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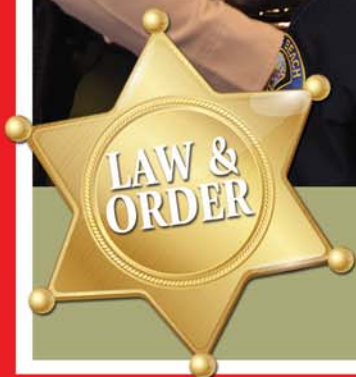
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# LOVICK

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Lovick Career Journal (LCJ) is a quarterly publication designed to give unique access to the professional job seeker and those who wish to explore current and available employment opportunities in these high-leveled positions that are often missed in other advertising circulars. This quarterly publication of 40,000 is uniquely targeted to increase awareness to diversity concerns and exposing opportunities to the best qualified. Its distribution to colleges, universities, employment office centers and other pertinent demographics, maximizes our ability to reach the right individual.

## LIVING WAGE: GENDER PAY INEQUALITY STILL AN ISSUE IN U.S.



The inequity between men's and women's salaries has been discussed for years, though little has been done in America to eradicate the problem.

Republican presidential hopeful Donald Trump has renewed public interest in the debate, claiming to pay his female executives as much – and in some cases more – than he pays his male executives.

But even if Trump does pay his female employees well, the bottom line is most women aren't working for billionaires who can afford to pay them hefty salaries, and women's pay continues lagging behind that of their male counterparts.

"This country has a long history of mistreating women when it comes to salaries," said Carmen, a social worker in Greensboro, N.C., who asked that her last name not be used. "It's no secret that a woman can do the same job as a man, and even perform better than he does, but still be paid considerably less. It's a problem that has long existed in this country, and though many politicians talk

about it, nothing much seems to be done about it."

Indeed. The Equal Pay Act of 1963 required that "men and women in the same workplace be given equal pay for equal work." But in the five decades since its passing, United States wages have not lived up to that.

When President Barack Obama took office in 2009, the first bill he signed was the Lilly Ledbetter Fair Pay Act, which extended the time period in which claimants can bring pay discrimination claims, enabling countless victims of pay discrimination to seek redress where they otherwise could not.

Even so, women are still paid less than their male colleagues, and this has become an increasingly big problem given the number of women in today's workforce. In many American households,

*continued on page 46*

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**THE COMPLETE GUIDE TO JOB HUNTING**

*By: Calvin Lovick*

# Making It...

## THE AEROSPACE CORPORATION

### Michael Williams

#### From Academia to Aerospace and Back

**M**ichael Williams, member of the technical staff, Electronics and Photonics Laboratory, Engineering and Technology Group, joined The Aerospace Corporation in 2003 shortly after completing his bachelor's degree in computer engineering, knowing he needed to add to his educational experience by gaining practical, on-the-job experience.

Taking a position in the Lidar and Sensor Calibration section of the lab, Williams has been able to work on various research and development projects that have allowed him to accomplish his goal and then some.

#### Laser Focus

His current responsibilities include designing and constructing mobile laser beacon systems that are used to calibrate overhead persistent infrared (OPIR) satellite systems. OPIR satellites serve as early warning systems that detect ballistic missile launches and are therefore critical to national security. Williams is also responsible for



deploying laser beacon systems to remote locations around the world and frequently accompanies the beacons while they are being transported via military aircraft. When Williams isn't working in the lab or performing field tests, he usually attends customer meetings to review past test results and plan future tests.

"It's a rewarding experience to see what I've created, or helped create, in action," Williams says. "The field work gives meaning to what we do in the labs. Interacting with the customer at the program offices helps me understand how

what we do benefits the end goal, national security," he says.

#### Leveraging Educational Opportunities

Williams says his years at Aerospace have been filled with opportunities to learn new things while being surrounded by mentors, many of whom have advanced degrees in one technical field or another and are willing to share their experiences. "There's a real transfer of knowledge from the

distinguished scientists to someone like myself who is still honing their technical skills," says Williams.

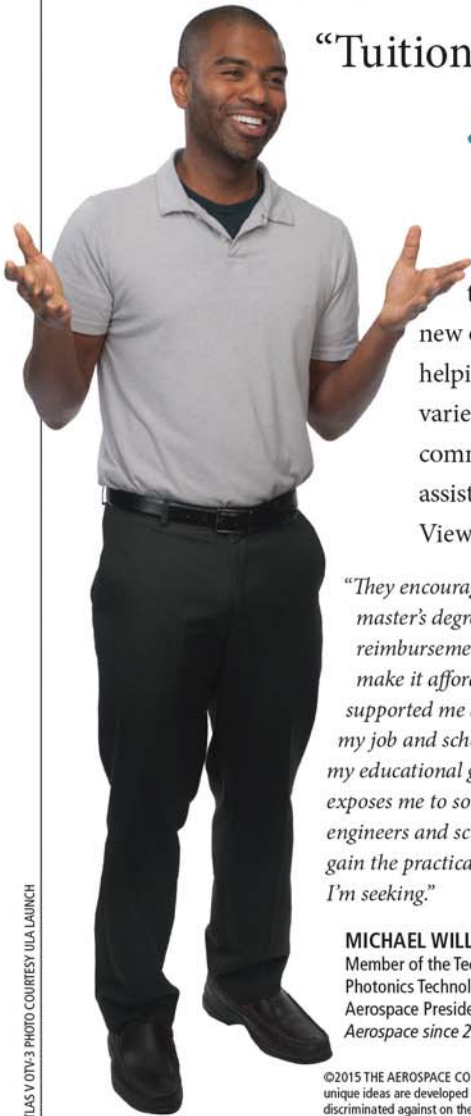
It was the educational opportunities offered by Aerospace coupled with his own desire to attain an advanced degree in electrical engineering while specializing in photonics that drove Williams to return to college. "Aerospace was very supportive of my goal to earn my master's degree while still working. Through the Tuition Reimbursement Program,

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ATLAS V OTV-3 PHOTO COURTESY ULA LAUNCH



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# America, Get Educated

by *Angela M. Cranon, M.A.*  
*Associate Publisher*

**A**s Republican and Democratic candidates gear up to run for President of the United States, the three top worries of Americans, according to the Gallup polls, are still “unemployment, the economy and the dissatisfaction with the government, particularly its federal spending habits.”

Unfortunately, these concerns are not new so when and what will it take to get these issues off of the radar so that the country can move forward and live up to its “super-power” of the world status?

In these presidential debates, which is no surprise, voters will be looking to hear solutions to these particular problems. More specifically, getting Americans back to work will be a primary focus.

Since entering office, under President Barack Obama, the status of unemployment has been up and down, still not giving many job seekers confidence in the market. According to FactCheck.org, under the Obama Administration, 7.2 million jobs have been added, making the unemploy-

ment rate lower than the historical median, and job openings at its highest point in 14 years. Nonetheless, there are still millions without work.

Is it even possible to fix these problems or should America just accept the fact that government has only the ability to change the bandages on the wounds, just enough where the country does not bleed to death?



