EARN Small Business Webinar Series:  
*Tapping into Talent Through Community Partners*  
March 27, 2024

**Featured Panelists**

**Angela Baka**  
Chief HR Officer  
Milrich Virtual Professionals, LLC

With over two decades of experience as a seasoned Human Resources (HR) professional, Angela Baka has been instrumental in shaping organizational strategies that drive growth and foster excellence. As the chief HR officer at Milrich Virtual Professionals, LLC, based in Woodbridge, Virginia, Angela adeptly manages HR activities for a diverse team spanning 26 states.

A trusted advisor, Angela provides strategic guidance on various facets including training and development, cultural enhancement, and relationship cultivation. She has been pivotal in orchestrating transformative initiatives such as the partnership with Virginia’s Department for the Blind and Vision Impaired, the Alabama Institute for Deaf and Blind, and the Virginia Department of Veterans Services (DVS), among others.

Angela holds her Professional in Human Resources® (PHR®) certification from the HR Certification Institute® (HRCI®) and is a proud member of national and local Society for Human Resources Management (SHRM) chapters. Beyond her role at Milrich Virtual Professionals, Angela and her family reside in San Antonio, Texas and volunteer regularly in their community with a specific passion for helping children and animals.
Heather Brooks is the business outreach supervisor for the Business Relations Unit within DVR. She has an active role in supporting the Unit statewide and building relationships with both state and federal entities and Registered Apprenticeship Programs. Heather began her career with DVR in 2013 in the Florida DVR program working as a rehabilitation technician soon after graduating college and then also worked as a rehabilitation counselor. After her family moved to Colorado, she returned to DVR in 2018 as the Northern Colorado business outreach specialist and has been with the Unit ever since. Heather has a passion for creative engagement and education for diversity, equity, inclusion, and accessibility (DEIA) initiatives and strategies.
Cindy Roberts
Director of Business and Corporate Initiatives
Virginia Department for the Blind and Vision Impaired (DBVI)

Cindy Roberts, known across the Commonwealth of Virginia for her high energy and innovative thinking, is a seasoned veteran in the world of vocational rehabilitation (VR) and business development. She serves as the director of business and corporate initiatives with the Virginia DBVI, having launched and developed a highly successful business relations team that moves blind, vision impaired, and deaf/blind individuals into life changing careers. Her expertise is in the area of corporate hiring initiatives and navigating federal regulations surrounding contractor hiring. Cindy’s true passion surrounds paid work-based learning and the use of “On-the-Job Training” as a tool to foster successful entry into the work world.

She has trained at the local, state, and national levels and believes every individual, regardless of disability, should have access to these programs. She is well connected with economic development agencies, Workforce Boards, and served on the boards of several non-profit organizations. Cindy has been honored to speak at different forums across the country on the benefits of hiring blind, vision impaired, and deaf/blind individuals. She serves as the point-of contact (POC) for the Council of State Administrators of Vocational Rehabilitation (CSAVR) National Employment Team (NET) for DBVI and also serves as POC for Region III. She has been recognized by the Virginia Rehabilitation Counseling Association with the “Counselor of the Year” award and by the Virginia Rehabilitation Association with the “Emerging Leader” award.
Kathy West-Evans is a certified rehabilitation counselor (CRC) who is fluent in American Sign Language. She has her Master of Arts in public administration and a Bachelor of Science in audiology.

Kathy started in the field of rehabilitation in 1978. She has worked at the Hearing, Speech, and Deafness Center in Seattle and then for the Washington State Division of Vocational Rehabilitation starting as a vocational rehabilitation (VR) counselor supporting individuals who are Deaf, hard of hearing, Deaf-blind, and late-Deafened before moving into mid-management and becoming the statewide program manager for business relations. At the federal level, she worked with the Rehabilitation Services Administration at its regional office in Seattle and now leads the National Employment Team (NET) at CSAVR. The NET is a cross-state team of VR business specialists working through a dual customer approach to develop strategies with business to employ and retain the talents of individuals with disabilities across the company or organization. Kathy was also part of the team who developed the Talent Acquisition Portal® (TAP) in response to businesses that wanted to easily access a talent pool of candidates with disabilities and individuals who were interested in accessing career opportunities with companies across the country.

Kathy is a past member and chair of the Veterans Advisory Council on Rehabilitation and a former commissioner on the Commission on Rehabilitation Counselor Certification board. In addition to impacting legislation focused on VR’s work with business, she is a frequent speaker and has co-authored articles focused on working with business to employ the talents of people with disabilities.

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