



Presented by
**WORKPLACE
PROMISE
INSTITUTE**



2021

**Sponsorship
Opportunities**

September 9-10

Invitation To Participate

Dear Advocates and Associates,

We invite you to join this revolution of protecting and supporting individuals who speak truth to power by participating in the Workplace Promise Institute conference. Our conference aims to educate and protect people across all fields who are committed to right-doing. We can accomplish this mission together by Empowering the Workplace to exemplify resilience. Join us in investing in a vision of a safe place to work and promoting a clear standardized code of ethics. Culture change begins with a personal commitment that energizes our personnel, our organization, our industry, our government, and our community to make healthy and informed decisions in the workplace.

This innovative virtual event captures the core curriculum for “Whistleblower Protection Advocate Certification” issued by Workplace Promise Institute (WPI). The Institute is a education division of Whistleblowers of America, founded in 2017 as a peer support network.

The sponsors, partners, and employees who we bring together through this conference and connect through networking will lead to a stronger socioeconomic community. This conference allows for an open exchange of ideas, tools, information, and solutions that built restorative justice within the fabric of our workplace, community, and culture. We invite all contributions of knowledge to this event. If you believe you have something unique to contribute to a panel, please reach out to our organizers. Sponsoring this conference will allow your organization to have exclusive access to consultation, training, and guidance from WPI staff and the Certification Board. To better support your organization in reaching its individualized goals that encompass the “Workplace Promise Campaign.”

On **September 9 and 10, 2021**, attending this conference will meet the core training requirements for Whistleblower Protection Advocate Certification- a critical step in having WoA issue an individual’s certification. Experts in their field will present at this training seminar.

It will cover the four core elements of knowledge needed to be a Whistleblower Protection Advocate.

1. Whistleblower Law and Legal Processes
2. Mentorship
3. Whistleblower Resources, Tool Kits, and Referrals
4. The Workplace Promise Campaign

We welcome all, regardless of industry, to empower our community to safeguard our workers. There are various ways to be involved. This packet details sponsorship options and opportunities to be a part of the Workplace Promise movement.

I hope you can join us on this new adventure full of growth opportunities for our Whistleblowing Community.

With deep respect,

Christian Greene

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Contents

Invitation to Participate	2
About the Workplace Promise Institute	4
Our History	4
WPI Honored Guests and Workplace Leadership Speakers	6
2021 Virtual Event Platform, Zoom Webinar	9
WPI Workplace Promise 2021 Conference	9
The Event	9
The Audience	10
The Value	10
2021 WPI Conference Topics	11
WPI 2021 CONFERENCE SPONSORSHIP OPPORTUNITIES	12
Sponsorship and Exhibition Benefits	12
Virtual Happy Hour with Guest Hosts	12
WPI Conference Benefits Chart	13
Conference Registration	14



About the Workplace Promise Institute

Our History

Whistleblowers of America (WoA) is a nonprofit organization (501C3) founded in 2017 dedicated to assisting and advocating for whistleblowers. Those who often face threats to their livelihoods and reputations due to exposing wrongdoing (fraud, waste, abuse) need guidance and support. Whistleblowers suffer retaliation, discrimination, and harassment just for trying to do the right thing. We seek to provide these courageous employees with evidence-based peer support, advocacy, and mentorship by leveraging our growing network of organizations and individuals. By the end of 2020, we had assisted over 650 whistleblowers, journalists, advocates and testified before Congress all of whom contacted WoA through our website or social media. These experiences shaped the idea of promoting a “right-doing culture” as the ultimate form of prevention. These events led to the creation of the WPI.

Whistleblowers of America (WoA)

- Provides peer support and assistance to public and private civilian employees, military personnel, or/veterans who have identified wrongdoing. WoA peer support is an evidence-based model involving volunteers. WoA peer support is non-medical and non-legal resilience case management.
- Strengthen Resilience - Legal, Financial, Social, Emotional, Physical needs of employees are addressed as they overcome retaliation, hostile work environments, harassment, and discriminations and recover from stress, depression, and suicidal thoughts.
- Offers guidance, mediation, education, and advocacy to combat hostile work environments, reduced productivity, absenteeism, and diminished retention, which breeds further wrongdoing.

