

## DE Masterclass Employment Law Roundtable

MARCH 21, 2024 | CHAT TRANSCRIPT

14:02:39 From John Claus: Alicia is a rock star

14:02:51 From John Claus: Thank you both for your service and sacrifice!

14:08:45 From John Claus: I actually like the "DE&I..." option but that might get some negative attention and connotation externally

---Begin poll question responses---

*Q: Tell the panel and your colleagues on this conference what tools or resources, specifically, you feel that you need to build an effective Military Spouse plan, by whatever name, to conduct outreach to military spouses, recruit, and hire them:*

14:13:51 From Robert Walker: budget and actual bodies for execution

14:13:57 From Kathy Brand: No place to track in Workday HRIS

14:14:13 From MONICA GREEN: Budget and personnel

14:14:14 From John Claus: we are constantly looking for external organizations and partners for military spouses

14:14:15 From Kellie Burke: Industry OKRs and KPIs -- what are other peeps doing so I can have a starting point

14:14:18 From Brian Pier: How can we target military spouses who have a specific set of skills such as Information Technology?

14:14:31 From Dalee Byrd: We currently work with MSEP but would love to learn of other resources that would be beneficial. We also don't track them currently and want to know the best practices to track them.

14:14:46 From Luke Bistor: Mil Spouse is lumped in with hiring military talent...like Skillbridge.

14:14:48 From Roseanne Parks: Budget and actual staff to execute. support for when they need to move.

*End poll responses.*

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14:15:24 From John Claus: we have heard anecdotally that a lot of military spouses will look online for job opportunities for their soon to be transitioning veteran family member. is there helpful hints for language in job postings tailored for the job searching military spouse?

14:15:57 From Luke Bistor: I would keep that to myself.

14:16:33 From Angela Taylor: yes it is

14:17:15 From John Claus: We tie military spouse self-id into National Military Spouse Appreciation Day in May

14:18:32 From Naomi May: We are currently looking for resources and ways to identify military spouses to hire.

14:19:32 From Roseanne Parks: We just did a training session for our TA team and a big part of that was military spouse hiring. We had an employee who had personal experience educate us. Hope is to expand that training to hiring leaders.

14:19:53 From Roseanne Parks: We just did a training session for our TA team and a big part of that was military spouse hiring. We had an employee who had personal experience educate us. Hope is to expand that training to hiring leaders.

14:23:15 From Kellie Burke: Your corp has to have the psych safety and culture that self-id'ing is welcome

14:25:19 From Lori Adams: A great source of information about military spouse challenges: <https://bluestarfam.org/research/mfls-survey-release-2024/>

14:27:39 From John Claus: any experience with the Military Spouse Career Accelerator Pilot?

14:28:38 From Roseanne Parks: What is your company Denise? I missed it.

14:28:55 From Lori Adams: <https://www.hiringourheroes.org/career-services/fellowships/internships/msfp/>

