

## **CORPORATE**

Nathaniel Alston is the President & Founder of ***THE HORIZONS GROUP, Inc.***, a human capital consulting firm specializing in human resources strategic planning, succession planning, talent acquisition, executive search, business coaching, and management/leadership development.

Nat has over 40 years of executive level and mid-level human resources experience in a variety of positions covering such industries as financial services, health care, hospitality, food service, food distribution, and higher education, local and state government.

Prior to the December 2000 creation of The Horizons Group, Nat was the Vice President of Human Resources for State Employees Credit Union of Maryland. In that capacity he directed the overall human resource function for the largest credit union in the State of Maryland. With over 450 employees and one billion dollars in assets, Nat was part of the senior management team that set the strategic direction for the credit union.

Before joining SECU, Nat was the Regional Director for Human Resources for Service America Corporation, a major food service contractor. In that capacity, Nat supervised a team of 4 and was responsible for the company's largest regional human resources function, which consisted of approximately 8,000 employees in 16 states.

Nat has been employed by The Marriott Corporation as Corporate Manager of Employee Relations and Manager of Employment, by Holiday Inns, Inc. as Manager of Employment, by Baptist Memorial Hospital Health Care System as Manager of Human Resources, by PYA Monarch a division of Sara Lee Corporation as Manager of Corporate Employee Relations, and by The HBH Corporation as an Overseas Recruiter.

## **LAW ENFORCEMENT**

Prior to entering corporate America, Nat spent 10 years in Law Enforcement serving as a Maryland State Police Officer, a Prince George's County Police Officer and as Director of Public Safety, Bowie State College (now Bowie State University).

## **ORGANIZATIONS**

Chairman of the National Board of Directors of the National Association of African Americans in Human Resources.

President & Founder Ujamaa Business Roundtable

Board member of the Reginald F. Lewis Museum

Vice Chair of the Howard County Maryland Equal Business Opportunity Commission.

Served on the Economic Development Transition Team for the 2018 elected Howard County Executive, Calvin Ball.

2010 – 2012 President of The University of Maryland University College National Alumni Association.

2003 -2007 Chair, The Governor's Advisory Council of Offender Employment

## **D@H2O**

“Darin Atwater is a musical genius and bridge builder as he lies musical planks that close the chasm between genres and wraps it all up in a neat bow and delivers a soulful symphony that lingers long after the final note is played.” ~Washington Examiner

An artistic force in the broadest and most creative sense of the word; Darin Atwater's career has encompassed the roles of composer, conductor, pianist, record producer, artist, arranger, film composer, vocalist, entrepreneur, educator and arts advocate. As a master inventor of musical hybrids, he has blended American pop, soul, hip-hop, jazz, classical, gospel music into many dazzling fusions, traversing virtually every medium, including records, live performance, radio and television - literally reinventing the symphony orchestra in America.

Born in Washington DC, Mr. Atwater made his orchestral debut as both composer and pianist in May 1995 with the National Symphony Orchestra performing his Piano Concerto. The following year the National Symphony and the National Cathedral Choral Arts Society premiered his Proclamations. 1997 he accompanied Kathleen Battle and the NSO for the re-opening of the Kennedy Center Concert Hall along with a performance that summer with Jennifer Holiday and the NSO for the PBS national broadcast of “A Capitol Fourth”. Engagements with major orchestras, In Performance at The White House, European tour and world premieres of his numerous compositions followed. As a Guest Conductor he has appeared with the Baltimore Symphony, the Dallas Symphony, Memphis Brass and the Columbus Symphony. Mr. Atwater appears regularly with the Jazz at Lincoln Center Orchestra with Wynton Marsalis as both Guest Conductor and Composer. From 2004 – 2007 Mr. Atwater served as Composer-in-Residence with the Baltimore Symphony. This collaboration produced many evening length works that have become staples in the repertoire. Among them are, Song in a Strange Land, Evolution of a People, Paint Factory, Southern Folk Sketches, God's Trombones and a ballet Ghetto Safari. As solo artist, Mr. Atwater presented annually for the Steinway Series presented by the Smithsonian Museum of American Art. He was vocalist, pianist and arranger with the U.S. Air Force Band for America’s Veterans; A Musical Salute on PBS. Most recently, Mr. Atwater performed a solo piano recital for the grand opening of the Smithsonian National Museum of African American History and Culture, the first artist to perform in the Oprah Winfrey Theatre.

2017 marks his return to the Kennedy Center; February he’ll lead the NSO in an Evening with Ledisi and April will make his conducting debut with the Kennedy Center Opera Orchestra for the Centennial Celebration of Ballet Across America in a featured work by The Black Iris Project.

In 2000, Mr. Atwater founded Soulful Symphony, an 85 member orchestra with vocals made up of mostly African American and Latino musicians. After 10 wildly successful seasons of sell-out performances in a joint venture with the Baltimore Symphony, Soulful Symphony entered into a historic partnership with Broadway Across America. Soulful Symphony delivered another 3 seasons of sold out performances at the Hippodrome Theatre before a triumphant return to the Joseph Meyerhoff Symphony Hall to celebrate 15 years – taking an entire culture and

setting it to music. The 2009 Emmy Award winning “Soulful Symphony with Darin Atwater” is one of the longest running pledge specials, airing currently nationwide on PBS/APT.

Mr. Atwater remains a strong advocate for Arts, Culture, and Music Education. He served on the board of Maryland Citizens for the Arts, testifying before the House and Senate for state and national funding. Through his work with Soulful Symphony, Mr. Atwater has lectured and spoken to countless schools

along with hosting open rehearsals that has accompanied every concert since the inception of the organization.

“Atwater is shifting the cultural needle with a new form of entertainment and music that breaks down walls and invites a huge swath of new listeners in” ~NPR

The critics' praise has been unanimous: The New York Times described him as composer with a "muscular imagination." The Baltimore Sun wrote, "Atwater has an uncommon ear for instrumental coloring and the urban beat." The Philadelphia Inquirer writes, “Atwater has created a musical antidote for the malaise gripping classical music and is a unifying vessel for a dozen or so genres of music in the commercial and art realms" The Washington Post adds, " From the first few chords, his music sets itself apart, emotional and riveting."

Among his many honors and recognitions, NBC named him in “The Griot 100: History Makers in the Making”. Ebony magazine dubbed him one of the “30 Leaders of the Future,” and the Baltimore Business Journal placed him on their exclusive “40 under 40” list. Mr. Atwater received The Prestige Award by the State of Maryland for individuals who bring prominence to the region along with Legends and Pioneers Award by The Afro American Newspaper and The Vision Award from Maryland Public Television. He was profiled on an ABC special for Entertainment Studios "We are the Dream" following President Obama, Oprah Winfrey and the late Ted Kennedy.

Mr. Atwater was recently commissioned by the Mann Center and the Philadelphia Orchestra to compose “South Side, Symphonic Dances” - an adaptation of “West Side Story” for the Leonard Bernstein Centennial. Music Critic Peter Dobrin of the Philadelphia Inquirer praised this as “A gorgeous new work where Atwater is able to light emotion with great specificity — and power and manages to straddle a nuanced realm occupied by beauty, seriousness, and dignity while delivering the sense of some important message, the orchestrations are astute.”

In April 2019, Soulful Symphony became Merriweather Post Pavilion’s first resident symphony. Atwater is currently Artistic Director for The Downtown Columbia Arts and Culture Commission, a non-profit organization that oversees one of the most recognized amphitheatres in the world, Merriweather Post Pavilion, and works to expand the artistic and cultural activities around the famed amphitheater.

**ROGER L. BARNES, CPA, MBA**  
**Racial Equity Task Force - Statement of Interest**

Roger Barnes has been an activist in improving the quality of life for residents of Howard County for many decades. My interest in serving on the Racial Equity Task Force is a continuation of that longstanding passion for the improvement of life within Howard County for all residents. Mr. Barnes experience includes the building of Columbia, raising a family in the County, working as a business owner within the County and years of serving the people of Howard County in numerous non-compensated roles. Mr. Barnes was brought to Columbia by James Rouse and The Rouse Company in 1979 and he has been a active part of the fabric of the County ever since..

**Education:** Master of Business Administration Degree, Loyola University, Baltimore, MD. Bachelor of Science in Accounting Degree, Norfolk State University, Norfolk, VA. Certified Public Accountant.

**Professional Experience:** More than forty years of experience in accounting, business development, corporate analysis and operations assessments, auditing, finance, commercial development, project management, development and management consulting. Serves as consultant for multiple companies and business enterprises seeking expansion of business capacity and export capabilities. Provides executive management expertise to numerous enterprises and as a business consultant provides small business development services to small, minority and woman-owned firms, provides commercial development consulting on mixed-use commercial developments and faith-based construction.

**Commercial Development Experience:** Includes The Mall, Columbia, Harborplace, South Street Seaport, New York, NY, Fanueil Hall, Boston, MA, Defense Information Systems Building (DISA), Fort Meade, CVS Pharmacy, Columbia, BWI Airport Terminal Expansion Broadmeade Cluster Senior Apartments, Dominique's Parish Senior Apartments, Baltimore, MD, Hampton Inn Hotel, Salisbury, MD and many other residential and commercial projects.

**Community Service:** Mr. Barnes has been advocating for equal opportunity for minority-owned businesses, equality within the education system and for affordable housing within the county for years. Currently Roger serves as longest serving member of Howard County Equal Business Opportunity Commission (EBOC), serves on the Diversity and Inclusion Task Force, serves as an original member and current Executive Board of the African American Community Roundtable of Howard County, an active member and a past President of the local Zeta Alpha Sigma Chapter of Phi Beta Sigma Fraternity, Inc. working on Social Action, Education, and Bigger & Better Business, serves as Associate Minister at St John Baptist Church located on Tamar Drive in Columbia, serves as a member of the Howard County Housing Task Force. Additionally, Roger Barnes has served on the Spending & Affordability Committee Howard County, Columbia Downtown Redevelopment Diversity and Inclusion Committee, served as Chairman of Religious Affairs for Maryland State Conference of the NAACP, served as an Advisory Board member of Family and Children Services in Howard County, served as Chairman of Board of Deacons at First Baptist Church of Guilford located on Guilford Road.

In summary, the demonstrated commitment to the community brings a unique perspective, which should be helpful in contributing to a serious assessment, evaluation and analysis of racial equity in Howard County.

**Candace Dodson Reed**

**Education**

**Executive Master's, Leadership**, *Georgetown University, McDonough School of Business*  
**Bachelor of Arts, English**, *University of Maryland, Baltimore County (UMBC)*

**Institute for Educational Management**, *Harvard University, Graduate School of Education*  
**Diversity and Inclusion Certificate**, *Cornell University*

**Relevant Experience**

**University of Maryland, Baltimore County (UMBC)**                      Sept, 2019- present

**Chief of Staff and Executive Director, Office of Equity and Inclusion, Office of the President (Promoted by President)**

**New responsibilities** include leading the newly named Office of Equity and Inclusion which is responsible for promoting and coordinating the University's core values of inclusive excellence and equity, and will have primary responsibility for managing UMBC's efforts related to Title IX and civil rights issues. The office will ensure compliance with sexual misconduct and non-discrimination laws, regulations, and policies through prompt, fair investigations, education and training, and outreach and engagement.

**University of Maryland, Baltimore County (UMBC)**                      July, 2018- Sept, 2019 **(Promoted by President)**

**Chief of Staff, Office of the President**

Senior leader who works strategically and cooperatively in a team environment; manages complex situations and multiple responsibilities simultaneously, mixes long term projects with urgent or immediate demands; manages confidential and sensitive information with integrity and caution; and develops and sustains strong working relationships with senior staff members. Manages and advises the president on day-to-day operations, ensuring efficiency and effectiveness and optimizing use of available resources.

- Plans and directs all administrative, financial, and operational activities for the President.
- Handles a wide range of matters of institutional importance and is responsible for the central coordination of all functions and activities of the office.
- Organizes and prioritizes critical issues and required information for the President to facilitate efficient decision making.
- Assists the president in the development of university policies and procedures.
- Provides oversight and guidance to projects of high importance.
- Fulfills responsibilities in crisis communications and response
- Acts as a point of contact or gatekeeper between top management and other stakeholders.
- Manages President's support staff.
- Reviews and edits drafts of communications for the president and/or vice presidents to the campus community on a variety of topics (e.g., the campus budget, senior personnel appointments).
- Facilitates communication between the president and senior officers as well as elected officials, other university Presidents, the USM Chancellor, the Board of Regents, and other state and national leaders.

**University of Maryland, Baltimore County (UMBC)**      January, 2016- July, 2018 (**Promoted by President**)

**AVP, Communications and Public Affairs**

Senior communications, media relations, and crisis management executive.

- Provided innovative leadership and effective day-to-day management of the UMBC communications team.
- Cultivated positive, productive relationships with media, public officials, community members, and other thought leaders who shape public discourse about higher education and innovation.
- Collaboratively worked with the marketing team to build brand identity and affinity by integrating concept, messaging, and design in all communications, ensuring that they are consistent, accurate, and remain true to the UMBC brand and mission.
- Conceptualized and crafted effective stories to position the campus as a leader in higher education, economic development, and public benefit.
- Managed daily flow of news and information to internal and external audiences, including management responsibility for the UMBC homepage.
- Provided writing, project management, and event support for the President and Provost.
- Managed government and community relations, including testimony preparation, meeting agendas, event briefings, talking points, information requests from the public, and constituent service requests from elected officials.
- Regularly monitored trends and developments in higher education to identify public relations opportunities and challenges affecting the campus.
- Managed crisis situations and serves as a member of the UMBC crisis communications team.
- Served as a member of the Campus Climate leadership team.
- Executive editor, UMBC Magazine.

**Greater Baltimore Committee**  
**Vice President**

April, 2015- January, 2016

Senior staff executive managing several programs and initiatives.

- Managed the organization's minority and women owned business enterprise initiative and served as the staff lead for the advisory committee for the initiative.
- Developed the organization's first training and mentor program for minority and women owned businesses in the Greater Baltimore region.
- Worked with a core team of regional leaders and the Brookings Institution to develop and market the Baltimore region's first export plan.
- Managed government and legislative affairs.
- Developed and implemented policies for the organization's legislative agenda.
- Special advisor to the President/CEO.

**Howard County Government**  
**Deputy Chief of Staff**

November, 2012- December, 2014

Performed advanced, executive level work under the direction of the county executive and chief of staff. Served as a member of the county executive's cabinet and senior staff and as a key link between the public and the executive's office

- Served as the liaison between the county executive's office, nonprofit and arts organizations, educational institutions, the library system, and the general public. Duties included budget and policy review and recommendations, as well as communication and collaboration with external constituencies.
- Received complaints and suggestions and relayed problems and recommended solutions to the executive team.
- Represented Howard County Government and the County Executive at public meetings and events.
- Assured coordination of the activities and policies of County departments and offices with community need.
- Served as a member of the team that coordinated outreach for Howard County Government.
- Supervised the constituent services team.
- Worked jointly with members of the Howard County Council and the Maryland State Delegation on constituent and community related issues and solutions.
- Trained executive team and set protocol and processes for staffing the County Executive.
- Developed office processes to ensure successful management of both the County Executive and the executive office team.
- Member of the Executive team for the Howard County Emergency Operation Center.

**Director, Constituent and Community Affairs** September, 2010- November, 2012  
**(Promoted)** Served as a member of the county executive's cabinet and senior staff and as a link between the community and executive's office.

- Functioned as liaison for the county executive's office in the areas of education, nonprofits, the arts, and libraries.
- Special assistant to chief of staff. Duties included managing special, high level projects and the relationship between department heads and the executive's office.
- Worked jointly with members of the Howard County Council and the Maryland State Delegation on constituent and community related issues and solutions.
- Represented the County at various events and community meetings.
- Provided leadership, direction, and vision for the county executive's constituent services team.
- Member of the Executive team for the Howard County Emergency Operation Center.

**Community Liaison** November, 2007- September, 2010  
**(Promoted)** Served as government contact for Howard County community members and worked with the government constituent service team to proactively address community needs.

- Served as liaison between the county executive and Howard County constituents.
- Advocated internally (while working collaboratively with agency leaders) for constituent concerns and facilitated complaint resolutions.
- Partnered with Howard County village and neighborhood groups and members of the Howard County Council and Maryland State Delegation to proactively address potential issues and jointly work on community solutions.

### **The Columbia Foundation**

**Associate Director** April, 2006- November, 2007  
Key responsibilities: Community needs resource and management, donor relations, grants and community programs, and marketing and special events.

- Met regularly with community leaders, nonprofits' program staff, and service recipients to keep the Foundation abreast of community needs and opportunities.
- Met with local donors to determine individual giving desires.
- Worked with the Marketing Committee and Foundation contractual staff to produce press releases, annual reports and various donor/community communications.
- Managed the grant process of the Foundation's unrestricted, field of interest, donor advised, scholarship and award funds to include applications, reviews, communications and evaluation.
- Founded *twentyfivefortyfive*, the Columbia Foundation's Next Generation Initiative/Giving Circle
- Created the first eNewsletter, "Giving Matters"; created first eNews giving communication, "Opportunities to Give"

**The Center for Workforce Solutions at Anne Arundel Community College**

Business Development Manager November, 2003- April, 2006

**Clients included:** The Baltimore Ravens, Under Armour, Comcast, Force 3, Sears, Force 3, TeleCommunications Systems, The Online High Schools, Formica, et al.

- Increased number of private sector clients by fifteen in the first year of employment.
- Developed relationships with executive level individuals that resulted in increased participation of the Center in organizational development decisions and solutions.
- Identified new business opportunities that resulted in revenue generating contracts.
- Developed strategic partnerships with state and county agencies and organizations.
- Writer and member of the Workforce Solutions magazine editorial board.
- Participating member of the Economic Workforce Development Affinity Group for Maryland Community Colleges.
- Co-wrote and implemented the Center for Workforce Solutions Washington, DC Expansion Initiative.
- Special advisor to the Dean of Workforce Solutions.

**Relevant Community Involvement**

Commissioner- US Commission on Civil Rights- Maryland State Advisory Committee (2019-present)

Board member- Downtown Columbia Arts and Culture Commission (2019- present)

Board Member- Maryland League of Conservation Voters (2018-present)

Founder-The African American Community Roundtable (2012-present)

Trained Howard County Public Schools Restorative Justice facilitator

Appointed Committee Member- University System of Maryland Workgroup on Free Speech and First Amendment Issues (2018-2019)

Appointed Chair- Howard County Executive Calvin Ball's Administration Transition Committee (Nov, 2018-Jan, 2019)

Appointed Chair- Howard County Executive Calvin Ball's Office of Human Rights Review Committee (Jan, 2019- April, 2019)

Committee member- Howard County Public Schools Restorative Justice Implementation Committee (November, 2017-May, 2018)

**Awards and Recognition**

Daily Record Maryland Top 100 Women

39 Under 39 to Watch in Howard County, Maryland

Daily Record Leading Women Award

Howard Magazine- Howard County Top Ten Women to Watch

Leadership Howard County- Class of 2008

Leadership Baltimore County- Class of 2017



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## Ayesha B. Holmes

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### Professional Profile

Proven leader with an outstanding track record of launching, implementing, and sustaining successful programs to improve outcomes for those served • Strong interpersonal skills and ability to relate to diverse personalities with emphasis on team cohesion and development • Data informed planning, budget management, and growth decisions and project improvements • Skilled trainer able to present information to diverse groups • Skilled at focusing individuals and groups through change processes to achieve strategic goals • Over 20 years of experience in conducting public outreach including convening and facilitating various stakeholder groups including families and youth, developing and implementing surveys to collect and analyze data.

### Education

Johns Hopkins University, 1998

Masters of Science Education - Clinical Community Counseling

University of Maryland Baltimore County, 1993

Bachelor of Arts in Psychology

Georgetown University, Public Policy Institute, 2011

Executive Certificate in Juvenile Justice and Child Welfare Multi-System Integration

Leadership Howard County, 2019

Premier Graduate

### Professional Highlights

- Using and aligning best practices to guide care practice for individuals and families experiencing behavioral health crisis or homelessness.
- Working closely with funders, partners and local leaders to develop programming to meet the growing needs of county residents.
- Strategically leading through challenging times to ensure the needs of individuals were met
- Developing and maintaining strong partnerships with government agencies to ensure an integrated approach to care.
- Collaborating with private providers, including hospitals, pediatric groups and AIDS prevention activities to develop strong continuums of care
- Writing winning grant proposal to ensure growth and continuity of organization's mission
- Collaborating with a strong Boards of Directors
- Working in diverse communities facing multiple challenges including mental health, substance abuse, crime, and poverty concerns
- Developing tracking tools to build a common language for outcomes management

## Relevant Experiences

7/2020  
To  
Present

**Maryland Director**  
Share our Strength/No Kid Hungry

Responsible for all operations related to Maryland’s expansion of access to food and meals for children and families. Coordinating the national, regional, state and local priorities to ensure the children have access to nutrition’s meals daily. No Kid Hungry shares best practices, advocates and provides grant funds to support the mission of ending childhood hunger.

- Provide daily management and oversight of operations for the No Kid Hungry Campaign in Maryland
- Set state specific goals and priorities for advocacy, promotion of best practice and focus of grants.
- Oversee grant making for Maryland related to school nutrition, government agencies and community organizations
- Partners closely community and government agencies to align goals to achieve lasting outcomes using a Diversity, Equity and Inclusion lens for all funded work.

1/2017  
To  
7/2020

**Executive Director**  
**Grassroots Crisis Center, Columbia, MD**

***Serving as Executive Director for a comprehensive crisis center located in Columbia, Maryland. Grassroots operates a homeless shelter, a Day Resource Center, a Mobile Crisis Team, a detox program as well a variety of services to support individuals and families as they move from crisis to self-sufficiency.***

- Providing daily management and oversight to operations of Grassroots Crisis Center, including over 50 staff
- Developing and managing multiple funding streams to sustain and grow the organization
- Collaborating with residents, community members and partners to advance the mission of Grassroots
- Developed and launched in-house detox program to address community need
- Worked closely with a 16-22 person board of directors
- Developed outcome standards for all programs
- Managed a budget of \$4-5 Million dollars, plus flexible funding
- Participated in a variety of community boards related to behavioral health, homelessness and poverty

4/2012  
To  
12/2016

**Founding Partner**  
**STRATIGIX Consulting, LLC., Columbia, MD**

***Founded a consulting company serving government and non-profit agencies as they implement expansions and changes within their organizations. Provide training and technical assistance in areas of Systems of Care development and implementation, grants writing, budget development, community partnerships as well as management and leadership development.***

- Working with both Local and State Governments to expand and implement Systems of Care, Wraparound as well as Evidence Based or Promising Practices
- Providing technical assistance, coaching, management, and leadership development to government and private non-profit organizations to implement programs that achieve positive outcomes for youth and families.

- Partnered with University of Washington to provide Wraparound Fidelity Assessment System Monitoring for projects implementing High-Fidelity Wraparound.