Of course, there is no simple solution, but one aspect is for sure, America needs to become more educated to become employable. Without a degree, and in some cases, the need is higher than a Bachelor's, Americans will not get



Photo Credit: Jeremiah Charles

back to work. Even the youth are being pushed out of their minimum wage jobs by older America to support their families. This pattern is expected to increase as the approved hike in minimum wage takes affect.

Most of the jobs in demand require, at minimum, a four year degree. From dentists, to software developer, to market research analyst, to public relations specialists, the requirements are demanding, but the salaries \$40,000 to \$146,000 more than compensate for the education needed. Some of the less popular jobs like school psychologist, plumber, art director, to cost estimator can still provide a solid living with earnings from \$44,000 to \$88,000, according to money.usnews.com.

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## Commentary Page



**by Ms. Debra A. Johnson**

Communications Consultant, Houston, Texas

HBCU's – Grambling State University, B.S. Economics, Class of '78

Texas Southern University, Executive MBA, Class of 2013

Dear HBCU graduates,

**A**lthough most of us have never met, we share a special bond as graduates of one of America's historically black colleges and universities (HBCUs). With few exceptions, these are the places that sprouted from sweat-soaked seeds planted by the sons and daughters of former slaves, sharecroppers and subsistence farmers whose belief in the power of education confounded the plans of plantation owners, straw bosses and Southern white politicians. HBCUs were the places that accepted us because they wanted to serve us, not because they were forced to do so or wanted to "diversify" their enrollment. They welcomed us with open arms and did not need to establish black culture centers or persuade faculty and staff to accept

or embrace us. HBCUs never characterized us as high-risk or academically or culturally disadvantaged; they chose instead to focus on our assets. Thankfully, we were the reason that HBCUs existed and not a special project on diversity and inclusion. Most of us would agree that our alma mater enveloped us in a culture of caring from which it was nearly impossible to escape. As a consequence, we developed the intellectual, social and leadership skills that allowed us to compete with anyone in the world. All of this HBCUs did with only a fraction of the fiscal resources available to predominantly white universities (PWIs).

I am sure you must have read by now that HBCUs are at a major crossroads. Enrollment is declining, in part because of increased competition from PWIs, online

universities, proprietary schools and community colleges. In fact, according to the Oct. 9, 2014, edition of *Diverse Issues in Higher Education*, the University of Phoenix Online Campus is the largest producer of African-American recipients of bachelor's degrees in all disciplines. In addition, leadership and fiscal instability, problems with accreditation and growing discord between presidents and boards of trustees are affecting even the strongest HBCUs. In all fairness, I must note that many of these same challenges afflict PWIs as well. The difference, in my view, is the fact that failure at HBCUs has disproportionate implications for African-American students, families and the communities in which they are located. The failure of HBCUs is not an option; we have too much riding on them to let that happen.

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# John Ridgeway

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**S**uccess is made up of many variables and opportunities. This can certainly be said of John Ridgeway and his path to success as Corporate Manager of Toyota Financial Services in Owings Mills, Maryland. He has over thirty-nine years of Executive Management experience.

John was born to a loving family in the state of Delaware by parents that migrated from Alabama. Though his parents did not complete a formal education, his patriotic father, Veal Ridgeway, completed sixth grade, was a sharecropper, and served bravely as a Sargent in World War II; and his mother, Emmie Lee completed the eleventh grade, they both worked diligently to provide for their family with good structure and direction.

John's parents instilled in all of their children an abiding respect for people, property, honesty, education, a strong work ethic, family values, and of course unwavering faith. The family left Alabama for Wilmington, Delaware where John lived in an all-black neighborhood. Under the GI Bill,



his father became one of the first black union carpenters in the state of Delaware, and his mother was a housekeeper in local hotels. They strongly encouraged their children to get an education. As a result the Ridgeways saw three generations of their family attend college.

John also learned his father's trade of carpentry and in the seventh grade he built a beautiful marble top table. Needless to say, his teachers were competing to

purchase it from him. However, John's father steered him in a different direction by pursuing a college education. He credits his father for instilling in him his problem-solving skills, an appetite to continue to grow and learn, and honoring your commitments.

John exhibits the values that he learned from his parents such as:

- 1) *provide for your family,*
- 2) *own your career,*
- 3) *surround yourself with good people and leaders,*
- 4) *have a passion to be extraordinary, and more importantly,*
- 5) *be coachable.*

In 1971 John entered Delaware State University where he received his B.S. degree in Business Administration. Following graduation, John's older brother inspired him to join Sears in the credit management training program in 1975. There, as a young executive, he encountered mentors who taught him basic leadership skills and corporate etiquette.

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# HIGHER EDUCATION: Can Women MBAs STEM the Tide?

by **Kimberly Freeman**

UCLA Anderson School of Management

**T**he late poet extraordinaire Dr. Maya Angelou once said, “My mission in life is not merely to survive, but to thrive; and to do so with some passion, some compassion, some humor and some style.”

Just as Angelou so eloquently articulated, that outlook could-and should-apply to many women in society today. As women look toward careers that will help them thrive and lead professionally, earning a STEM degree, along with an MBA, could be the ticket to pursuing a career in technology and allied fields, industries that are experiencing optimal growth and opportunities.

## The Playing Field

“STEM” is defined as science, technology, engineering and mathematics. Much has been written and discussed in recent years about the challenges and opportunities of cultivating STEM pathways, especially for women and girls. Is it a pipeline issue, a workplace issue or some combination thereof?

While there are surely many ways

to enter the debate, three areas require more examination: first, advocacy and awareness of STEM education for women and girls; second, advancement of women in STEM careers; and third, whether an MBA can be viewed as the bridge-builder between college and career growth and development in tech.

To start, let's examine some statistics about STEM education. While women make up more than two-thirds of college enrollment, they hold a disproportionately lower share of degrees in the STEM fields. Why?

At the college level, it's very easy to see how women can get discouraged in pursuit of STEM degrees: scarce role models and mentors (often female professors), lack of female protagonists in course materials and the low numbers of female peers, all of which, when combined, can lead to very isolating experiences for some. To be sure, this is not the case for everyone, but it is important to note, because these same factors are known to permeate the corporate environment.



## The Leaking STEM Pipeline

Some people think the problem of women not choosing STEM starts long before college. Years ago, author Peggy Ornstein wrote about how girls in middle and high school suffer a crisis of self-confidence in math and science performance-which leads to the belief that they cannot pursue mathrelated (i.e., STEM) careers.

Is this the point along the continuum at which girls “leak out” of the pipeline in preparing for eventual careers in tech?

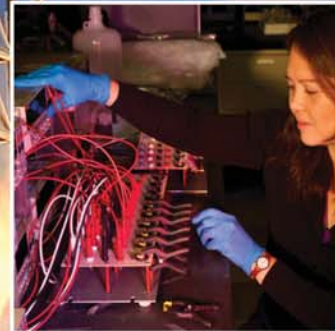
I can speak from experience on many of these issues. An engineer by degree, my exit was in my early 20s. When I left college, I took a job as an entry-level engineer at an energy company. However, I knew early on that life as an engineer was not for me. Public policy was of greater interest to me, because I

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# James McDonnell

## Pushes Recruitment for Deputies and Non-Traditional Jobs in Law Enforcement

by Angela M. Cranon, M.A.

