



Agenda

PUBLIC PROTECTION COMMITTEE

*****SPECIAL MEETING*****

November 13, 2018

1:30 P.M.

651 Pine Street, Room 107, Martinez

Supervisor John Gioia, Chair
Supervisor Federal D. Glover, Vice Chair

**Agenda
Items:**

Items may be taken out of order based on the business of the day and preference of the Committee

1. Introductions
2. Public comment on any item under the jurisdiction of the Committee and not on this agenda (speakers may be limited to three minutes).
3. APPROVE Record of Action from the November 5, 2018 meeting. **(Page 4)**
4. APPROVE a recruitment process for seven community based organization/public member seats on the Contra Costa County Racial Justice Oversight Body. **(Donte Blue, Deputy Director ORJ) (Page 7)**
5. The next meeting is currently scheduled for December 3, 2018 at 10:30 A.M.
6. Adjourn

The Public Protection Committee will provide reasonable accommodations for persons with disabilities planning to attend Public Protection Committee meetings. Contact the staff person listed below at least 72 hours before the meeting.

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Public comment may be submitted via electronic mail on agenda items at least one full work day prior to the published meeting time.

For Additional Information Contact:

Paul Reyes, Committee Staff
Phone (925) 335-1096, Fax (925) 646-1353
paul.reyes@cao.cccounty.us

Glossary of Acronyms, Abbreviations, and other Terms (in alphabetical order):

Contra Costa County has a policy of making limited use of acronyms, abbreviations, and industry-specific language in its Board of Supervisors meetings and written materials. Following is a list of commonly used language that may appear in oral presentations and written materials associated with Board meetings:

AB	Assembly Bill	HIPAA	Health Insurance Portability and Accountability Act
ABAG	Association of Bay Area Governments	HIV	Human Immunodeficiency Syndrome
ACA	Assembly Constitutional Amendment	HOV	High Occupancy Vehicle
ADA	Americans with Disabilities Act of 1990	HR	Human Resources
AFSCME	American Federation of State County and Municipal Employees	HUD	United States Department of Housing and Urban Development
AICP	American Institute of Certified Planners	Inc.	Incorporated
AIDS	Acquired Immunodeficiency Syndrome	IOC	Internal Operations Committee
ALUC	Airport Land Use Commission	ISO	Industrial Safety Ordinance
AOD	Alcohol and Other Drugs	JPA	Joint (exercise of) Powers Authority or Agreement
BAAQMD	Bay Area Air Quality Management District	Lamorinda	Lafayette-Moraga-Orinda Area
BART	Bay Area Rapid Transit District	LAFCo	Local Agency Formation Commission
BCDC	Bay Conservation & Development Commission	LLC	Limited Liability Company
BGO	Better Government Ordinance	LLP	Limited Liability Partnership
BOS	Board of Supervisors	Local 1	Public Employees Union Local 1
CALTRANS	California Department of Transportation	LVN	Licensed Vocational Nurse
CaiWIN	California Works Information Network	MAC	Municipal Advisory Council
CaiWORKS	California Work Opportunity and Responsibility to Kids	MBE	Minority Business Enterprise
CAER	Community Awareness Emergency Response	M.D.	Medical Doctor
CAO	County Administrative Officer or Office	M.F.T.	Marriage and Family Therapist
CCCFPD	(ConFire) Contra Costa County Fire Protection District	MIS	Management Information System
CCHP	Contra Costa Health Plan	MOE	Maintenance of Effort
CCTA	Contra Costa Transportation Authority	MOU	Memorandum of Understanding
CDBG	Community Development Block Grant	MTC	Metropolitan Transportation Commission
CEQA	California Environmental Quality Act	NACo	National Association of Counties
CIO	Chief Information Officer	OB-GYN	Obstetrics and Gynecology
COLA	Cost of living adjustment	O.D.	Doctor of Optometry
ConFire	(CCCFPD) Contra Costa County Fire Protection District	OES-EOC	Office of Emergency Services-Emergency Operations Center
CPA	Certified Public Accountant	OSHA	Occupational Safety and Health Administration
CPI	Consumer Price Index	Psy.D.	Doctor of Psychology
CSA	County Service Area	RDA	Redevelopment Agency
CSAC	California State Association of Counties	RFI	Request For Information
CTC	California Transportation Commission	RFP	Request For Proposal
dba	doing business as	RFQ	Request For Qualifications
EBMUD	East Bay Municipal Utility District	RN	Registered Nurse
ECCFPD	East Contra Costa Fire Protection District	SB	Senate Bill
ECCRPC	East Contra Costa Regional Planning Commission	SBE	Small Business Enterprise
EIR	Environmental Impact Report	SRVRPC	San Ramon Valley Regional Planning Commission
EIS	Environmental Impact Statement	SWAT	Southwest Area Transportation Committee
EMCC	Emergency Medical Care Committee	TRANSPAC	Transportation Partnership & Cooperation (Central)
EMS	Emergency Medical Services	TRANSPLAN	Transportation Planning Committee (East County)
EPSDT	State Early Periodic Screening, Diagnosis and Treatment Program (Mental Health)	TRE or TTE	Trustee
et al.	et alii (and others)	TWIC	Transportation, Water and Infrastructure Committee
FAA	Federal Aviation Administration	VA	Department of Veterans Affairs
FEMA	Federal Emergency Management Agency	vs.	versus (against)
F&HS	Family and Human Services Committee	WAN	Wide Area Network
First 5	First Five Children and Families Commission (Proposition 10)	WBE	Women Business Enterprise
FTE	Full Time Equivalent	WCCTAC	West Contra Costa Transportation Advisory Committee
FY	Fiscal Year		
GHAD	Geologic Hazard Abatement District		
GIS	Geographic Information System		
HCD	(State Dept of) Housing & Community Development		
HHS	Department of Health and Human Services		