7/2005  
To  
4/2013

**State Director  
Maryland Choices LLC, Baltimore and Rockville, MD**

***Developed Maryland Choices from a single contract in Montgomery County to a Statewide operation serving 400 families daily using the Wraparound service delivery model within a Care Management Entity financial framework. This Statewide project includes two SAMHSA funded System of Care Grants and the 1915(c) Demonstration Waiver. Additionally, Maryland Choices continues to serve as the Care Management Entity, for Montgomery County, Maryland, a former SAMHSA System of Care funded site that has sustained the grant through local funding. Maryland Choices earned COA Accreditation in 2011.***

- Expanded Maryland Choices from a single contract local project to a statewide project in less than 7 years
- Continuously served as the Care Management Entity for Montgomery County since 2005 when they successfully sustained their SAMHSA System of Care Grant
- Provided Family Preservation Services using the Wraparound service delivery approach since 2009
- Worked to develop a well-integrated system of care that provides individualized, family centered, strength based, coordinated services to children, youth and families with emphasis on client empowerment, interagency coordination, systems theory and cross-cultural approaches
- Oversaw and managed all aspects of multi-county/statewide operations in Maryland, including partnership, community relations, provider network development, staff recruitment/training, managing and monitoring a budget and clinical consultations
- Participated in committees and meetings as they related to System of Care Development in Maryland
- Created and implemented external trainings to stakeholders and partners about Wraparound and Systems of Care
- Networked with local and state level partners and funders to develop an integrated process for services delivery for the most intensive youth
- Met with child serving system partners regularly to advance participation at all levels on behalf of youth with severe mental and behavioral health needs
- Provided reports to community agencies, partners and funders as requested
- Prepared and submit monthly, quarterly and annual reports
- Participated in internal and external evaluations
- Worked as part of a multi-state leadership team at Choices, Inc.

**10/2003  
to  
7/2005**      **Coordinator  
Vocational Integration Project  
Glenwood Life Counseling Center, Baltimore, MD**

***Lead a project to develop a continuum of care for individuals with chronic behavioral health needs with workforce development programs. Successfully developed a project linking prominent substance abuse and workforce development providers and convinced them to collaborate without additional funding.***

- Lead a new project focused on developing a continuum of care between substance providers and workforce development providers
- Developed a process for implementing a coordinated services delivery system between a consortium of substance abuse treatment and workforce development providers in Baltimore City
- Planned implemented and trained existing staff in participating organizations about the program and all aspects of this collaboration
- Assisted staff connect clients from treatment to workforce development training
- Managed all aspects of project including program development, coordination of efforts among the six participating providers, data tracking and program evaluation
- Worked closely with a steering committee to develop solid relationships among starkly different organizations with varying missions
- Provided technical assistance to 6 substance abuse programs and 6 workforce development programs to build consensus leading to project integration
- Built and maintained a data tracking system for project
- Prepared monthly, quarterly and annual reports

**6/2001  
to  
10/2003**      **Director  
Young Parent Support Center  
Baltimore County Department of Social Services, Baltimore, MD**

***As part of the Maryland Statewide Network of Family Support Centers, served as the Director of the Young Parent Support Center in Baltimore County. The center provided childcare to young parents while they worked on their GED. During my tenure, the center became a licensed child care center; the only to serve children under age 2 in southeastern Baltimore County. Also lead the center through accreditation through the Council on Accreditation.***

- Managed adult education, job readiness, child development, and fatherhood initiative programs in a family focused setting
- Oversaw, implemented and managed all aspects of program development, staff supervision, fiscal management, and client enrollment/retention
- Managed and provided oversight of staff, including recruitment, team building and leadership development
- Networked with other community groups, coordination community outreach
- Prepared monthly, quarterly and annual reports
- Coordinated efforts and requirements of funders and sponsoring agency

**7/1998  
to  
6/2001**      **Deputy Director/Program Director (promoted from Intake Specialist in 2 months)  
Washington Village/Pigtown Neighborhood Planning Council, Baltimore, MD**

***Washington Village/Pigtown was a designated site working on a three prong community development approach as part of the Empowerment Zone initiative in Baltimore. The focus was Human Services, Business Development and Public Safety. Lead and participated in all aspects of managing the organization successfully.***

- Administered and evaluated workforce development, substance abuse and community mobilization programs and services
- Proposed changes/additions to program services to the Executive Director
- Supervision of all staff, including recruitment, training, oversight and performance evaluation
- Prepared monthly, quarterly and annual reports
- Acted as liaison between executive management and all staff
- Assisted Executive Director with development of annual budget
- Operated center within annual budget and long-range fiscal plan
- Maintained strong relationships with community associations, neighborhood schools and other service providers/vendors
- Worked closely in committee with Board of Directors

***Program Director:***

- Administered and evaluated all career center program activities to ensure goals were attained
- Supervised career center staff, including recruitment, training, oversight and performance evaluation
- Implemented various grants, ensuring compliance with funding guidelines
- Built relationships with key partners outside the organization and within the community
- Monitored program budget and conducting financial operations in accordance to best practices
- Managed and reviewed client records to ensure compliance with professional standards
- Developed and administered in-service training for career center staff

**Presentations at Conferences**

7/2006	Georgetown University Training Institutes <ul style="list-style-type: none"> <li>• Presented as part of a panel on the Implementation Factors of Wraparound in Systems of Care</li> </ul>
10/2006	MARFY Conference <ul style="list-style-type: none"> <li>• Presented to Statewide audience about Wraparound and Provider Development</li> </ul>
10/2007	MARFY Conference <ul style="list-style-type: none"> <li>• Presented to Statewide audience about Wraparound and Systems of Care – focused on three communities – Montgomery County, Baltimore City and St. Mary’s County.</li> </ul>
3/2008	University of South Florida Systems of Care Research Conference <ul style="list-style-type: none"> <li>• Presented on access to care and outcomes using the Wraparound Fidelity Index (WFI) and the Child Adolescent Needs and Strengths Assessment (CANS).</li> </ul>
7/2008	Georgetown University Training Institutes <ul style="list-style-type: none"> <li>• Presented a poster session on “No Wrong Door” in Montgomery County. Highlighted access to care and the development of the system of care</li> </ul>
10/2008	MARFY Conference <ul style="list-style-type: none"> <li>• Presented to Statewide Audience with DHR, DJS, CSA and Innovations Institute about Systems of Care, Wraparound and Evidence Based Practices</li> </ul>
3/2009	University of South Florida Systems of Care Research Conference <ul style="list-style-type: none"> <li>• Presented a poster highlighting the synergy between program management, evaluations and marketing/communications.</li> </ul>
7/2010	Georgetown University Training Institutes <ul style="list-style-type: none"> <li>• Presented in a panel about the WFI and the Family Journey tools and how they are used to drive practice and improve outcomes for youth.</li> </ul>
2/2011	Systems of Care Institutes – Brevard County Florida <ul style="list-style-type: none"> <li>• Presented in a panel about supervision, staff development, and partnership with</li> </ul>

- evaluation and families.
- 7/2014 Georgetown University Training Institutes
- Presented a poster session “Wraparound 24:7” showcasing an innovative technology platform to enhance wraparound facilitation.
- 4/2015 Virginia Children’s Services Act Conference
- Presented workshop “Establishing a Framework for Successful Implementation of High-Fidelity Wraparound”

### **Committee/Board Participation**

- 2019 – 2020– Howard County Charter Commission
- 2018 – 2020– Howard County Human Trafficking Prevention Task Force
- 2018 – 2020 – Howard County Opiate Intervention Committee/Fatality Review Team
- 2017 – 2020 – Howard County Board to Promote Self Sufficiency
- 2017 – 2020 – Howard County Local Health Improvement Coalition, Delegate
- 2017 – 2020 – Howard County Coalition to End Homelessness Board Member/ Planning Committee Chair
- 2014-2017 – Board Member - Center for Adoption Support Services (CASE)
- 2014-2105 - Howard County Executive Kittleman’s Transition Team
- 2014-2015 - Howard County Behavior Health Taskforce
- 2012-2013 - Rural Cares Governance Board (SOC Grant)
- 2010-2013 - Baltimore City Implementation Group (SOC Grant)
- 2009-2013 - Care Management Entity Implementation Workgroup
- 2007-2008 - 1915(c) PRTF Waiver Development Committee
- 2005-2013 - Montgomery County Children with Intensive Needs
- 2005-2006 - Board Member – Recovery In Community
- 2004-2005 - Board Member – Chesapeake Center for Youth Development

# Aaron Tagbese Johnson

## EDUCATION

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### University of Pennsylvania, Philadelphia, PA

\*May 2021

*Major:* Health & Societies | *Concentration:* Public Health

*Postgrad ambition:* Sustainable food/water infrastructure development

*Cumulative GPA:* 3.57/4.00

*Honors/Awards:* Benjamin Franklin Scholar

*Relevant Coursework:* Environments and Society, Environments and Public Health, Urban Education Reform, Lead in Urban Environments, Ecology

### Mount Saint Joseph High, Baltimore, Maryland

May 2017

*Honors/Awards:* Maryland Scholar Athlete, Br. Bernadine Ridder CFX Award for Devotion to the Mount

*Relevant Coursework:* AP Biology and Chemistry w/ labs

*Cumulative GPA:* 3.89/4.00

## PROFESSIONAL EXPERIENCE

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### Howard EcoWorks, READY Crewmember | Ellicott City, Maryland

June 2018 – August 2018

- **Analyzed schematics and employed measurement techniques** to construct stormwater management practices
- **Performed and delegated** manual labor tasks within a close group of six
- **Communicated** with experts in environmental engineering, botany, and logistics
- **Adapted flexible plans** to mitigate adverse working conditions

### Institute of Marine and Environmental Sciences, Research Intern | Baltimore, MD

June 2019 – August 2019

- **Handled and Transport** large quantities of living Atlantic Salmon and other fish
- **Analyzed data** on fish weight, Chemical Oxygen Demand, and Total Solids
- **Prepared and develop** anaerobic cultures
- **Gas Chromatography**
- **Presented** scientific research

### Howard EcoWorks, READY Crew Leader | Ellicott City, Maryland

June 2020 – August 2020

- **Performed and delegated** environmentally restorative tasks
- **Designed and presented** research on E. Coli presence in County waterways
- **Organized labor** to suit specific skills of crew members of various ages (17-31yrs)
- **Mediated** conversations between management and workforce and established reasonable scopes of work

## EXTRACURRICULAR ACTIVITIES/LEADERSHIP/SERVICE

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### UPenn Varsity Sprint Football, Team Captain | Philadelphia, PA

\*October 2018

- **Managed team** schedules and participation
- **Objectively evaluated** the strengths and weaknesses the team and players
- **Mediated communications** between players and coaches

\*Asterisk denotes on-going

## **Leonardo McClarty, CCE**



Leonardo McClarty is the President/CEO of the Howard County Chamber of Commerce where he is charged with the strategic direction and growth of the 730 member organization. His specific duties are largely centered in four distinct areas, organizational leadership and business development, marketing and program management, public policy and community relations, and fiscal management. Prior to coming to Howard County, McClarty was the Director of Economic and Community Development for the City of York, PA where he was responsible for promoting the city to the private sector in efforts to foster economic investment and neighborhood redevelopment. Within his purview were the Bureaus of Economic Development, Health, Housing, and Planning-Permits-Zoning. A native of the Atlanta area, McClarty served as the President/CEO of the DeKalb Chamber of Commerce for nearly 10 years. A career economic development professional, McClarty has also worked for the City of Roswell, GA, DeKalb County, GA and the Georgia Department of Community Affairs. He holds an undergraduate degree in Political Science from Furman University and a graduate degree in City and Regional Planning from Clemson University. He is a Certified Chamber of Commerce Executive (CCE) through the Association of Chamber of Commerce Executives (ACCE), Certified Economic Development Finance Professional through the National Development Council (NDC) and is a graduate of the US Chamber's Institute for Organization Management. McClarty is married to Shaneka McClarty and they have three daughters, Sage and identical twins Sydney and Sarai.



# Pamela Pina

## Education

University of Maryland, Baltimore County; Catonsville, Maryland

Bachelor of Arts | May 24<sup>th</sup> 2019

Environmental Studies and Geography

## Experience

Assistant Crew Leader | Howard Eco Works | Columbia, MD

March 2015 – Current

- Responsible for the management of a crew of 5 in absence of Landscape Forman to not only ensure quality and timely work but also oversee crew safety.

- Led Rent An Eco Crew jobs, emphasizing customer satisfaction and quality work in a limited amount of time. Managed on site customer relations and adapted to changing work plans on site to meet customer needs.

- Both positions required providing daily reports and briefs to Landscape Forman on work status and coordinating pick-up and drop off of materials.

Server/ Host | Vantage Point Residences | Columbia, MD

January 2015 – March 2020

- Provided a full dining experience for elderly residents which required anticipating, identifying, and fulfilling resident's needs.

- Promoted to lead server; duties included training new servers, overseeing opening and closing, and assisting colleagues during rush periods.

## Volunteer

Community Ecology Institute | Columbia, MD | October 2019 – Present

- Involved in the construction and general maintenance of projects around the farm.

## Skills/ Certification

- Bilingual: English and Spanish
- Experience with ARC GIS
- Basic knowledge of Microsoft Office
- Chesapeake Bay Landscape Professional Associate Certificate

## **Jonathan Studdard**

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**PROFILE/INTEREST:**

I have been a resident of Howard County for almost 50 years. I have a vested interest in the growth of Howard County and believe I can add tremendous value to the Equality and Equity conversation as it pertains to minorities. I am a former executive who managed several small companies in Howard County. My largest company grew to approximately 100+ million in revenue with approx. 1000 employees.

As a lifetime Howard County resident, I feel I can bring a unique perspective of how things have evolved over the last 50 years as well as point out where Howard County has fallen short by excluding minority business and not living up to the promise of equality.

**COMMUNITY SERVICE:**

**Omega Psi Phi Tau Pi Chapter – Howard County Chapter (Current)**  
**Board Member – BB&T (Past)**  
**Member of PTA Folly Quarter & Dayton Oaks Elementary (Current)**

**EMPLOYMENT (Past):**

**President of 7 Delta Inc**  
Provided IT products and services to federal agencies domestically & Internationally.

**CEO/President of VTC**  
Provided IT products and services to federal agencies domestically & Internationally

**CEO/ Nichols Brothers Construction**  
Provided Construction services to residents in Howard County and the State of Maryland

**Education :**

BS Economics	UMBC
MBAP	UMBC

As the associate vice president of continuing education and workforce development at Howard Community College, I work with many community members and students needing credentials in order to enhance their careers. I also work closely with local industry partners to address their talent pipeline needs. In addition, my background is working with the foreign-born population teaching English as a Second Language. Finally, my personal passion lies with helping those hardest to reach and marginalized get opportunities to move closer to their goal. I believe my professional background in workforce development and working with diverse population along with my personal passion would make me a good fit for the Racial Equity Task Force. I am honored to be part of this task force and I look forward to serving the community.

Best regards,

Minah C. Woo

Associate Vice President

Continuing Education & Workforce Development

HOWARD COMMUNITY COLLEGE

## Minah C. Woo

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### EDUCATION

Notre Dame of Maryland University (Baltimore, MD)  
*PhD Candidate in Education, Sept. 2011 – present*

Notre Dame of Maryland University (Baltimore, MD)  
*MA in TESOL, May 2008*

Biblical Theological Seminary (Hatfield, PA)  
*MA in Counseling, May 2000*

Cairn University (Langhorne, PA)  
*BS in Education, May 1998*

### PROFESSIONAL EXPERIENCE

#### **Associate Vice President, Continuing Education & Workforce Development** (Feb 2017 – Present)

Howard Community College                      Columbia, MD

- Provide overall leadership, vision, and supervision for the Division of Continuing Education and Workforce Development which include short-term workforce development, apprenticeships, English as a Second Language, world languages and culture, adult basic skills and GED/NEDP, personal enrichment, seniors, youth camp, and special populations programs.
- Manage 50% of college's enrollment and 20% of college's overall FTEs.
- Ensure that the program meets federal and state requirements and college's accreditation requirements.

#### **Director of English Language Center** (June 2016 – Feb 2017)

Howard Community College                      Columbia, MD

- Provide overall leadership, vision, and supervision for the English Language Center.
- Provide overall supervision for a complex organization of administrative and support staff and instructors who value being a true learning community for the participants as well as themselves, both corporately and individually.
- Effectively manage the delivery of that vision through inclusive leadership of the program's staff and instructors to ensure that the college's community service objectives relating to non-native speakers and immigrant populations are met.

#### **Associate Director of English Language Center** (July 2010 – May 2016)

Howard Community College                      Columbia, MD

- Assist in developing and administering programs, curriculum, class scheduling, teacher assignment and professional development.
- Oversee the English Institute to ensure federal regulation compliance, program offerings, student recruitment, engagement and transfers.
- Ensure that the program meets federal and state grant requirements and college's accreditation requirements.
- Deal with student complaints, student conduct issues, and handle student probation and suspension appeals and assist the director in teacher observations and mentor struggling teachers.

- Assist the director in aligning and executing ELC's goals with college's strategic plan, mission, vision and goals.
- Study and monitor program, and research and initiate future program direction.

**English Institute Program Coordinator** (May 2001 – June 2010)

Howard Community College Columbia, MD

- Organize and direct all aspect of program administration.
- Oversee the operations of the office and supervise advisors and staff.
- Serve as a Designated School Official for SEVIS.
- Counsel students with registrations, transfers, and career transitions.
- Coordinate all activities.
- Maintain the EI budget.

**TEACHING EXPERIENCE**

**Adjunct Professor, MA TESOL Program** (August 2013 – Present)

Notre Dame of Maryland University Baltimore, MD

- EDU 538 – English Language Learners for the Classroom Teacher
- EDU 586 – Techniques for Teaching Reading and Writing for ELL Students
- EDU 596 – English Grammar for ESL Teachers
- US Higher Education Seminar for 2014-2015 Long-term Education Administrators Program (LEAP) sponsored by Japanese Ministry of Education.

**English as a Second Language Faculty, English Language Center** (Sept. 2000 – May 2015)

Howard Community College Columbia, MD

- Reading & Writing 1
- Listening & Speaking
- Comprehensive ESL

**TRAINING EXPERTISE**

I have facilitated the following professional training sessions:

- Total Strength Deployment Inventory (SDI)
- DiSC Workplace Training
- Strength Finders
- Cultural Simulation: BaFa BaFa & 5 Tricks
- Cultural Sensitivity & Awareness Training

**PROFESSIONAL ACTIVITIES**

Leadership Howard County Premier Class Steering Committee Co-Chair (2020-Present)

Downtown Columbia Partnership Advisory Board (2019-Present)

Maryland Center for Construction Education & Innovation Board (2018-Present)

MCCACET, Maryland Community College Association for Continuing Education and Training (2017-Present)

Board to Promote Self-Sufficiency - Howard County Government (2017-Present)

NAFSA Embassy Dialogue Committee

- EDC Publications Coordinator (2007-2010)
- EDC Steering Committee Member (2011-2017)

Maryland ESL/ESOL Affinity Group

- CoChair (2011-2013)

Education USA Dialogue

- Focus group by invitation from U.S. Department of State (2008)

Maryland TESOL Board

- Chaired Advocacy Committee (2006-2008)

## **Profile Information — Young Ran Smith**

### **League of Korean American of MD (LoKA-MD) - 2015**

President, Howard County Chapter  
Volunteer Position

### **Korean American Senior Association of Howard County (KASA) – 2016**

Program Director  
Volunteer Position

### **AARP: 1989-2011**

**601 E. Street, Washington, DC 20049**

#### **2007-2011: Client Engagement, Senior Manager**

Function as senior technical consulting lead for all contact center telephony solutions implementation and support for the AARP call center telephony infrastructure. Provide technical guidance in the development and certification of all call center and IP telephony system designs and configurations, the establishment of call center telephony implementation policies and guidelines for integration of solutions across multiple business units, outsourced contact centers and vendor relationships, and IP telephony and call center applications. Manage all staff and consultant relationships as they relate to development, design and implementation of contact center telephony solutions.

Specific responsibilities include: Providing leadership on all telephony solution design, development and implementation projects throughout the AARP enterprise; consulting and engaging client business organizations and partners in the development and execution of overall telephony strategy and roadmap; managing key contact center telephony relationships; monitoring performance and delivery of pre-defined business objectives and architecture; providing technical consulting and project management to client business groups on all contact/call center integration projects and assignments; and demonstrating cooperation and accountability in all client business and ITS group interactions and deliveries.

#### **2004-2007: Manager, Integrated Voice Management (IVM)**

Was responsible for the research, deployment and management of IP telephony voice solutions implementation and support of AARP's national (DC), Rockville (MD), Lakewood (CA), and Newington (VA) offices, and IP video solutions across the AARP enterprise, within a converged IP voice and data environment and MPLS network infrastructure. Collaborated on the development and certification of IP telephony voice and video system designs and configurations. Established

IP telephony implementation policies and guidelines for integration of solutions across multiple business units, outsourced contact centers and vendor relationships. Managed all staff and consultant relationships as they related to development, design and implementation of telephony solutions. Provided technical guidance and mentoring to the subordinate staff members and consultants assigned by the client business unit or the ITS home organization.

**1999-2004: Project Manager Voice Communications**

Coordinated daily strategic and tactical planning for application development and technology design of voice communication services. Defined and developed resource allocation to conduct and support partnerships of Association business that promoted member focus and quality customer service. Interfaced with management to coordinate departmental telecommunication plans with the Association's business plan. Coordinated voice integrated services with customer, vendors, and volunteers to support their activities. Served as advisor to the Call Center.

**1989-1999: Senior Voice Communications**

Responsible for the daily operation and technical administration of telephone, voice mail, video/audio conferencing, call accounting systems and other subsystems. Supports requests for T1, ISDN, and IP data interfaces, computer telephony integration (CTI), Interactive Voice Response Unit(IVRU), and other specialized voice and data communication applications.

Responsibilities included developing system configurations for the installation of circuit cards, internal and external telephone lines, T1 trunks, and PRI-ISDN circuits; programming equipment port and administers cross-connectional assignments for voice terminals and/or adjunct equipment; supervising vendors during system installations, upgrades, and maintenance of services; monitoring, troubleshooting voice and video network traffic, and IP data interfaces to ensure proper bandwidths were allocated over the Wide Area Network during video/audio calls; providing status updates on all alarms and provides technical support to vendors and/or IT to resolve problems; coordinating daily work requests and plans for department moves, reorganizations, and video/audio conference meetings; overseeing the administration and support of the automated call distribution system and call management and interactive voice response systems and providing technical support for Member Contact Centers in Lakewood, California, West Mifflin, Pennsylvania, and Catalyst 360.



**RFF (Resources For the Future):**  
**Washington, DC**

**1985-1988      Voice Communications Analyst**

Responsible for the daily operation and technical administration of telephone, voice mail, video/audio conferencing, call accounting systems and other subsystems. Managed these operations in tenant and campus environment including requests for T1, ISDN, and IP data interfaces, computer telephony integration, and other specialized voice and data communication applications.

