



# ANNUAL ALL BLACK EVERYTHING VIRTUAL SUMMIT

- Juneteenth Edition



June 19,  
2023

Hosted by:  
Pathways To Excellence,  
Incorporated

# Welcome!

In the three years since George Floyd's murder, and the second year since Juneteenth was named as a Federal holiday, we have already seen companies and organizations wane on their commitments to equity and change. Where does that leave Black professionals, businesses, and families?

As an organization committed to leveling the playing field, Pathways To Excellence, Incorporated is excited to host this half-day summit focused on closing the wealth

gap among people of African descent. This year, with a theme of Pathways to Liberation: Honoring the Past, Shaping the Future, we look at financial readiness and self-employment to create our own reparations.

On this day, I encourage you to tap into the collective power and wisdom of this amazing group of Black experts to advance your individual, family, and community goals.

Contribute to the rich, unique conversations that can propel you forward. Be inspired to unleash your greatness and to proudly represent your Blackness. And, reclaim what you deserve.

Yours in Service,  
*Erica Roberts*

**Erica M. Roberts**





# Pathways To Excellence, Incorporated

Incorporated in 2020, Pathways To Excellence, Incorporated (Pathways2X) is a Maryland-based nonprofit (501c3) with a mission to provide charitable and educational programming and resources to advance educational, professional and developmental opportunities among under-represented populations.

Through programs and services, we work daily toward a future-focused vision where all youth, women, and people of color have access and opportunity to achieve career and business success, and to create generational wealth, regardless of socioeconomic disparities.

Signature programs include the MD Career Pathways Program, HBCU Pathways Program, View From the E-Suite Women's Professional Empowerment Symposium and Summits, and All Black Everything diversity and workforce development summits.

Learn more at

<http://www.pathways2x.org/>

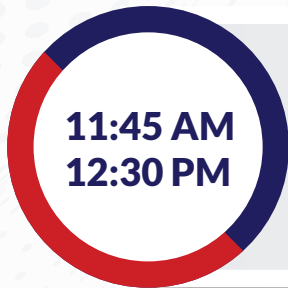
or

[email\\_director@pathways2x.org](mailto:email_director@pathways2x.org)



## Welcome

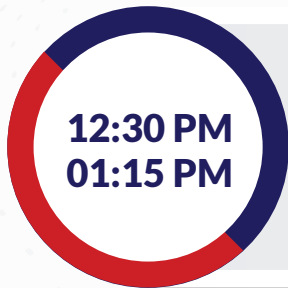
Ubuntu Dialogue:  
Redefining Economic Freedom



## Blueprint Sessions

(Choose Your Session)

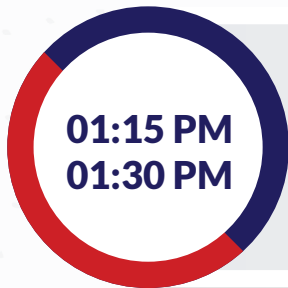
Financial Freedom:  
Budgeting for the Future  
Workforce: Entrepreneurship  
as Economic Empowerment



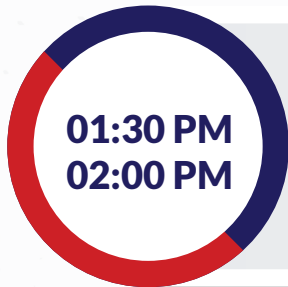
## Strategy Sessions

(Choose Your Session)

Financial Freedom:  
Strategy in the Workplace  
Workforce: Breaking Down  
Barriers to Employment



## Closing & Charge to Action



## Black Wall Street



# Erica M. Roberts

## Meet the Speakers

### **ERICA M. ROBERTS,**

Executive Director, Pathways To Excellence, Inc;  
President, X Is Possible, LLC & Executive Coach

Erica M. Roberts is a decorated executive, business owner, and certified coach with an enthusiasm for discovering and realizing potential for others, specifically pertaining to career success and entrepreneurship. During her career as a federal government executive, she amassed an acclaimed portfolio of organizational development solutions. Erica is known for driving results, and is heralded for transforming the organizational culture and practices of government agencies. In 2018, she was approved for Senior Executive Service by the Office of Personnel Management.

Committed to expanding her impact beyond federal work, Erica repurposed her expertise in organizational development, process reengineering, and course/training design to afford extraordinary women and people of color with opportunities to explore new possibilities. She founded X Is Possible LLC – a personal and professional growth and development consultancy that provides coaching, leadership development, capacity building, and management consulting services.

While X Is Possible LLC encompasses several areas of life improvement, Erica draws upon over 20 years of experience leading change, developing people, and delivering results to guide clients toward professional empowerment. In 2019, Erica launched the E-Suite Academy, which prepares career women to initiate their professional empowerment journeys by identifying and pursuing a transition path - including career advancement, career change, and/or entrepreneurship. In the same year, she created the HBCU Pathways Program, a year-round program designed to expose high school students to post-secondary educational and career options BEFORE they choose a major or college.