14:29:30 From Denise Lewis: <https://militaryspousejobs.org/employers>

14:29:47 From Kim Lott: kim@directemployers.org



- 14:29:58 From Denise Lewis: No cost services for employers. Please go directly to our link
- 14:30:31 From Lori Adams: NASWA is also a member of MSEP.
- 14:30:47 From Denise Lewis: All of our services are not cost to our employers.  
dlewis@militaryspousejobs.org
- 14:30:49 From Evie King: My two emails: evie.king@wwcglobal.com & evie@independent.org
- 14:31:23 From Denise Lewis: [www.linkedin.com/in/denise-lewis-msml-deia](https://www.linkedin.com/in/denise-lewis-msml-deia)
- 14:32:04 From Evie King: <https://www.linkedin.com/in/evieking/>
- 14:34:31 From Dalee Byrd: We are actually working on a self ID survey and changing ERG language to "Military Community ERG"
- 14:34:38 From John Claus: We have a specific team within our Veterans EBRG dedicated to military spouses
- 14:34:44 From MONICA GREEN: That's a great call out...veteran and veteran spouses
- 14:39:39 From Kellie Burke: I would love to know what others are doing within their Military ERGs specifically for Spouses
- 14:40:04 From Crystal Cochran: The importance of military friendly v. military ready
- 14:40:25 From Kim Lott: Good distinction, Crystal!
- 14:40:31 From Evie King: <https://www.militaryfriendly.com/employers/>
- 14:41:04 From John Claus: <https://myseco.militaryonesource.mil/portal/article/military-spouse-career-accelerator-pilot>
- 14:41:22 From Sarah McMullen: it is through Hiring Our Heroes - <https://www.hiringourheroes.org/stories/military-spouse-career-accelerator-pilot-announcement/>
- 14:41:49 From Crystal Cochran: Lori shared the link for MSCAP above - it is a fellowship pilot funded by the DoD.
- 14:41:54 From Lori Adams: This is through DoD: <https://www.defense.gov/News/News-Stories/Article/Article/3681063/dods-spouse-employment-pilot-program-enters-second-year/>
- 14:42:30 From Luke Bistor: We (KBR) have used the HOH Spouse Program, placed a spouse 2 weeks ago and she start working with us on Monday.
- 14:42:49 From Kellie Burke: I LOVE MilSpouse Fellows!



- 14:43:47 From Luke Bistor: YES! That's it
- 14:44:30 From Lori Adams: Note to everyone - the term "military friendly" is owned by Victory Media.
- 14:44:37 From Kellie Burke: Military Connected Associates is what we refer to the talent pathway :)
- 14:44:59 From Dalee Byrd: MSEP was really pushing that program ( or something very similar to that fellowship) in 2022
- 14:46:18 From Lori Adams: I am aware of a state that got a cease and desist letter from Victory's attorneys.
- 14:46:50 From Brian Bergheger: Military-Affiliated
- 14:48:13 From Kathy Brand: we consulted a JAG officer in the US military.
- 14:48:21 From Kellie Burke: That's why I use it!! Brats are included, too :D
- 14:49:01 From Dalee Byrd: Yes Evie yes!!
- 14:49:51 From Dalee Byrd: The Italy SOFA was insane...
- 14:50:59 From Kellie Burke: Would love to stay connected with y'all!  
<https://www.linkedin.com/in/kellie-burke-aphr-mba-msw-csw-lmsw-31633b15/>
- 14:52:54 From Dalee Byrd: Would love to connect with likeminded individuals!  
[www.linkedin.com/in/tdaleebyrd](http://www.linkedin.com/in/tdaleebyrd)
- 14:55:14 From Lori Adams: ladams@naswa.org
- 14:57:12 From Todd Griffith: Thank you for all of this great information and also to the panelist for sharing your expertise with us. I have to get to another Teams session!
- 14:57:37 From Lori Adams: Military spouses who are attorneys should be aware of the Military Spouse JD Network:  
<https://msjdn.org/#::~:~:text=MSJDN%20supports%20military%20spouses%20in,providing%20a%20net%20connecting%20military>
- 14:59:44 From Dalee Byrd: This was such a great session! I am a Military Spouse always fighting to bring more resilient spouses to Siemens and appreciate the knowledge you shared!
- 14:59:57 From John Claus: Thank you esteemed panelists!
- 15:00:04 From Deborah Loizou: Thank you so much for such wonderful information-this was very valuable!

- 15:00:10 From Roseanne Parks: This was an excellent session. I love the 'lived' experience aspect to the call. So much information. Can't wait to get the chat info.
- 15:00:28 From Denise Lewis: Hope to see you at DEAMCON24
- 15:00:47 From Denise Lewis: Go Army, Beat Navy!
- 15:00:58 From Yahaira Battiata: Go Army!
- 15:01:02 From Brigitta Baylor: Enjoyed the Panel discussions. Very valuable information and resources.
- 15:01:05 From Courtney Kelly: Thank you for sharing all of your insights! I really appreciate your time on these topics!
- 15:01:08 From Kim Lott: go navy!!!
- 15:01:32 From Naomi May: Thank you to all the panelist. The information was very helpful.
- 15:01:34 From Kim Lott: go navy!
- 15:01:38 From Yahaira Battiata: I hope to see you at DEAMcon24!  
<https://deamcon.org/deamcon24/>