**Educations:**

**1975-1978      William Penn Senior High School, York, PA**

**1978-1980      Science Major,  
York College, York PA**

**Certifications:**

Avaya Telecommunications/Communications Managers

Avaya Modular Messaging Voice Mail System

Definity Platform: G650, G350

AT&T Business Direct

Avaya Interactive Voice Respose

Polycom A/V Systems and Accord Platform

Call Management System (CMS)

**Present Address:**

6401 Richardson Farm Lane, Clarksville, MD 21029

Mobile number; 443-956-9171

Young.Ran.Smith@gmail.com

# Bitu Dayhoff

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## PROFESSIONAL EXPERIENCE:

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### **Community Action Council of Howard County, Columbia MD**

**2009-Present**

#### **President**

- Provide vision, direction and strategic leadership to execute the mission of the Community Action Council (CAC)
- Plan, develop, implement, and provide oversight for the management of all operations, programs and activities of the CAC
- Secured over \$15 million dollars in funding for the organization through grant writing and donor engagement which increased the revenue base of the organization from \$5mm to \$15mm and the capacity of the organization from 50 employees to 150
- Spearhead CAC's Community Needs Assessment and strategic planning process, which includes extensive engagement of CAC Board, clients, partner agencies, and stakeholders
- Lead the operations of the organization through oversight of eight Division Directors with supervision responsibilities for the daily operations of the Howard County Food Bank and 13 Community Pantry Programs, Housing Assistance Program, Energy Assistance Programs, Green Summer Youth Employment Program, and Early Childhood Education.
- Led the design, launch, and ongoing efforts of 2 new organization-wide approaches: the 2 Gen Approach and Service Integration approach. Required redesigning comprehensive client management system, extensive training and engagement of staff members, and designing and monitoring of dashboards to track progress of the adoption and desired impact of the new approaches
- Secured bond funding from the State and County governments to purchase the new Howard County Food Bank facility, which is innovative in its form and function and serves as model for the State of Maryland and is being replicated in Montgomery and Baltimore counties
- Perform the role of lead staff liaison to the CAC Board of Directors, the body that oversees the governance of the organization and assures fiscal and program performance and compliance for the organization
- Engage community and stakeholders in partnerships and collaborations through presentations on poverty in the community and CAC's work as the designated anti-poverty agency for the county

### **Community Action Council of Howard County, Columbia MD**

**2005- 2009**

#### **Vice President**

- Steered the organization's process for fulfilling the CAC president's goals, to include oversight of the finance department and leading the daily operations of the Howard County Food Bank
- Developed, implemented, and managed annual budgets of approximately \$5mm
- Facilitated a multitude of interdisciplinary groups of directors and division managers, developing a mechanism for tracking progress toward goals, monitoring progress, and updating president and Board of Directors
- Guided CAC through long-range planning exercises and established strategies to achieve long-term goals
- Developed an online Budget Planning Element to complement annual budget that incorporated interactive and innovative illustrative tools to communicate organization's goals and strategies and advance CAC's commitment to transparency
- Established CAC's Resource Development program which engaged the business community with the organization's mission
- Served as a member of senior staff, overseeing organizational capacity building and organization-wide initiatives
- Performed the role of lead staff liaison to the CAC Board's Audit and Finance Committee, the body that oversees fiscal and budgetary performance and compliance for the organization
- Supervised staff of eleven employees, performing all human resources functions for the organization

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## EDUCATION:

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- University of Phoenix, Master of Business Administration, Concentration in Finance and Accounting
- University of Maryland, Bachelor of Science in Accounting

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**BOARD MEMBERSHIP, VOLUNTEERING AND PROFESSIONAL ASSOCIATIONS:**


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**Board of Directors**


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- Local Children's Board 2014- Present
- Maryland Community Action Partnership 2013- Present
- Board to Promote Self Sufficiency 2009- Present

**Economic Opportunity and Prosperity Task Force, Howard County, MD**


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2017

**Appointed Task Force Member**

- Worked with fellow Task Force members to identify and study policies, programs, and legislation to facilitate economic growth and increase economic opportunities for individuals, businesses, and organization in Howard County. Resulted in recommendations made to the Howard County Council and Howard County Executive.

**Leadership Programs**


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Ongoing

- Leadership Maryland Program Graduate (Class of 2015)
- Leadership Howard County Premier Program Graduate (Class of 1999)

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**Awards and Recognitions:**


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- Businessperson of the Year, Chamber of Commerce 2017
- Baltimore Sun – Best Places to Work in Maryland 2016
- Audrey Robbins Employee of the Year – Association of Community Services 2013
- American Success Award – FIRN 2013
- Global Poverty Award 2013
- Excellence in Service – ARC of Howard County 2012
- Howard County Human Rights Award 2012
- Maryland Association Community Action Agencies - Employee of the Year 1999

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**TECHNICAL AND INTERPERSONAL SKILLS:**


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- *Computer:* Microsoft Office Suite, Google Docs Office Suite, WordPerfect, QuickBooks, CAP60, ServicePoint
- *Interpersonal:* Strong communication skills; experience as a change agent driving organizations successfully forward through mission, culture, and operational changes; proficient supervisor and coach, able to advance teams from accommodation to accountability and people from managers to leaders; experience in research and teaching; ability to bring diverse groups together to collaborate and meet a common goal

**Mavis Ellis**

**EDUCATION**

1999	M. Ed	Administration & Supervision	Bowie State University, Bowie, MD.
1974	MEQ	Educational Psychology	University of Wisconsin, Madison, WI.
1969	B. A.	Psychology	Fisk University, Nashville, TN.

**CERTIFICATION**

7-19/7-24 Maryland Advanced Professional Administrator I/Social Studies 5-12

**GOALS**

To advocate for students, their families, educators and the broader community for equitable academic, social, and economic resources.

**PROFESSIONAL EXPERIENCES**

2018-Present	Chair, Howard County Board of Education	HCPSS, Ellicott City, MD
2016-2018	Member, Howard County BOE	HCPSS Ellicott City, MD
2001-2019	Pupil Personnel Worker	Montgomery County Public Schools, MD
1991-2001	Teacher/Administrator	Montgomery County Public Schools, MD
1976-80	Evaluation Specialist	Center for Systems and Program Development, Wash.,D.C.
1973-76	Evaluation Specialist	Wisconsin Research & Development Center for Cognitive Learning, Univ. of Wisconsin-Madison
1972-74	Teaching Assistant	Psychology & African American Studies, Univ. of Wisconsin
1969-72	Teacher	Parkside Elementary (6-8), Chicago Public Schools

**VOLUNTEER EXPERIENCES**

***Professional Organization and Union Related Leadership***

- Elected Maryland Association of Boards of Education (MABE) Board of Directors 2018-Present
- Appointed MABE Legislative Committee Vice Chair 2019-Present
- Appointed Member MABE Ad Hoc Equity Committee 2018-Present
- Appointed Member Howard Co. Housing Opportunities Master Plan Workgroup 2019-Present
- Elected National Education Association (NEA) Board of Directors 2010-2013, 2013-2016
- Elected Maryland State Education Association (MSEA) Board of Directors 2010-2013, 2013-2016
- Elected NEA Board Delegate to Education International 7<sup>th</sup> World Congress in Ottawa, CA 2015
- Elected Member NEA Internal Concerns Committee 2013-16
- Elected Chair NEA Board Black Caucus 2014-16
- Appointed Member, NEA Human and Civil Rights Committee 2014-16
- Elected Chair NEA Mid Atlantic Caucus 2012-2014
- Elected President, International Association for Truancy and Dropout Prevention 2013-2014
- Appointed Member NEA Project Graduation Advisory Group 2010
- Elected Member NEA Resolutions Committee 2009-2010
- Appointed Chair of the Human and Civil Rights Committee for Maryland State Teacher's Association now MSEA 2006-2010
- Elected Montgomery County Education Association (MCEA) Board of Directors 2006-2010
- Appointed Chair MCEA Human and Civil Rights Committee

***Memberships***

- Fisk University Alumni, Lifetime member
- NAACP, Lifetime member
- Continental Societies, Incorporated, Southeastern Howard Laurel Chapter, member
- The Society, Incorporate, Howard County Chapter, member
- Delta Kappa Gamma, Lambda Chapter (International Society for Key Women Educators) member
- St. John Baptist Church, Columbia, MD, member

***Awards***

- 2019 Thornton Township High School Alumni Hall of Fame, Harvey, Illinois
- 1995 Fulbright-Hayes Fellowship—"Egypt and Zimbabwe: Two Dimensions of Africa"

I seek to invest myself deeply in using my voice to address the racial disparities around me. The Howard County Racial Equity Task Force seems to be the perfect place for me to share my ideas and feedback while advancing racial equity actions in my community.

Through my time in extracurriculars, I have developed collaborative skills to find out what it truly means to be a team member. Over the course of my year-round cross country and track seasons, I have learned to support my team and lead them towards being physically and mentally strong through our training. By focusing less on my individualized journey and more about my whole team community, I found running to be a rewarding sport where I could contribute to and represent my team's success. I also developed integrity morals through serving as section leader of my school's chamber orchestra all four years of high school. I found it necessary to practice school music consistently after school hours in order to better my musicality and thus lead my section with confidence. I feel that my integrity morals and teamwork collaborative skills will positively contribute to the Howard County Racial Equity Task Force.

I am especially passionate about improving racial equity in education systems as this is where the next generations will be shaped. This summer, I started a Free Summer Java Basics Program for a diverse group of students that focused on creativity within computer science. My program encouraged growth for *all* races within the world of coding. This experience was especially rewarding as I got to directly impact my students and serve as an avenue for providing educational opportunities. I also participated in the Girls Who Code accelerated summer 2020 program which sought to empower minority females to prove their potential and vital role in the STEM field. As a part of the Education Policy Work Group for the Task Force, I want to think of more ways to take part in and create opportunities that will advance racial equity within Howard County.

I am aware of the racial inequities that have become the norm within Howard County, and I want to work with others to bring about change. Not only will I be able to make a difference as a part of this Task Force, but I will also grow more educated and impactful as an individual.

**Meina Liu, Ph.D.**

Professor and Chair

Department of Organization Sciences &amp; Communication

The George Washington University

**Education**

- Ph.D. 2006 Communication, Purdue University, West Lafayette, Indiana.  
 M.A. 2000 Applied Linguistics, Tsinghua University, Beijing, China.  
 B. A. 1997 English, Beijing Language and Culture University, Beijing, China.

**Employment**

- 2020-present Professor, George Washington University, Department of Organizational Sciences and Communication  
 2019-present Chair, George Washington University, Department of Organizational Sciences and Communication  
 2013- 2020 Associate Professor, George Washington University, Department of Organizational Sciences and Communication  
 2012- 2013 Associate Professor, University of Maryland, Department of Communication  
 2006- 2012 Assistant Professor, University of Maryland, Department of Communication

**Areas of Research and Teaching interests**

Intercultural Communication, Organizational Communication, Diversity and Inclusion, Negotiation and Conflict Management

**Selected Professional, Institutional, and Community Services**

- 2016-present Member of Board of Directors, Howard County Chinese School  
 2019-present Founding Chair of the Howard County Chapter of BranchOut!, a multicultural STEM education leadership program that provides STEM mentoring/tutoring to K-12 students from underprivileged communities  
 2020-present Co-Founder of the “Grow Together” community gardening project bringing members of African American and Asian American communities together to build community gardens and grow organic vegetables for underserved communities  
 2017-2018 Member of the Multicultural Community Center Planning Committee  
 2016, 2018 Culture Night Committee Co-Chair, Manor Woods Elementary School  
 2018-2020 Program planner of Association of Chinese Communication Studies for the National Communication Association annual conference  
 2016-2018 President, Association of Chinese Communication Studies  
 2016-2018 Research Director, Confucius Institute, George Washington University  
 2012-present Editorial Board Member for: *Journal of International and Intercultural Communication, and Negotiation and Conflict Management Research, among others*

## **JACQUELIN T. MCCOY**

### **Statement of Interest for the Racial Equity Task Force**

Jacquelin (Jacky) McCoy is the co-founder of Changing the Lens, as well as an educator, community advocate, and workshop facilitator who guides community members, education, business, nonprofit, social, and government sectors through the history and impact of structural racism in the United States. Through grassroots organizing, think tanks, and innovative partnerships, Jacky seeks to heighten awareness, shift perspectives, and inspire lasting change in people's thought patterns, attitudes, and behaviors regarding matters of racial equity and justice. She designs and facilitates comprehensive workshops on race and equity issues, using principles of trauma-informed care: safety, transparency and trustworthiness, choice, collaboration and mutuality, empowerment.

After working in Title-1 middle-high schools, charter and private schools for years, she could not ignore the achievement and opportunity gaps prevalent among students. Her quest to understand the factors that contribute to these gaps led her to work at the intersection of race, equity, and justice issues. She has served as an advocate for students of color; voiced relevant concerns and issues to parents, teachers, and school administration to promote fair, diverse and inclusive practices within school systems.

Jacky leads forums where participants can voice thoughts and concerns in supportive environments, promotes understanding and agreement among diverse groups with diverging opinions, and maintains a calm atmosphere when individuals have opposing perspectives. She is a member of the Howard County's Youth in Conversation Executive Board, serves as an advisor to the 2021 Youth Peace Conference, as well as an Advisory Board member and Workshop Trainer for Talk with Me of Howard County. She has coordinated and facilitated meetings with the Howard County Department of Community Resources & Services and the Racial Equity Peer Learning Network, and served on the Local Children's Board Equity Committee. Since 2018, Jacky has been a trainer and facilitator with the Courageous Conversations About Race and Religious Bias presented by Howard County faith communities.

### **AREAS OF EXPERTISE**

- Guide complex conversations with adults and youth on issues of unconscious racial bias, structural racism, historical trauma, stress management; encourage learning cycle of reflection and action
- Navigate difficult questions and comments from participants to create productive and respectful conversations, through inclusive facilitation patterns and styles
- Manage disruptive behaviors in groups, guide groups through tense moments
- Engage groups through dialogue, facilitate through use of effective conversation

**EDUCATION** Master of Arts degree in Secondary Mathematics Education from Johns Hopkins University; Bachelor of Science degree in Mechanical Engineering from the University of Maryland College Park

Jacky's skill and experience makes her an excellent candidate for the Racial Equity Task Force for Howard County.

Natalie Pretzello is a music educator who has lived in North Laurel for much of her life. She is interested in the inequities students face in school and throughout the community and the effects of implicit and explicit bias in educational systems, with a focus on eliminating education barriers from birth through adulthood, empowering educators and students to partake in anti-bias and antiracism studies, and analyzing the intersection of educational equity issues with other forms of inequity. Natalie is currently studying specific diversity and equity issues in music education, and is passionate about working towards racial equity in education. She believes in the mission of the Racial Equity Task Force and believes that every person should have support and access to all levels of education, regardless of race, gender, class, or other identifiers.





## PROFILE

Retired Vocal General Music Teacher  
Howard County Public School System

## HOBBIES

Music – Singing  
Racial and Social Justice Issues  
Gardening  
Travel

# KAREN E. RANDALL

Education Chair – Howard County, MD, Racial and Equity  
Task Force

## EDUCATION

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### **B.S. – Music Education-University of Maryland College Park**

- Course work in Voice and Music Education at Johns Hopkins University, McDaniel College and Towson University
- Coursework and Training in Racial and Social Justice with Howard County Education Association (HCEA)
- Coursework and Leadership Trainings in Racial and Social Justice with Maryland State Education Association (MSEA)
- Coursework and Leadership Trainings in Racial and Social Justice with National Education Association (NEA)

## WORK EXPERIENCE

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### **Music Educator- Howard County Public Schools Vocal General Music**

July 1986 – June 2018 retired

- Taught General and Vocal Music to Students grades Pre-K to 8<sup>th</sup>
- Choral Director to Students 4<sup>th</sup> - 8<sup>th</sup> grades
- Program Coordinator Howard County Festival Chorus (11 years)
- Choral Director/Trainer for local Choir to participate in the Philadelphia Thanksgiving Day Parade (11 years)
- Choral Director/Trainer for local Choir to participate in the Cherry Blossom Parade in Washington D.C. (3 years)

### **Chair of MSEA Women's Concerns Committee**

Shares with the leadership of MSEA concerns of women and girls.

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**Patricia Lins Silva**, born in Brazil, moved to the USA to live in Howard County thirteen years ago with her family. Patricia has a Law degree in Brazil and, after moving to the US, her interest in public health motivated her to pursue a degree in nutritional science, and she finished her Nutritional Science degree at Morgan State University, in Baltimore, Maryland. After having worked as an assistant community nutritionist with The Special Supplemental Nutrition Program for Women, Infants, and Children of Baltimore County, Patricia decided to advance her career in public health and started her Public Health and Public Policy master's degree at the University of Maryland.

For the past seven years, Patricia has dedicated her time to elevate the voice of the Latinx community and serve in various community functions and committees in our county. She is a strong believer of diversity, inclusion, and social justice, as to the empowerment of minorities and underrepresented groups. Her advocacy is tied to the advancement of the Hispanic and Latino community of Howard County. As a Latino woman, immigrant and mother, Patricia has advocated for equity for the Latinx community with especial focus in public education, public health, and leadership development. Today, after the disproportional impact of the corona virus pandemic within communities of color, systemic changes are paramount to address underlying causes and risk factors that lead to racial disparities and social inequities.

Mrs. Silva most recent participation in our County's public life were:

- CHS Latin American Council - LAC - Copresident, 2017-2018.
- Conexiones of Howard County - Board member 2017-2020.
- Operating Budget Review Committee - OBRC - fiscal years 2019-2020 and 2020-2021.
- HCPSS Diversity, Equity, and Inclusion Advisory Committee - school years 2018-2019 2019-2020
- Mental Health Community Advisory Council - Community Advocate.
- Changemaker Challenge 2019 Finalist - Horizon Foundation and United Way of Central Maryland
- PATH strategy team member in collaboration with Saint John the Evangelist Roman Catholic Church - SJERC.
- Leadership Howard County Class'20
- Howard County COAD - Community Advocate in collaboration with Initiative for the Latin American Community Engagement and PATH.
- HCPSS Recovery Plan Stakeholder Group - June 2020.
- La Alianza Latina Workgroup - Community representant.

## CAREER OBJECTIVE

To leverage my experience—as a community leader, organizer, teacher, and woman of color committed to principles of equity and inclusion—to address structural inequities in society. I seek to move cultural norms to a more organically inclusive state through awareness, education, and relationship building.

## PROFESSIONAL EXPERIENCE

### **Howard County Board of Education Member, Howard Community Public School System (2018–Present)**

An elected government official responsible for oversight of a school system with a \$900 million annual budget and 58,000 students. Represents the community in setting policy; develops the school system's budget for approval by the County Executive and Council; responds to critical school issues as they are identified by the community; advocates for educational priorities with a focus on ensuring representation, equity, and inclusion.

### **Braitmayer Foundation, Ellicott City, MD, Advisor (2005–Present)**

Directs and coordinates the operations of a family foundation that funds K-12 educational initiatives nationally. Arranges annual site visits to multiple locations around the country. Organizes and oversees the logistics of semi-annual board meetings, including board docket preparation. Oversees grants management and all aspects of the application and reporting process. Maintains subject-area expertise in order to educate the board on trends in the field. Represents the foundation in the philanthropic, nonprofit, and academic communities.

### **Howard Community College, Columbia, MD, Adjunct Professor, Arts and Humanities (2016-2018)**

Taught "Introduction to Creative Arts," for K-12 student teachers, and "Arts, Culture, and Ideas," a history of art in the context of the social and political climates from the 16<sup>th</sup> Century to the present. Developed a diverse curriculum, one that provided an inclusive perspective reflective of the college's diverse student body. Artists covered include Theaster Gates, Josephine Baker, Chris Offili, Gertrude Stein, and Lalla Essaydi.

### **Columbia Foundation, Columbia, MD, Program Officer (2004-2005)**

Managed the Foundation's unrestricted grants programs, donor-advised funds, scholarships, and awards. Worked with local leaders on community-wide projects to effect positive change. Met regularly with nonprofits and community stakeholders to ensure the Foundation's work remained relevant to the community's needs. Kept abreast of key efforts and conversations in the community so that it could inform the foundation's work.

### **Share Our Strength (a.k.a. No Kid Hungry), Washington, DC, Senior Grants Manager (2001-2004)**

Managed five national and international grant-making programs that disbursed \$5MM annually. Organized national and international learning trips for corporate partners around issues of poverty and hunger. Supervised multiple staff, fellows, and interns while serving as resident expert for staff, donors, and corporate partners.

### **Congressional Hunger Center, Washington, DC, Program Director (1999-2001)**

Managed all aspects of the Hunger Fellowship program. Interviewed, hired, and supervised twenty-two fellows annually. Developed an extensive training program and provided technical assistance on research, policy, and professional growth. Maintained relationships with field and policy partners.

## RELEVANT COMMUNITY EXPERIENCE

### **Howard County Arts Council, Board Member, Ellicott City, MD (2019-Present)**

The Council is a nonprofit that serves and enriches Howard County by fostering the arts, artists, and arts organizations. It advocates, supports, and provides access to diverse arts experiences within the community.

**Howard County Public School System, Columbia, MD**

**Board of Education Operating Budget Review Committee, Member Appointee (2017-2018)**

The committee makes budget recommendations to the Board and serves as a channel for the public to provide advice, express concerns, and support the development of the county's \$900 million annual school budget.

**Collaboration to Support Inclusive Communities, Howard County, MD (2017-2019)**

A collaboration between the school district, Howard Community College, University of Maryland Baltimore County, Latino Action Council, County Library System, County Executive's Office, Columbia Association, and local leaders to leverage the group's collective resources to develop programming on bias and inclusion. Efforts supported by the collaboration included the "Undesign the Red Line" exhibit at the library, and two workshops hosted by Waking Up White author Debby Irving.

**Centennial Lane Elementary PTA, Diversity and Inclusion Committee Founder and Chair**

The committee was formed in response to a lack of diverse leadership in the school's PTA. The committee's efforts focused on developing inclusive programming, curriculum, and training to better reflect the needs of a school that is two-thirds students of color. A team of people from the Chinese, Korean, Indian, African-American, and Latino communities worked to: 1) create learning circles to better understand the experiences of underrepresented voices; 2) develop inclusive programming to better reflect the overall school community; 3) facilitate dialogues about how best to celebrate the heritage of the school's children; and 4) examine the PTA's practices and needed system-wide policy changes.

**Little Patuxent Review (LPR), Board Member, Columbia, MD (2015-2019)**

LPR is a journal of literature and arts that publishes poetry, short fiction, creative nonfiction, and artwork. The journal welcomes contributions from new and established writers and artists from the Mid-Atlantic region. Issues periodically address social justice themes like incarceration.

**Howard County Human Services Master Plan Committee, Member, Columbia, MD**

Developed a comprehensive government-led Human Services Master Plan to create a set of goals to guide the county and its nonprofit partners in the delivery of human services and to evaluate county funded programs.

**Leadership Howard County, Participant and Selection Committee Member, Columbia, MD**

Participated in a select, one-year program that fosters communication, teaches community leaders about county services and functions, and in the process creates a rich and engaged alumni network who as a result of the program continue to support and serve as leaders in the county to help it address its needs.

**Mayor's Blue Ribbon Task Force on Child Nutrition Programs, Program Expert, Washington, DC**

Served on Mayor Anthony Williams' task force to analyze and recommend improvements to child nutrition programs in the District of Columbia.