Contra Costa County Board of Supervisors

Subcommittee Report

PUBLIC PROTECTION COMMITTEE - SPECIAL MEETING

3.

Meeting Date: 11/13/2018
Subject: RECORD OF ACTION - November 5, 2018
Submitted For: PUBLIC PROTECTION COMMITTEE,
Department: County Administrator
Referral No.: N/A
Referral Name: RECORD OF ACTION - November 5, 2018
Presenter: Paul Reyes, Committee Staff **Contact:** Paul Reyes, (925)
335-1096

Referral History:

County Ordinance requires that each County body keep a record of its meetings. Though the record need not be verbatim, it must accurately reflect the agenda and the decisions made in the meeting.

Referral Update:

Attached for the Committee's consideration is the Record of Action for its November 5, 2018 meeting.

Recommendation(s)/Next Step(s):

APPROVE Record of Action from the November 5, 2018 meeting.

Fiscal Impact (if any):

No fiscal impact. This item is informational only.

Attachments

Record of Action - November 5, 2018



Agenda

PUBLIC PROTECTION COMMITTEE

****RECORD OF ACTION****

November 5, 2018

10:30 A.M.

651 Pine Street, Room 107, Martinez

Supervisor John Gioia, Chair
Supervisor Federal D. Glover, Vice Chair

Agenda Items:

Items may be taken out of order based on the business of the day and preference of the Committee

Present: John Gioia, Chair
Federal D. Glover, Vice Chair
Staff Present: Paul Reyes, Committee Staff

1. Introductions

Convene - 10:39 AM

2. Public comment on any item under the jurisdiction of the Committee and not on this agenda (speakers may be limited to three minutes).

No public comment.

3. APPROVE Record of Action from the October 1, 2018 meeting.

Approved as presented.

Vice Chair Federal D. Glover, Chair John Gioia

AYE: Chair John Gioia, Vice Chair Federal D. Glover

Passed

4. 1. ACCEPT reports from staff related to various immigration related issues, including compliance with state and federal law, status of federal litigation and correspondence with the U.S. Department of Justice related to federal grants.

2. PROVIDE direction to staff on next steps.

Approved as presented.

