

## Contact



## Top Skills

New Business Development  
Business Development  
Strategy

## Languages

English (Native or Bilingual)  
Spanish (Elementary)

# Emily Garrity

Strategic Partnerships - Diversity Talent Acquisition | Consultant |  
Program Manager  
Greater Chicago Area

## Summary

Passionate and dedicated to helping to purposefully connect people.

Highly regarded, results oriented Diversity & Inclusion leader with extensive experience developing, implementing and managing D&I and Community Outreach strategies to meet organizational goals. Highly effective communicator with proven ability to connect and build long-term relationships.

Specialties: Diversity & Inclusion, Community Relations, ERG / BRG Program Management, Social Responsibility, Talent Acquisition, Brand Development, OFCCP – VEVRAA & Section 503 compliance, EEO and Affirmative Action

- Member of Illinois Joining Forces (IJF) – Employment & Training and Education Working Groups
- Lake County Workforce Investment Board Director
- Society of Human Resource Management (SHRM) Chicago - Diversity & Inclusion Committee
- Society of Talent Acquisition & Recruitment (STAR) Chicago - Community Partner
- Union League Military Affairs Subcommittee Member
- Veterans Employment Center Initiative (VECI) – Veterans Employment Center
- Mentors Service Members, Veterans & spouses

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## Experience

Blue Cross and Blue Shield of Illinois, Montana, New Mexico, Oklahoma & Texas  
Strategic Partnerships - Talent Acquisition (Contract)  
July 2017 - Present  
Greater Chicago Area

Responsible for developing and implementing internally focused strategic partnerships with diversity organizations to enhance the organization's mission, emphasize diversity and inclusion recruiting and align Talent Acquisition to Diversity & Inclusion initiatives.

- Liaison between the TA and D&I teams to centralize diverse recruiting across all lines of business while working closely with the senior leadership team responsible for championing a unified culture that values diversity / inclusion, effective communication and employee engagement
- Develop, define and lead D&I partnerships; building and maintaining relationships to create diverse pipelines of talent
- Responsible for managing Engagement, Diversity & Inclusion and Communications budget to meet deliverables

ConnectVETS.org  
Director, Volunteer Mentor & Coach  
March 2007 - Present  
Greater Chicago Area

501(c)3 Non-Profit Organization

MISSION: "Transitioning Today's Veterans to Tomorrow's Workforce."

Co-founded organization and responsible for the strategic mission, vision, administration, management and program development for the organization.

ConnectVETS is a leader in providing education on the civilian HR process to transitioning Service Members, Guardsmen, Reservists, Veterans and their spouses to facilitate private sector employment.

- ConnectVETS<sup>SM</sup> "New Mission" – is an online self-education curriculum tool that provides the A-Z Roadmap of the civilian HR process.
- Personal Coaching and Mentoring –ConnectVETS & its volunteers provide group and one-on-one coaching and mentoring to transitioning Service Members, Guardsmen, Reservists and Veterans. Volunteers include HR and recruiting professionals, members of corporate affinity groups, community partners, Veteran Support Organizations and Veterans.
- Career Discovery and Exploration – a unique approach that enables those in transition to explore and map their military experience to private sector

opportunities; to jobs or careers that they choose and to organizations with a cultural fit and shared values.

Additional information please contact us at 855-MIL-2WRK 855-645-2975 x 700.

Lake County Workforce Board  
Workforce Development Board  
September 2013 - Present

The Workforce Investment Board is a business led policy and decision making body created by the federal Workforce Investment Act of 1998.

Its mandate is to create a workforce development system that meets the need of employers for qualified workers and by expanding employment opportunities for residents of Lake County.

The Board has also become a key player in the economic growth and competitiveness of our local area and the region by focusing on establishing and promoting workforce development policies and systems that improve the economic life of the Lake County community.

The Board helps businesses invest in the workforce, develop a ready, willing, and able workforce, and make decisions about the use of Workforce Investment funds.

ConnectVETS Consulting  
Managing Partner | Program Management, Outreach, Pipeline Development  
September 2012 - July 2017 (4 years 11 months)  
United States

Approximately a third of today's military personnel are diversity candidates. Leveraging a robust Veteran Strategy results in meeting overall organizational goals.

Senior Diversity & Inclusion consulting partner and project manager, specializing in military talent acquisition, outreach, engagement, best practices, OFCCP - VEVRAA, Section 503 compliance.