**EDUCATION**

**California Lutheran University, Thousand Oaks, CA**

BAs in Psychology and Sociology (double major with honors in both departments); minor in art history

**Georgetown University, Washington, DC**

MA in Philosophy of Psychology. Thesis: "The Effect of Psychosocial Factors on the Immune System." Worked in an immunology lab for a year evaluating the impact of stress on the immune system and general wellbeing.

**LANGUAGES**

Fluent in spoken Hindi and Urdu; partial comprehension of Spanish and Gujarati.



**Chief Executive Officer**, Michael Allen, is responsible for the day-to-day operations of Therapeutic Connections. He manages all intakes, markets and networks with referral sources, and manages all the billing and fiscal responsibilities.

Mr. Allen attended the State University of New York (SUNY) New Paltz in upstate New York where he obtained his Bachelor of Arts Degree in 1998. Mr. Allen came to Baltimore in 1998 once graduating to start his career in the social work field. He initially worked at Johns Hopkins Hospital in the Community Psychiatry Department as a Case Manager servicing homeless adults with behavioral health diagnosis. While at Johns Hopkins he applied for and was accepted into the University of Maryland School of Social Work (MACRO) where he completed his field placement at the University of Maryland Hospital, Shock Trauma Center. Mr. Allen became the Lead Social Worker at Shock Trauma Center in the Violence Intervention Program working with victims of interpersonal violence.

Seeking a different social work experience, Mr. Allen ventured into an Employee Assistance Program (EAP) where he worked as an Account Manager providing training, support and consultation services to small businesses, local, state and federal agencies, and nonprofit organizations. Mr. Allen was recruited to then work at the US Department of Health and Human Services as a consultant with Federal Occupational Health administration providing workplace health and wellness services for federal agencies.

Wanting independence and the opportunity for unlimited experiences, Mr. Allen created MAZCAN Enterprises, LLC, a training and consulting business that provides clinical, workplace, health and wellness, and continuing education training. Mr. Allen was able to build a customer base of corporations, universities and human service organizations locally and nationally. He later established Therapeutic Connections LLC to provide behavioral health services for adults and children in Howard County in 2016.

Mr. Allen is also the author of *The Strength from Within* Windows to My Soul an inspirational non-fictional memoir and *Windows to Your Soul* an Interactive Workbook.

For more information about Michael H. Allen or associated programs please visit:

- [www.mazcan.com](http://www.mazcan.com)
- [www.therapeutic-connections.net](http://www.therapeutic-connections.net)

# Yvonne Commodore-Mensah, PhD, MHS, RN

## Education

Year	Degree	Institution	Location
2019	Master of Health Science	Johns Hopkins Bloomberg School of Public Health	Baltimore, Maryland
2014	Doctor of Philosophy	Johns Hopkins School of Nursing	Baltimore, Maryland
2008	Bachelor of Science Nursing (Honors)	Fairleigh Dickinson University	Teaneck, New Jersey

## Professional Experience

Years	Position	Institution	Location
2017-present	Center Faculty	Johns Hopkins Center for Health Equity	Baltimore, Maryland
2019-present	Joint Faculty Appointment	Johns Hopkins Bloomberg School of Public Health, Department of Epidemiology	Baltimore, Maryland
2017-present	Chief Executive Officer	The African Research Academies for Women	United States & Ghana
2016-present	Assistant Professor	Johns Hopkins University School of Nursing	Baltimore, Maryland
2015-2016	Assistant Research Professor	Emory University Nell Hodgson Woodruff School of Nursing	Atlanta, Georgia
2015	Research Associate	Johns Hopkins University School of Nursing	Baltimore, Maryland

## Honors & Awards

2019-present	Fellow, American Academy of Nursing
2019-present	Fellow, American Heart Association, Council on Cardiovascular Nursing
2018-present	Fellow, Preventive Cardiovascular Nurses Association
2019	Miriam E. Brailey Award, The Johns Hopkins University Bloomberg School of Public Health
2018	Nancy Fink Award, The Johns Hopkins University Bloomberg School of Public Health
2016	American Heart Association Martha Hill New Investigator Award

## RESEARCH

2020-2025	Johns Hopkins Center for Mobile Technologies to Achieve Equity in Cardiovascular Health, Co-Investigator, 10% effort. American Heart Association Strategically Focused Research Network (Seth Martin & David Newman-Toker (PIs). Role: Co-Investigator
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## PROFESSIONAL ACTIVITIES

2020-present	Centers for Disease Control and Prevention, National Hypertension Control Roundtable Organizing Committee, Member
2019	American Heart Association Open Science Committee, Member
2019-present	Board of Directors, Preventive Cardiovascular Nurses Association, Member
2018-2019	American Heart Association/American College of Cardiology Hypertension Measures Set Update Writing Committee
2017-present	US Conference on African Immigrant Health, Steering Committee Member
2011-present	American Heart Association (Cardiovascular Nursing Council), Member
2010-present	Preventive Cardiovascular Nurses Association, Member

List of published work: <https://www.ncbi.nlm.nih.gov/myncbi/yvonne.commodore-mensah.2/bibliography/public/>



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**Chiara D'Amore, Ph.D.**

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I hold a PhD in Sustainability Education, teach community sustainability, and am the Founder and Executive Director of the [Community Ecology Institute](#) non-profit organization. I have worked as an environmental consultant for over 15 years serving clients such as the United Nations, U.S. Environmental Protection Agency, and numerous energy utilities. My work is focused on fostering community health as well as innovative program design and implementation.

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**EDUCATION**

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**Prescott College**

- ❖ Ph.D., Sustainability Education (2015)
- ❖ Dissertation: *Family Nature Clubs: Creating the Conditions for Social and Environmental Connection and Care*

**University of North Carolina at Chapel Hill, School of Public Health**

- ❖ M.S., Environmental Science and Engineering (2003)
- ❖ Graduate Certificate in International Development (2003)

**University of North Carolina at Chapel Hill**

- ❖ B.A., International Studies: Trade, Economics and Environment (2001)
- ❖ B.A., Biology (2001)

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**SELECT VOLUNTEER / COMMUNITY LEADERSHIP EXPERIENCE**

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- ❖ Columbia Association Climate Change and Sustainability Advisory Committee (2018 - present)
- ❖ Maryland Sierra Club, Executive Committee Member (2018 – 2020)
- ❖ Audubon Society of Central Maryland, Board of Directors (2015 - 2019)
- ❖ Journal of Sustainability Education, Co-editor (2015 - 2016)
- ❖ Founder and Director of Columbia Families in Nature (2014 - present)
- ❖ Harper's Choice Village Center Community Plan Committee, Chairperson (2009-2012)
- ❖ Harper's Choice Village Board Member (2008 - 2010)

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**WORK EXPERIENCE**

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**The Community Ecology Institute, Columbia, MD (2016 - Present)**

*Founder and Executive Director*

- ❖ Development and management of a non-profit organization that has a mission to foster social and ecological health and well-being through programs and research that strengthen the connection between all people and the natural world.
- ❖ Preservation of the last working farm in our hometown of Columbia for the purpose of creating a Community Ecology Center where people can learn through direct experience about how to lead happier, healthier, more connected and sustainable lives.
- ❖ Implementation of grants such as those from the Chesapeake Bay Trust to a run year-long watershed education program series as well as a series of civic ecology projects including planting native tree groves, rain gardens and pollinator gardens throughout Columbia Association open space, through our flagship Columbia Families in Nature program.
- ❖ Development and management of a community supported education program, Roots & Wings Learning Community, which emphasizes place-based, experiential learning.

**Prescott College, Prescott, AZ (2011 – Present)**

*Adjunct Professor, Mentor, and Graduate Assistant*

- ❖ Adjunct professor teaching courses on community sustainability, civic ecology and climate change for masters and doctoral students.
- ❖ Course mentor for undergraduate and graduate students engaged in inquiry into sustainable communities, relationships between people and the natural world, and action research.

**ICF International, Washington DC (2004 – 2017)**

*Manager and Expert Consultant, Energy and Resources Practice*

Energy Efficiency

- ❖ Management of the team that supports the EPA in ensuring that the ENERGY STAR Certified Homes program meets its strategic objectives for market penetration of ENERGY STAR qualified homes and increased industry stakeholder Partnership by providing national account management and partner services support, with a focus on utility outreach. Lead for planning and execution of the annual ENERGY STAR Certified Homes Stakeholder Meeting from 2008-2015.
- ❖ Designed, launched, and managed ENERGY STAR for New Homes programs for each of the five public utilities in the state of Maryland. Responsible for all aspects of program implementation including infrastructure development, recruitment/outreach, and administration. Collectively these programs increased the market penetration of ENERGY STAR homes in the state from 6% in 2008 to 48% by 2011.

Environmental Program Evaluation

- ❖ Evaluated the overall performance of the Global Environment Facility (GEF) by: developing the research methodology; researching GEF activities relating to international waters, biodiversity, and land degradation; conducting over 100 stakeholder interviews; coordinating over 18 international field visits; and writing substantive portions of the final report.
- ❖ Evaluated the Multilateral Fund of the Montreal Protocol by: developing survey instruments to support data collection; conducting quantitative analyses of financial management and project implementation data; developing key findings for the evaluation; and drafting the final report.

Global Climate Change and Water Resources

- ❖ Facilitated a large stakeholder collaboration session to develop the long-term organizational structure of the Offshore Wind Energy Development Framework on behalf of the Massachusetts Technology Collaborative. Developed the interview guide used to solicit critical information from key stakeholders during individual interviews with a focus on the impacts of wind energy development on the marine environment.
- ❖ Conducted research for the EPA to support the development of a predictive model of non-point source contributions to water quality due to land-use change and a decision support framework to aid attainment of water quality goals under global climate change scenarios.

SELECT PUBLICATIONS

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- ❖ "Significant Life Experiences that Connect Children with Nature: A Research Review and Applications to a Family Nature Club" in the *International Research Handbook on Childhood/Nature: Assemblages of Childhood and Nature Research*, 2018.
- ❖ "Many Children in the Woods: Applying Principles of Community Based Social Marketing to a Family Nature Club" in *Ecopsychology*, 2017.
- ❖ "The Relationship of Women's Body Image and Experience in Nature" in *Women and Nature? Beyond Dualism in Gender, Body, and Environment*, Routledge, 2017.
- ❖ "Family Nature Clubs: An Intergenerational Opportunity to Connection with and Care for Nature" in the journal of *Families, Relationships and Societies*, Vol 5. No. 3, 2016.
- ❖ "Hiking: A Low-Cost, Accessible Intervention to Promote Health Benefits" in the *American Journal of Lifestyle Medicine*, 2016.
- ❖ "Family nature clubs: Creating the conditions for social and environmental connection and care". Doctoral dissertation, retrieved from ProQuest Dissertations and Theses, 2015.
- ❖ "[Thriving Through Nature: Fostering Children's Executive Function Skills](#)", leadership series paper with the Children & Nature Network, 2015.
- ❖ "[Third Overall Performance Study of the Global Environment Facility](#)." ICF Consulting, 2005.
- ❖ "Evaluation of the Financial Mechanism of the Montreal Protocol." ICF Consulting, 2004.

AWARDS

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- ❖ Howard County Green Community Leaders Award (2018, 2019)
- ❖ Howard County Excellence in Bloom, Mixed Age Group Award (2015, 2016, 2017)
- ❖ Toyota-Audubon Together Green Fellow (2013)
- ❖ Howard Community College Distinguished Alumni Award (2008)



**Paula Y. Goodwin, Ph.D.****EDUCATION:**

Dates	Degree	Institution	Major
2001	Ph.D.	University of North Carolina Greensboro, North Carolina	Human Development and Family Studies
1998	M.S.	University of North Carolina Greensboro, North Carolina	Human Development and Family Studies
1992	B.A.	Wake Forest University Winston Salem, North Carolina	Psychology (minor Sociology)

**PROFESSIONAL WORK EXPERIENCE:**

**2016 – Supervisory Health Science Policy Analyst,  
Office of Extramural Research (OER), Office of the Director (OD), National  
Institutes of Health (NIH)**

- Develops and implements key strategic objectives, priorities, and policies for the Office of Extramural Research (OER).
- Assesses, oversees, and coordinates all activities related to extramural program staff to ensure efficient and effective integration to achieve organizational goals and objectives.
- Provides leadership and scientific expertise in the assessment of complex and emerging issues and initiates actions for initiatives or projects of interest to OER.
- Advises NIH extramural staff on extramural program operating responsibilities and facilitates the exchange of information among IC officials and OER.
- Represents OER on trans-NIH committees and working groups.

**2013 – 2016 Health Scientist Administrator, Office of Extramural Programs (OEP), Office of  
Extramural Research (OER), Office of the Director, National Institutes of Health  
(NIH)**

- Identified and advised the OEP Director of emerging issues, including legislative and Congressional initiatives, related to NIH extramural programs and the biomedical research community and make recommendations on appropriate responses or actions.
- Prepared reports, summaries, briefing materials, and correspondence on issues for which the OEP Director has responsibility; Served as principal staff on special initiatives/projects that impact NIH-wide extramural programs.
- Developed new OEP policies and procedures and monitor their implementation; assess existing policies and procedures and make recommendations for enhancement.
- Prepared and oversaw the allocation of the OEP budget and managed OEP contractual activities including the planning and writing of acquisition strategies and plans and contract funding opportunity announcements.

**2012 – 2013 Public Health Analyst, Division of State and Community Systems Development,**

### **Substance Abuse and Mental Health Services Administration (SAMHSA)**

- Advised leadership on the planning, development and execution of a national public health program in the field of comprehensive community-based mental health services.
- Identified emerging trends and issues and coordinated technical assistance requests and capacity building to state mental health programs by providing information on best practices, programs and policies, and initiatives to improve the provision of mental health services.
- Managed a portfolio of discretionary grants and administered contracts to ensure that projects and activities were consistent with Agency/Center/Division policies and procedures.
- Developed funding opportunity announcements and contributed to the creation of reports for external stakeholders.
- Developed and provided policy and implementation guidance for project officers and other support staff.

### **2009 - 2012 Health Scientist Administrator, Division of Scientific Programs, National Institute on Minority Health and Health Disparities (NIMHD), National Institutes of Health (NIH)**

- Managed a portfolio of extramural grants that upheld NIMHD's mission to support the conduct of research, promote research infrastructure and training, and reach out to minority and other health disparity communities.
- Identified trends and issues in health disparities and developed and implemented targeted research programs to support the reduction of disparities and the improvement of minority health.
- Ensured proper administration of extramural research grants in accordance with NIMHD, NIH, and other federal policies and regulations from pre-application to post-award.
- Developed funding opportunity announcements and prepared reports and publications for use by NIMHD executive staff and external stakeholders.
- Participated on internal and external committees (including other Federal agencies) to coordinate programmatic activities and develop strategic plans to advance the mission of NIMHD.

### **2007-2009 Survey Statistician, National Survey of Family Growth, National Center for Health Statistics (NCHS), Centers for Disease Prevention and Control (CDC)**

- Ensured the statistical validity of a national data set examining marriage and fertility patterns among non-institutionalized men and women in the United States.
- Analyzed and evaluated statistical and content-related issues and provided recommendations for improvement or correction.
- Conducted complex statistical analyses, authored reports and data briefs, and presented findings to national audiences.
- Provided technical leadership, consultation, and advice on survey and data systems to a wide range of professional and external data users.

### **2004-2006 Assistant Professor, Department of Child Development and Family Studies, Purdue University, Tenure-Track**

- Planned, organized, and conducted research studies examining family roles and the health of ethnic minority women.
- Developed, taught, and evaluated undergraduate and graduate courses in sociology, family theory, and human development and family studies.
- Developed educational plans for, assessed, and mentored a research team of graduate students.
- Prepared peer-reviewed manuscripts and presented professional research findings to local and national audiences; served on the editorial board of the *Journal of Marriage and Family*

- Provided advice and input on strategies to strengthen and enhance the academic department and school.

#### **OTHER PROFESSIONAL EXPERIENCES:**

- 2011- 2013      Public Health Faculty Member, Foundation for the Advancement of Educational Sciences (FAES), National Institutes of Health
- 2011              Instructor NIMHD Translational Health Disparities Course
- 2008 –2009      Adjunct Professor, School of Public Health, University of Maryland, College Park
- 2008              Instructor Interuniversity Consortium for Political and Social Research (ICPSR) Summer Program in Quantitative Methods of Social Research, University of Michigan, Ann Arbor

#### **MAJOR TEACHING, RESEARCH INTERESTS, and EXPERTISE:**

Social Determinants of Health	Life Course Perspectives
Health Disparities	Community Engagement/CBPR approaches
Social and Behavioral Theories	Gender and Health
Translation/Dissemination	Health Promotion and Education

#### **PUBLICATIONS:**

Dankwa-Mullan, I., **Goodwin, P.Y.**, & Wynia, M. (2014). Fair Resource Allocation in Clinical Care for Socially Disadvantaged Groups and Health Disparity Populations: Issues and Strategies. In M. Danis, L. M. Fleck, S. Hurst, R. Forde, & A. M. Slowther (Eds.). *Fair Priority Setting and Rationing at the Bedside* (pp. 323 - 355). New York. Oxford University Press.

Calvo, A., **Goodwin, P.Y.**, Berrian, A, Houston, A.M., Meklir, S, & Rajapaske, N. (2012). HRSA and NIH Guest Editor's Preface: Evidence for Informing the Next Generation of Quality Improvement Initiatives: Models, Methods, Measures and Outcomes. *Journal of Health Care for the Poor and Underserved*, 23(3), 3.

**Goodwin P**, Mosher WD, Chandra, A. (2010). Marriage and Cohabitation in the United States: A Statistical Portrait based on Cycle 6 (2002) of the National Survey of Family Growth. Vital Health Stat. Hyattsville, MD: National Center for Health Statistics.

**Goodwin P**, McGill B, Chandra A. (2009). Who marries and when? Age at first marriage in the United States, 2002. NCHS data brief, no 19. Hyattsville, MD: National Center for Health Statistics.

**Goodwin, P. Y.**, Williams, S. W., & Dilworth-Anderson, P. (2006). The role of resources in the emotional health of African American women: Rural and urban comparisons. In R. T. Coward, L.A. Davis, C.H. Gold, H. Smiciklas-Wright, L.E. Thorndyke, & F.W. Vondracek, (Eds.). *Rural women's health: Mental, behavioral, and physical issues* (pp. 179 – 196). New York: Springer.

**Goodwin, P.Y.**, Garrett, D.A., & Galal, O. (2005). Women and family health: The role of mothers in promoting family and child health. *International Journal of Global Health and Health Disparities*, 4, 30 – 42.

Dilworth-Anderson, P., Brummett, B.H., **Goodwin, P.**, Williams, S.W., Williams, R.B., & Siegler, I.C. (2005). Effect of race on cultural justifications for caregiving. *Journal of Gerontology: Social Sciences*, 60B, S257 – S262.

Dilworth-Anderson, P., & **Goodwin, P.** (2005). A model of extended family support: Care of the elderly in African American families. In V. McLoyd, N. Hill, & K. A. Dodge, (Eds.), *African American family life: Ecological and cultural diversity* (pp.211 – 223). New York: Guilford Press.

Dilworth-Anderson, P., **Goodwin, P.**, & Williams, S. (2004). Can culture help explain the physical health effects of caregiving over time among African American caregivers? *Journal of Gerontology: Social Sciences*, 59B, S13 – S145

**Goodwin, P.** (2003). African American and European American women's marital well-being. *Journal of Marriage and Family*, 65, 550 – 560

Williams, S.W., Dilworth-Anderson, P., & **Goodwin, P.** (2003). Caregiver role strain: The contribution of other roles and available resources in African American women. *Aging and Mental Health*, 7, 103 – 112

Statement of Interest in the Howard County Racial Equity Task Force – Paula Y. Goodwin, Ph.D.

Having resided in Howard County for over 10 years, I have a personal interest in working collaboratively to ensure that all its citizens have opportunities for success. One of the primary reasons for choosing to live here was the racial and ethnic diversity and the commitment to integration that guided the establishment of the Columbia community. The work of the Howard County Racial Equity Task Force will be an opportunity to effect changes that will continue to uphold that commitment. In addition to my personal interests, my education and professional career has well-prepared me to take on such a task. My research and a great deal of my professional career has been spent on exploring racial, ethnic, and gender inequities in health and well-being. I have also spent over a decade in federal government developing, implementing, and evaluating the effects of policies. I applaud Howard County for addressing inequities at the structural levels which have the potential for the greatest and most enduring effects. I am honored to have the opportunity to be a part of this task force that will use data-driven methods to address racial and ethnic inequities in our county and improve the lives of all.

September 17, 2020

The Honorable Christiana Rigby  
Councilwoman, District 3 Howard  
County Council 3430 Courthouse  
Drive Ellicott City, MD 21043

RE: Statement of Interest - Howard County Racial Equity Task Force Public Health  
Subcommittee

My name is Delora Sanchez Ifekauche, Esq. I am an attorney and a lobbyist at Cornerstone Government Affairs in Annapolis. I have a deep background in healthcare policy as the former executive director of the Maryland Managed Care Organization trade association and as the former Director of Policy and Advocacy for Johns Hopkins University and its medical system. As a black woman, a mother, and as policy expert with more than a decade of experience shaping Maryland's healthcare policy I would love to join the County's Racial Equity Task Force on its public health subcommittee.

Unfortunately there have been many instances of winners and losers based in the healthcare system based on class, gender, and race. We must do the work to create more sustainable and equitable systems that prioritizes preventive care; expands patient access to quality care; provides affordable care; and aggressively eliminates disparate health outcomes among ethnicities. Howard County residents and all people of color deserve access to health care providers that are free of explicit and implicit bias and treat *all* patients with respect and dignity.

I am thrilled to see that Howard County is taking this issue seriously, and I am encouraged by the fact that the Task Force is looking to recruit serious, change-minded, professionals to help deliver measurable outcomes for traditionally marginalized populations within the County. This initiative makes me proud to be a resident of Howard County, and I would be truly humbled to be selected to serve on the Task Force.

Sincerely,

A handwritten signature in black ink, appearing to read 'Delora Sanchez Ifekauche', with a large, stylized flourish at the end.

Delora Sanchez Ifekauche, Esq  
Principal, Cornerstone Government Affairs

# TiQuoria Jackson

## Admissions Counselor

TiQuoria is an energetic Academic Affairs professional offering 6 years' expertise in advising students to help achieve goals. Skilled in facilitating exciting college workshops and events. Success-driven when determining solutions for areas that need improvement. Outstanding public speaking and interpersonal skills with superb organizational abilities.

