide women in higher education, faith and community organizations with the skills and tools necessary to enhance their personal and professional leadership. HIGHER Ground seeks to offer intellectual and experiential opportunities for women in order to aide them in successfully combating and overcoming obstacles that prevent advancement in the workplace.

The HIGHER Ground Women's Leadership Development Program is a dynamic five-month leadership development experience for current and emerging women leaders who exhibit the skills, potential and desire to lead organizations and themselves to a higher level. This training fosters collaboration across organizational settings, as well as among women from diverse racial, ethnic and religious backgrounds. We seek women from higher education, faith and community organizations who are ready to transform themselves and their organizations. This highly rated program received initial funding support from the Jessie Ball DuPont Fund.

About the Institute

The Grace E. Harris Leadership Institute was established in May 1999 by the Board of Visitors at Virginia Commonwealth University in honor of 32 years of service to the university by Grace E. Harris, Ph.D. While at VCU, Harris served as a faculty member, dean, vice provost, provost and vice president for academic affairs, and acting president. She was the highest-ranking woman and highest-ranking African-American in VCU's history. She currently serves as a distinguished professor at VCU.

The institute develops and implements programs based on principles of collaboration and partnership. Other unique features include its strong theoretical grounding in the concept of transformational leadership, its commitment to long-term relationships with clients and participants and its focus on leadership in academic and community settings. The institute also conducts research and disseminates knowledge on the best practices in leadership



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