**T**here is a new sheriff in town and it is James "Jim" McDonnell of Los Angeles County at the Monterey Park, California location, making him the 32nd sheriff to hold that title. Celebrating his first year in office on December 1, 2015, McDonnell comes to the county with previous experience as the Chief of Police for Long Beach, California for five years, and moving up the ranks as Assistant Chief for the Los Angeles Police Department where he served in different capacities for 29 years. It was these years where he learned of the many opportunities that are still available today, but about three percent who apply actually graduate from the academy and make it into this elite law enforcement organization.

Originally from Boston, Massachusetts, it was in high school when the sheriff decided to take this law enforcement career path. He studied Criminal Justice in college, but eventually seized the opportunity to apply to become a Los Angeles Police Officer.

His father was a laborer. Sheriff McDonnell had no family history in law enforcement, but he chose this



career because, "I looked at something that would be new and challenging everyday. I could interact with the people and at the end of the day, I might be able to look back on it and think that I helped somebody," he expresses.

The 56-year young sheriff em-

braces his new leadership position and encourages others to join careers in law enforcement because of the rewards. "Being able to deal with someone in a crisis and hopefully make their day a little bit better than it would have been is rewarding. Half of the time, we deal with people on the worst day of their life, so if we are able to make that day just a little bit better and put them on the right path, then that's a good day for all of us," he says.

He reflects on one of his worst days as an officer, which he recalls was the Los Angeles Riots in 1992. "Watching so much destruction that was so unnecessary, is something I never want to see happen again," McDonnell remembers.

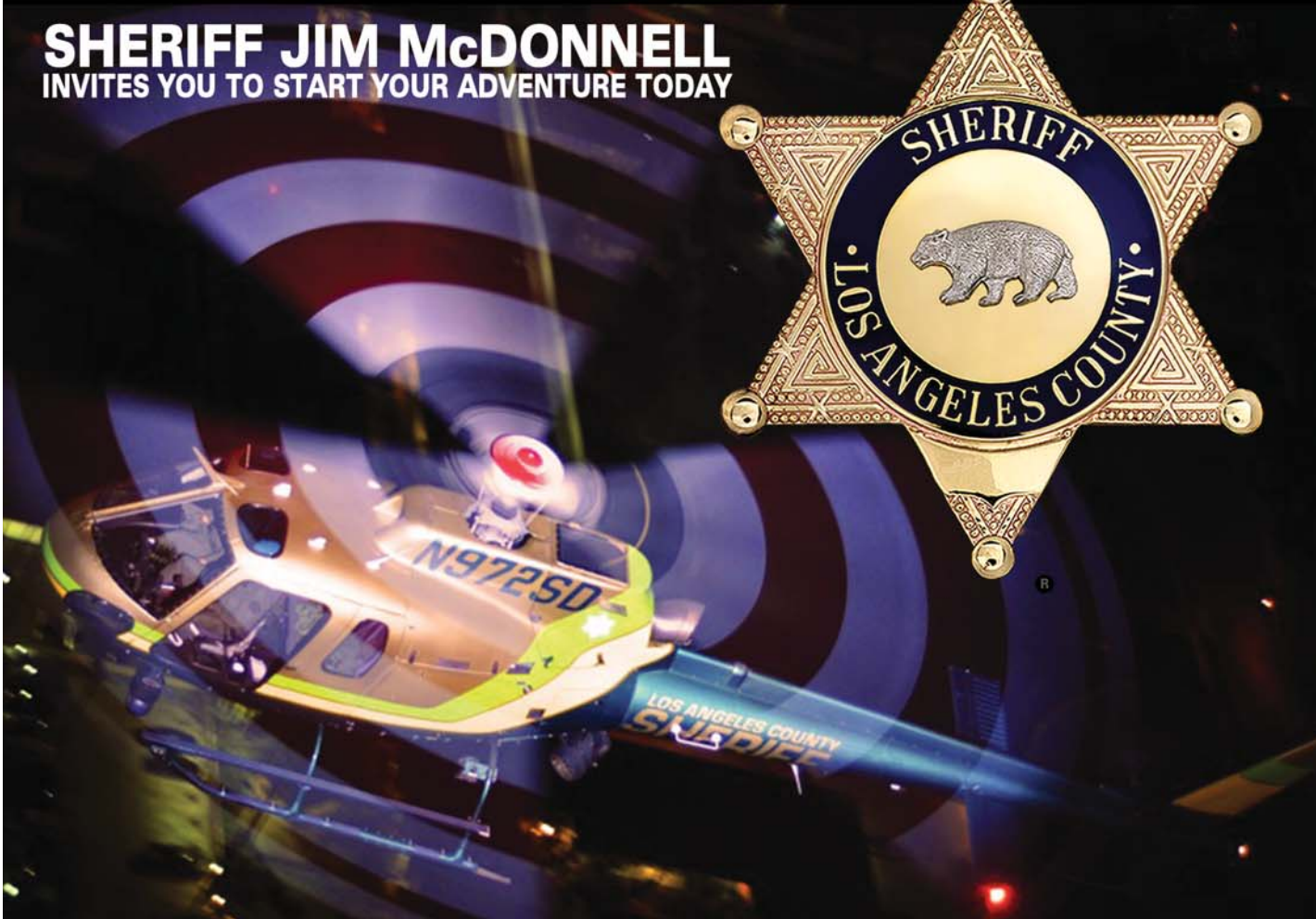
Today is still a very troubling time in policing, he recalls. "We always try to do better and you are only as weak as your weakest link. So when something happens, it reflects on everybody. We try to put order into chaos and help people as best

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LOS ANGELES COUNTY SHERIFF'S DEPARTMENT

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## LONG BEACH POLICE DEPARTMENT

# Robert Luna

### *Chief of Police*

**R**obert Luna was appointed as the 26th Chief of Police for the Long Beach Police Department in November 2014. Chief Luna has served the City of Long Beach, the second largest city in Los Angeles County, for 29 years. His extensive work history includes a number of operational, investigatory, and administrative assignments, including Special Weapons and Tactics (SWAT), homicide, drug, and gang investigations, canine operations, and communications.

Chief Luna has an advanced education, including Federal Bureau of Investigation (FBI) National Executive Institute, FBI National Academy, and Master of Public Administration (MPA) and Bachelor of Vocational Education (BVE) degrees from California State University, Long Beach. He is also a graduate of Harvard University Senior Executives in State and Local Government program and the USC Delinquency Control Institute (DCI). Chief Luna has extensive experience in disaster and emergency preparedness, terrorism considerations, critical incident management, and the development of effective problem solving strategies in accordance with proven Community Oriented Public Safety and Governance philosophies.