In 2019, WoA launched Whistleblower Protection Advocate (WPA) certification program to help train and educate whistleblowers and their allies in the workplace through peer support mentorship. The WPA certification “recognizes the need to rebalance access to justice and share information among employees who relate wrongdoing but suffer from retaliation and its psychosocial impacts.” Like Crime Victim Advocates or Ombudsmen, WPAs will support whistleblowers in decision-making, problem solving, coping strategies, and resiliency. WPAs could work with Human Resources, Equal Employment Opportunity officials, Employee Assistance Programs, unions, law firms, journalists, elected officials, mental health centers, and employers. The mission of WPA is to “provide a standardized code of ethics for peer support and advocacy for anyone exposed to a hostile work environment using a trauma informed framework.” The Vision of WPA is to professionalize being “United in Speaking Truth to Power.”

To help train WPAs, the Workplace Promise Institute (WPI) was created to house training and education materials for organizational right-doing. WPI’s mission is “Empowering the Workplace to exemplify resilience for its employees, families, and the community it touches.” WPI’s Vision is “Everyone deserves a safe place to work.” The WPI is also the learning center for the Workplace Promise Campaign and the Best Practices Registry. Organizations can institute promise signing ceremonies and enact projects that are eligible for recognition in the registry, which will be discussed during the WPI. WPI staff and WPAs can assist with implementing a complete Workplace Promise campaign. The Workplace Promise Campaign will be a central feature of the WPI Conference.

WPI applies this philosophy to the workplace. “Despite hundreds of millions of people around the world living with mental disorders, mental health has remained in the shadows. These issues are not just a public health issue - it’s a development issue. We need to act now because the lost productivity is something the global economy cannot afford.” - Jim Yong Kim, President World Bank Group (2012-2019) WPAs are required to sign on to the Workplace Promise campaign, Whistleblowers of America (WoA) Code of Ethics, WPA Mentor Agreement, and help promote Justice, Equity, Diversity, and Inclusion (JEDI) goals where they live and work. We invite you to become part of history with this innovative approach to worker safety and well-being.

WPI Honored Guests and Workplace Leadership Speakers

WPI is honored to have an outstanding founder, Jacqueline Garrick, LCSW-C, SHRM-CP, WPA who will host this institute. Through her efforts, she has created vital relationships with industry leaders to protect, litigate, and advocate for employees worldwide. She has her own disabled veteran-owned small consulting business and is on the Advisory Board for ConsenSys Health. Previously, Ms. Garrick was appointed to the Department of Defense overseeing programs for wounded warriors and their families, transitioning Service members, suicide prevention, diversity and inclusion, and professional development. She was a professional staff member for the House Committee on Veterans' Affairs, the Veterans' Disability Benefits Commission, The American Legion, and is a US Army veteran. Jacqueline has presented, extensively on mental health issues throughout the United States and internationally and represents WoA on the Make It Safe Coalition Executive Steering Committee. She has published several books, chapters, and articles.



With her wealth of experience, WPI has gained access to thought leaders from all over the globe who are collaborators, friends, whistleblowers, and/or mentors of Whistleblowers of America. We are proud to announce that joining her for the WPI will be distinguished thought leaders from around the globe to include, but not limited to our featured guests.



Ted Blickwedel

a Licensed Clinical Social Worker and a retired Lieutenant Colonel in the Marine Corps who is a combat and disabled veteran. Since 2018, Ted has been actively involved in advocating for changes in the VA's VET Center Program because of excessive clinical productivity standards that have been adversely impacting counselor welfare and degrading their ability to provide quality care to veterans. He has been accomplishing this through various local and national media interviews that have been conducted, as well as by working closely with Senator Reed and Congressman Cicilline's staff in RI and Washington, DC.