### Skills

Project Management  
Community Engagement Development  
Facilitation & Presentation  
Advising  
Budgeting & Fiscal Year Planning  
Recruitment & Retention  
Strategic Planning  
Event Management  
Organization

### Activities & Awards

Member of Howard County NAACP  
Service Trip to Sao Vicente, Cabo Verde - Participant  
Philosophy in Public Schools @ UMass (PIPs) - Facilitator & Participant  
'I'm So College' annual community based event - Founder & Facilitator  
Upward Bound - Coordinator & Tutor  
Mentor  
Awarded 'Campus Impact' and 'Outstanding Agency' for service in Student Bridges Agency

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### Education

University of Massachusetts Amherst - Amherst, MA  
**Masters Degree Candidate**  
Public Policy & Administration 2017 - 2018  
**Bachelor of Arts**  
Philosophy | Civic Engagement & Public Service 2013 - 2017

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### Work Experience

#### 2U Inc / Admissions Counselor

November 2018 - PRESENT, Lanham, MD

Conducts the application and enrollment process for prospective students for the Syracuse University College of Engineering and Computer Science programs.  
Recruits students through lead channels, and builds a positive rapport with prospective students in the pipeline.  
Advises and assists students with options for their continuing education.  
Uses CRM to track progress of all student applications  
Implements recruitment and enrollment strategies to achieve enrollment goals.  
Hosts webinars to promote Engineer@Syracuse University programs.

#### Office of Student Activities and Involvement / Graduate Advisor

August 2017 - May 2018, University of Massachusetts - Amherst, MA

Served as direct advisor to the Academic Council, consisting of 106 Registered Student Organizations (RSOs).  
Advised and supported RSOs with student development, travel, funding allocation, event management, and training from Student Activities and Involvement (SAI), The Dean of Students Office (DSO), and other departments on campus.  
Oversaw the Academic Council executive board, planned and facilitated monthly mandatory council meetings.  
Provided regular training for student leaders in areas including but not limited to Bylaws, strategic planning, university governance, cultural competence, travel, and Title IX.  
Collaborated with all areas of Student Affairs and Campus Life (SACL) and academic affairs.

#### Student Bridges / Undergraduate Program Coordinator

November 2014 - July 2017, University of Massachusetts - Amherst, MA

Supervised 18 undergraduate staff members and 1 graduate student intern.  
Managed a \$165,000 Fiscal Year Budget allocated to the agency.  
Oversaw the Student Bridges Advisory Board and maintained all agency records.  
Collaborated with the Faculty Advisor, Graduate Student Coordinator, Development and Evaluation Assistant, and the SBAB to seek out and develop new funding sources for the agency.  
Created a proposal and secured funding for a full-time Program Director position to ensure long term agency success and sustainability.  
Acted as the primary liaison to the Student Government Association; produced any SGA-related memos, motions and/or funding requests; and provided regular updates to the SGA Senate and leadership.

Nia Jewell Leak, MD

**Summary:**

Experienced physician with a focus on addressing the needs of women in the inpatient and outpatient setting. More than 13 years of experience in hospital and clinic settings serving all communities, developing standards for quality and safety. Managed budgets, coordinated teams, served on committees, and engaged in teaching duties.

**PROFESSIONAL EXPERIENCE:**

**Howard County General Hospital, Columbia, MD** **10/01/2017-Present**  
**Director of Obstetrics and Gynecology**  
**Medical Director of Labor and Delivery**  
**Assistant, Professor, Johns Hopkins School of Medicine**

**Johns Hopkins Community Physicians, Columbia, MD** **11/2011-09/2017**  
**Obstetrics and Gynecology, Private Practice**

**Mary Center, Washington, DC 20009** **07/2008-09/2011**  
**Obstetrics and Gynecology, Attending Physician**

**Providence Hospital, Washington, DC 20017** **01/2005-11/2011**  
**Obstetrics and Gynecology, Private Practice, Hospitalist**  
**Clinical Attending, Howard University residents**

**EDUCATION:**

**B.S. Chemical Engineering, 1991-1995**  
University of Virginia, Charlottesville, Virginia

**M.D. 1995-1999**  
University of Maryland Medical System, Baltimore, MD

**Internal Medicine Residency, 1999-2001**  
University of Maryland Medical System, Baltimore, Maryland

**Obstetrics and Gynecology Residency, 2001-2005**  
Georgetown University, Washington, DC

**Masters of Business Administration candidate, 2018-2021**  
Johns Hopkins Carey School of Business, Baltimore, MD



## CURRICULUM VITAE

Name: Yvette Oquendo-Berruz

Languages: English  
Spanish (native speaker)

Employment History: CareFirst BCBSMD  
Medical Director, 06/2017-present

Chase Brexton Health Care – Columbia office  
Site Medical Director 12/2014- 08/2016  
Staff Family Physician, 12/2008- 04/2017

Potomac Physicians, P.A., 1989-2008  
Family Physician and Clinical Director,  
1990- 2008  
At Laurel Medical Center  
Laurel, MD 20723

Associate Medical Director, 1997-2004  
(Position eliminated in 2004)  
Baltimore, MD

Clinical Director, 1994-1996  
Glen Burnie Health Center  
Glen Burnie, MD

Clinical Director, 1992-1993  
Gaithersburg Health Center  
Gaithersburg, MD

Staff Family Physician, 1989-1990  
Severna Park Health Center,  
Severna Park, MD

Pentagon US ARMY Health Clinic, 1987-1989  
Staff Family Physician,  
Wash DC

Kirk US ARMY Health Clinic, 1986-1987  
Staff Family Physician  
Aberdeen Proving Grounds  
Aberdeen, MD

Education:

Agustin Stahl High School, 1975  
Bayamon, Puerto Rico

B.S. Biology, 1975-1979  
Universidad de Puerto Rico  
Mayaguez, Puerto Rico

MD Degree, 1979-1983  
Universidad Central del Caribe  
School of Medicine  
Bayamon, Puerto Rico

Graduate Training, 1983-1986  
Residency in Family Medicine  
University of Maryland Hospital  
Baltimore, MD

Board Certifications:

Family Medicine, 1986  
Recertification, 1992,1998,2004,2011

Professional Credentials:

Licensed by FLEX, 1985  
Medical License in Maryland, D0032753

Other Certifications:

National Manage Care Certification (NMCC)  
Dec 1, 1997-Dec 1, 1999

Fellow of the American Academy of Family Physicians  
1989-Present

Awards and Honors:

Academic Honors, Agustin Stahl High School, 1975  
Academic Honors, Universidad de Puerto Rico, 1975-1979  
Cum Laude, Universidad de Puerto Rico, 1979  
Cum Laude, Universidad Central del Caribe  
School of Medicine, 1983

ARMY Commendation Medal, 1989

ARMY Achievement Medal, 1991

Maryland Family Doctor of the Year, 2002

Pat Hatch Award, 2016

Professional Membership:

American Academy of Family Physicians  
Maryland Academy of Family Physicians  
Med-Chi

American Medical Association  
Association of Clinicians for the Underserved (no longer active)

Appointments:

Alternate Delegate  
AAFP Congress of Delegates, 2014 - Present

President  
Maryland Academy of Family Physicians, 2012-2014

Vice President of Western District, 2006-2010  
Board of Directors  
Maryland Academy of Family Physicians

Trustee of the Board – 2011-Present  
Maryland Academy of Family Physician Foundation

Secretary, 2004-2008  
Board of Directors  
Potomac Physicians, PA

Member, 1992-2014  
Pharmacy and Therapeutics Committee  
CareFirst Blue Cross Blue Shield of Maryland

State of Maryland Advisory Council on Heart Disease and Stroke Prevention, 2013-2014  
Appointed by Governor O'Malley

Community Service:

Trustee of the Board – Nov 2014- Present  
The Horizon Foundation of Howard County

Board Member, 2005-2009  
CONEXIONES  
Howard County, Maryland

Military:

Major  
US ARMY  
Active Duty, 1986-1991

Interest:

Long Distance Running:

Boston Marathon, 2009  
Marine Corps Marathon, 2001, 2002, 2005  
New York City Marathon, 2003, 2009  
Honolulu Marathon, 2004  
Paris Marathon, 2008

Sprint Triathlon:

Iron Girl, Columbia, 2012

The world we live in today seems like a neverending nightmare. My name is Myiesha Padder, a junior at Atholton highschool, a first-generation Kashmiri American, born to immigrant muslim parents. Having grown up as a person of color in Howard county, I've collected myriad experiences throughout the years. Although Howard county is known for its harmonious diversity, there is always room for improvement, and I would be honored to make Howard county a more inclusive and safe community for all.

I would like to serve on the task force mainly because of my ever growing passion for racial equity and equality. For as long as I can remember, I have always been fascinated by how much our current world gets away with. Due to unfortunate circumstances, many of my peers have finally opened their eyes to the blatant racism present in our world, however what they don't understand is that racism is far bigger than the revolting police brutality we witness every other day. I've concluded that racism is deeply entrenched in our societies, which is why I'm so driven to change it. Overall, I would make a good addition to the task force because of my unwavering dedication and interest for the cause.

Over the course of my formative childhood and early adolescence, I have gathered a number of experiences and skills that would be beneficial to the task force. During the summer of 2019, I had the opportunity to work with a non-profit foundation in Kashmir, where I taught children basic english, how to play the violin, and worked as a teacher's assistant. Throughout my 3 months of volunteering, I built upon my organization skills by creating and teaching lessons in innovative ways, I strengthened my communication skills and despite the language barrier, I was able to effectively communicate with students K-8th grade, and I developed my teamwork skills, by working closely with teachers and administrators to improve the experience for students.

I am able to work exceptionally well with people regardless of any national, regional, social or economic or at times even linguistic barriers.

For the past 2 years at Atholton, I have been the vice president of my class. With this position, I successfully represented my class, heavily improving my leadership skills. I also enhanced my professionalism, by being one of the joining forces between my class, and the administrators.

In 2017, I earned my black belt in Jiu-Jitsu after 5 years of practice, a humble testament to my dedication towards everything I undertake. There were definitely some tough times where I wanted to quit, however I persevered through it because once I start something, I'm committed to make it come to fruition.

Lastly, my goals and aspirations fit well within the public health and environmental work group. I have grown in and around an extended family of doctors and I aspire to be a medical professional myself, ideally work in the public health department and administrative aspect of advocating inclusive and unbiased health care policies.

In conclusion I want to reiterate my passion for justice and equality to prevail everywhere, start changes big and small into motion, starting with our very own county.

September 14, 2020

Dear Councilmembers,

I am writing to express my interest in serving as a member of the Howard County Racial Equity Taskforce's Public Health and Environmental Policy Working Group. Having moved to Columbia in 1972 and benefitted from Wilde Lake's racially integrated, open-space neighborhoods and schools for all my K-12 years, I am deeply devoted to James Rouse's vision for community, where all people can thrive in connection with nature. In forming this Taskforce, Howard County is building on its bold history of intentional, structural work to shape a better future.

My husband and I chose to return to Howard County after graduate school to raise our three children here—where inclusive values helped shaped our own worldviews and where protected, safe green spaces were understood as vital infrastructure.

I currently serve on the board of directors of the Community Ecology Institute ([www.communityecologyinstitute.org](http://www.communityecologyinstitute.org)) and on the board of directors of the Columbia Housing Center ([www.columbiahousingcenter.org](http://www.columbiahousingcenter.org)). I was a member of Leadership Howard County's Premier Class of 2020 and from 2006-2011, I served on the board of directors of the Howard County Mental Health Authority. My background includes an MD from the University of Maryland School of Medicine and a Ph.D from the University of Pennsylvania, where my doctoral work focused on American social and medical history. From 2006-2016, I served as the executive director of the National Physicians Alliance.

Thank you for your consideration and for your commitment to advancing racial equity in Howard County.

-Jean Silver-Isenstadt

I'm an optimist, it's something that has allowed me to strive for better in life and is also what gives me hope that this Racial Equity Task Force *will* succeed and allow centuries of injustices to begin being corrected. My name is Isabella Battish, and I'm a senior at Marriotts Ridge High School. I have lived in Howard County for about 3.5 years now, but it's a place I feel a true sense of attachment to. I have flourished in Howard County, and it's a relatively diverse and progressive county which has given me pride. However, it is far from perfect. Our county is not untouched, by any sense, of the racism and prejudices that plague the nation, and it can easily be seen. The divide in our county is deep, but I know it can be remedied. It will take work though. Hence the reason a Racial Equity Task Force is *needed*. Ever since I've been aware of the issues within our country, I have been passionate about them, and have wanted to do everything I possibly could to correct these injustices. This passion has taken me to government based classes, a dream career in government, and organizations and clubs that have allowed me to direct my passion in a policy oriented direction; from being a member of the March For Our Lives Maryland policy committee to being the Vice-President of GirlUp MRHS and Event Director of GirlUp DMV, my knowledge of how directly policy affects people is vast, though it's still growing, I hope to take that knowledge into action and make Howard County the better place it deserves to be.



To: County Council of Howard County, Maryland

From: Chief Executive Officer of Howard County Association of REALTORS®, Jessica Coates

Date: September 17, 2020

Subject: Statement of Interest and support for Council Resolution 142-2020

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Dear Howard County Council,

I am honored to share my support for Howard County Resolution 142-2020, to establish a Racial Equity Task Force to study racial inequities and disparities in Howard County, that will eventually recommend legislative action to close the many racial disparities in our community. For the last two years, I've served as the ***Chief Executive Officer with the Howard County Association of Realtors® providing continued education, professional development, and advocacy for over 2,100 Real Estate Professionals within the Howard County region.*** For the past ***15+ years I've successfully advanced in the real estate industry of association management and governmental relations by promoting initiatives for home ownership, raising awareness in Fair Housing, and the protection of private property rights.***

As a Real Estate Association Professional, I am committed to providing education and resources for REALTORS® to uphold fair housing laws as well as promoting the importance of offering equal professional services to all who seek home ownership. These core professional values are more than a list of dos and don'ts, rights and penalties, and mandatory continued education. Fair Housing protects our livelihood and business as REALTORS® and depends on a free, open market that embraces equal opportunity. This aligns directly with the mission and vision of the Racial Equity Task Force that will strive for solutions to promote a more equitable and inclusive county specifically in land-use and housing policy. It is important to engage community stakeholders and partners in this open dialogue to improve racial and cultural understanding and relations, acknowledge uncounscious biases, and enhance the quality of life for every person in our community. That's why I was elated to accept the invitation to participate, and if passed, I would proudly serve as Chair of the Land-Use and Housing policy subgroup. Please feel free to contact me at [jessica@hcar.org](mailto:jessica@hcar.org) or I can be reached at 205.401.6664 for any additional information.

*Chief Executive Officer, Jessica Coates*

Howard County Association of REALTORS®

## EXECUTIVE CAREER PROFILE

Highly qualified **Chief Executive Officer with over 15 years of association management and governmental relations experience.** Niche in successfully **leading associations with a high-performance drive and establishing core values in an effort to protect private property rights, and promote home ownership.** Serves members, employees, team members, communities and stakeholders by engaging with them in a **positive way and building productive work relationships.** Servant-leader who thrives in **developing staff as well as leading and empowering.** Innate ability to **network, create relationships and develop relationships with members and assist them with resolving issues. Encourages and supports creativity and takes mistakes as learning opportunities.** Strong ability to recognize and define the root cause of an issue. Works extremely well and professionally in urgent situations.

## CURRENT ROLE

HOWARD COUNTY ASSOCIATION of REALTORS®  
CHIEF EXECUTIVE OFFICER

2018 to PRESENT

### EXECUTIVE SUMMARY

- Provides **executive management services for HCAR. Responsible for the Board of Directors and ensuring that effective conduct is administered in relation to the affairs of HCAR.** Recommends and participated in setting the mission, goals, objectives and related policies of HCAR. Works closely with President of the Board and elected leaders to ensure the goals and budget of HCAR are achieved.
- Manages a **\$780,000 budget by operating within approved budget, ensuring that all funds, physical assets, investments, and other HCAR property is appropriately safeguarded.** Exercises control of budget and all arrangements to meet financial obligations. Collects dues and terminate delinquent memberships as directed by the Board of Directors.
- Establishes **sound organization practices and structure for HCAR Staff team and administration.** Maintains **effective relationships.** Directs and coordinates all approved staff programs, projects and major activities.

## JESSICA COATES, RCE, CIPS, EXECUTIVE PORTFOLIO

### PERFORMANCE INITIATIVES

- **Increased RPAC contribution participation by 15%, increased advocacy awareness, recruited 17 new RPAC major investors to date (2020) and put the association on target** toward exceeding reaching the 2019 Annual Fundraising RPAC goal. This was accomplished by **Hosting 4 impactful RPAC events and launching a bi-monthly RPAC newsletter and incentive program.**
- **Hosted the 1st Education Conference & Expo with over 335 REALTORS® and Affiliate attendees and 40 local vendors across the region.** This opportunity provided value by offering over 15 different CE and Elective Courses as well as several industry specific experts.
- **Increased CE, Designation and Non-CE Elective options for members.** Hosted: SRS, RENE, ABR, PSA, MRP designations. Offered (2) Free Mandatory CE Courses to Members As a result **663 HCAR members** have taken advantage of the free mandatory classes We also **exceeded our 2019 revenue projections of \$27K and have collected \$30K+** from a combination of online and HCAR hosted classes.
- **Opened HCAR's 1<sup>st</sup> REALTORS® store onsite** with over 75 items on display. As a result, we generated **close to \$6K in sales to HCAR members.**
- **Hosted the 1<sup>st</sup> HCAR membership appreciation week** that included discounted CE courses, free shredding services, lunch all week and giveaways for members each day.
- Launched a diverse FREE quarterly Broker and Manager Breakfast Series **to promote Association benefits**, discussion of hot industry topics and hosting community stakeholders as guest speakers.

### STRATEGIC INITIATIVES

- Managed the successful execution of **95% of the HCAR 3-year 2018-2021 business strategic plan in less than 2 years.**
- Conducted a **critical staff analysis** to ensure proper fit for employee/position fit, fair compensation and benefits, as well as promote team work, improved office culture and morale, recruit and hire for the new position – Communications and Marketing Manager.

## JESSICA COATES, RCE, CIPS, EXECUTIVE PORTFOLIO

- **Surveyed members** to identify trends, issues, and interest pertaining to membership in HCAR.
- **Increased Association resources for New Members by initiating monthly rookie roundtable events for new agents and affiliate members.**
- **Increased visibility** by initiating Lunch N Learn classes and New Member Orientation

### **AWARDS AND RECOGNITIONS**

- HCAR was **awarded the National Association of REALTORS Triple Crown Award for Achieving 160% of its local goal.**
- HCAR was awarded over \$15k in RPAC fundraising and Major Investor recognition events grants from the National Association of REALTORS
- HCAR was **awarded a \$10,000 Housing Opportunity Grant from the National Association of REALTORS**
- Appointed as the **2021 NAR Chair of the National Association** of REALTORS AE YPN Forum Committee
- Appointed to the **FY21 Howard County Spending Affordability** Advisory Committee
- Appointed to the **Maryland REALTORS Issues Mobilization** Committee 2019-present
- Appointed to **Maryland REALTORS Global Business** Committee Member 2020 - present

### **COMMUNITY PARTNERSHIPS/RELATIONSHIP BUILDING**

- **Launched the 1st Howard County Women's Council of REALTORS® network in over 20 years by partnering with the Women's Council of REALTORS® of Maryland.** This partnership advances women as professionals and leaders in business, the real estate industry and the communities they serve.

## JESSICA COATES, RCE, CIPS, EXECUTIVE PORTFOLIO

- **Launched HCAR's 1<sup>st</sup> 501c(3) Charitable Foundation called HCAR Cares** Inc.to provide the Community with Opportunities to raise Awareness and to Reach, Enrich and Support those in need.
- **Partnered with the Consumer Credit Counseling Services of Maryland and Delaware** to provide monthly HUD approved online and in-person first time homebuyer seminars. **HCAR has hosted over 300 consumers since the Housing Opportunity Initiative launched in November 2019.**

### Career History

**Birmingham Association of REALTORS®**, Birmingham, AL  
**VP of Government and Community Affairs**

**2015 to 2018**

**Lead and managed the government and community relations functions of the Birmingham Association of Realtors®.** In consultation with Association Executive, plans and executes a comprehensive, proactive government affairs strategy advancing the Birmingham Association of Realtors® mission and goals with local, regional, state, and federal elected officials. Serves as the Birmingham Association of Realtors® principal liaison to elected officials at all levels.

#### *Key Accomplishments*

- Created and executed **all RPAC fundraising events and education initiatives for the Association.**
- Represented coordinates and implements **the association's public policy agenda and legislative interests in the Central Alabama – Birmingham Metropolitan Region.**
- Built **lasting relationships with State Legislators, and lobbied County Commissions, City Councils, and School Boards on behalf of the Realtors®**
- Served as staff liaison to the **Government Affairs Committee, Central Alabama Global Alliance Committee, Presidential Inaugural Committee, and to the Silent Angels of Alabama (Associations Benevolent REALTORS® Fund**
- Participated in **Economic Development trips with State and County EDO as a resource for negotiating direct foreign investors to consider the region for job creation and Real Estate opportunity**

## JESSICA COATES, RCE, CIPS, EXECUTIVE PORTFOLIO

### **Birmingham Association of REALTORS®, Birmingham, AL** **Executive Assistant to CEO**

**2014 - 2015**

Managed day-to-day operations *of Executive Offices, Executive Officers, and Board of Directors. Organized and maintained agendas and minutes of Executive Committee and Board of Directors.* Planned and Coordinated meetings and appointments for CEO and Executive officers. Prepared and edited correspondence, reports, and presentations as requested from CEO, Staff, Committee Chairs, and BAR Executive Committee Members. *Represented CEO and Executive Officers at events, conferences, and meetings in their absence.*

#### *Key Accomplishments:*

- Certifications in: Mediation, Professional Standards, Ombudsmen
- NAR Grant Writing
- NAR RCE Virtual Study Groups
- Served as Staff Liaison to the BAR Government Affairs Committee, which entailed coordinating, planning meetings, coordinating guest speakers and partnering with Lobbyist on research/special issues
- Applied, received, and managed NAR Grants for RPAC Fundraising and Placemaking
- Managed and composed Core Standards Report for the Association 2015-2016

### **Campaign Manager, Jefferson County, AL.**

**2001 – 2014**

#### ***Campaign Manager Jefferson County Municipal Campaign's***

*Coordinated all campaign operations and managed candidate's calendar, appearances, execution of strategy, media and outreach activities.* Represented candidate in public forums. Built relationships with constituents and optimized multi-disciplinary campaign efforts.

### **Jefferson County Commission, Birmingham, AL** **Administrative Analyst**

**2005 - 2012**

Served as a *Human Resources Analyst in the Roads & Transportation Department.* Conducted reviews of applications to determine if minimum qualifications met. Coordinated and Conducted monthly. Structured Interview employee training for all Hiring Managers. Conducted personal training for Jefferson County Commissioners and Staff on Consent Decree requirements and Structured Interview Training. Reviewed and approved Structured Interview Process candidate recommendation submissions from hiring managers. Responsible for building relationships with diverse agencies to create awareness of the equal job opportunities available within the organization.

## JESSICA COATES, RCE, CIPS, EXECUTIVE PORTFOLIO

### EDUCATION

**The University of Alabama at Birmingham**

Bachelor of Science (Political Science)

### COMMUNITY SERVICE

- The *Junior League of Baltimore 2018 – present*
- The Junior League of Birmingham – Member Volunteer
- The Coalition of 100 Black Women - Member Volunteer
- Leadership Hoover - 2017 Class
- Board Member – Norwood Resource Center
- Board Member – National Association of Hispanic Real Estate Professionals, Central Alabama Chapter

Howard County Racial Equity Taskforce  
Statement of Interest  
Jonathan Edelson

I have lived in Howard County for 18 years and have been an active member of the community. I served four years on the board of directors of the Stevens Forest Elementary School PTA and am in my seventh year serving on the Oakland Mills Community Association board of directors. I also volunteer with organizations and efforts to address opportunity gaps among Howard County residents. All of this has provided me insight into equity challenges in both my community and the broader county.