Chief Luna is immersed in the diverse ethnic, educational, recreational, and business communities that distinguish the City of Long Beach. He especially enjoys those opportunities where he is able to volunteer his services or mentor youth in the importance of education, a strong work ethic, and personal responsibility. His crime prevention and reduction ideas, coupled with his bilingual abilities and dedication to public service have given him the opportunity to effectively interact and participate

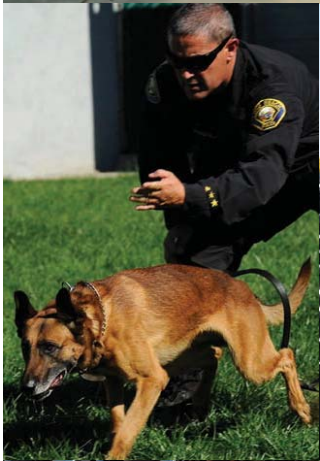
with a uniquely engaged community. Chief Luna has been instrumental in helping to build and maintain productive and trustworthy relationships between the police department and the community it proudly serves. Renowned community groups, such as the National Association for the Advancement of Colored People (NAACP), the Community Hispanic Association, and the California Conference for Equality and Justice (CCEJ) have formally recognized Chief Luna's accomplishments. ■



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# OFFICE STRESS:

## His vs. Hers

by Laurie D. Willis

**T**oo much work, too little money and not enough growth opportunity are stressing us out at work, according to a new survey from the American Psychological Association.

The survey found one-third of employees experience chronic work-related stress and women report higher levels than men.

Fifty-four percent of the 1,501 employed adults surveyed say they're paid too little for their contributions, and 61% said their jobs don't offer adequate advancement opportunities.

Only half of those surveyed said they feel valued at work.

Thirty-two percent of the women said their employers don't provide sufficient opportunities for internal advancement, compared with 30% of men. Women are more likely to feel tense at work and report more often that their employer doesn't appreciate them.



The survey found the proportion of chronically stressed individuals has shrunk to 35% this year,

compared with 41% in 2012. That suggests the improving economy and job market are making work lives easier for some. Even so, smaller percentages reported job satisfaction and a good work-life balance, compared with 2012.

Women's stress is rising as families rely more on their earnings. While men are more likely to have a "fight or flight" reaction on jobs, women are more likely to "tend and befriend," according to Shelley E. Taylor, health psychology professor at the University of California, Los Angeles, and others.

The body responds to stress by secreting hormones into the bloodstream that spur accelerated heart rate, breathing and muscle tensing. People who feel frightened or threatened often have erratic heart rates and constricting blood vessels. Their blood pressure rises, their hands and feet may grow cold and they may become agitated, speak more loudly or experience judgment lapses.

Too much stress is harmful to individuals and companies, says David Posen, a physician and author of "Is Work Killing You? A Doctor's Prescription for Treating Workplace Stress."

"Chronic stress reduces all of the things that help productivity—mental clarity, short-term memory, decision-making and moods," he says.



Karen Herbison, 46, experienced chronic stress symptoms after management changes in her department, when her management style was criticized as too weak. Her bosses liked her, yet she was told something was missing.

She increased her workweek to 55 hours, but still "felt like I was doing everything wrong."

Herbison experienced insomnia, irritability and heart palpitations. "I was short-tempered and yelling at my kids," she recalls. "I felt like I was losing my mind." She saw a psychiatrist briefly and decided to quit. Her stress vanished as soon as she left her job to open a senior home-care company with her husband.

Her reaction isn't uncommon in healthy individuals who leave highly stressful situations. When harmful stress levels continue for too long, people may lose the ability to relax – a condition research links to numerous health problems.

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## LOS ANGELES POLICE DEPARTMENT

# Aaron McCraney

*Lieutenant*

**A** native of Los Angeles, Aaron McCraney has always kept the “City of Angels” close to his heart. As a youth Aaron was very active in athletics and other recreational activities. He was educated in the Los Angeles Unified School District and continued his pursuit of education by obtaining a Bachelor of Science degree in Organizational Management. He additionally obtained a Master of Arts degree in Negotiations and Conflict Management..

Aaron has kept service to his community at the forefront of his life. His initial career began in private industry in the banking and finance field. He made a significant career change that brought him to the Los Angeles Police Department (LAPD). During his tenure, he has worked a variety of patrol assignments serving the Wilshire, Van Nuys, Rampart, Southwest, and 77th Street communities. Currently he is assigned as the Officer in Charge of the Recruitment Section.

Throughout his career, Aaron has been a huge advocate of the Departments recruitment and hiring efforts. As a sergeant, Aaron served in the Hiring and Evaluation Section as an auditor of background packages. His first hand exposure to the nuances of hiring police officers served him well as he returned later to become the Officer in Charge of the Recruitment



Section. Lieutenant Aaron McCraney is directly responsible for leading the daunting task of meeting the mayor’s and Departments vision of maintain a workforce of 10,000 sworn officers.

Aaron concentrates his energies on challenging practices and seeking opportunity to innovate and enhance the recruitment and hiring of outstanding police officer candidates. ■



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## CALIFORNIA HIGHWAY PATROL (CHP)

# Lanika Lee-Escorpiso

**M**any of us cannot remember everyday of our childhood, but there are moments that we remember like they happened yesterday. When I was six my grandmother asked me what I wanted to be when I grew up and I can remember naming almost every career made possible to mankind (or at least to my six year old imagination). I was going to be a doctor, lawyer, teacher, policeman, fireman and a mommy. Half a decade later my aspirations left me. I didn't think I could do or be anything.

Most of my childhood I lived in Los Angeles County, in neighborhoods with lots of gang and drug related violence and during a time when the relationship between the citizens and the police was like oil and vinegar. The culture I was raised in inspired music artists to write negative songs about the police. There was never anyone with a positive story about the police, and I always questioned why.

I had reached junior high and was placed in honors classes but was not very honored by the notion of being considered a "nerd." I began failing my classes for no

reason, and I begged to be placed back in "normal" classes, and even then I did just enough to pass. I was coming upon my junior high graduation and my vice principle



pulled me aside and asked me what I planned on doing with rest of my life? I didn't know, didn't care, and therefore didn't have an answer for her. Without hesitation she asked "do you plan on living at home for the rest of your life?"

For me that was not an option. I may have been uninspired at the time but I knew I wanted more out of life than living at home. Apparently she saw something in me I had yet to discover because she took time out of her day to talk with me about my future and for the first time I was inspired to do more with my life, I finally wanted to live it!

In high school I stepped up my game. I knew nothing would be handed to me but I began to realize everything was within my reach I just had to work hard and grab them. I didn't shy away from hard work. It was then that I began to challenge myself more. I attempted to do things that I never saw myself doing, and things that others thought I could never do. I became more active in school and my community. I ran track and cross country, played Junior Varsity football with the boys (yes all 5'2", 100 pounds of me), ran for class president and most importantly improved my grades. My mind was set on going to college. I continued my education at California State

University of Sacramento and graduated with my Bachelors of Arts degree in Communication Studies, and like most college graduates wasn't quite sure where I wanted my career to go. I knew it had to be a career with lots of opportunities.