Richard Condit

a partner at Mehri & Skalet, and co-chairs the firm's Whistleblower Rights Practice. He has over 30 years of experience working with whistleblowers of diverse backgrounds in a wide variety of industries, representing lawyers, doctors, bank executives, firefighters, social workers, police officers, engineers, and laborers. Richard's work has been recognized in Tom Mueller's 2019 book, *Crisis of Conscience. Whistleblowing in the Age of Fraud*, former U.S. EPA senior criminal enforcement lawyer Richard Emory's 2019 book, *Fighting Pollution and Climate Change*, and Chip Ward's 1999 book, *Canaries on the Rim - Living Downwind in the West*. He was a lead attorney in the \$58 million settlement with four whistleblowers involving the Hanford Nuclear Reservation.



Tom Devine

is Government Accountability Project's Legal Director, and has worked at the organization since 1979. Since that time, Tom has formally or informally assisted over 7,000 whistleblowers in defending themselves against retaliation and in making real differences on behalf of the public. Tom has been a leader in the campaigns to pass or defend 34 national or international whistleblower laws, including nearly all in the U.S. federal enacted over the last two decades. Tom has authored or coauthored numerous books, including 2011's *The Corporate Whistleblowers Survival Guide. A Handbook for Committing the Truth*, which won the 2012 International Business Book of the Year Award at the Frankfurt Book Fair.



Rebecca Jones

serves as Deputy Director of the House Office of the Whistleblower Ombuds, an independent, nonpartisan House support office. Through her role as Deputy Director, Rebecca assists House offices in establishing best practice whistleblower intake systems, provides trainings to House offices on how to safely work with whistleblowers, provides guidance to staff on responding to individual whistleblower matters, and provides legal analyses of relevant whistleblower laws. Rebecca's background is in independent, nonpartisan government oversight work with an emphasis on whistleblower protections and inspectors general reform.





Heidi Weber

an ethical dual board-certified medical assistant practitioner then professor led to a landmark whistleblower case which closed the school's doors and resulted in the university being ordered to repay several thousand students. Heidi has taken that experience to become a whistleblower advocate, activist, popular speaker and media spokesperson for whistleblowers, appearing on CBS, CNN, AlJazeera America, and HBO Vice, as well as several publications and shows, such as Whistleblower Heroes, Whistleblower Network News, Whistleblower (with Mychal Wilson) and Women Whistleblowers to name just a few.

Dr. Kimberly Young-McLear

is a military anti-bullying and anti-discrimination policy expert. She is a LT CDR who has served within a wide variety of Coast Guard assignments. She holds engineering, business, and technical degrees from Florida A & M, Purdue, and The George Washington University (Ph.D in Systems Engineering). In 2018, the Department of Homeland Security Office of Inspector General substantiated her claims of retaliation and exposed the highest levels of the Coast Guard had improperly concealed evidence. She was a 2019 State of the Union Guest of Honor to bring visibility and urgency to ending workplace bullying while supporting a multi-year Congressional investigation and testified into the Coast Guard's mishandling of investigations.



Jason Zuckerman

is described by the National Law Journal as a "leading whistleblower attorney." In 2019, the National Law Review awarded Zuckerman its "Go-To Thought Leadership Award" for his analysis of developments in whistleblower law. In addition to shaping whistleblower protection law through successful outcomes for clients, Zuckerman has worked with whistleblower advocates to draft and lobby for passage of whistleblower protection laws and advocate for more effective and vigorous enforcement of whistleblower protection laws.

2021 Virtual Event Platform, Zoom Webinar

The Workplace Promise Institute decided to embrace a virtual platform for its premiere 2021 conference out of respect for our participant's health and well-being. WPI believes in being leaders not only in the thought process of protection yet in actions that exhibits respect for humanity. WPI intends to safeguard our partners and participants throughout this pandemic and to move forward in a way that protects individuals' identified safety and risk concerns independent of the pandemic. Technology has made this possible, and WPI is eternally grateful for our established partners who made this virtual event possible. In the future, WPI intends to continue to host a virtual aspect of this event to have the broadest scope of participants worldwide.