5.
 1. INTRODUCE referral on banning gun shows at the Contra Costa County Fairgrounds and review of regulations governing the purchase and sale of guns at gun shows; and
 2. PROVIDE direction to staff on next steps.

Approved as presented with the following direction to staff:

1. Forward to the full Board of Supervisors a letter to the Board of the Contra Costa County Fairgrounds outlining the County's concern of hosting gun shows at the fairgrounds and requesting a ban of gun shows on the fairgrounds.

Chair John Gioia, Vice Chair Federal D. Glover

AYE: Chair John Gioia, Vice Chair Federal D. Glover

Passed

6.
 1. RECOMMEND nominees for appointment to seats on the CY2019 Community Corrections Partnership & Executive Committee (see attachments);
 2. PROVIDE direction to staff on an alternative recruitment process for membership on the CCP and the CCP Executive Committee

Approved as presented with the following direction to staff:

1. Reappoint all current appointees in non ex-officio seats for the calendar year 2019 term, with the exception of the Chief of Police and Victim's Representative seats. The Committee's recommendation for the Chief of Police seat is Antioch Police Chief Tammany Brooks. Staff will conduct a recruitment for the the Victim's Representative seat and will return to the Committee for consideration.

2. Forward recommendations to the full Board of Supervisors for action.

Chair John Gioia, Vice Chair Federal D. Glover

AYE: Chair John Gioia, Vice Chair Federal D. Glover

Passed

7.
 1. ACCEPT the update from the Office of Reentry and Justice regarding the activities of the Racial Justice Task Force, and
 2. PROVIDE direction to staff as needed for the return of this referral to the Committee.

Approved as presented with the following direction to staff:

1. Return to the Committee with an update following the next Racial Justice Task Force meeting.

8. The next meeting is currently scheduled for Tuesday, November 13, 2018 at 4:00 PM.

9. Adjourn

Adjourned - 11:15 AM

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Phone (925) 335-1096, Fax (925) 646-1353
paul.reyes@cao.cccounty.us



Contra Costa County Board of Supervisors

Subcommittee Report

PUBLIC PROTECTION COMMITTEE - SPECIAL MEETING

4.

Meeting Date: 11/13/2018
Subject: Racial Justice Oversight Body
Submitted For: PUBLIC PROTECTION COMMITTEE,
Department: County Administrator
Referral No.: N/A
Referral Name: Racial Justice Task Force
Presenter: Donté Blue **Contact:** D. Blue
925-335-1977

Referral History:

On April 7, 2015, the Board of Supervisors (BOS) received a letter from the Coalition requesting the review of certain topics within the local criminal justice system. The PPC generally hears all matters related to public safety within the County and was tasked with reviewing this referral by the BOS.

On July 6, 2015, the PPC initiated discussion regarding this referral and directed staff to research certain items identified in the Coalition's letter to the BOS and return to the PPC in September 2015. Specifically, this was with regard to current workplace diversity training for county employees and current data on race in the County criminal justice system.

On September 14, 2015, the PPC received a comprehensive report from staff on current data related to race in the County criminal justice system, information regarding the County workplace diversity training and examples of diversity and implicit bias trainings from across the country.

At the November 9, 2015 meeting, the PPC received a brief presentation reintroducing the referral and providing an update on how a 2008 Disproportionate Minority Contact (DMC) report compares with the statistical data presented at the September meeting. Following discussion, the PPC directed staff to return in December 2015, following discussions between the County Probation Officer, District Attorney and Public Defender, with thoughts about how to approach a new DMC study initiative in the County.

On December 14, 2015, the PPC received an update from the County Probation Officer, District Attorney and Public Defender on how best to proceed with an update to the 2008 DMC report; including, establishing a task force to review and update findings from the 2008 report. During the 2008 study, the concept of establishing a new task force was discussed; however, the task force was not formed at that time. The PPC directed the three departments above to provide a written project scope and proposed task force composition for final review.