Erica earned a Master of Business Administration and a Bachelor of Science in Management from Florida A & M University. She is a Certified Professional and Executive Coach and a Project Management Professional. Erica remains active in several professional and community organizations, including the National Black MBA Association (Founder of the Greater Maryland Chapter, Immediate Past President of the Washington DC Chapter, Former Member of National Advisory Council), African-American Federal Executive Association, Project Management Institute, and Delta Sigma Theta Sorority, Inc.

## Meet the Speakers



### HEATH CARELOCK

MPS, PMP®, AFC®

Heath Carelock, MPS, PMP®, AFC® is a 2022 Maryland Financial Capability Award winner and holds a graduate certificate in Financial Therapy from Kansas State University, is an Accredited Financial Counselor, NeighborWorks® America Certified Financial Capability Coach and Project Management Professional, serving as the Program Director for the

Financial Empowerment Center at Prince George's Community College, a United Way of the National Capital Area initiative, centrally located in Largo, MD. Heath is the founder of

Carelosophy Social Impact Solutions, LLC (dba CARE Financial Impact), serving as an attending financial counselor to the Wounded Warrior Project-VeteransPlus initiative, Veterans Benefits Banking Program (VBBP), the COVID-19 Financial Task Force – Association for Financial Counseling and Planning Education (AFCPE), and the MyPath 'Black Economic Equity Movement' (BEEM) project with SAGE Financial Solutions. He has spoken and presented to numerous leading organizations, including the CFPB, AFCPE, World Learning, and the

Coalition for Higher Education Assistance Organizations. Heath is a native of Prince George's County, Maryland, a husband and father of three (3), holds a Master of Public Service from the University of Arkansas Clinton School of Public Service and is profiled in the Associated Press, Washington Post, NerdWallet, MoneyGeek, and the Journal of Financial Therapy and more.



### MELISSA REAKTENWALT

Founder, Adviser | EViE Financial Group

Melissa is a financial literacy professional who is passionate about educating individuals

and business owners about the power of smart money management. She has used her

undergraduate degree in finance and her MBA in marketing to establish a comprehensive financial planning firm serving clients in Washington, DC and the surrounding area. During her 14 years in the financial services industry, Melissa has taught thousands of clients how to create and sustain financial freedom through better understanding what their money has the potential to do for them. In addition to working with clients directly, Melissa presents at regional and national conferences as well as teaches educational courses focused on financial empowerment and planning strategies.



# Erika L. Davis

## Meet the Speakers

### ERIKA L DAVIS

President, Empowerment Coach | Exhale Consulting, LLC  
**Authenticity in the workplace - Exhale Consulting**

Erika L. Davis, P.E., CIC, CPQC, ACC, is an experienced Empowerment Coach and founder of Exhale Consulting. She identifies as a black woman, wife, mother, daughter, and sister using, she/her pronouns. She is the granddaughter of the first black bus driver at the University of Michigan and is an inspiring change agent.

She is a skilled leader, speaker, strategist, and motivator with over 20 years of inclusive leadership experience, leading people, and change. She is a catalyst for removing barriers and creating breakthroughs every day! She empowers powerful nonbinary and women leaders to activate diverse and inclusive workplace change by being their authentic selves. She was born in Michigan, where she learned a legacy of community service, cooking, and unconditional love. She graduated from Tennessee State University with a B.S. in Architectural Engineering on a full-ride scholarship. While there, she married her high school sweetheart, and they started their family. She met her goal of becoming a licensed Professional Engineer and went on to serve as the first woman of color in her roles as National Forests in Alabama Forest Engineer, National Forests in Florida RHELM Staff Officer, and Acting Southern Region Director of Resource Information Management for the US Forest Service.

"Family is very important to me, and I have realized that my family is larger than I ever imagined. My family is all of humanity and we are more the same than different. Since November 2006, I have been challenged to live more authentically, and in alignment with my truth... and surprisingly I count it all joy."

She has a proven record of delivering results that activate the power of voice in her clients. They move forward making cultural shifts in their organization and achieving their goals.



### DAVID JOHNSON

CRPS®, MBA, Managing Director & Investment Advisor Representative |  
EXG Nexus Solutions LLC

I live by the mantra, "life is too short to be small", and therefore, my main objective is to assist my clients, like you. As a former structural engineer, I know that a strong foundation is needed to build a quality structure. I will help you create a unique blueprint to build a comprehensive financial structure for your specific financial needs.

With more than 13 years of financial experience, David has had a successful career. Spending 3 years with EXG Nexus Solutions and another 10 years with other financial institutions, David provides personalized financial strategies for individuals, families, and businesses. David graduated from the University of Minnesota with a MBA from the Carlson School of Management and a B.S degree in Structural Engineering from the University of California, San Diego. And with serving as a volunteer officer for multiple non-profit organizations, David uses his ability and skill to help individuals and communities in economic development.



## Thanks to the Team

Candace Cato | Pam Cole | Erica Roberts | Joya Robinson  
Cornell Smith | Tiara Williams

## Thanks to Pathways To Excellence Board of Directors

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Cassandra Roberts, President  
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Mary McLean Ashby, Treasurer  
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Victor Ferguson  
Alex Tremble  
Candace Cato  
Pam Cole





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