I am interested in serving on the Racial Equity Taskforce because I am concerned about growing inequities nationally and right here in Howard County. I have spent years studying the relationship of housing policy and education policy, including how they intersect to create and widen opportunity gaps. I recently reviewed an Association of Community Services analysis of housing in Howard County, and I am concerned that while Howard County has become more diverse over time, that diversity has not necessarily been inclusive.

For example, nearly half (47%) of Black residents of Howard County rent rather than own. Over a third (38%) of Hispanics rent, and over a quarter (28%) of Asians rent. By contrast, fewer than one in five (19%) Whites rent, rather than own. The availability of rental properties is not evenly distributed across the county. Therefore, while the county overall may look more diverse now than ever before, the reality is the opportunities are more limited for some racial and ethnic groups.

This likely correlates with the limited availability of affordable housing in Howard County and its limited distribution beyond parts of Columbia and the eastern Route 40 and Route 1 corridors. For example, half of the Clarksville regional planning district population earns \$200,000 or more, while only 9 percent earns less than \$60,000. By contrast, 14 percent of the Columbia regional planning district earns \$200,000 or more and 24 percent earns less than \$60,000. Elkridge and Laurel have numbers similar to Columbia. When examined by race and ethnicity, it is unfortunately not surprising that 31 percent of Howard County's Black residents and 26 percent of Hispanic residents earn less than \$60,000, while only 19 percent of White residents earn less than \$60,000. On the other end of the spectrum, only 12 percent and 15 percent of Black and Hispanic residents, respectively, earn greater than \$200,000, while 25 percent of Whites and 27 percent of Asians earn greater than \$200,000.

Statistically, Howard County is more diverse than ever. Unfortunately, diverse does not mean equitable or inclusive. I am interested in joining the Racial Equity Taskforce to help ensure Howard County can be more than just a diverse county and can become a county where greater opportunities are available to those who have not historically had the same opportunities as many of their neighbors.





## Howard County Racial Equity Task Force

### Personal Statement

**Peter Engel**

**Executive Director, Howard County Housing Commission**

In 1966 the ACLU filled a suit alleging that the Chicago Housing Authority had systematically and explicitly segregated public housing since its inception in the 1930s. *Dorothy Gautreaux v. Chicago Housing Authority* ultimately resulted in a consent decree that acknowledged the segregationist practices in public housing and a series of remedies designed to provide new opportunities to the Black Americans who were discriminated against.

*Gautreaux* demonstrated just one of the many ways that government at all levels, along with the private sector, have used housing and land use policies over decades, to intentionally discriminate against under-represented, non-white communities. While red-lining is the most well-known example, injustices have been perpetrated through private covenants, road and transit projects, urban renewal, and zoning. Many of these policies also exacerbated the nation's wealth gap. A home is often the primary source of wealth for families. A home can be used to finance education, backstop a small business, or provide a comfortable retirement. Since people of color were frequently limited in their housing choices or denied homeownership altogether, they have been systematically deprived of the value of home appreciation – and the chance to create family wealth that lifts future generations.

With this perspective, I would be honored to serve on Howard County's Racial Equity Task Force. I have spent my career working for the creation of housing opportunities for low and moderate income people. In Maryland, as in much of America, for many historical reasons, people of color are over-represented in this group. I have worked on housing mobility programs, which are one of the standard remedies for public housing segregation cases. I contributed to the resolution of two fair housing actions and advanced other efforts to promote fair housing. I first wrote about *Gautreaux* in the early 1990s, noting the advantages for Black public housing residents when moving to areas of opportunity. I have not previously had the chance to work directly on land use issues and would very much like to be a part of Howard County's exploration of its past and journey to its future.

As the Executive Director of the Howard County Housing Commission I have a unique view of the County's housing status. The Commission works directly with the County's lower income population, including people who would otherwise be homeless. At the same time, we are involved in the multifamily real estate business, which allows us to see the perspective of property owners, lenders, and other groups in the industry. We work in a wide variety of County neighborhoods providing a broad view of the current position. I have experience with boards and task forces and look forward to working with a large, diverse group to craft a consensus set of recommendations to guide the County's approach to land use and housing issues.

We are at one of the all-too-rare moments in our nation's history when we are able to clearly see the inequities of our past and present. It is important for the County to seize the opportunity and set a new course, one that would break down the barriers to achieving truly fair housing. I would very much like to be part of that effort.

**Suzanne Haley, Statement of Interest** (Howard County Racial Equity Task Force 2020)

Suzanne Haley, is the CEO of S. Haley & Associates, LLC through which she is co-founder of *Changing the Lens* a community building movement that guides people to examine truth, awaken empathy and activate as courageous citizens.

For more than 30 years she has been championing equity with her unique brand of leader development and team building in Howard County, working with students, parents, community members and professionals. Suzanne brings multi-disciplinary research, professional communications and facilitation skills, empirical data and the compassion of a master storyteller to the complex realities needed to guide individuals and teams toward strategic culture shifts that yield quantifiable and sustainable results.

As a Howard County resident, Suzanne is on the ground and in the trenches with and for the people of our community, navigating challenges and obstacles directly related to matters of equity, exclusion and in some instances survival. She understands first-hand, the complexities of our county, including the intersection of racism, and inequitable housing.

Suzanne's passion is to inspire, equip and enlighten individuals and organizations. Her professional sensitivity and compassionate approach in addressing issues of equity and justice have made her a much sought after speaker, facilitator and consultant in Maryland and around the country. She believes this initiative to be a worthy undertaking, a movement that will awaken new perspectives and stimulate bold/transformational thinking that will lead to individual and systemic change in Howard County.

A graduate of Morgan State University with a Bachelor of Science in Psychology, Suzanne and her husband Paul moved to Howard County in 1984 where they have raised their 4 adult children. Her life experience, historic cultural enlightenment, and personal conviction continues to energize her to do the work of compassionate truth sharing, racial healing, and culture transformation through community building.

Ian Kennedy  
Statement of Interest  
Howard County Racial Equity Task Force  
Housing and Land-Use Policy Subgroup

Please accept this statement of interest for my involvement with the Housing and Land-Use Policy Subgroup of the Howard County Racial Equity Task Force.

My interest and experience in housing and land use matters go back nearly two decades and includes many roles and perspectives, such as journalist, student, advocate, policymaker, and Housing Commissioner. Underlying these experiences and interest is a personal belief that all of us deserve a safe, stable, and healthy home and that it is the foundation upon which one can pursue their passions, hopes, and dreams for themselves and their families.

Early in my adult life, my assumption was that everyone shared this view—namely, that as a society, we recognized the foundational significance of housing in the lives of everyone. But through challenging experiences, I have come to see my naiveté for what it is and now understand that the effort of creating and expanding housing opportunities to serve all residents of our community is an uphill battle.

For too long, our conversations about land-use and housing policies have been one-sided, or at least dominated by one side, that being the side of the “existing” communities. The fundamental premise of Euclidian zoning—the foundation of our land-use policy framework—is exclusion—keeping out certain uses from certain zones for the benefit of those living in those zones.

This exclusionary foundation has led to *de jure* and now *de facto* segregation by race and by income. Attempts to address persistent inequality and segregation in our communities will continue to fail until we examine and dismantle the “baked-in” disparities and injustices.

There is a better way of creating housing opportunities and developing (or re-developing) land than what we currently have. There is a more enlightened path, one that recognizes the one of the most fundamental roles of society: to create space for the next generation to thrive as we have done. This role has taken on added importance in an age of climate change and resource scarcity, and if we are unable to confront the injustices in our housing and land-use policies, we doom our community, and our world, to a future that is worse than what we inherited.

I have spent much of my adult life fighting to create housing opportunities for people of all incomes, races, ethnicities, and backgrounds, and serving on this Task Force would be a continuation of a life’s work and passion of mine.



September 17, 2020

**Vonda J. Orders**

Dear Councilwoman Rigby and Councilman Jones:

Thank you for the opportunity to serve on the Racial Equity Task Force for Howard County. I am a long-time resident of Columbia, Maryland. My family first moved to Columbia, Maryland in 1978. As an African-American man raised in Arkansas in the 1940s, my father was very proud to be able to buy a single family house in the new planned community of Columbia, Maryland, although my mom always says it was her idea. Columbia offered my brother and me wonderful opportunities and the chance to grow up in a much more diverse community than my parents grew up in.

So I am excited about this unique opportunity to look at land-use and housing policy in Howard County through a racial equity lens. I have always believed good housing policy is fundamental to building stable neighborhoods and that homeownership is one of the most important ways that government can help individuals build wealth. These are issues that have been important to me and have guided my career in the public and private sector. Thank you again for the opportunity to work on these issues.

Sincerely,

*Vonda J. Orders*

Vonda J. Orders



**Vonda Orders** focuses her practice on affordable housing finance and commercial real estate transactions. She has experience representing non-profit developers, government agencies, banks and investors in all aspects of affordable housing development and finance. She was the first General Counsel for the DC Department of Housing and Community Development. She has extensive experience advising government clients on regulatory issues concerning affordable housing development and operations.

#### **Education/Bar Admission**

- University of Maryland School of Law, J.D., with Honor
- University of Maryland, College Park, B.A. in Journalism
- Admitted to the Maryland and DC bars

#### **Selected Recent Transactions**

- Represented a Maryland public housing authority in the self-development of the conversion of a public housing property into a 72 unit affordable senior rental housing project financed with Freddie Mac enhanced long-term bonds, fully collateralized short-term bonds, low-income housing tax credits, and project based vouchers.
- Represented a non-profit organization in the District of Columbia in a joint venture to redevelop a portion of the former St. Elizabeth's Hospital campus using tax-exempt bonds, low-income housing tax credits and local rent supplement program to finance a 252-unit affordable housing project located in 7 buildings.
- Represented a non-profit organization in the District of Columbia, with a focus on providing services to homeless women, in a joint venture to develop a supportive housing project using 9% low-income housing tax credits.
- Conducted a compliance review of a HOME-funded rental-housing program and developed form documents for a non-profit housing developer and supportive services provider.

#### **Major Prior Work Experience**

- Chief Program Officer, DC Department of Housing and Community Development, 2015-2018
- General Counsel for DC Department of Housing and Community Development, 2009-2015
- Assistant Attorney General, DC Office of Attorney General, 2008-2009
- Associate, Gallagher, Evelius, and Jones, LLP, 2002-2008

#### **Speaking Engagements/Publications**

- Moderator, "Adventures in Small Agency Repositioning: Working through the Streamlined Voluntary Conversion Process," National Association of Housing and Redevelopment Officials (NAHRO) Online: 2020 Summer Conference, July 23-24, 2020
- Moderator, "Soup-to-Nuts: Preservation Strategies, Structures, and Financing," 2019-2020 Training & Capacity Building Series, Housing Association of Nonprofit Developers (HAND), April 14, 2020
- Moderator, "Is It Eligible? Using Federal Funds for Deferred Maintenance," 2019 National Association of Housing and Redevelopment Officials (NAHRO) Summer Conference, July 10-12, 2019, Boston, Massachusetts
- Moderator, "Community Economic Development and HUD Post-2017," American Bar Association Forum on Affordable Housing, May 24-26, 2017, Washington, DC
- Panelist, "DC Long-Term Housing Affordability Roundtable," Urban Institute, September 7, 2016, Washington, DC

- Panelist, “Updating the Affordable Housing Toolkit: MPDUs and Beyond,” Affordable Housing Conference for Montgomery County, May 4, 2015, Bethesda, Maryland
- Presenter, “Inclusionary Zoning: The Past, Present and Future of the District’s Affordable Housing Program,” Real Estate, Housing and Land Use Section of the District of Columbia Bar, April 2, 2014, Washington, DC

**Community and Professional Activities**

- Program Committee Board Member, The Housing Association of Nonprofit Developers
- Member, D.C. Bar District of Columbia Affairs Community
- Vice-Chairperson and Board Member, The Columbia Housing Center
- Board Member, District of Columbia Board for the Condemnation of Insanitary Buildings, September 2015- March 2018, Washington, DC
- Exemplary Service Award, DC Office of Attorney General, 2013

## Taneeka Richardson

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### **EDUCATION**

#### **Masters of Public Health, Public Health Practice and Policy**

**August 2016**

University of Maryland, School of Public Health  
Overall GPA 3.5

#### **Bachelor of Science, Community Health**

**December 2012**

University of Maryland, School of Public Health  
Overall GPA 3.0

### **WORK EXPERIENCES**

#### **State Policy Fellow (Full-Time)**

**May 2019-Present**

Sponsored by the Centers on Budget Policies and Priorities  
Baltimore, Maryland

- Plan and execute original research and analysis on the state's housing budget, health care and housing policy, and related topics.
- In cooperation with senior staff, assist with planning and coordinating MDCEP's research agenda.
- Communicate research findings, policy recommendations, and other information through effective written materials, graphics, and presentations.
- Collaborate and engage with internal and external partners on research and other activities to advance MDCEP's mission.
- Draft reports, blogs, and testimony in support or opposition of legislation.

#### **Post Move Counselor (Full-Time)**

**September 2016-May 2019**

Baltimore Regional Housing Partnership  
Baltimore, Maryland

- Provided motivational counseling to participants regarding housing search methods and utilizing community resources.
- Conducted home visits in alignment with targeted schedules.
- Made appropriate referrals for needed services to help remove barriers to a successful mobility move (i.e. credit repair, security deposits assistance and furniture referrals ).
- Assisted families with needed transitions before and after their move, including help in locating schools, churches, child care, employment, social and medical services.
- Assisted in voucher briefing workshops and coordinated with senior staff the Request to Move Process.
- Maintained required records of counseling services provided, and the referrals made for each family.

#### **Primary Care Case Manager (Full-Time)**

**September 2015- August 2016**

AmeriCorps Community Health Corps  
Chase Brexton Health Care  
Glen Burnie, Maryland

- Provided a wide range of case management and outreach services to patients and families including comprehensive assessments, linkage to resources, planning, monitoring, crisis intervention, supportive counseling, and coordination with other team members
- Completed assigned triage and clinic duties in thorough, timely, and accurate manner
- Performed comprehensive intake assessments and completed all necessary documentation duties
- Provided supportive counseling for patients and families as per CBHC policy

#### **Community Liaison (Full-Time)**

**January 2015-June 2015**

AmeriCorps VISTA

Enterprise Community Partners

Baltimore, Maryland

- Facilitated a partnership between Eutaw Mashburn Elementary and Metro Delta Head Start Centers
- Set up meetings and exchange information about kids transitioning from head start to Eutaw Marshburn Elementary
- Researched best practices about child development and expectations to help children transition from head start to kindergarten
- Aligned head start curriculum to Eutaw Mashburn curriculum
- Enrolled parents in Parent University and B'more for Healthy Babies
- Collaborated with Kennedy Krieger Foundation to implement mindfulness practices into head start curriculum
- Created policies that will increase program enrollment within early head start programs

**Neighborhood Food Advocate Coordinator (Full-Time)**

**July 2014-December 2014**

AmeriCorps VISTA

Baltimore City Health Department; Baltimarket Program

Baltimore, Maryland

- Recruited and trained 15 community volunteers to operate the virtual supermarket program in their community
- Created a volunteer training manual to teach volunteers the policies of the program as well as to show them how to operate the program from their community site
- Cultivated community relationships by holding monthly meetings within each targeted area proposed for the program
- Planned and coordinated monthly meetings for the Baltimore Food Justice Committee
- Attended health fairs and other outreach events to promote the program

**Community Organizer (Full-Time)**

**January 2014-July 2014**

AmeriCorps

Civic Works; The Baltimore Energy Challenge

Baltimore, Maryland

- Reported to the Schools and Neighborhoods Outreach Coordinator who oversees the schools and neighborhood outreach efforts
- Taught energy conservation education in Baltimore City public schools
- Prepared educational materials and packets that were distributed to Baltimore City residents
- Carried out educational activities designed to teach residents about behavioral change to achieve energy savings at home
- Engaged school and community leaders through direct contact, tabling at events, canvassing and giving presentations
- Recruited and trained neighborhood Energy Captains who asked neighbors to sign our Pledge to conserve energy
- Inputted data about and called those who signed the Pledge and received other program services.
- Canvassed neighborhoods to talk with residents to promote the program
- Planned and coordinated events with local community organizations and program staff
- Compiled grant reports for all schools apart of program

**Wellness Processor (Full-Time)**

**September 2013-December 2013**

Maxim Healthcare Services

Columbia, Maryland

- Assisted with the processing of consent forms for the company's national flu program
- Provided timely billing of corporate clinics and insurance claims
- Actively provided collection of corporate and insurance accounts receivable
- Assisted the flu team with processing the flu paperwork packets



- Conducted daily audits of flu packets processed to ensure minimal errors

**Home Health Aide (Part-Time)**

**September 2013-December 2013**

**Senior Assist, LLC**

**Ellicott City, Maryland**

- Provided personal care to patients such as bathing, grooming, dressing and ambulation
- Assisted the patients with medication compliance through medication reminders
- Provided diabetes and incontinence care to patients
- Monitored skin integrity for wounds on patients
- Accompanied the patients to doctors' appointments, hospitals, errands and shopping

**Cashier (Full-Time)**

**January of 2004 -September 2007**

**McDonalds**

**Laurel, Maryland**

- Politely greeted all customers whom came into the store and the drive thru window
- Received orders from both the counter and the drive through window
- Marketed current promotions
- Assisted with the cleanliness of the restaurant
- Promptly served customers in a timely fashion
- Counted all transactions correctly to insure that the money in the cash register matched with the store's computer file at the end of my shift
- Assisted in the training of new employees

**Cashier (Full-Time)**

**July 1999 -January 2004**

**KFC**

**Glenburnie, Maryland**

- Politely greeted all customers whom came into the store and the drive thru window
- Received orders from both the counter and the drive through window
- Marketed current promotions
- Assisted with the cleanliness of the restaurant
- Promptly served customers in a timely fashion
- Counted all transactions correctly to insure that the money in the cash register matched with the store's computer file at the end of my shift
- Assisted in the training of new employees

**VOLUNTEER EXPERIENCES**

**Advisory Board Member**

**January 2014-September 2016**

**Baltimore Regional Housing Partnership**

**Baltimore, Maryland**

- Advisory board member of the organization that oversees the Baltimore Mobility Housing Program formally known as MBQ

**Elect Vice President/Secretary of Parent Policy Council**

**September 2014- June 2016**

**Howard Count Head Start**

**Columbia, Maryland**

- A collective effort of Head Start officials, parents and community partners to discuss policy issues affecting local Head Start centers and vote on such issues.

**Health and Wellness Sub-Committee**

**March 2015- May 2015**

**Howard County Public School System**

**Columbia, Maryland**

- A collective group of school officials, teachers, parents and community partners to solicit feedback from schools and parents on the implementation of the Health and Wellness Policy 9090

**Graduate Fellow**

**June 2015-August 2015**

**Hispanic Serving Health Professions Schools**

**HHS Office of Minority Health**

**Rockville, Maryland**

- Assisted in the advancement of the national CLAS Standards, including outreach to consumers and the development of partnerships with private organizations and local government
- Conducted research to update existing e-learning courses in the Office of Minority Health Center for Linguistic and Cultural Competence in Health Care
- Assisted in the marketing of existing e-learning courses to health care providers and the development of new e-learning courses
- Participated in e-learning program evaluation and review and completed tasks associated with data collection from e-learning consumers
- Wrote memoranda to articulate OMH's position on reports, guidance documents and rules proposed by other HHS agencies
- Participated in internal departmental work groups and committees to develop public health policies, procedures and guidance
- Participated in the preparation of responses to requests for information by members of Congress and leaders of national advocacy groups

**Opportunity Collaborative Fellow**

**October 2014-May 2015**

**Baltimore Metropolitan Council**

**Baltimore, Maryland**

- A collective effort of governments, organizations, and community leaders to connect traditionally separate planning efforts and to develop new strategies to reduce regional disparities and improve the quality of life for all Maryland citizens

**Intern**

**August 2012 -December 2012**

**Healthy Howard, Inc.**

**Columbia, Maryland**

- Conducted community outreach, developed community relationships, and recruited providers and businesses to participate in the Healthy Howard program
- Assisted in the organization and facilitation of an award ceremony for providers in the program
- Created and manage data bases for the organization that consisted of listings of local resources that could be used as referrals for program participants
- Participated in project evaluation activities
- Assisted the Healthy Childcare coordinator and Healthy Schools coordinator with various activities to improve the health and wellness of children in Howard County

**PERSONAL AND PROFESSIONAL ACCOMPLISHMENTS**

**Speaker-** "Black Girls Matter Campaign" at Morgan State University

"Keynote speaker" at Howard Community College GED and External High School Diploma Ceremony

"Family Self Sufficiency Program" offered through Housing Authority of Baltimore City

"Baltimore Housing Justice Event" round table discussion and tour of affordable housing units

"Annie E Casey Foundation for the Aspen Institute" round table discussion focusing on the effectiveness of housing mobility programs for low-income families

**Interviews-** "Baltimore Sun"- December 2015

"Housing Mobility Program success"-October 2013

**AWARDS AND RECOGNITION**

**The Presidential Volunteer Service Award**

**July 2015**

- Gold Standard

**Golden Key International Honor Society**

**Spring 2015**

- University, of Maryland, College Park

**Dean's List**

**Spring 2009**

- University Of Maryland, College Park, MD

**Meritorious Scholar**

**December 2008**

- Baltimore City Community College

**Distinguished Scholar**

**Summer 2008**

- Baltimore City Community College

## **HERB SMITH**

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### **Professional Profile**

- Federal, State and Local Legislative Processes
- Campaign Management
- Network & Coalition Building
- Fundraising Development
- Field Director
- Advocacy/Grassroots Training

### **Electoral Experience**

#### **Howard County Democratic Central Committee (Elected)**

#### **Howard County , Maryland**

##### **Elected**

**June 26, 2018 -Present**

- The Howard County Democratic Central Committee (HCDCC) is the county branch of the Maryland Democratic Party. Twelve Central Committee members are elected to a four-year term by Democratic voters in the Gubernatorial Primary election.
- The members are elected to work directly in the trenches on behalf of the Party and to organize an ongoing presence in the county.
- Responsible for setting up precinct operations county wide ,coordinating with community organizations and working with county, state, and federal officials.

#### **Director of Strategy**

#### **Baltimore/DC/Maryland Region**

##### **Leadership for Educational Equity**

**June, 2017 - January 25 2019**

- Served as senior strategist for education groups in the Baltimore/Washington area.
- Lead members to engaged and move education policy that was more equitable for kids. This was done by either change of policy or more money to existing programs.
- Spearheaded an effort in our DC education group that led to an additional 4 million for after school programs, and the passing of the Student Fair Access act which puts limits on out-of-school suspension of students in kindergarten through eighth grade. In our Baltimore education group I led campaign that led to an additional 3.5 million for more teachers in the classroom and more support services.