On February 29, 2016, the PPC received written description of the proposed task force discussed at the December 2015 meeting from the County Probation Officer, District Attorney and Public Defender. The PPC accepted the proposed task force composition and clarified that the three school district seats should be represented by the West Contra Costa Unified School District, the Mount Diablo Unified School District and the Antioch Unified School District. The PPC directed staff to prepare a report for consideration by the full Board of Supervisors and schedule for early April 2016.

On April 12, 2016, the Board of Supervisors accepted a report and related recommendations from the Committee resulting in the formation of a 17-member Disproportionate Minority Contact Task Force composed of the following:

- County Probation Officer
- Public Defender
- District Attorney
- Sheriff-Coroner
- Health Services Director
- Superior Court representative
- County Police Chief's Association representative
- Mount Diablo Unified School District representative
- Antioch Unified School District representative
- West Contra Costa Unified School District representative
- (5) Community-based organization (CBO) representatives (at least 1 representative from each region of the County and at least one representative from the faith and family community)
- Mental Health representative (not a County employee)
- Public Member – At Large

On August 15, 2016, the Board of Supervisors renamed the Disproportionate Minority Contact Task Force to the Racial Justice Task Force, and appointed individuals to the Task Force.

On June 25, 2018, the Public Protection Committee accepted the "Racial Justice Task Force--Final Report and Recommendations," as prepared by Resource Development Associates and recommended the BOS adopt the report and its recommendations.

On July 24, 2018, the Board of Supervisors considered adopting the "Racial Justice Task Force--Final Report and Recommendations," as prepared by Resource Development Associates and decided to adopt the report and recommendations as presented, except for recommendation #18 and recommendation #19. These two recommendations were referred back to the Public Protection Committee as part of a separate referral to solicit further input from both the Sheriff and Racial Justice Task Force.

On August 6, 2018, the Public Protection Committee considered implementation of the Task Force Recommendations and provided the following direction:

1. Staff should develop a recruitment process to seat the Racial Justice Oversight Body (RJOB) with the following representation:
2. A representative from the Superior Court, as a non-voting member
3. The Sheriff or his designee

4. The Chief Probation Officer or his designee
5. The Public Defender or her designee
6. The District Attorney or her designee
7. A representative from a local law enforcement agency, nominated by the Contra Costa County Police Chiefs' Association
8. A representative from the Contra Costa County Board of Education
9. A representative from a School District
10. A representative from Contra Costa County Health Services
11. Nine community-based representatives, that include at a minimum:
 - Two members of the Racial Justice Coalition,
 - Two individuals with prior personal criminal or juvenile justice system involvement,
 - Three representatives from community-based organizations that work with individuals in the justice system, including at least one person who works directly with youth
 - One representative from a faith-based organization
 - One representative that is either a school aged youth or from a CBO who provides services to school aged youth
12. The process to fill the School Board representative is to be determined by current School Board representatives of the Racial Justice Task Force
13. The Racial Justice Coalition will select its two representatives
14. Terms on the RJOB representatives should be for two years

Return to the Committee for consideration of the second part of the Task Force recommendation for a RJOB regarding the need for additional resources necessary to staff and facilitate the work of the RJOB

Referral Update:

After this committee met on September 10, 2018, the current Racial Justice Task Force school board representatives were consulted and determined that their rotation on the RJOB should begin with Mount Diablo Unified School District, followed by West Contra Costa Unified School District, and ending with Antioch Unified School District. If this rotation schedule is accepted, Debra Mason would begin as the first RJOB School District representative on behalf of Mount Diablo Unified School District.

The Racial Justice Coalition has also contacted staff and determined that their initial two representative on the RJOB will be Tamisha Walker and Jeff Landau. The Public Defender, Robin Lipetzky, will be representing her office. The Chief Probation Officer has designated Director Mike Newton to be his representative. The Superior Court has designated the Director of Family Law and Probate, James Paulsen, as their representative. The remaining ex-officio seats are yet to be determined.

To identify applicants for the seven remaining seats for community-based representatives, a 7-week recruitment process was initiated through a press release on September 18, 2018. The deadline for submissions was November 2, 2018, and the County received a total of 14 timely applications, and one application that was received after the deadline and was therefore not forwarded to the committee for consideration.

