



February 2023

# THE DEEP BENCH

A Monthly Newsletter by The Office of African American Affairs

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The Office of African American Affairs is proud to recognize Black professionals throughout New Mexico who are committed to impacting the lives of Black New Mexicans. Their education, expertise, and experience have poised them to be leaders in their careers, in the public and private sectors.

Each month we recognize individuals, spotlighting their accomplishments and their impact on New Mexico. If you would like to nominate a Black professional (including yourself) to be in the Deep Bench, please send your name and contact information to [Charlycia.Strain1@state.nm.us](mailto:Charlycia.Strain1@state.nm.us)

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## Shani Harvie

### **Degree and Alma Mater:**

BBA with distinction from UNM  
Anderson School of Management  
Concentration in Organizational  
Leadership, Minor in Economics

### **Current Position:**

JEDI Coordinator (Justice, Equity,  
Diversity, and Inclusion)

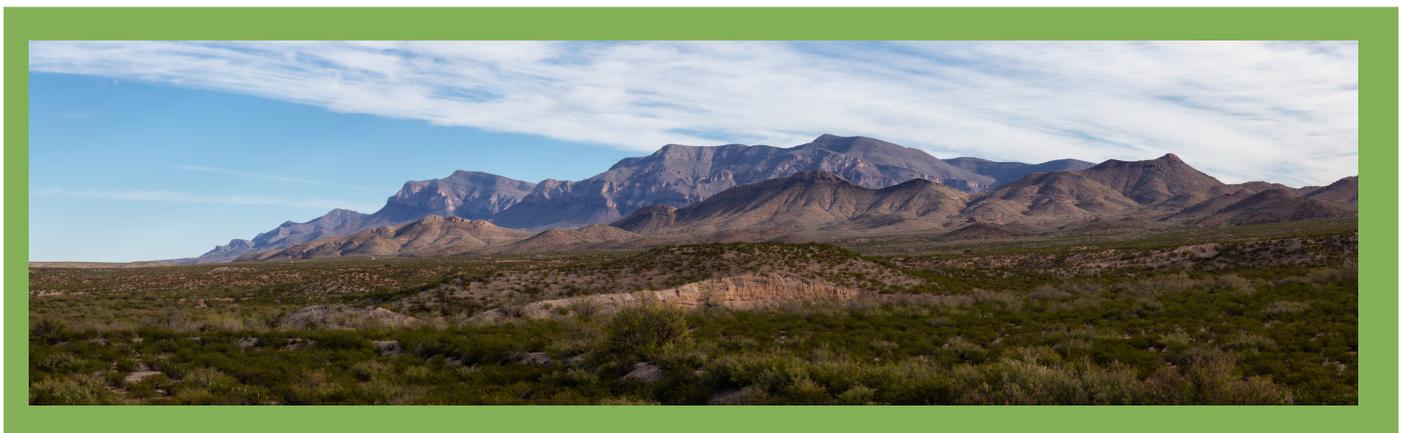
### **Community Involvement:**

Shani is an alto saxophonist, singer, and spends a lot of time in the music community in Albuquerque. She has a background in the arts, and supports fellow musicians and artists throughout the state. She is also a member of Zeta Phi Beta Sorority, Inc. where community-conscious and action-oriented states of mind are encouraged and cultivated. As a member she has previously organized community service projects and encouraged political engagement in her chapter.

**Shani Harvie** is a JEDI Coordinator (Justice, Equity, Diversity, and Inclusion Coordinator) for the State of New Mexico's Economic Development Department. Harvie is a graduate from the University of New Mexico's Anderson School of Management and is passionate about systems change. Harvie was instrumental in establishing EDD's permanent JEDI office in 2021.

Since 2019 she has been working proactively within the department to address the specific concerns of minority-owned businesses, by creating and delivering an online workshop, miniseries for Business Owners of Color. In 2020 the workshop focused on financing opportunities through small-scale alternative financial institutions and other business resources. Harvie also acts as admin staff for the Governor's Advisory Council for Racial Justice. She is passionate about restoring balance to lopsided systems and assisting individuals and communities in learning how to navigate political and government systems effectively.

**What do you believe are the strengths of the NM Black Community?** I believe the black community is incredibly diverse and brilliant. We have several creatives and working professionals that are interested in seeing large scale change in the way we do work and operate in our respective industries. We have several trail blazers and individuals who have taken the lead to become firsts in their positions, while also making sure our work is done differently. We bring intention and perspective to our work that we expect to see open new pathways of opportunities for others in the community and set standards to push for proactive change. I believe that the strength that shows through the Black community across New Mexico is people's passion to be the change they want to see in the world.



**What can NM do to attract more Blacks to our state?** I believe creating an active network where we can showcase our skills and talents to the state and wider country are a great potential tool to attract more people into our state. Having an in depth directory of services, businesses, and professionals in combination with more community oriented events can show that we have opportunity and connectivity to offer. Supporting our black owned businesses from consultants to clubs, to organizations and community events.

