

# Emily H Garrity

---

## Business Service Manager

Strategic, results-driven consultant, program and project manager with over 12 years' experience developing, implementing and managing diversity outreach, engagement, and events with deep knowledge and experience leveraging military / veteran and People with Disability programs to advance an organization's DEI initiatives. Excellent at researching, analyzing ROI objectives, collaborating, influencing, sharing and communicating the business case, trends and best practices. Highly effective communicator with proven ability to connect and build long-term strategic partnerships and relationships with highly matrixed internal and external stakeholders. Understands business priorities in high-paced, team oriented and technical environments.

Microsoft SharePoint, Office 365 (Teams, Outlook, Word, Excel, PowerPoint, One Drive), Google G-Suite (Meet, Gmail, Docs, Sheets, Slides, Drive), Zoom, Slack, PeopleFluent, Avature, HRIS savvy; fully furnished private home office for Covid work from home (WFH) or remote needs. Willing to travel.

**SHRM Foundation Certified – Veterans at Work**

**Lake County Workforce Innovation & Opportunity Act – Board Member; Co-Chair Equity Taskforce**

### Core Competencies:

Diversity & Inclusion – Strategy & Implementation  
Talent Pipeline, Outreach Branding & Engagement  
Onboarding, Career Advancement & Retention  
Event Management – Internal & External Marketing

Tactical Program Management  
Social Responsibility & Advocacy  
Corporate & Community Partnerships  
OFCCP – VEVRAA/ Section 503 Compliance

---

### **03/2007 – Present      ConnectVETS.org (Volunteer Organization)**

*501(c)(3) organization dedicated to “Transitioning Today’s Military to Tomorrow’s Workforce <sup>SM</sup>”*

Founded volunteer organization that offers an online curriculum that educates, coaches and mentors transitioning service members, veterans and their spouses on the civilian HR process.

- Developed content and managed launch of new website, expanded strategic partnerships and outreach
- Personal coach and mentor; markets prospective candidates to employer partner organizations
- Develops, reviews and updates organization's business plan, establishes budgets, reviews and negotiates contracts, drives fundraising initiatives and responsible for continually measuring actual results to projections

### **07/2017 – 10/2019      Kelly Services, Strategic Partnerships**

**Contracted to Health Care Service Corporation, Blue Cross Blue Shield IL, MT, NM, OK, TX** at its Chicago HQ as **Strategic Partnerships Diversity Consultant** for cross-functional talent acquisition development, management and implementation of the Center for Diversity & Inclusion (CDI), University Relations and Talent Acquisition team's strategy to “centralize diverse recruiting across all lines of business”.

- Developed, presented, implemented and managed the TA Diversity Roadmap and Veteran Hiring Strategy that aligns to and supports CDI organizational diversity and BRG goals
- Led cross-functional team creating Veteran Hiring & Diversity training for over 60 recruiters

- Built and evaluated external relationships with organizations (job boards) and networks; connects internal stakeholders to relevant events and networks to expand outreach efforts
- Established process for measuring strategic partner engagement within PeopleFluent to track candidate source for Good Faith Efforts (GFE) effectiveness and OFCCP compliance reporting; developed and conducted training sessions for external partners and stakeholders

**09/2012 – 07/2017 ConnectVETS Consulting, Principal Consultant**

Approximately 1/3 of the military is diverse; consultant to organizations seeking to strategically implement or grow their D&I initiative by educating them on how to attract, hire, onboard and retain military and veteran talent.

- Built and ran the Military Recruitment Solutions practice for TalentRISE, an executive search, Flex-RPO and talent consulting firm; Advisor to Managing Partner
- Led and managed all aspects of consulting project lifecycle, including assessment, development, implementation of strategic plans and processes in collaboration with leadership and constituents; prepares reports, analyzes research, provides SME best practices; Represents the interests of the project or program in various project governance and inter-department forums.
- Proactively developed and nurtured relationships with key stakeholders, business and community leaders in corporations (including corporate affinity groups), educational institutions, supporters and other organizations resulting in a large personal military and veteran D&I network of collaborative and organizational partners
- Coordinated, attended and engaged in local, regional and national D&I talent acquisition conferences and committees; i.e. Diversity MBA, Illinois Joining Forces, US Chamber – Hiring Our Heroes job fairs, other events and projects

**Education:**

Arizona State University – B.A. Economics, minor – Spanish; International Business Studies Certificate

**Professional & Community Engagement (not inclusive):**

Lake County Workforce Investment Board – Board Member

Society of Human Resource Management (SHRM Chicago) – current Member & Community Partner  
Diversity, Equity & Inclusion Committee

Society of Talent Acquisition & Retention (STAR Chicago) – former Member & Community Partner

Roll Call Chicagoland – Mentor & Supporter

Illinois Joining Forces (IJF) – former Founding Member;

Employment & Training and Education Working Groups

Naval Station Great Lakes – Employer Panel Presenter

Lake County Partners – former Member

Illinois Discharged Servicemember Task Force - Contributor

Veterans as Strategic Assets Initiative – Special Project

National Louis University Veterans Advisory Council – former Board Member

Small Business Advocacy Council (SBAC) – former Member, Co-Chair, Veterans Committee

Union League Club of Chicago (ULCC) – former Member, Military Affairs Subcommittee

Marine for Life Chicago – Mentor & Supporter

Chicagoland Military Community Board (CMCB) US Army Reserve Command – Member

Technology Executives Club

AIIM International – former Chicago Chapter Board Member

ARMA International – former Chicago Chapter Board Member

Professional Records & Information Services (PRISM) International – former Member

Arizona State University Alumni Association – Member