Recommendation(s)/Next Step(s):

1. CONSIDER interviewing applicants for seven seats for community based representatives on the Racial Justice Oversight Body; and,
2. RECOMMEND applicants for the seats identified above to the Board of Supervisors for consideration; and,
3. CONSIDER the Racial Justice Task Force recommendation to provide sufficient resources to staff and facilitate the work of the Racial Justice Oversight Body
4. PROVIDE direction on the filling of vacancies for the community based representatives and ex-officio seats of the Racial Justice Oversight Body; and,
5. PROVIDE any additional direction to staff regarding the establishment of a Racial Justice Oversight Body.

Attachments

Press Release

Racial Justice Taskforce Membership

Applicant Summary

Applications



Contra Costa County

County Administrator's Office • 651 Pine Street • Martinez, CA 94553 • www.contracosta.ca.gov

Press Release

FOR IMMEDIATE RELEASE
Tuesday, September 18, 2018

Contact: Donte Blue, Deputy Director
Phone: (925) 335-1997
Email: donte.blue@cao.cccounty.us

County Seeks Applicants for Racial Justice Oversight Body

The Contra Costa County Board of Supervisors is seeking residents who may be interested in being part of the County's efforts to reduce racial and ethnic disparities within the local criminal justice system.

Beginning in April 2017, the County's Racial Justice Task Force worked to identify racial and ethnic disparities in the County's local justice system and develop a set of recommendations aimed at reducing those disparities. On July 24, 2018, the Board of Supervisors accepted their report, which included a recommendation to create a Racial Justice Oversight Body.

Public Protection Committee Chair, Supervisor John Gioia, commented on the process, "We value diversity, inclusion and racial equity in Contra Costa County, and we welcome interest from residents all across our County who want to serve the community in the cause of racial justice."

The Racial Justice Oversight Body will be composed of the following 18 representatives:

- A representative from the Superior Court, as a non-voting member;
- The Sheriff or his designee;
- The Chief Probation Officer or his designee;
- The Public Defender or her designee;
- The District Attorney or her designee;
- A representative from a local law enforcement agency, nominated by the Contra Costa County Police Chiefs' Association;
- A representative from the Contra Costa County Office of Education;
- A representative from a Local School District;
- A representative from Contra Costa County Health Services Department; and
- Nine community-based representatives, including:
 - Two members of the Contra Costa Racial Justice Coalition,
 - Two individuals with prior personal criminal or juvenile justice system involvement,



- Three representatives from community-based organizations (CBO) that work with justice involved populations, including at least one person who works directly with youth,
- One representative from a faith-based organization, and
- One representative that is either a school age young person, or from a CBO who provides services to school age youth.

This Oversight Body will be tasked with the periodic review and reporting of racial and ethnic disparities in the local criminal and juvenile justice systems, as well as the ongoing support and monitoring of efforts to implement recommendations to reduce the disparities.

The Board is now seeking applications for seven (7) of the seats identified above:

- ✓ two (2) individuals with prior personal criminal or juvenile justice system involvement;
- ✓ one (1) representative from a community-based organization that works with justice involved youth;
- ✓ two (2) representatives from community-based organizations that work with justice-involved populations of any age;
- ✓ one (1) representative from a faith-based organization; and
- ✓ one (1) representative that is either a school age youth, or from a community-based organization who provides services to school age youth.

Appointments to the Racial Justice Oversight Body will be for a term of two years.

Applicants will be interviewed by the Board of Supervisors' Public Protection Committee: Supervisors John Gioia, District I, and Federal Glover, District V. The nominations for the Racial Justice Oversight Body will then be forwarded to the full Board of Supervisors for action.