***"If we can show up for each other, we will have more folks show up for us as well. I think its really an ask for us to respect and uplift one another in the spaces we are in, and encourage each other to develop our strengths and not be afraid to be seen."***

It's difficult to succeed if your own community doesn't support you, so making the deliberate attempt to directly support each other will strengthen our community and our numbers. People have to feel welcome in spaces and places, and not made to feel like they are in the wrong place or undesired at tables. We have to deliberately invite each other into conversations, and intentionally reach out to others who we might not have dialogue with. Only by getting out of our comfort zone and rooting for each other can we all win together. I like to say that climbing the single ladder of success is dead, everyone has their own ladder and it's leading to its own destination. When we support each other's businesses, endeavors, and more we are all able to climb together, and no one has to get stepped on at the expense of another.

### **What do you want your influence on the NM Black Community to be?**

If I could have any influence on the black community, it would be to bring more of us together, and ask us to focus on our strengths and shared interests instead of our differences. Each of us offers something unique and valuable whether its through the organizations we run, positions we hold, or in our own individual lives. Those talents when brought together and used to create something bigger can demonstrate our power and our pull in this community. Decreasing siloed operations and reaching out to each other to leverage our skills and connections will undoubtedly help us be seen and respected for the powerful group we are in New Mexico. When it comes to policy changes, investments in our people and more, when we all advocate together for change, we will have sweeping impact.

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If you have any questions, please call  
505-383-6222

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## Dennis Owens

**Dennis Owens** is a retired R&D Engineering Manager from Sandia National Laboratories in Albuquerque, New Mexico. His organization provided R&D Systems Engineering, Quality Engineering, and Quality Assurance support to Sandia's national security mission programs.

Mr. Owens began his career at GE Aircraft Engines, in 1988, in Advanced Composites Fabrication and later turbine component manufacturing. In 1995 Mr. Owens joined Silmax, Incorporated, a semi-conductor wafer reclamation company, as a Quality Engineer. At Silmax, Mr. Owens was responsible for designing and implementing the quality management system and supplier quality program. In 1999 Mr. Owens joined Allied Signal Power Systems (ASPS) as a Supplier Quality Engineer. At ASPS, Mr. Owens was responsible for designing the Quality Management System and Supplier Quality programs.

In 2001, Mr. Owens joined Sandia National Laboratories as a Quality Engineer. At Sandia Mr. Owens career spanned from Weapon production and software/tester qualification to Advanced Concept and Technology Development (ACTD) programs for the Navy, Army, and Missile Defense Agency (MDA) and lastly as a Supply Chain Engineering Manager responsible for approving suppliers to support Sandia national security mission. After retirement in July 2021, Mr. Owens joined the African American Greater Albuquerque Chamber of Commerce (AAGACC) as the Program Director of the Chamber's Building Entrepreneurship through Community Networks (BETCNP) program. In addition to supporting AAGACC Mr. Owens is also co-owner of DRLOVentures, LLC and Ebony Woodworks and Crafts.

**Degree and Alma Mater:** BS, Engineering Technology (NMSU), MA- Organization Management (University of Phoenix)

**Current Position(s):** Business Consultant- DRLO Ventures, LLC

**Community Involvement:**  
Consultant to African American Greater Albuquerque Chamber of Commerce (AAGACC)

Mr. Owens has been certified as a Quality Management Systems Auditor, Project Management (PMI) and Lean Six Sigma. From 2005-2007 Mr. Owens authored several articles in American Society for Quality's Quality Progress Magazine focusing on quality management, defect analysis, and continuous improvement. Lastly, Mr. Owens is a 2013 Black Engineer of the Year (BEYA) award winner as well as a recipient of the 2021 Department of Energy Secretary Achievement Award.

Mr. Owens received his received his bachelor's degree, in Mechanical Engineering Technology, from New Mexico State University and a Master of Arts degree, in Organizational Management, from the University of Phoenix.

**What do you want your influence on the NM Black Community to Be?** As a technical professional and small business owner of color I have been fortunate that my career has provided opportunity to develop, grow, and maintain an understanding of the entrepreneurial journey. I have come to understand the interrelationships, relationships and processes that create successful business or in other words generates desired revenue on a consistent basis. Simply put, if there were anything I would want someone to take away from my journey is to have an answer to the following questions. 1 Do I desire to be wealthy or rich and how does this relate to my current or desired standard of living? 2 Given time is unpredictable and limited, where/when/who/how much do I want to spend my limited time with? 3. What in my business plan describes how I can attain my goal for my time. 4. Ultimately, what do the three items above provide for my life? For me, it's freedom.



### **What do you believe are the strengths of the NM Black Community?**

As with several of our New Mexico communities we share a healthy balance of commonality and diversity from those who were born/raised within the state to those from other regions of the country. I believe this dichotomy allows us to maintain remembrance and respect for the rich history embodied within our historical contribution to the state but also allows space for ideas and cultural influence from those of us who have migrated from larger cities with strong cultural African American roots.

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