#### **Deputy Campaign Manager**

#### **Virginia**

##### **Lieutenant Governor's Race**

**March, 2017- June, 2017**

- Served as primary political advisor for candidate.
- Assisted in planning strategy and over all messaging for the campaign
- Oversaw all political endorsements and outreach to stakeholders and elected officials.
- Managed our surrogate operations , union outreach and designed a political operation that included a constituency program, surrogate program, and neighbor-to-neighbor program.

#### **State Director / Washington, DC**

#### **Washington, DC**

##### **Hillary for America**

**July, 2016 - Nov, 2016**

- Managed a staff of 10 organizers, oversaw operation of over 2,000 volunteers, and managed seven offices.
- Responsible for overseeing the DC expansion state program. The expansion program was responsible for sending volunteers to knock on doors in Pennsylvania and to make calls into battleground states i.e. North Carolina, Virginia, and Ohio.
- Oversaw the call program, which was eventually made into a national call center program. The DC team sent no less than 400 volunteers to knock on doors in Pennsylvania every weekend from August to November, we also averaged over 60-70 phone bankers a night.

**Political Director**  
**Congresswoman Edwards US Senate Race**  
**July 5, 2015 - April 29 ,2016**

**Maryland**

- Served as state -wide political director for US Senate Campaign. Developed political plan that covered core constituency groups Latino, LGBT, Students, Veterans, business, and Unions.
- Built relationships with local democratic clubs , democratic central communities and elected officials around the state of Maryland that resulted in key endorsements for the campaign.
- Developed relationships with our union stakeholders and business community that resulted in more volunteers and money coming into the campaign.
- Successfully developed statewide souls to the polls program with different church organizations that resulted in over 40,000 early votes.

**Multiple County/Municipal races**  
**Senior Advisor**  
**July, 2013 -August ,2018**

**DC/Md/VA**

- Managed and developed program for multiple county races in the Baltimore/Washington and Virginia area.
- Developed overall strategy and development of campaign. I hired, trained staff, and managed consultants.
- Oversaw multiple 60,000- 130,000-dollar mail programs and managed a fundraising apparatus that raised between 60,000 -300,000 for multiple candidates.

**100,000 Homes Campaign /Zero -2016 veteran homelessness**  
**Campaign Director**  
**July 12, 2013 - July 1, 2015**

**Montgomery County**

- Organized and managed leadership teams as well as other county committees. Managed and supervised 300 volunteers deployed around the county in a national effort to identify homeless individuals.
- Worked with Public Affairs department to develop and deliver messaging for the media as well as internal and external constituents.
- Successfully lobbied County government to secure 646,000 dollars of funding for the campaign to secure housing for homeless individuals.
- Created newsletters and press releases, about the campaigns efforts and coordinated distribution with public affairs department.
- Maximized the use of existing and available housing and service resources from all levels (federal, state, and local) to create housing options for the most vulnerable residents in Maryland.
- Maintained existing and cultivated new relationships with elected officials, county department heads, and members of the business and Non-profit community.

**Maryland Dream Campaign**  
**State Field Director**  
**July 1, 2012 - July, 2013**

**Baltimore, MD**

- Developed relationships with key political player's opinion leaders, allied organizations and coalitions to build our base of support in the state.
- Coordinated with allied coalitions and staff to implement the field plan. Generated public awareness and support by engaging with grassroots and social media activist.
- Supervised each satellite office in respective region where I recruited, trained, managed staff, volunteers, and activists, to participate in grassroots activities such as door-to-door canvassing, phone banking and early voting.

**Nova Coalition**  
**Organizing Director**  
**September 25, 2011 -March 12, 2012**

**Fairfax,VA**

- Developed targeted field plan in minority precincts that turned out minority voters.
- Responsible for 70,000 dollar field budget and 20,000-dollar advertising budget.
- Managed and trained paid canvassers, phone bankers, and Organizers to successfully engage and turn out voters. Implemented, ran and designed advertising campaign that targeted minority areas

**County Council/Special Election**  
**Campaign Manager**  
**June 15, 2011- September 25, 2011**

**Prince George's County, MD**

- Managed Staff and volunteers with a goal of 2500 identified supports by GOTV.
- Identified key elected officials in the area for endorsements as well as local unions and newspapers.
- Coordinated with union organizations on outreach activities as well as member-to-member contact. Oversaw campaign budget and fundraising activities with 70,000 raised. Developed and implemented field and outreach plan with 90% of goal reached.

**Virginia Senate Caucus**

**Richmond, VA**

**Campaign Manager State Senate**

**Feb 2, 2011 –June 15 2011**

- Responsible for the initial set up, and development of campaign.
- Facilitated and coordinated outreach with local officials and grassroots activist in the area.
- Provided and implemented press plan to give the candidate maximum exposure and positive visibility.
- Managed staff members, volunteers, and consultants to carry out campaign plan. Managed campaign budget of 110,000 dollars.

**2010 Maryland/Coordinated Campaign**

**Clinton, MD**

**GOTV/Coordinator**

**August 1,2010 - December 9, 2010**

- Coordinated with Grassroots activist as well as public officials that maximized Get Out the vote efforts.
- Oversaw operation that had an 88% turn out rate and had a record number of minority voters turnout in targeted areas
- Managed field office and coordinated volunteers that had 100 shifts scheduled for Election Day. Implemented media and outreach plan that maximized exposure for candidate, elected officials, and surrogates.

**House of Delegates/ 18<sup>th</sup> district**

**Montgomery County, MD**

**Campaign Manager**

**February,9 2010 - September 15, 2010**

- Responsible for day-to-day activities and management of first time candidate.
- Created and implemented campaign plan that raised over 200,000 dollars.
- Updated and managed all campaign databases, oversaw paid canvass program, managed field staff, interns, and consultants.
- Served as a liaison between the campaign and state and local party officials.
- Created and implemented GOTV plan that resulted in over 100 volunteers and over 10,000 votes.
- Implemented issue-based mail program that increased turnout and name recognition for candidate.

**State Delegate Race**

**Fairfax County, VA**

**Field Director**

**July 09 - Nov 09**

- Created a field infrastructure utilizing current party infrastructure by identifying key community members to aid in Organizing, training, and volunteer recruitment.
- Created a volunteer voter outreach program, which included strong daily and weekly direct voter contact efforts, which resulted in, are campaigns increased productivity.
- Managed a 40,000 -dollar field budget that included a 20- person paid canvass program. Managed field office and staff 40,000-dollar field budget that included a 20-person paid canvass program. Managed field office and staff that was responsible for recruiting and implementing weekly volunteer canvass, managing phone bank locations, and managing GOTV operations for

**Gubernatorial**

**Virginia**

**Regional Field Director**

**December 09 -June 09**

- In charge of Regional county office for gubernatorial primary.
- Responsible for organizing in three magisterial districts in Fairfax County. Recruited, organized, and trained field staff and volunteers to maximize our everyday efforts.
- Created and managed phone bank program that made over 4,000 calls a day.
- Implemented various field strategies to recruit volunteers, maximize visibility for candidate, and improve area GOTV efforts.
- Organized community level activities to create precinct's level phone banks, as well as precinct level canvasses to increase are neighbor to neighbor team building

**Obama for America**

**Falls Church, VA**

**June 06 - Nov 08**

- Organizer in magisterial district in Fairfax County. Supervised voter contact efforts within this district.
- Recruited and trained precinct captains and volunteers in neighbor-to-neighbor grassroots organizing.
- Coordinated with local grassroots activists and party committee members on voter outreach and media events.
- Organized voter registration drives, door-to-door canvasses, phone banks and organizational meetings. Led voter registration drive at Northern Virginia Community college where over 6,000 students registered in 3-month period.

**EDUCATION:**

**Clark Atlanta University**

**BA Political Science**

**Atlanta, Georgia**

**Council Resolution 142-2020**  
**Statement of Intent**  
**Public Hearing: September 21, 2020**

Dear Councilmembers:

Thank you to Councilmembers Jones and Rigby for introducing this resolution, CR 142-2020, to create a Racial Equity Task Force to transform the future of Howard County. Racial equity has always been a need and 2020 has revealed an even greater sense of urgency to prioritize and incorporate racial equity into every level of systems and structures in our society. I am grateful for the opportunity to be considered for appointment to the Legislative Process Subgroup and am writing this letter to affirm my intent to be an active member of this subgroup.

Presently, I am the Policy Associate for the Association of Community Services of Howard County (ACS) and my work with ACS is a combination of local and State legislative advocacy and incorporating racial equity into ACS operations and programming. I have previously held positions as a social justice educator at one nonprofit that also prioritizes racial equity and, before that, as a full-time lobbyist in Annapolis for another nonprofit organization. Additionally, my educational background (bachelor's and master's degrees) in Social Work had a specialized focus on public policy, research, and nonprofit management, which can offer valuable perspectives to our desired outcomes on the Racial Equity Task Force.

Most importantly, what I have to offer is the sense of importance around and dedication to going further upstream to evaluate our legislative processes to help ensure that changes can actually happen in our County in an equitable way. Actually, after learning that a Racial Equity Task Force was forming, I asked Councilmembers Rigby and Jones if there would be a group expressly to evaluate County legislative processes because *how* we do things is just as important as *what* we do. Many of us recognize the specific role that legislation plays in determining equity and inequity in our society, so we know that policies need to change in order to bring about and maintain racial equity. At the same time, we must also evaluate and change the legislative processes themselves to make them equitable, otherwise we maintain systems that do not allow everyone to fully participate in shaping our society (even when the policies themselves may be equitable). Through my work, I have observed and experienced how written and unwritten policies and practices keep people out of participating in legislative processes, thereby excluding people from having a say in their own lives. I firmly believe that we will not reach racial equity if there is no equitable way for everyone to participate in the processes of achieving racial equity. It is imperative that we evaluate everything.

I ask that you pass CR 142-2020 and support the resolution's proposal to appoint me to the Legislative Process Subgroup of the Racial Equity Task Force. Thank you for your consideration.

Respectfully,  
Dana Davenport

**Lucas de Melo** is a consulting engineer in Howard County. He is also a part-time professor at Johns Hopkins University, where he received his PhD in 1999.

Since 2015, Lucas has volunteered with non-profit organizations in Howard County, particularly those devoted to advancing education and equity issues for the Latinx community. Through this work, it became apparent that there is a need to enhance the engagement of our community in the civic life of Howard County.

The Latinx population in Howard County is approximately 20,000 people and it is growing at a rate almost 3 times faster than the overall County population. Nonetheless, there is very little to no Latinx participation on County Council bills or in discussions at the Board of Education or at other County Boards. In 2019, Lucas was part of a group that presented a project at the Horizon Foundation's Changemaker Challenge with the objective to enhance Latinx participation in County activities. Although our project was not selected to receive a grant, we have continued to work towards this objective. Participating in Howard County's upcoming Racial Equity Task Force is an opportunity to advance discussions around this theme.



## **RASHIDA GEORGE, MSW**

***Self-motivated, dedicated leader with over twenty years of experience in Program Management, Juvenile Justice, Education and Human Service supervision and leadership.***

### **SUMMARY OF QUALIFICATIONS:**

- Nationally Certified Restorative Justice Practitioner
- Committed to Youth and Social Justice and Criminal Justice reform
- Committed to effective Social Work practice and Community Capacity Building
- Proven ability to lead, cultivate, and leverage the skills of team members to maximize program impact. Adept at clarifying complex information, monitoring activities, restoratively resolving issues, and continually identifying areas for enhanced efficiency.
- Effective use of research, data and available resources to determine best strategies to advance organizational objectives.

### **EDUCATION & CERTIFICATION**

**Graduate Certificate in Restorative Practices**, Fall 2020, IIRP, Bethlehem, PA

**Effective Restorative Circle Practices**, July 2017, IIRP, Evanston, IL

**Restorative Justice Trainer – Youth and Families in Crisis**, Washington, DC, 2016

**Project Management Professional Certification training-** December 2016, Herndon, VA,

**Advanced Certificate in Educational Administration & Leadership**, 2010, College of St. Rose, Albany, NY

**Master of Social Work**, 2004, Columbia University School of Social Work, New York, NY

**Bachelor of Arts in American History & Writing and Publishing** 1999, Middlesex University, London, England

**Licensed Clinical Social Worker**, License Eligible,

**Certificate in Counselling Children and Adolescents**, 1999, Heston College, London, England

**Certificate - Life Skills Instructor**, 2014, ARISE Foundation, Florida, United States

### **RELATED EXPERIENCE**

**Restorative Justice Coordinator**, Department of Youth and Rehabilitation Services, District of Columbia, September 2017-Present

- Responsible for agency-wide implementation of the Restorative Justice philosophy and practice
- Co-Chair and Project Lead for the Criminal Justice Coordinating Council for Restorative Justice- DC
- Strategic planning and program development
- Supervise and support agency Restorative Justice Team
- Leverage sibling agency partnerships and project collaboration

**Management and Program Analyst**, Department of Youth and Rehabilitation Services, District of Columbia, September 2015-2017

- Program planning and development for agency strategic plan
- Technical support for agency Directors
- Development of agency plan for Restorative Justice Practice and Community Engagement programs
- Networking and development of partnerships with community and local organizations to enhance program efficacy analyses
- Facilitate various inter-agency and community partnerships
- Develop and review division resources and publications
- Data analysis to support program improvement and develop effective supervision tools
- Training and manual development and revision for operational purposes

**Consultant:** Ministry of Gender and Justice, Ministry of Social Transformation and Telecommunications, Antigua, April 2014-March 2015

- Provided private consulting to both government and non-profit organizations around juvenile justice and social services reform and youth and community services of Antigua
- Developed and managed a counseling component for a European Union funded project for at-risk, low-income women and their families.
- Life Skills Coaching for young adults in a government funded technology program. Focusing on life transitions, risk identification and assessment, goal planning and resource connection

***School Social Worker & Site Administrator Euphrasian Residence: New York City Department of Education District 79, Residential & Detention Centers, Bronx, NY, October 2005 – July 2013***

- Supervised the daily operations of the educational department including safety issues, student transportation, scheduling, student engagement and discipline and general management responsibilities.
- Monitoring all aspects of programming including staffing, budgeting, curriculum development and supervision of 20 staff members. Establish and maintain program goals and outcome measures to determine success of each program component.
- Program evaluation and quality assurance
- Accountable for directing advisory staff, monitoring contractual obligations with community-based organizations, overseeing participant registration.
- Teacher supervision, evaluation and staff trainings and development
- Monitor student attendance and educational progress, provided counseling and conducted attendance outreach.
- Responsible for program budget and monitoring (site and department specific)
- Communication with legal and state agencies and stakeholders involved with individual student cases
- Provided crisis intervention, conflict mediation, and assistance for out-of-school issues
- Provided parent support and family and liaised with youth and family service departments
- Completed transition plans and recommendations for youth leaving who have completed the program
- Member of the discharge planning and clinical intervention teams

***Research Assistant & Family Therapist: The Vera Institute of Justice, Esperanza-Hope Program, New York, New York, November 2002 - October 2005***

- Provided counseling, crisis intervention, and intensive case management to court-involved youth and their families to help reduce recidivism rates within this group.
- Provided in-home counselling and various aspects of client services, including psycho-social assessments, family therapy using CBT and other interventions.
- Connected youth with employment, pro-social and educational opportunities
- Liaised with probation, juvenile justice and child and family service departments
- Compiled court reports for judges and legal personnel
- Identified community-based services and substance abuse counseling and treatment referrals upon discharge from juvenile facilities, residential centers and home.
- Facilitated pertinent staff trainings on topics including case management practices, youth development, team building, communication, and cognitive behavioral therapy.
- Conducted trainings and staff development around appropriate policy trends and changes
- Conducted weekly youth group and life skills workshops
- Attended school and or legal meetings on behalf of the clients and families
- Provided case management services to young adults pursuing their GED, college, and employment services, including vocational trainings, internships, and job placement.

**Educator:** *New York City Department of Education, BENJAMIN BANNEKER HIGH SCHOOL, BROOKLYN, NY, SEPT 2000-JUNE 2003*

- Teaching Global Studies Regents curriculum to juniors and seniors
- Facilitating weekend review sessions
- Formulating departmental lesson plans
- Working collaboratively with school college advisors, guidance and administration personnel
- Providing educational guidance and support to low-performing students.
- Implementing educational interventions for students with behavioral challenges
- Providing support to the PTA and SBST teams

**Assistant Director:** *Community, Counseling & Mediation, MS320, Brooklyn, September 2000- October 2002.*

- Accountable for daily operations, directing advisory staff, monitoring contractual obligations, overseeing participant recruitment, interviewing potential staff, and acting as liaison to funding sources.
- Monitoring all aspects of programming including staffing, budgeting, curriculum development and supervision of 20 staff members. Establish and maintain program goals and outcome measures to determine success of each program component.
- Assured that staff, consultants and volunteer compliance with program goals and objectives
- Responsible for administrative duties such as payroll, report writing, incident reporting and procurement
- Built and maintained connections with partner agencies as well as other internal divisions to establish an effective network for both programs.

#### **References Furnished Upon Request**

## **Howard County Racial Equity Task Force (Maryland)**

### **Statement of Interest by Beth Hufnagel, September 21, 2020**

I am very interested in serving in Howard County's first Racial Equity Task Force, using the thoughtful process proposed by Ms. Rigby and Mr. Jones. I am prepared to listen with an open mind and I am committed to producing actionable items for the consideration of the County Council.

I am proud to be the immediate past-President of the League of Women Voters of Howard County. For the past year, our Book Club has been reading books written by (not about) persons of color, such as Ida B. Wells and James Baldwin. I have done counselling to address my internalized racism, so I know enough to understand that I am a recovering racist and always will be.

As an elderly white woman, I think that it is my job to work to improve our society. I try to notice both my white privilege and my own bigotry. I believe and internalize the stories that my sisters of color have shared with me about their experiences.

My professional and educational background is diverse. I started as a CPA with a degree in accounting from Drexel U., switched to astrophysics and education research with a PhD from UCSC, then chose teaching at Anne Arundel Community College (AACC) until my retirement in 2017 as a full professor. Along the way, I have lived in nine different states, but have been happily living in Howard County since 1999.

I have been active in elective politics for fifty years, starting with door-to-door canvassing as a teenager in New Jersey, but have never held a governmental elective office, although I did chair the AACC Academic Council.

I sincerely hope that the County Council is also committed to taking action, as I think there is no community in the USA that cannot make improvements in racial equity.

I am David Koralov, a 12th grader at Centennial High School. Throughout my experience in High School, I've witnessed various teachers make blatantly racist/discriminatory comments to students. I openly objected to those statements and later contacted the school administration, but found the response to be completely inadequate.

Since then, I've advocated (in testimony to the Board of Education and in a conversation with the Superintendent) for the creation of a publicly accessible database, which would contain all formal allegations of discriminatory behavior by staff, as well as the findings. I hope to contribute new ideas to the Task Force, in particular, in developing actionable, legislative solutions concerning education and youth issues that can be implemented by the County Council. Additionally, I have a strong background in mathematics and statistics and can help analyze relevant data on issues related to racial equity.

Thank you very much,  
David Koralov

September 20, 2020

Laura Doherty Mettle

Woodbine, Maryland

### Statement of Interest in Howard County Equity Task Force

Having been nominated by the League of Women Voters of Howard County to represent citizens on the Howard County Equity Task Force, I believe my varied experience and education will be an asset to the endeavor. A Howard County Resident since 1985, my experience includes 7 years of writing, interpreting and executing policy based on the US Code and derived regulations for a Federal agency, 19 years as an educator for Howard County Public Schools working at schools in Columbia, and 6 years serving my children's school communities as a PTA officer, in which capacity I lobbied school and county officials on behalf of programs, policies and the HCPSS budgets. I hold a Bachelor of Science from the University of Maryland in Family and Community Development, an M.Ed. in Special Education from Loyola University in Baltimore, and a Graduate Certificate in School Administration from McDaniel College.

My children all attended Howard County public schools from Kindergarten through 12<sup>th</sup> grade. They received an excellent education in the sheltered bubble that is Western Howard County, but that education lacked experience of the diverse real world that they will live in throughout their adult lives. While they were in school I served six years as President of the Elementary and Middle School PTAs and on the Executive Board of the PTA Council of Howard County, monitoring the HCPSS School Budgets, and leading lobbying efforts directed to school system and the elected county officials on behalf of desired policies, programs, and funding. Like any elected official, I had a constituency that needed me to listen to their concerns and represent their varied interests to school officials.

After my youngest child went to school full time I returned to the workforce, beginning a new career. I trained as a Special Education Teacher and went to work as a teacher working with students in the general education inclusion classroom who had learning difficulties and did not always have an identified disability. The job was to understand the cause of their problems, find a way to help them learn, and to solve many unique problems, all the while collecting and analyzing data to determine how well the students were learning and being sure to follow both the letter and spirit of the applicable laws. I was fortunate that I was able to work for the past 15 years at a middle school in downtown Columbia, with a large, diverse student population containing many FARMS eligible, minority, and immigrant students. I found this to be a tremendous experience because of the diverse student body and the continuous challenge to creatively meet my students' varied and never-ending needs. Work is never boring at these diverse schools, students are generally very accepting of each other, and most families are supportive of teachers.

This personal and professional experience has given me a deep observational understanding of the many ways in which Inequities negatively impacted my students and their families at many levels and in many different ways, such as employment opportunities, public transportation, affordable housing, tutoring, recreation, zoning, availability of child care, access to adult education to health services, and

interaction with public safety and law enforcement officials. Admittedly, government at any level may have limited ability to address some of these factors, especially the most important of these, the local availability of employment that will support a growing family.

In my work I have also seen first-hand the implementation of new programs designed to solve problems linked to inequities in the local schools and have unique insight into factors which influence the success of such efforts. My knowledge base gives me an insider's perspective on data presented about school budgets, school policy, test scores, curriculum, instructional interventions, morale (student, staff and parents), behavior and discipline, school atmosphere, and stakeholder satisfaction. For all these reasons I am most interested in serving on the Education subcommittee.

However, I know that I have been nominated for the Legislative Process subcommittee. Here, my inside knowledge of the workings of the school budget process and the effect of community pressure on that process will be of benefit to the Task Force. My experience with the Federal government in translating laws and regulations into workable policy will also benefit the Task Force. I look forward to serving the citizens of Howard County, in making our community a place where all of us can truly thrive.

Sincerely,

Laura Doherty Mettle

Good Morning,

I am humbled and excited to have an opportunity to serve on the Racial Equity Task Force for many reasons. The first reason is that I want to be involved in any movement that can inspire change. My professional and civic experiences have all been connected to giving people the opportunities they need to be successful. Those opportunities have been supported through my work as a teacher, college access provider, local management board director and school system employee. My roles have been designed to develop strategies that remove barriers that can help children and families to thrive. As a member of Alpha Phi Alpha Fraternity, incorporated our mission is to advocate for our communities.

The current relationship between people of color and those who represent systems of the public sector is depressing. We are witnessing massive racial injustice in a daily. Our communities have become toxic and divisive. Our leaders are becoming more polarizing by the day. This work is important so we can review policy and actions to strengthen our relationships. As a resident of Howard County, the opportunity to provide voice has huge impact.