WPI Workplace Promise 2021 Conference

The Event

Our 2021 Conference primary focus is on the core elements of the Workplace Promise. It was developed to encourage an ethical and safe workplace utilizing evidence-based thoughts, theories, and practices based on the World Health Organization (WHO) suicide prevention imperative and other publications and tool kits to also include the UN Declaration of Human Rights. Concepts were vetted at WHO headquarters in Geneva at a meeting in 2016. The Workplace Promise supports JEDI goals to close socioeconomic gaps within multiple industries and governments because prevention is the best protection. WPI is also the home of the Workplace Promise campaign that promotes annual signing ceremonies and ongoing activities to support a promise culture.

WoA represents the missing piece of the puzzle that those in this journey of truth-telling are searching for, beyond the courts, there needs to be resilient through action and advocacy.

Most employees are often experts in their field. They feel a professional, moral, and ethical obligation to tell the truth about their products and services regarding the public they serve in adherence with the trust these entities enact or enforce. Healthy organizations encourage whistleblowing, continuous process improvement, and a simple approach to right-doing. Competent leaders want employees who can speak freely and act in the best interest of customers, shareholders, taxpayers, and beneficiaries. They see whistleblowers as heroes who should not be afraid of reprisal or the degradation of their careers and their family's lives.

This conference will educate and support courageous truth-tellers and their organizations in right-doing.

The Audience

Our audience is any workplace, globally. WPI believes investing in the health of your workplace is not only a sound investment within humanity yet also an investment that will lead to organizational success.

Many professionals will benefit from the 2021 WPI.

Mental Health Providers and Researchers
Human Resource Managers and Ethics Officers
Compliance and Certified Fraud Examiners, Investigators, and Auditors
Equal Employment Opportunity (EEO) Ombuds
Employee Assistance Program (EAP) and Peer Support Counselors
Unions Representative and Shop Stewards
Lawyers, paralegals, Legal Assistants
Journalists, Reporters, and Podcasters
Elected Officials and their Staff
Employees and Whistleblowers
Office of Inspector General (OIG)
Ombudsman

The Value

WoA organization and leadership development allows your workplace to learn from professionals who have responded to whistleblower complaints. You will hear first-hand how to avoid wrongdoing or harm, mitigate negative consequences, engage employees, manage challenges, and be a great place to work. Let WoA expertise guide you in navigating these tricky personnel and ethical issues. WoA tools and techniques are designed to help foster transparency, accountability, satisfaction, and resilience. The result is a healthier workplace and staff embracing being a whistleblower protection advocate.

Why Your Organization?

- Employee Engagement is a vital factor in an organization's JEDI success. They set the tone for productivity, change management, morale, satisfaction, and problem-solving.
- Stress at work results in absenteeism, lost productivity, turnover, HR complaints, lawsuits.
- Each employee is a "champion" who can become a spokesperson and enact signing ceremonies that engage other employees, families, and community leaders.
- Workers spend on average 40 hours a week at work, indoctrinated into a culture they bring home. Healthy habits translate across generations.
- Your workers and their friends and family are also the customers or beneficiaries of your organization and do business in your community.

2021 WPI Conference Topics

Conference topics are in line with WPA Certification training and will meet all of the education criteria. Attendance at the two-day WPI conference is a significant step towards certification, with pending continuing education units for several industries*. Topics will include

- **What is whistleblowing, and why is retaliation toxic?**
- **Legal Session**
 - . *What do whistleblowers need to know about the law and its protections.*
 - . *How to hire an attorney.*
 - . *What to know about the law.*
 - . *What is the evidence.*
 - . *Union shop steward role.*
- **Mentor and Peer Support Skills**
 - . *Evidence-based ethical standards of practice*
 - . *Addressing Psychosocial Impacts*
- **Going Public**
 - . *Talking to Congress or the Press*
- **Resilience Building**
 - . *Surviving Whistleblowing and inventing a new normal*
 - . *Working with a therapist. Forensic evaluations*
- **Compliance-**
 - . *Right-doing and Truth-telling*
- **JEDI and Uniformed Services**
 - . *Police Officers and Military Veterans*
 - . *Suicide and Workplace Violence Prevention, Stigma reduction.*

* CEU for Social Workers= Conference sessions are pending continuing educational units through Association of Social Work Boards (ASWB).