Two summers after graduation I was on my way in the gates to watch the US Olympic Track and Field Trials but I was drawn to the California Highway Patrol (CHP) recruitment booth that was set up just outside the entrance. I was so intrigued by what the recruiter had to say about the Department that I missed the first few races. The recruiter had sparked a new fire within me that inspired my next challenge.

When I told my family about my career choice it was hard for some of them to accept because of the cultural stigmatism they had about law enforcement. But after doing my research I knew the CHP stood behind its motto "Safety, Service and Security." I recognized that I wasn't just joining any law enforcement agency. I wanted the best for myself and for my future and because the CHP was recognized as being the best, I had to be associated with that. Even if it meant sacrificing my family's support, I applied that summer and was accepted into Cadet Training Class II of 2001.

When I entered the academy I realized it was going to be the most intense physical and mental challenge I had ever put myself through. But I knew that I could do it. Completing the 26 week academy was not just for me, I was doing it for the naysayers that I had to prove wrong. I had three younger sisters and a brother along with a niece, nephew and cousins that I wanted to inspire to want the best out of their lives no matter what path they chose.

I was so excited and proud of myself that it brought tears to my eyes (and still does today) because when I walked across that stage it was more than graduating from the CHP academy. It was a moment in my life that made me reflect on that day my grandmother asked me what I wanted to be and the day my vice principle gave me a wake up call. I knew at that very moment I could be anything I set my mind to.

Better yet, the more excited I became about my career choice so did some of my family and it changed their

*continued on page 48*



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LOS ANGELES COUNTY SHERIFF'S DEPARTMENT,  
TRANSIT POLICING DIVISION

# Ronene M. Anda

*Chief*



responsibilities for not only the cities of Lomita, Rancho Palos Verdes, Rolling Hills, and Rolling Hills Estates, but also the unincorporated LA County areas of La Rambla, Academy Hill, Palos Verdes Peninsula, and Westfield.

In 2012, Chief Anda was promoted to Commander and assigned to the Homeland Security Division. There she was responsible for managing the personnel at the County Services Bureau, Parks Bureau, and Community Colleges Bureau, and was also tasked with creating and implementing new programs within these units to provide for a more efficient specialized policing strategy. Chief Anda was assigned in 2013 to take over the Transit Services Bureau. The Transit Services Bureau provides the policing services to the Los Angeles County Metropolitan Transportation Authority (Metro), and Southern California Regional Rail Authority (Metrolink). Chief Anda's skill for management was needed again when the Sheriff started the Internal Monitoring, Performance and Accountability Command (IMPAAC).

**R**onene Anda is the Division Chief for the Transit Policing Division of the Los Angeles County Sheriff's Department. Chief Anda began her 30 year career with the Sheriff's Department in 1984, working several assignments as a patrol deputy, until her promotion to Sergeant in 1997. She was then assigned to work as a field sergeant, watch sergeant, and as a

division aide for the Sheriff's Field Operations Region III.

Chief Anda then worked as a station watch commander and operations lieutenant upon her promotion in 2001. In 2007 she was given the responsibility of overseeing the Lomita Sheriff's Station as the station Captain. With that assignment she was tasked with overseeing the policing

When the results of an internal audit were revealed to the Metro Board of Directors, it was recommended that the transit policing being done by the sheriff's department have the backing of a Division Chief. Chief Anda was promoted in 2014, to begin the task of reorganization and re-focusing the resources of the nation's third largest transit policing agency. ■



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# Anye S. Whyte

**Chief CBP Officer Field Operations Chicago**



**C**hief Anye Whyte is currently the Program manager for Recruitment and Retention, at U. S. Customs and Border Protection for the Chicago Field Office since 2009. In his role, Chief Whyte is responsible for ensuring that CBP has a highly qualified diverse workforce that is both efficient and effective in carrying out CBP's core mission. Chief Whyte has overall responsibility for an area comprised of twelve states. Chief Whyte has worked diligently to create a well trained emergency response and preparedness effort. Chief Whyte has assisted in the implementation of the largest Department of Homeland Security Community Outreach Initiative as

well as enhanced CBP's image with its stakeholders.

In 1990, Chief Whyte joined the U.S. Customs Service as a Student trainee. Three years later, after graduating from Western Illinois University, Chief Whyte became an Inspector and quickly developed his leadership skills and was recognized by the Boy Scouts of America as the Crime Prevention Officer of the Year for his commitment and leadership to youth in the Explorer program. Chief Whyte has served his CBP Posts in numerous capacities. Currently, Chief Whyte is the Chicago Field Office Exploring Executive Chairman. He has developed and implemented a standard of

discipline and has served as a role model to America's youth for the last 22 years.

In 1996, Chief Whyte served as member of the Narcotic Interdiction Team and the Contraband Enforcement Team. He was responsible for conducting searches of people and conveyances for, National Security, Drug Interdiction and other illegal contraband. Chief Whyte has severed as an international Instructor at several location throughout the world, St. Petersburg, Russia, Lagos Nigeria, Portia Prince, Haiti and Gaborone Botswana. In 1997, Chief Whyte was promoted to the position of Senior Customs Inspector. In 2001, Chief Whyte was promoted again to the position of Supervisory Customs Inspector and led teams in Cargo Operation, Passenger Operation, and Training.

In 2003, the Department of Homeland Security was created and Chief was is a founding member of DHS, dedicated to preventing terrorist attacks within the United States, reducing America's Vulnerability to terrorism, and minimizing the damage from potential attacks and natural disasters.

In 2009, Mr. Whyte was promoted to the position of Chief of Customs and Border Protection, and assigned to the Area Port of Chicago Training Division. In July

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from  
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## TOYOTA CORP

### John Ridgeway

Early on John recognized the importance of someone taking the time to invest in his career and in return he is dedicated to investing in and mentoring others. Gerry Davies was his mentor/sponsor at Sears. Gerry inspired him with this encouraging quote, “your life isn’t determined by the dreams that you dream but by the decisions that you make.” He is pleased to affirm that “instant credit” was pioneered at Sears during his tenure. Today it is pervasive throughout the financial services system.

Throughout his career, John has moved eight times. Each move led him to new challenges. He has learned to make the tough decisions in a fact-based manner with supportive data with the ability to live with his decisions.

John worked with Sears for twenty-nine years as National Director of Field Operations. He spent two years at Bank of America as Senior Vice-President of Card Services. For the past nine years, he has been employed with Toyota.

John embraces the two pillars of Toyota which is “respect for people” and “continuous improvement”. John is committed to a diverse work place and has an inter-personal style of managing and connecting with all levels of team members. In addition to his primary responsibility of managing operations, John served on the

Chairman’s Diversity Council at Sears, built continuous improvement programs (Kaizen) which resulted in significant savings in the Customer Service Centers, led several initiatives that improved team member engagement, and process improvements.

He credits his success at Toyota with mentors, Al Smith, George Borst and Paul Moss, who were instrumental in John’s transition into the Toyota culture which very much mirrored his own. Toyota invests in many charitable causes; they focus on the cause not the organization. Toyota helps youth, underserved groups regardless of ethnicity and sheltering the homeless with a genuine faith based approach. The objective is to cultivate better citizens and therefore make a major impact on the communities that Toyota serves.