- Develop and manage client relationships, partnering with leaders across HR, L&D, D&I, Talent Management and Compliance

- Analyze data to identify barriers and opportunities for process improvement, designing, implementing and managing strategic plans
- Conduct talent assessments, focus groups & surveys of current state and goals for Veteran recruiting, onboarding, career development, retention
- Create client progress reports, findings, recommendations and best practices
- Map job classifications, categories and descriptions to targeted military Veteran talent pools for optimized outreach for OFCCP - VEVRAA
- Develop and provide targeted Outreach services to relevant career-ready military talent in Veteran Service Organizations (VSO's) for meeting pipeline and sourcing
- Provide outsourced Recruiting services optimized for Military recruiting of Veterans and military talent (THE managed services of contract recruiters)
- Provide training for talent acquisition, diversity & inclusion professionals and hiring managers on most effective strategies and best practices for interviewing, onboarding and retention
- Consult and assess culture assimilation and branding trends for outreach and sourcing - ERG strategy, mission and development aligned to corporate goals & objectives

#### TalentRISE, LLC

Consultant & Advisor - Military / Veteran Talent Acquisition & Recruitment Solutions

May 2015 - June 2017 (2 years 2 months)

Greater Chicago Area

Consultant to TalentRISE to launch then lead their Military Talent Acquisition & Recruitment Solutions practice until Dec. 2016, then continued to serve as Advisor for military and veteran recruiting, acquisition, onboarding and retention.

Client deliverables include: Military & Veteran Program Assessment & Development, Military / Veteran Diversity & Inclusion Strategy, Training, Full-Cycle Recruiting, Behavioral Interviewing, Pre-Hire Candidate Assessments, Onboarding & Retention

Chicago-based TalentRISE provides tailored, high-touch consulting and recruitment solutions to meet an organization's most pressing talent acquisition challenges.

The firm's core service offerings, delivered by a partner-led team of senior consultants and expert recruiters, include retained executive search to fill critical leadership roles; on-demand, project-based contract recruiting (including military / Veteran recruiting and pipeline sourcing) for scalable support of internal resources during hiring spikes; and talent acquisition consulting to help formulate a road map for sustained competitive advantage.

#### MalinHughes

##### Diversity & Inclusion Consultant

June 2016 - May 2017 (1 year)

United States

Consultant to MalinHughes, an executive search and talent acquisition consulting firm specializing in financial services, healthcare, manufacturing and information technology with expertise in each sector from the combined 30 years of industry experience, consultants and esteemed partners.

MalinHughes is committed to delivering comprehensive solutions for critical talent acquisition needs spanning the gamut of a senior level executive search to fulfilling multiple hiring needs across a range of professional levels. MalinHughes differentiates itself through its data analytic capabilities, which gives clients complete transparency during the recruitment process.

#### Resolute Technologies

##### IT Solutions & Military Diversity Consultant & Advisor

June 2016 - May 2017 (1 year)

Greater Chicago Area

Consultant to Resolute Technologies, an Information Technology Consulting and Recruiting services firm providing IT staff augmentation contractors to help clients successfully implement their software initiatives. Resolute specializes in SAP, Microsoft, App Dev, and other technology needs.

Since 1998, the team has built a respected reputation providing services to clients who understand that people AND technology give them a competitive advantage. Resolute partners with every consultant and client to ensure that all technology projects are successfully implemented in a manner which supports achievement of overall business objectives.

#### Great Lakes ECM

##### President

January 2012 - December 2013 (2 years)

Great Lakes ECM provides solutions that combine Enterprise Content Management (ECM), Document Imaging & Scanning and Records Management with Microsoft SharePoint 2010—all for a fraction of the cost of traditional or legacy document and content management systems.

Formerly Great Lakes Records Management (GLRM) and then Storage Consultants, we now offer ECM solutions extending beyond core records management, to offer an array of records management solutions, including offsite records management, media vault, document destruction & shredding, and disaster recovery—all of which our clients have indicated that they need and are planning migrations to.

We are a proud affiliate of Datastore, other partner record centers, NAID certified destruction companies and are a founding supporter of ConnectVETS.org—an organization that is dedicated to Transitioning Today's Military to Tomorrow's Workforce™ to facilitate the connection between veterans and private sector employment opportunities. Learn about our other partners and the associations we support.

#### Specialties

ECM for Microsoft SharePoint, Document Imaging, Records Management

Aspect Software

Account Executive

July 2012 - April 2013 (10 months)

Greater Chicago Area

Business process improvement specialist advising clients on Microsoft technology solutions and initiatives including SharePoint, Lync, Dynamics CRM, Unified Communications, Call Center, Web – Intranet / Extranet, Digital and Mobile.

Collaborates with senior leadership, IT, business unit directors and managers to understand their challenges and solve their problems by providing solutions that generate income, reduce costs and / or drive competitive advantage.

Trusted advisor with a passion for implementing solutions that helps transforms how employees and stakeholders interact, share and exchange information that increases operational efficiencies, profitability, customer retention, competitiveness and reduces costs.



Datastore (now Iron Mountain)

Enterprise Account Executive; Leadership Team

February 2010 - January 2012 (2 years)

Datastore is the premier provider of Document Management Services in the Milwaukee, Madison and Chicago metropolitan areas. Formally established in 2001 as the Document Management Services division of Coakley Brothers, our portfolio of solutions and services include: Document Storage & Management, Document Scanning / Imaging, Backfile Conversion, Data Protection, Data Destruction and Shredding & Recycling. Datastore has an established legacy for quality, service, integrity and value - servicing over 500 valued clients with contemporary solutions to business information challenges.