*CLE for Lawyers= Each state has independent continuing educational requirements. Attendees may request documentation from WPI that will support their request for CLE hours in their jurisdiction.

WPI 2021 CONFERENCE SPONSORSHIP OPPORTUNITIES

This two-day conference features high-level experts in Whistleblower Protection and Workplace Promise implementation. We offer a variety of sponsorship opportunities for organizations to help keep this event open to the public. For Individuals WPI suggests a donation of \$25, yet this is not required. To be inclusive of truth-tellers on their individual journey, which can be stressful, your sponsorship will ensure their access to this event. WHISTLEBLOWERS WELCOME!

Sponsorship and Exhibition Benefits

- Build community relationships
- Educate employees on their rights and responsibilities
- The presence among others interested in right-doing
- Proclamation for your own Workplace Promise campaign
- Advocacy for legal protections and resilience awareness
- Safeguarding the workplace for all employees
- Stay up to date on Industry Ethics and Standards
- Resource and networking
- Social Media and anti-stigma

Virtual Happy Hour with Guest Hosts

WPI will be hosting a virtual happy hour with guest hosts. Dependent upon how many registrants will determine how many “rooms” are available. Each room will highlight a guest host who will introduce their area of expertise to open up the conversation. It is envisioned that an exchange of ideas resulting in a delightful, relaxed think tank. In addition to the host, each room will have a special cocktail recipe shared in the “happy hour confirmation email” so that you might join in the festivities in the comfort of your own home. Cocktails such as “the Whistleblower” will be featured.

Sponsorship packet registration level will allow participants to have a coordinating number of registrants given priority access to the room of their choice, featuring their desired host. This will also guarantee the priority registrants to speak live with the host and ask pertinent questions or provide commentary.

WPI Conference Benefits Chart

Level	Free to All	Winner \$100	Bronze \$500	Silver \$1,000	Gold \$2,500	Platinum \$5,000
Access to live stream of the conference	X	X	X	X	X	X
Listed in Post-Conference Thank You email		X	X	X	X	X
Happy Hour Priority Pass		1	2	3	7	10
Organization identified on WoA and WPI Conference webpage			X	X	X	X
Whistleblowers of America Peer Support Mentor Training Manual			1	2	4	6
Social media promotion and recognition across platforms as event sponsor during 2021				X	X	X
Identification of sponsorship in marketing and confirmation emails for this 2021 conference				X	X	X
Logo featured as sponsor on WoA and WPI homepage and virtual platform for a year, 2021-2022					X	X
Recognition during opening and closing remarks of 2021 WPI conference to include logo on open/closing slideshow					X	X
Virtual Exhibit Booth where participants will have an open invitation to join						X
Invitation to speak at the recognition ceremony						X
Exclusive free access to the event recordings for future employee certification training requirements						X

Conference Registration

WPI is utilizing Zoom Webinar to register and host participants. Individual and organization are invited to utilize the following link for registration,

<https://us02web.zoom.us/webinar/register/WN-8KwIGCY2SnO1qkU98J-Fuw>

The registration page will provide a link for donations and sponsorship through PayPal.* If participants or donors prefer to mail a check, please note this in the online registration then please mail a check or money order to WoA,

Whistleblowers of America
Workplace Promise Institute
P.O. Box 3896
Pensacola, Florida 32516

For more info call or email:
202.643.1956
info@workplacepromiseinstitute.org

*WoA is a 501(c)3, donations are tax deductible



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