John demonstrates his own personal charitable objectives by giving back to his community the way his many mentors gave to him. He is active in numerous civic and philanthropic organizations such as: Sigma Pi Phi Fraternity, Groove Phi Groove Social Fellowship Inc., Beta Gamma Sigma National Honor Society, 200 Black Men and a lifetime member of NAACP, Masonic Lodge #21. He has received numerous awards and accolades for outstanding leadership both in his professional life and his personal life.

John has been married for thirty-seven years and is father to a wonderful son and daughter. ■



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# TOYOTA

*Making a Difference*

Continued from page 18

## HIGHER EDUCATION Women MBAs

was looking to make a greater contribution to society than I thought I could as an engineer.

Therefore, I made my switch within my first five years of employment, obtaining an MPP (Master of Public Policy degree) first and an MBA later. When I look at all my engineering friends who, like me, also switched career paths, it's no wonder that even though women comprise over 20 percent of engineering school graduates, we are only 11 percent of practicing engineers.

Want more evidence of the pipeline leak? Catalyst, a leading nonprofit organization whose mission is to expand opportunities for women and business, conducted a study of MBA graduates working in the UnHed States, Canada, Europe and Asia. Researchers found that less than half the women who earned undergraduate degrees in STEM fields chose STEM careers once they earned an MBA.

### Still an Uphill Climb

Professionally, I'm now concerned about women in STEM because I work in higher education at UCLA Anderson, a top-ranked business school, on matters of diversity and inclusion, with a focus on increasing the numbers of women admitted to business school. At Anderson, more than half our women applicants had STEM



backgrounds, and nearly half our interest in STEM careers, post-women applicants expressed an UCLA.

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## HIGHER EDUCATION Women MBAs

Admission to top-tier business schools continues to be highly selective, and women with STEM backgrounds—whether academically or professionally—can certainly make solid candidates for business school.

Improving the numbers of women in tech remains an uphill climb. At present, about 30 percent of employees in technology companies are female. Some women leave STEM careers because of a lack of role models, feeling like an outsider in their work groups and facing vague evaluation criteria. Others leave for personal reasons, including family issues, a spouse or partner's relocation, or wanting to make a greater social contribution.

However, for those who don't leave, STEM careers can narrow the gender pay gap and also pave the way to leadership opportunities beyond the executive level.

According to the U.S. Department of Commerce, women hold less than 25 percent of the STEM jobs. Growing this number beyond 25 percent is important, because the gender pay gap is smaller in STEM jobs than it is in nonSTEM jobs. When the needs of a family come into play, according to a study published last fall by the American Association of University Women (AAUW), equal pay is not simply a “women's” issue; it's a family issue, because families increasingly rely upon women's

wages to make ends meet. Thus, seeking employment in STEM fields can be a game-changer as women seek to eliminate the gender pay gap.

### Looking Ahead

The future looks brighter when it comes to educating women and girls in STEM fields and hiring them in STEM jobs. Some recent efforts across all sectors include targeting girls as young as 7, providing support services at the college level for women in STEM majors, and launching corporate initiatives for high potentials and vendors.

For example, Black Girls Code is a nonprofit with an eye toward increasing the number of women of color in the digital space by empowering girls of color, aged 7 to 17, to become innovators in STEM fields, leaders in their communities and builders of their own futures through exposure to computer science and technology. This nonprofit and others may help to counteract the confidence challenge that Peggy Orenstein outlined.

In the corporate sector, earlier this year, Intel announced a \$300 million diversity-in-technology initiative with women as an integral part of the plan. The basic elements are to have full representation in all levels of Intel's workforce by 2020; to regularly measure and report on progress toward this goal; to hold company leaders accountable by tying their pay to the progress toward this goal; and a \$300 million Diversity Initiative Fund that is designed to encourage the broader

representation of woman and minorities in technology and gaming. Smart move, Intel!

In the long run, the United States needs technological expertise to be competitive in the global marketplace. STEM occupations are poised to grow more quickly in the future than the economy as a whole, which is why we need to make STEM more appealing to America's youth.

Moreover, with the proliferation of technology use in our everyday lives, there's quite an opportunity for women to make their mark in the technology arena. As noted by a Silicon Valley executive, “It is in the interests of companies and governments to help women advance in the technology industry. Women offer a fresh perspective on product design, ways of working, risk-taking and many other aspects of business.”

Certainly, when women are underrepresented in technology, it is not only bad for individuals, it is bad for companies and our economy, as well.

Once graduated, can women MBAs STEM the tide? What we know for sure is that with women comprising 52 percent of the labor force—yet holding less than 25 percent of the STEM jobs—the system is not operating optimally. Thus, because business school, to some extent, is about reinvention, women who go to business school have a chance to reinvent themselves and redirect their careers in the direction of technology. ■



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Continued from page 14

## Commentary Page HBCUs

Fellow HBCU graduates, we can and must come to the aid of our institutions while there is still time to make a difference. Fiscal insolvency and the loss of accreditation are two insurmountable challenges from which I have not known any institution, HBCU or PWI, to recover. What follows are some concrete steps we can and must take to support HBCUs.

1. We must stop complaining about the imperfections of HBCUs and fretting about the few things that didn't go as well as we would have liked when we were students. There are neither perfect schools nor perfect people.
2. We must be willing to serve as ambassadors for our alma mater by referring prospective students, including our own children, grandchildren, neighbors and friends, to the admissions office. We shouldn't be persuaded solely by the size of a PWI scholarship or its marketing prowess when making a student referral. The ice at PWIs really isn't any colder than it is at an HBCU! In fact, many black students who initially attend PWIs end up graduating from HBCUs.
3. We must be willing to share with our alma mater our expertise -- without charge. That expertise is just as diverse as the careers that we have, or have had, and can be used to improve

curricular offerings, university operations, and marketing and facilitate job placement for graduating students, among other things.

4. We must be willing to provide access to our vast network of people, programs and services that will allow our alma mater to achieve levels of excellence and responsiveness not otherwise possible. By activating our collective networks, we can do more than imaginable to strengthen HBCUs and enhance their competitiveness. The soul singer Jerry Butler was correct when he proclaimed, "Only the strong survive."
5. We must be willing to invest our money in the places that produced us, and we must be committed to doing so every month of every year. I never quite understood how HBCU alums expected their alma mater to achieve and sustain excellence without money! Have you ever noticed that there are no poor schools on the U.S. News and World Report's national rankings of excellent schools? Many years ago, to emphasize the importance of investing in what we value, my friend and pastor, the late Dr. Robert Lowery, reminded his parishioners that life is like a bank account: "You can't make a draw unless you make a deposit." Unless we as alums make a deposit (invest), our alma mater cannot offer competitive scholarships, purchase state-of-the-art equipment, hire top professors, or

offer study-abroad opportunities for students, among other things.