I am a 48-year-old African American man who has lived in Howard County for the past 19 years. I am married and have two wonderful children. I want my children to live in a place that treats them as equals and without the threat of harm or discrimination.

Thank you for reviewing my statement of interest. I hope I will serve the task for well.

Sincerely,

Bruce E. Nelson



**KATHRYN J. VALENTINE, CGFM, PMP, CFE**

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**PROFILE/INTEREST:**

As a resident of Howard County for over 30 years, **it is time** for the Howard County community to collaborate on various ideas to eradicate the racial and socioeconomic disparities that is exhibited in every facet of life. I further believe **it is time** that the community is given an opportunity to explain the issues and propose solutions that have plagued this county and portrayed a false sense of inclusion. **It is time** that our Howard County elected officials live up to their promise of serving ALL citizens, and not just some. Finally, **it is time** that community collaboration via a Racial Equity Task Force is not just a façade, but will represent a real blueprint for fostering justice, equity, and inclusion in Howard County.

Given the current state of the blatant inequities in our country, I was moved when approached to join the Racial Equity Task Force. Over the past 15 years I have contributed my knowledge, skills, and expertise in various roles throughout the county. I have raised my two children here in Howard County who both completed their education in our school system. I feel that now **it is time** for me to raise my level of participation to accomplish a more worthwhile and impactful goal.

**COMMUNITY SERVICE:**

- Board Member/Treasurer – Non-Profit Youth Program Howard County (Current)**
- Board Member/Treasurer – Political Action Committee (Current)**
- Member – Ujamma Business Round Table (Current)**
- Member – Mt. Pisgah AME Church**
- Member of PTAs - Longfellow ES and Wilde Lake High School (Former)**
- Treasurer of WLHS Booster Club (Former)**

**EMPLOYMENT (Current):**

**Budget Officer, DC Dept of Transportation (DDOT) Washington, DC 22 Years**  
 Direct and facilitate the development, execution and administration of the DC Department of Transportation Operating and Capital budget of approximate \$500 million. Create policies and procedures in accordance to Federal government regulation for transportation capital projects. Ensure the agency remains in compliance to US Department of Transportation Regulations.

**Adjunct Professor, University of Maryland, Adelphi, Maryland 2 Years**  
 Courses: Principles of Accounting I, Principles of Accounting II, Fraud Detection and Deterrence and Macro Economics. Teach on-line and hybrid courses to students that are geared towards combining formal education with work experience.

**CERTIFICATES:**

Certified Fraud Examiner (CFE)	Association of Certified Fraud Examiner	October 2019
Certified Government Financial Manager (CGFM)	Association of Government Accountants	March 2014
Transportation Executive Program	Wharton Executive Education	July 2010
Program Management Professional (PMP)	Project Management Institute	August 2009

My name is Zikora Akanegbu and I am a resident of Ellicott City, MD and a student at Marriotts Ridge High School. I was born and raised in Howard County, MD and have experienced many instances where my identity as a Nigerian-American girl made me stand out in the crowd – both positively and negatively. As a result, I have taken it upon myself to learn to speak up for myself, to advocate for marginalized groups, and to amplify the voices of the unheard. I have begun to do my part toward this mission by establishing a digital media platform called GenZHER that provides a safe space for Gen Z girls all over the world to publish content about social issues that matter to them. I started this platform because I wanted to encourage young, diverse voices to bring their fresh and much needed perspectives to the table. As someone who has both experienced and studied the effects of marginalization, I believe it is important to learn about the past and give each other grace in the present as we work in unity toward a future of racial equality and justice. I will collaborate with my Work Group and the full Task Force to brainstorm ideas to provide all Howard County residents, particularly those most impacted by racial inequities, the resources and support they (we) need to thrive. Ultimately, I am interested in serving in the Task Force to further my own activism work and to fight against issues such as systematic oppression and police brutality that continue to plague not just our county, but our country.

Sincerely,

**Zikora Akanegbu** – *she/her/hers*

*Student at Marriotts Ridge High School*

**JONATHAN K. BRANCH**

**Objective:**

Objective is to obtain a position on the Howard County Racial Equality Task Force

**Occupation:** Registered Nurse

**Experience:**

Active Duty United States Army 1976-2001  
Walter Reed Army Medical Center 2001-2011  
Walter Reed National Military Medical Center 2011- present

**Community Experience:**

Vice-President: Columbia Democratic Club 2010-2011  
President: Columbia Democratic Club 2011-2012  
Deputy Treasurer: Howard County Democratic Central  
Committee 2010-2012  
Vice Chairman: Howard County Democratic Central  
Committee 2012-2014  
Vice President Riderwood HOA 2008-2012  
Deacon: Metropolitan Baptist Church, Washington, DC/ Largo, MD 2005-present  
Appointed as a Presidential Elector for President Barack Obama 2012  
Volunteer Merriweather Park/ The Chrysalis 2017- present  
Chairman Friends of the Chrysalis 2018-present  
Inner Arbor Trust Advisory Board/ Stakeholder 2020  
Howard County Commission for Veterans and Military Families 2013- Present  
Chairman: Sub-Committee for Veteran Racial Equality of the Howard County Veterans  
Commission 2020  
American Legion Post 156, Ellicott City, MD. 2017-present

**Education:**

January 1986-May 1989  
Bachelor of Science in Nursing  
Virginia Commonwealth University/Medical College of Virginia Richmond, Virginia  
  
September 1995- December 1996  
Master of Science in Nursing  
University of Colorado Health Sciences Center Denver, Colorado

Thank you for inviting me, Maya Carey, Community Educator, to represent HopeWorks of Howard County on the upcoming Racial Equity Taskforce for Howard County. Please use this document as a written statement for my participation in the Racial Equity Task Force—Personal and Public Safety Workgroup. HopeWork’s mission is to support and advocate for people in Howard County affected by sexual and intimate partner violence & human trafficking and engage the community in creating the change required for violence prevention. We envision a world of interconnected people and communities actively working towards a society where all people are safe and valued and where everyone can reach their full potential. As a member of the HopeWorks team I promise to support policy actions, proposals, and education that focus on addressing the root causes of racial violence here in our Howard County community. By taking a root causes approach to understanding systemic violence, we can start to address the roots of issues rather than just treat the symptoms of systemic injustice. As an agency, we understand that treating the symptoms of violence will do nothing to prevent more harm from occurring; rather by addressing the systems, policies and institutions that uphold cultures of violence we can address the core issue at hand and start to create transformative solutions and policy recommendations.

On a personal note, I graduated from Chatham University in 2018 with a double major in Political Science and Women & Gender Studies with a Certificate in Women’s Leadership with a GPA of 3.85. Along with my prevention work with HopeWorks of Howard County as a Volunteer Program Coordinator and now a Community Educator, I also have experience in the community organizing, public policy, and local government realm. As an active community organizer from the age of 16 as well as a legislative policy researcher with PA State Representative Dan Frankle and Chatham University Professor Dr. Jennie Sweet-Cushman, I have been able to understand the complexities of policy and social justice and how the two are deeply intertwined. From working in city government within the ADA department, learning about the bureaucratic process and grant reporting, to performing policy research and proposals for local municipalities, I understand just how in-equitable the legislative process is. A Racial Equity Taskforce is necessary for improving the legislative process and for bringing accountability to the county, it’s institutions and the policies that have been created.

Legislative policy can provide rights and justice to large groups of people—many of whom are so far from the decision-making table that they practically have no say in the policies and rules that directly affect them. Along with immense good, the legislative policy process also has the power to do lots of harm if there is no equity lens. In my opinion, there should be no legislative process until there is certainty that the process is equitable and free from bias’s that traditionally harm marginalized communities the most. Additionally, those who are in legislative power should have close relationships with the community, working not only with political stakeholders but also closely and transparently with community organizations, parents, students, etc. Without community input, political decisions will never be by the people for the people. With HopeWorks’ opportunity to participate in the legislative policy decision making via the Racial Equity Task Force, there space for community stakeholders and leaders to truly hold the county government accountable and urge deep progressive change towards a more racially equitable Howard County.

I look forward to serving on the Racial Equity Task Force: Personal and Public Safety Workgroup on behalf of HopeWorks of Howard County.

In Solidarity,

Maya Carey (They/Them/Theirs)

## **RICHARD H. GIBSON, JR., ESQ.**

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### **EDUCATION:**

**Howard University School of Law**, Washington, DC  
Juris Doctor, May 2003

Honors: Merit Scholarship

Activities: Associate Editor, *Social Justice Law Review*  
Street Law and Howard Law Mentor Programs  
Sigma Delta Tau Legal Fraternity, Inc.

**The College of New Jersey**, Ewing, NJ  
B.S. in Law and Justice, May 1998  
Minor: Psychology

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### **MEMBERSHIPS:**

Admitted to the New Jersey Bar, December 2003  
Admitted to the Maryland Bar, June 2004  
Maryland Leadership Academy Fellow, 2005- 2006  
Co-chair of the Maryland State Bar Association Membership Committee, 2008 -2012  
Member of the Maryland State Bar Association Committee for Special Appointments, 2006 – 2012, 2018 -Present  
Member of the Maryland Young Lawyers Section Council – Co-chair of Disaster Relief Committee, 2006-2013  
Immediate Past- President of Waring Mitchell Law Society – Member at Large - Present  
Member of the Maryland Bar Foundation- Present  
Member of the James MacGill American Inn of Court- Present  
Board Member of the Columbia Democratic Club- Present  
Appointed Member of the Howard County Democratic Central Committee – Present  
Board Member of Voices for Children- Present

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### **PROFESSIONAL EXPERIENCE:**

**Howard County State's Attorney's Office**, Ellicott City, MD 1/19 – Present  
*State's Attorney*

Supervise and set policy for an office of seventy-six employees dedicated to pursuing justice in the application of criminal laws throughout Howard County. Manage the State's Attorney's Office's \$9.3 million dollar budget. Testify before the County Council and State Legislature regarding laws and other matters impacting the safety of the community. Represent the office in National, State-wide and County forums and events. Prosecute those cases which require the attention of a senior level trial attorney.

**Baltimore City State's Attorney's Office**, Baltimore, MD 1/12 – 12/18  
*Assistant State's Attorney- Major Investigations Unit*

Selected to be part of an elite unit within the State's Attorney's Office responsible for overseeing the investigation, planning, & implementation of prosecution & policing strategies for violent repeat offenders. Routinely work with high ranking Baltimore City police officials, Federal and State parole/probation authorities, and Federal Law Enforcement in furtherance of the goals of the State's Attorney's Office. Selectively target and take to trial those cases which require the attention of a senior level trial attorney. Supervise a team of attorneys within the Major Investigations Unit.

**Baltimore City State Attorney's Office, Baltimore, MD** 10/07 – 12/11

***Assistant State's Attorney- Homicide Division***

Routinely coordinate, manage, & advise various police investigative agencies including Baltimore City homicide detectives on pending investigations. Prepare & present cases from their inception to final resolution. Manage a docket of approximately twelve cases set for trial, five to seven open investigations, and approximately five post-convictions. Tried over twenty-five homicide jury trials; most resulting in a conviction.

**Baltimore City State Attorney's Office, Baltimore, MD** 6/06 – 10/07

***Assistant State's Attorney- Various Divisions***

Investigate, analyze, and resolve a docket of approximately 60 felony cases.

**Prince George's County State Attorney's Office, Upper Marlboro, MD** 9/04 – 6/06

***Assistant State's Attorney***

Evaluate whether incoming petitions will be handled informally or formally and determine what offenses should be charged against defendants. Interview witnesses to develop evidence and prepare for trial. Negotiate and determine the terms for pleas that defendants will be offered. Litigate all cases that cannot be resolved prior to trial or with a plea. Lead attorney for the State Attorney's Office in Juvenile Drug Court. Prosecute handgun cases in coordination with project EXILE. Participated in frequent training sessions dealing with various aspects of criminal law.

**The Honorable Herman C. Dawson, Circuit Court of Maryland, Upper Marlboro, MD** 8/03 – 8/04

***Law Clerk***

Research, draft, and edit court opinions and orders. Responsible for making recommendations determinative to the outcome of civil, criminal, and appellate cases before the court after a thorough and complete review of the relevant record. Worked closely with the judge and administrative aide to further the efficient processing of cases within chambers. Observed Judge Dawson preside over numerous cases and pre-trial conferences.

**Office of General Counsel for Washington Gas Co., Washington, DC** 1/02 – 6/03

***Law Clerk***

Researched, drafted and edited Appellate Brief for a \$16,300,000 case. Researched and wrote memoranda dealing with numerous topics within the fields of corporate structure, labor law, energy law, and administrative law. Researched and presented information to client regarding the practicality of various legal courses of action. Participated in the drafting and answering of interrogatories. Edited a wide variety of legal documents.

**Federal Trade Commission, Washington, DC** 7/01 – 8/01

***Law Clerk***

Interviewed and evaluated witnesses for potential upcoming litigation. Researched and wrote memoranda regarding legal issues for pending litigation. Evaluated business advertisements for compliance with federal guidelines. Participated in deposition and oral argument training.

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**HONORS**

2016 Mid-Atlantic Region Prosecutor of the Year – M.A.R.G.I.N. Award  
2018 Criminal Justice Reform Award – Maryland Emerging Leaders PAC

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**PERSONAL ACTIVITIES**

Spending time with family                      Volleyball                      Travel                      Scuba Diving

Marcus Harris graduated from Havre De Grace High School in 1986. He attended Harford Community College, well as the University of Maryland through 1990 and obtain a degree in Business Administration.

Marcus Harris was accepted into the Baltimore County Police Department in 1993 He was quickly promoted to police detective. He served the citizenry with distinction during his ten-year law enforcement career. Marcus Harris served proudly in the Community Drug and Violence Interdiction Team, Vice and Narcotics Section and the Warrant Apprehension Task Force.

Marcus Harris successfully became an entrepreneur/small business owner in 2006. He has owned and operated businesses in Baltimore County and Howard County Maryland.

Marcus Harris has participated in young activates in Howard County for the past ten years. He has coached and mentored young men/boys in Football, Basketball and Baseball.

Marcus Harris was elected to Howard County Sheriff in 2018. He is a member in good standing with the Maryland Sheriff's Association, National Sheriff's Association and a member of National Organization of Black Law Enforcement Executives.

## Jumel Howard

### Skills

- Event Planning and Logistics
- Partnership Management
- Budget Planning
- Fundraising & Grant Management
- Data Tracking
- Membership database management (SalesForce)
- Spreadsheet Development
- Schedule Building/Management
- Community Organizing

### Experience

Maryland Legal Aid December 2018 to Present  
Paralegal (Metropolitan Maryland Office)

My responsibilities at Maryland Legal Aid include; screening clients for eligibility and making referrals, as appropriate; conducting preliminary and subsequent interviews with clients and witnesses, which may include visits to homes and other community locations; conducting factual investigations and analysis, and legal research; performing litigation support, such as preparing discovery; drafting pleadings, correspondence and other documents; and supporting attorneys at trial; conducting community and institutional outreach and education; and performing other duties, as assigned, within the scope of the essential functions of the position.

Anne Arundel County Public Schools August 2017 to December 2018  
Special Education Teaching Assistant (MacArthur Middle School)

I served as a teaching assistant in the Alternative Curriculum Classroom at MacArthur Middle School. Working with grades 6-8, I help students diagnosed with various impairments from Autism, ID, PDD, Down Syndrome and other behavior disorders reach their academic milestones and develop the social skills needed to interact with their general education peers. I work closely with teachers, physical therapists, speech pathologists, psychologists, and administrators to develop and implement teaching strategies that cater to the specific needs of each individual student's IEP goals.

Zhucheng Ivy Montessori Kindergarten September 2015 to June 2016  
English Teacher (China TEFL)

Served as an English teacher at a newly opened Kindergarten in the eastern Chinese city of Zhucheng. I was the lead developer of the school's English immersion curriculum. We coordinated with several other Montessori schools in the region to enhance the experience of the students. I taught several classes during the day to both students and faculty.

### Education and Training

<b>Oakland Mills High School, Columbia, Maryland</b> High School Diploma	2009-2013
<b>Robert Morris University, Moontownship, PA</b> Bachelor of Arts: History (Not attained)	2013-2015
<b>University of Maryland University College</b> Bachelor of Science: Political Science	2017-Present



## Organizations, Activities and Honors

- **The Pride Center of Maryland (GLCCB)** August 2018 to June 2020
  - Board Member
  - Bylaws Committee Chair
  - Board Secretary
- **HoCo Pride Planning Committee** July 2017 to Present
  - Chairperson
- **PFLAG Columbia-Howard County** September 2016 to Present
  - Vice President
  - Membership Chair
  - Fundraising Committee Member
  - Diversity and Inclusion Committee Member
  - Advocacy/Community Partnerships Coordinator
- **Association of Community Services of Howard County** June 2019 to Present
  - Board Member
  - Public Policy Committee Member
- **Maryland Democratic Party LGBTQ Diversity Leadership Council**
  - Director (May 2019 to Present)
- **Columbia Association Millennial Advisory Committee** June 2019 to Present
- **Howard County Public School System Community Advisory Council**
  - Member (PFLAG Organizational Representative, April 2017 to April 2019)
  - 2<sup>nd</sup> Vice Chair (April 2019 to Present)
- **Howard County Young Democrats** January 2019 to January 2020
  - Sexual and Gender Minority Caucus Chair
- **NAACP Maryland State Conference** November 2019 to Present
  - Sexual Minorities and Gender Affirming Committee Chair
- **PFLAG** June 2020 to Present
  - Mid-Atlantic Regional Director
- **Awarded “Advocate of the Year” by The Peoples Voice in June 2019**

My name is Eduardo Ribeiro. I am an immigrant, a citizen, and a Howard County resident, taxpayer, voter, and constituent. I'm also a single father to two teenage girls who attend public schools in Howard County, to where we moved about 5 years ago. Although our family is well below the county's household income average, we decided the higher housing prices would be worth it so that my children could attend good public schools in a safe, nurturing, and welcoming environment. A mix of Afro-Latino and South Asian immigrants, our family has been exposed to its share of discrimination and prejudice. Therefore, we place a high value in diversity and inclusion, something Howard County seemed to foster. Professionally, cultural diversity is also my area of expertise: I am a trained anthropological linguist and am currently employed as a medical interpreter in a major hospital in Baltimore, working with a diverse Hispanic/Latinx community.

As soon as we moved to our neighborhood, near bucolic Savage, we started noticing cracks in the county's façade of civility. There were well advertised cases of intolerance (such as teenage students vandalizing public property with swastikas), but such episodes paled in comparison to the underlying, subtle, and systematic ways in which some institutions operate in the county. For instance, the fact that down the road, in Jessup, the county jail holds immigrant detainees for ICE, an institution that has been shown to be racist and immoral, is a slap in the face of our immigrant community. As an immigrant myself, and as someone who works daily with families that have been painfully affected by unjust immigration policies and crackdowns, I believe ICE has no place in our society, especially in a county that claims civility as one of its main principles.

Based on my own personal experience, I attest that Howard County has, in fact, several blind spots for racism and intolerance. One of them is within public service itself. Soon after moving to the county, I was employed as a contingent worker at a major Bureau of Utilities facility in Savage, where I noticed an incredible lack of diversity and often heard racist comments about minorities and immigrants. Having worked there for nearly a year, I know that the real reason for its lack of diversity has nothing to do with professional qualifications, and everything to do with the fostering of an unwelcoming environment towards people of color and immigrants in general.

Finally, the famed education system in Howard County is far from offering the same opportunities to all children alike. One of my daughters attends a high school with a high proportion of minority students, with a heavy presence of first-generation Americans from Latino and African immigrant parents. Compared to schools in higher-income, predominantly white neighborhoods, my child's school is under-resourced and only recently started long overdue repairs to its infrastructure. One of her teachers, a white male, is infamous for making sexist and racist comments in the classroom, and going on tirades against immigrants. Upon further inquiring, I learned that the teacher's behavior was nothing new, and that previous complaints had seemingly resulted in nothing of substance. Behaviors such as his are encouraged not only by administrative inertia, but also by the fact that many immigrant parents tend to avoid trouble with authority figures in order to "fit in" and prevent retaliations against their children. I find it hard to believe that such continuing abuse would be tolerated in a more prestigious school in a wealthier, whiter neighborhood. As a proud immigrant, I don't believe one should have to give up on their dignity in order to integrate into American society.

In conclusion, as a resident of Howard County, I am very thankful for councilmembers Rigby and Jones' initiative to create a Racial Equity Task Force to address race disparities and inequities in the county. The facts I reported above are not isolated, but are the product of a culture of inequity that needs to be exposed and countered with both legislation and education. I am proud to be a part of this initiative and believe that my background and experiences would be useful assets towards that goal.

## Allison M. Sayers

Bar Admissions: Maryland, 2002-present

### EXPERIENCE

#### **Maryland Office of the Public Defender**

Deputy District Public Defender for Howard and Carroll Counties, April 2019-Present (Ellicott City, Maryland)

Supervise and manage all aspects of office operations, including workload and staffing decisions involving attorneys and core staff. Act as a liaison to outside agencies and the judiciary. Mentor and train attorneys. Continue to maintain a felony caseload representing indigent clients.

Supervisor, Felony Division, April 2019- Present (Ellicott City, Maryland)

Supervise and manage the attorneys in the felony division in the Howard County Office. Assign cases to felony attorneys, assist with litigation and motions practice, and oversee human resources matters. Regularly communicate with the Howard County State's Attorney and the Administrative Judge regarding general practice and procedures in the Howard County Circuit Court.

Assistant Public Defender, Trial Division, July 2016-April 2019 (Ellicott City, Maryland)

Represent indigent clients in criminal misdemeanor and felony proceedings, including motions hearings and jury trials, before the District Court of Maryland for Howard County and the Circuit Court for Howard County.

Assistant Public Defender, Appellate Division, February 2005-July 2016 (Baltimore, Maryland)

Represent indigent criminal defendants before the Maryland Court of Appeals and Court of Special Appeals. Responsible for drafting over 100 appellate briefs and conducting multiple oral arguments.

#### **University of Maryland, Francis King Carey School of Law**

Adjunct Faculty—Writing Instructor, Spring 2009 (Baltimore, Maryland)

Taught first-year seminar on written and oral advocacy. Instructed on the drafting of appellate briefs and motion memoranda.

**The Honorable Steven I. Platt, Circuit Court for Prince George's County, Maryland**  
Judicial Law Clerk, May 2001-August 2001; August 2002 – September 2003  
Asper Fellowship, Fall 2001

Created legal memoranda for criminal and civil cases, researched and drafted Opinions and Orders on various legal topics. Prepared the daily docket, supervised courtroom proceedings and communicated with parties' counsel and other courtroom personnel.

### EDUCATION

**University of Maryland School of Law**

Juris Doctor, *with honors*, 2002 (Baltimore, Maryland)

**University of California, Los Angeles**

Bachelor of Arts, *with honors*, 1998 (Los Angeles, California)

### PROFESSIONAL ASSOCIATIONS

James MacGill American Inn of Court, *Member*, 2018-present; *Board member*, 2019-2020

Howard County Bar Association, *Member*, 2018-present