Regardless of your information challenge, Datastore has the right solution at an affordable cost and we guarantee your satisfaction with our Diamond-class service program. Since we enjoy an unprecedented 98% customer satisfaction rating, we know we can meet your solution expectations.

Visit us at [www.datastoreweb.com](http://www.datastoreweb.com) for more information in the Resource Library.

Storage Consultants, Inc

7 years 2 months

President

November 2008 - February 2010 (1 year 4 months)

STORAGE CONSULTANTS, INC. continues the mission of GREAT LAKES RECORDS MANAGEMENT as a consulting organization and its focus on bottom-line Information Management solutions that reduce risk, increase security and compliance, reduce costs, increase efficiencies and productivity.

SCI conducts assessments of existing records management programs for client companies primarily in the manufacturing (pharma and other regulated industries), legal, financial services and healthcare verticals, to include a review of retention policies, record inventories, security, compliance, and vendor contracts.

Information Management is a key concern for companies involved in an acquisition, divestiture or reorganization. SCI analyzes, develops and implements solutions to facilitate incorporating RIM best practices into this process.

SCI provides crucial targeted market and competitive research to its clients, particularly in the Self-Storage industry, that want to determine the feasibility and profitability potential before adding ancillary RIM Services to their business. In addition, SCI is able to consult, develop and implement operational and sales strategies to successfully launch new or expanding offerings for its clients.

#### President

2003 - October 2008 (5 years 10 months)

Great Lakes Records Management (GLRM) is the region's leading outsourced vendor partner for records storage, scanning and imaging solutions, consulting and destruction services. Its client portfolio represents the manufacturing, healthcare, legal, financial services and government verticals.

GLRM specializes in analyzing and formulating client-centric solutions that address risk management concerns surrounding compliance and security issues to reduce liability, improve efficiencies and productivity for internal and external stakeholders in rapidly changing environments. A primary GLRM focus is to become a seamlessly integrated solution that provides tangible and positive bottom-line cost benefits for its clients.

Compliance solutions adhere to today's expanding regulations to include Sarbanes Oxley (SOx), Gramm, Leach, Bliley (GLB), Health Insurance Portability and Accountability (HIPAA), Fair and Accurate Credit Transactions Act (FACTA), E-Discovery requirements.

#### Grass Lake Storage & Packaging

##### Owner & President

2000 - October 2005 (5 years 10 months)

Self-Storage facility in Lindenhurst, IL (Chicago area)

Grass Lake Storage & Packaging (GLS&P) was purchased in 2000, restructured and grew under its new leadership into a full service Self-Storage facility, successfully implementing targeted and innovative marketing campaigns that increased consumer awareness of its new ownership and the addition of its retail center for moving supplies, packaging products, and shipping services.



GLS&P was known for its clean, well maintained grounds and its very friendly, customer focused employees and ownership until its acquisition by its competitor in 2005.

It was also a favorite location for community members to congregate; who could expect a friendly cup of coffee, soda and an ear to listen.

GLS&P was proud to become known for its annual hosting of the summer Chamber of Commerce bash attracting 100's of business owners and community leaders from not only its own chamber, but adjacent ones as well, increasing the business networking opportunities for all in attendance while enjoying great food, entertainment, hospitality and camaraderie.

### Technical Concepts

#### OEM Business Administration Specialist

1996 - October 2000 (4 years 10 months)

Global leader in automated restroom hygiene products – acquired by Newell Rubbermaid in 2008.

These Touch Free Restroom™ components include Auto Flush, Auto Faucet, One Shot Auto Soap System, Auto Clean and a complete range of Automatic Air Freshener Dispensers and Refills. Odor Elimination and Fragrancing is provided by the Auto Fresh Air Freshener Aerosol, Pump and Gel Systems, including Microburst 3000, Microburst 9000, Select, Auto Fresh Aerosol and Auto Fresh Pump systems. Our latest innovation is the TCell™ Continuous Odor Control System which operates without the use of batteries.

Technical Concepts provides away-from-home customers with a complete touch-free, automated restroom experience. Their passion is to create Customer Delight for those who visit restrooms away from home, by addressing the following needs:

Satisfying the public's demand for greater protection against cross-contamination and infectious disease.

Improving overall facility image.

Maintaining clean sanitary restrooms throughout the day.

Controlling cost while providing enhanced levels of service.

Meeting ADA requirements.

SoftNet Solutions - Communicate Direct

## Administration

1994 - 1995 (2 years)

Communicate Direct, Inc., a Chicago-based provider of telecommunications products and services, became a subsidiary of SoftNet Systems, Inc. (AMEX: SOF) October 1994

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## Education

Arizona State University

BA, Economics, Spanish · (1992 - 1994)