During the course of my long career in the academy, I made a lot of speeches and listened to even more. There are two comments that I vividly remember from the many speeches I've heard. The first came from the late Dr. Elias Blake, who served as president of Clark College. He opined that HBCUs succeed in educating low-wealth, less-well-prepared students because they provide a psychologically supportive environment. The second comment came from Dr. Patrick Swygert, who served for a decade as president of Howard University. He noted that there is a difference between a graduate of a university and an alumnus. A graduate is one who simply holds a degree from the institution, while an alumnus is one who holds a degree and is invested in the institution's success and well-being. All of us who profess to love our alma mater should ask ourselves, "Am I a graduate or an alumnus?"

In future blog posts, I will discuss in greater detail what HBCU alums can do in each of the five areas referenced above. Meanwhile, we can all demonstrate our support for HBCUs by referring at least three prospective students to our alma mater or another HBCU for 2015 admission. One final piece of advice: Refer students -- without regard to race, sex or sexual orientation -- who are academically prepared and can benefit from the opportunity to study in an environment where caring still matters. ■



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## Office Stress

Women tend to "internalize," which contributes to their stress, says Lois Barth, a New York-based business and relationship coach. She said women hesitate to speak up for themselves or challenge unfair behavior and really need to give themselves a voice.

Sarah Broadbent Manago, 41, was used to meeting deadlines as an IT consultant but began doubting herself when she felt undermined by a manager. She now works as a senior IT project manager for another company and says the experience left her believing women, in particular, "feel

stressed when they're challenged or devalued by their managers."

Female managers in male-dominated fields sometimes find the stress of juggling family responsibilities intolerable.

Interior designer Kay Keaney, 40, rose quickly at a California medical group. But with 60-hour workweeks, early-morning and late-night meetings and a 3-hour roundtrip commute, she seldom had time for her two young children.

She hesitated to complain because, "there was too much work to be done, and playing the 'Mommy card' was bad form."

Whether stuck in traffic on her

way to day care, or torn between her children and urgent work emails, Keaney was overwhelmed. She experienced panicked feelings, headaches and a racing heart. When her 2-year-old hurled her BlackBerry angrily across the kitchen; that was her wakeup call.

The Keaney family moved to Media, Pa., where she now works as a consumer-experience specialist for a homeopathic products company. She's home with her children after school, has shed 20 pounds, her stress level is near zero and her kids are much happier.

High-paying jobs seem to require "selling your soul," Keaney says. "We decided the rat race wasn't really worth it." ■


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*Continued from page 20*

## LA COUNTY SHERIFF

### James McDonnell

we can. When we make a mistake, we need to be able to figure out how we are going to fix it. And then we need to be in a position where we are constantly establishing relationships with the community and to be in a position where if something does go wrong, that we are not standing by ourselves. We have an investment in the community and we want to work with the community, not during just a crisis, but before one.”

Any time there is national attention on any issue or career, he admits it will either help or hinder the department and its efforts to recruit.

“Everything that happens has an impact on the ability to recruit, which has been impacted by national attention that is being seen in the media. The good things are not talked about. I’ve been exposed to so much good by police that is never reported. We need to do a better job at telling our story and the community telling our story as well. This is one of the more honorable professions that a person can get into,” the sheriff states.

“For someone who is looking for a career,” he notes, “a way to give back to the community; a way to help protect people who can’t protect themselves, I can’t think of a better job than being a police officer.”

McDonnell points out that, “People need to realize that there

is no profession where everything goes right every day. We can look at doctors, lawyers, or just pick a profession, there are always things going wrong. It happens everywhere, but it is what we do with it when it happens, that’s important. That is where we will step up and be accountable and work hard to ensure that certain things do not happen again. We’re not hiding anything, we’re trying to be as good as we can under difficult circumstances.”

Today, the profile is not much different than what law enforcement has always recruited. They are looking for people from the community to serve who are in good physical condition, who can pass a background investigation and are medically sound, and have the ability to do the job. They recruit people who can be trained and are open minded, sincere in what they do, are serious about the job, who want the job for the right reasons, and have the ability to be able to deal with conflict in a way where they can de-escalate it.

Concerned about the different cultures and languages in the community, the sheriff insists that recruits need to be sensitive to the fact that not everyone grew up in the same way. Therefore, potential officers need to be able to adapt and to be respectful of whatever conflict they may deal with professionally.

Besides being a sheriff or police officer, the Los Angeles County is looking for those who want to work in the jails, security services, search and rescue, and with the off shore boat patrols.

Since Los Angeles County runs one of the largest crime labs in the country, there are jobs available in those areas as well. From scientists (blood work and ballistics), to crime scene investigators, to IT specialists and computer support technicians, there are a host of job opportunities to seek. As deputy, one could serve in a correctional facility, a jail, as a recruit, property and evidence supervisor, or a patrol officer, to name a few. Some salaries start at \$40,000 and can range as high or higher than \$80,000. There are nearly 18,000 employees working for the county of Los Angeles, with half of them being civilian jobs, which are not sworn peace officers.

According to McDonnell, hiring is on-going due to retirements or people moving to other organizations. However, the competition is stiff and the Sheriff Department can receive over 3,000 applications in one month. Of the applicants chosen to become deputies, for example, only about four percent of them actually make it to the academy. The requirement is a high school diploma, but higher education is encouraged. “The value of an education is a tremendous skill to have to work on the complexities that we deal with in every situation. It is good to have the education behind you to have the insight to be able to understand people from all over the world. It is also good to have life experiences, spending time in the military, for example. I’m a big advocate for education, but there are great opportunities with only a high school diploma,” he confirms. ■



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**PUBLISHER'S PAGE**  
**GENDER PAY**

women are the breadwinners, but their pay still lags behind that of men.

The American Association of University Women, or AAUW, was founded in 1881 to advance equity for women and girls through advocacy, education, philanthropy and research.

According to AAUW, in 2013 among full-time, year-round workers, women were paid 78 percent of what men were paid. The pay gap exists in every state, AAUW says, but is more profound in some areas of the country than others.

For example, information on AAUW's website says the best place in the United States for pay equity is the nation's capital, where

women were paid 91 percent of what men were paid in 2013. By contrast, the website lists the worst state in the country for pay equity as Louisiana, where women were paid only 66 percent of what men were paid.

And it should come as no surprise that for women of color, the gaps are even worse. According to AAUW statistics, Hispanic women's salaries show the largest gap, at 54 percent of white men's earnings, compared to 64 percent for black women. AAUW uses white men's salaries as the benchmark because they comprise the largest demographic group in the labor force.

So, while Trump continues to claim he pays his female employees well, the reality is most women in the U.S. aren't paid fairly. And unless laws are passed – and enforced – that pay inequality will likely continue. would need to earn

a salary of \$47,744 per year before taxes of \$6,332, which would bring his/her yearly take-home pay to \$41,412. Hardly the rich.

Based on the minimum wage hourly increase to \$10.00, beginning on Jan. 1, 2016, for a full-time sole bread winner working 40 hours per week, the weekly earnings is \$400.00, or \$1,600 per month. That's just \$19, 200 per year, slightly above the poverty level. A family of four would need to earn a living wage of \$22.95 an hour --- double the minimum wage of January 16, still more than a year away.

A true living wage for full-time wage earners would, in the long run, be good for the economy, and for all Americans willing to get out of the bed each day to go to work to provide for their families.

