



COMPETITIVE WORKFORCE ALLIANCE

A GREAT WORKFORCE...A GREATER REGION



Panel Members

Diversifying Your Workforce: Are You Meeting the Mark?



Deborah Ashton, Ph.D., Vice President, Chief Diversity Officer, Novant Health

As Chief Diversity Officer, Ms. Ashton brings more than 20 years of experience in diversity and human resources management to the organization. She has developed a nationally-recognized multi-tiered diversity training program and has worked in the public, private and non-profit sectors.

Prior to joining Novant Health, she served as Senior Diversity Officer for Darden Restaurants, Director of Diversity at Harley-Davidson Motor Company, led the diversity initiatives at Medtronic, a global medical technology corporation, and at Argonne National Laboratory that increased the diversity of their workforces and leadership. In addition, she is the former Chief of Test Construction and Validation for the Commonwealth of Massachusetts.

Ms. Ashton earned her Ph.D. in Clinical Psychology and Public Practice from Harvard University, and a B.A. in Psychology from Clarke College in Dubuque, IA. She has published articles on diversity strategy, presented at international conferences and is listed in Who's Who in the World.



Michelle Boyd, MS, Assistant Director Health Careers, Charlotte AHEC

Michelle Boyd serves as Assistant Director for Health Careers and Diversity at the Charlotte Area Health Education Center (AHEC), a division of Carolinas HealthCare System. In this role, she leads a team to successfully develop, plan and evaluate workforce development initiatives and programming. Initiatives include: health careers programming for grades K-12, Spanish and cultural competency classes for healthcare professionals and interpreters' training for interpreters in the healthcare setting. She has been with Carolinas HealthCare System since 2001.

A native of Columbia, SC, Ms. Boyd received her Bachelor's degree in business from the University of South Carolina and her Master's degree in adult education from NC A&T State

University. Michelle is an active member of the community, serving on the boards of a number of organizations that support increasing diversity and higher education opportunities for minority students.



**Vidal Dickerson, MS, Director, Multicultural Resource Center/
Religious & Spiritual Life Office, University of North Carolina-
Charlotte**

As Director of the Multicultural Resource Center, Dickerson focuses on providing programs that increase student awareness, understanding and appreciation of diverse cultures. Prior to moving to Charlotte, Mr. Dickerson served as the Director of Multicultural Affairs at Fontbonne University in St. Louis, Missouri and was involved in many other facets of education and outreach. He served as a college liaison for the St. Louis Public School System and the Jennings School District, and served as adjunct faculty in the Departments of Religion, Philosophy, & Social Sciences, Mathematics and Computer Sciences, and Interdisciplinary Studies.

Mr. Dickerson has also coordinated domestic and international service projects, and served as director for the St. Louis Aim Higher program assisting limited-income students and their families with the transition to college and to the workplace.

Mr. Dickerson received his BS in Mathematics Education from Austin Peay State University and an MS in Student Affairs Administration from Indiana State University.



**Marilyn Gilliam, MA, Corporate Vice President Human Resources,
Novant Health**

As Corporate Vice President of Human resources, Ms. Gilliam is responsible for talent acquisition, employee relations and retention throughout the Novant system--supporting in excess of 24,000 employees. She has more than 25 years of experience in human resource management, employee recruitment, policy development, training, compensation, benefits, and employee relations. Prior to joining Novant Health 7 years ago, she served as Deputy Director of Human Resources for the City of Winston-Salem.

She currently serves on the Boards of the Simon G. Atkins CDC in Winston-Salem, the Back-In-The-Saddle Foundation, and the North Carolina Black Repertory Company, volunteers with the National Black Theatre Festival, and is very involved in her community and church.

Marilyn obtained her undergraduate degree in Urban Affairs/Public Administration from Winston-Salem State University and her Master's in Public Administration from the University of North Carolina at Chapel Hill, and was named 1999 Business Woman of the Year.



Joy Lockhart, MA, Recruiter, CaroMont Health

Joy Lockhart serves as a recruiter in Human Resources facilitating diversified employment activities including recruiting, interviewing, screening, placement and retention. In a partnership with the University of Michigan Health System, she has worked to develop the New Nurse Graduate Career Launch, a program designed to provide critical resources and information to RN's starting their careers.

Ms. Lockhart received her BS in Recreational Therapy from East Carolina University. Following an internship with the department of Psychiatry at CaroMont Health, she has provided therapeutic services to adults, adolescents, and pre-adolescents for over five years. She has an MA in Health Education and Promotions and now focuses on employment and training.

She has served on the CaroMont Speakers Bureau, Council for Nursing Excellence, Red Carpet, the Employee Advisory Committee and has been recognized with an ECU 2000 Outstanding Graduate Award for Undergraduate Studies. Joy is also an active member of NCAHCR and NAHCR and volunteers in her community at Hope for Gaston and Relay for Life.



Peggy Harris, MA, Vice President of Diversity & Inclusion, Carolinas HealthCare Systems

As Assistant Vice President of Diversity & Inclusion at Carolinas HealthCare System, Ms. Harris is responsible for developing and supporting the diversity and inclusion strategy at CHS and overseeing Affirmative Action compliance at one of the nation's largest healthcare systems. In her 16-year career at Carolinas HealthCare, she has served in diverse roles, including Nursing Director and Vice President of Operations at CMC-Mercy. Prior to her current position, she served in the Corporate Operations Division. She has worked with system diversity initiatives since 1998.

Ms. Harris received a BSN from Florida State University, a Master's Degree from UNC-Chapel Hill in HealthCare Administration and a Certificate in Diversity Management (CDM) from Simmons College in Boston and the Institute for Diversity in Healthcare. She is a Fellow in the American College of HealthCare Executives.

Ms. Harris is a graduate of Leadership Charlotte, serves on the board of several organizations and is a past recipient of the Diversity in Business Award of the Diversity Council of the Carolinas and the *Charlotte Business Journal*.



**Holly Sweat, MS, Director of Workforce & Career Development,
Cleveland Community College**

As Director of Workforce & Career Development, Ms. Sweat has 20+ years of experience supporting individuals and companies in designing, developing and implementing customized training. She has helped thousands of professionals in career transition, and worked closely with HR professionals, managers, and business leaders to develop programs and presentations that support their individual and organizational goals.

She has earned a reputation as a powerful career consultant, leadership development facilitator and dynamic motivational speaker. She continues to develop innovative programs that focus on helping adult workers transition to new careers.

Ms. Sweat received her BS in Counseling Psychology from Houghton University; Houghton, NY. She received her Master's degree in Counseling Psychology from Indiana University, Indiana, PA, and proudly shares her hometown with the famous ground hog, Punxsutawney Phil.