Best regards,  
Calvin

*Continued from page 8*  
**AEROSPACE CORP**  
**Michael Williams**

much of the educational expense was covered, which made it affordable, and my management was willing to let me flex my schedule to accommodate my school work," explains Williams. He says that now, colleagues and mentors are encouraging him to pursue his doctorate. His response? "I'm not quite ready yet, but maybe a little further down the road."

**Achievement Award Recipient**

Williams' career at Aerospace hit a particularly high note in 2014 when he was among the team members selected for a President's Achievement Award. This award is one of the corporation's highest honors. He and his colleagues were recognized for "sustaining contributions to the Space Based Infrared System by developing and helping deploy a number of mobile laser beacon systems, which have been critical to the early orbit testing of all U.S. overhead persistent infrared sensors launched and in orbit."

About receiving the award, Williams says, "It was truly an honor to be recognized for our team's contributions to critical national security space missions over the past decade." No doubt 2014 will always have an extra special significance to him.

*Aerospace is a nonprofit company that operates a federally funded research and development center for the U.S. Air Force. The corporation provides technical assistance and guidance on all aspects of space missions for the Air Force and selected other agencies that operate in the public interest. ■*



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**DiversityInc Magazine**

Top 50 Companies for Diversity (2012)

Top 10 Companies for Asian Americans (2012)

#1 Company for Lesbian, Gay, Bisexual, and Transgender Employees (2012)

**BLACK ENTERPRISE Magazine**

Top 40 for Diversity (2012)

**Global Finance Magazine**

Best Corp/Institutional Bank in North America (2012)

**Environmental Protection Agency**

Green Power Partner Company (2012)

**Human Rights Campaign**

Perfect Score of 100 on Corporate Equality Index (2011)

*Continued from page 12*

## **Editorial Page**

### **America, Get Educated**

A solution to some of these problems is for America to get educated. For the less educated, find ways to earn a living while going back to school or learn a specific trade that is a demand of today's society. Think of the future. Don't act randomly. Look at the future to determine what will Americans want, need, and desire. And for those already educated, spend time being more innovative and strategizing to make money. Choose the less popular jobs that actually earn a solid salary. Become your own boss. Look at the needs of society and evaluate your skills

and match those needs up with what you already know how to do. Or just reinvent yourself. Get out of your comfort zone and stop looking for the same kind of job that laid you off, closed its office, or shut the door on you.

When I think about these strategies, I immediately reflect on Apple, the corporation. The products they make and release each year are not necessities, but a strong desire by the American people, and for that matter, around the world, to have the latest gadget. If people were more conservative at their spending, only products and items to be bought would be necessities. Because Apple makes a living at "wowing the world", why can't you? ■

*Continued from page 28*

## **CALIFORNIA HIGHWAY PATROL**

### **Lanika Lee-Escorpiso**

thoughts about law enforcement. They recognized that the CHP is not just a law enforcement agency it has become an extension of my family.

Today, I am almost halfway through my career and look back at how time really does fly when you are having fun. I am married with three kids. Not only do they get to see that I am I doing something I love, they have seen me challenge myself along the way.

I have worked from Los Angeles County to Mendocino County in the State Capital and for the Executive members of our Department. I have become a crime scene investigator, a crisis negotiator and promoted to sergeant. When you hear the commercials says "drive a car, ride a bike, or fly a plane" that is only the tip of the iceberg for the opportunities that await you at the CHP. And you will be able to work throughout the state of California. I want not only my children but all children to be inspired, accept a challenge, work hard and believe in themselves. I look forward to the challenges and opportunities ahead! ■

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## **U.S. CUSTOMS**

### **Anye S. Whyte**

2009, Chief Whyte was reassigned to the Chicago Field Office.

Throughout his career Chief Whyte has been awarded numerous awards distinguishing his work ethics, commitment to the American people, outstanding performance, individual growth and development. He has also served and partnered with a number of organizations such as the State of Illinois Drug Education Alliance (1996-2007), Chairman of the State of Illinois Law Enforcement Exploring Committee (1996-2006), Illinois Narcotic Enforcement Officers Association (1993-2006). And a Member National Law Enforcement Explorer Committee. Additionally, Chief Whyte is actively involved in his community having severed as a basketball, baseball, and softball coach. He served as President and Commissioner of the Bensenville Baseball Association (2005-2009). Currently, he is the Scoutmaster of Boy Scout Troop 65. He is the past District Commissioner for Potawatomi Trails of Three Fires Council. He also serves on the Board of Police Commissioner for the Village of Bensenville.

Chief Whyte holds a Bachelors of Science in Law Enforcement Administration from Western Illinois University.

Chief Anye Whyte is a proud husband and father of four beautiful children. His olds child is attending the United State Naval Academy as a Midshipmen. ■



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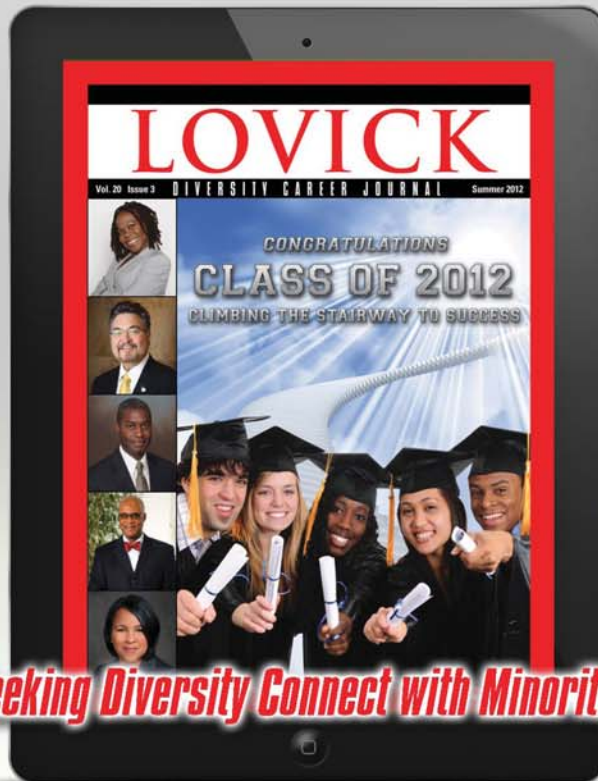
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# Diversity in Business



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UPS is in the business of linking people, cultures, and commerce, with diversity as an integral part of its global strategy. And with employees in more than 220 countries and territories worldwide, there's no question that diversity is part of the social fabric at UPS. Diversity is leveraging our unique experiences and contributions because they add value to our culture and contribute to the success of our company.

In today's world, we understand that diversity encompasses more than race and gender. It extends to the full myriad of issues ranging from ethnicity to sexual orientation to physical ability. Inclusiveness, respect and cooperation are core values that help drive the way we do business with our customers and suppliers - and strengthen our bonds with a multi-cultural community of friends and neighbors.

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*U.S. Bank applauds our colleague, Darrell R. Brown, Senior Vice President for his leadership and dedication to the community.*

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