Below is a timeline of the recruitment process for the seven vacancies:

- September 18, 2018: First Day of the Application Period
- November 2, 2018: Final Day of the Application Period, due by 5:00 p.m.
- November 13, 2018: Public Protection Committee Meeting: Interviews
- December 4, 2018: Board of Supervisors Consideration of Nominees

Application forms can be obtained from the Clerk of the Board of Supervisors by calling (925) 335-1900 or by visiting the County webpage at <http://www.co.contra-costa.ca.us/3418/>. Applications should be returned to the Clerk of the Board of Supervisors, Room 106, County Administration Building, 651 Pine Street, Martinez, CA 94553. Applications can also be emailed to ClerkoftheBoard@cob.cccounty.us.

###

**Contra Costa County
Racial Justice Task Force Membership
As Of November 2018**

MEMBER SEAT	NAME	TITLE/AFFILIATION
County Probation Officer	Todd Billeci	County Probation Officer
County Public Defender	Robin Lipetzky	County Public Defender
County District Attorney	Venus Johnson	Assistant District Attorney
County Sheriff-Coroner	John Lowden	Captain, Contra Costa Sheriff
County Health Services Director	Dr. William Walker	County Health Services Director
County Police Chief's Association	Bisa French	Assistant Chief, Richmond Police Department
Contra Costa Superior Court*	James Paulsen	Director of Family and Probate
Mt. Diablo Unified School District	Debra Mason	MDUSD Board Member
Antioch Unified School District	Cardenas Shackelford	AUSD Coordinator Student Intervention and Support
West Contra Costa Unified School District	Marcus Walton	WCCUSD Communications Director
Mental Health Representative	Christine Gerchow, PhD.	Psychologist, Juvenile Hall - Martinez; District IV resident
Public Member - At Large	Harlan Grossman	Past Chair AB109 CAB; 2016 GARE, District II Resident
CBO Seat 1	Stephanie Medley	Past Chair AB109 CAB; RYSE; District I resident
CBO Seat 2	Donnell Jones	CCISCO; Ceasefire Richmond; District I resident
CBO Seat 3	Tamisha Torres-Walker	Safe Return Team; Racial Justice Coalition; District III resident
CBO Seat 4	Leslie Takahashi	Mt. Diablo Unitarian Universalist Church, District V resident
CBO Seat 5	Dennisha Marsh	First Five CCC; City of Pittsburg Advisory Council; District V resident

	<u>Applicants</u>	<u>District</u>	<u>Member Characteristics</u> ¹	<u>Agency Affiliation</u>
1	Appling-Cabading, Tammy	V	5	
2	Bolin, April	IV	4	Interfaith Community
3	Bonner, Chala	I	1, 3	Safe Return Project
4	Cooper, Kerry	II	3, 4, 5	The Good Samaritan Outreach Center
5	Flowers, Ledamien	I	1, 3	Safe Return Project
6	LeVine, Jay	II (work)	4	Temple Isaiah
7	Lewis, Katie	I	2, 3, 5	Lifelong Medical Care
8	Medley, Stephanie	I	2, 3, 5	RYSE Youth Center
9	Parker, Camille	I	4	Unitarian Universalist Church
10	Phillips, April	III		
11	Robinson, Vernon	I	1, 3	Reentry Success
12	Sudduth, Cheryl	I	2,3,4	CC Racial Justice Coalition, InterFaith Coalition/ Muslim Community Center
13	Walters, Judy	V	2, 5	Board of the Association of California Community College Administrators, DVC Retirees
14	Williams, Edward	I	1, 5	Reentry Success

¹Member Characteristics:

1. Two (2) individuals with prior personal criminal or juvenile justice system involvement;
2. One (1) representative from a community-based organization that works with justice involved youth
3. Two (2) representatives from community-based organizations that work with justice-involved populations of any age
4. One (1) representative from a faith-based organization
5. One (1) representative that is either a school age youth,
or from a community-based organization who provides services to school age youth

Education History

Select the highest level of education you have received:

Other

Graduate

If "Other" was Selected Give Highest Grade or Educational Level Achieved

College/ University A

Saint Mary's College of California

Name of College Attended

Human & Community Services

Course of Study / Major

Units Completed

Type of Units Completed

Semester

Degree Awarded?

Yes No

B.A. in Human & Community Service

Degree Type

2005

Date Degree Awarded

College/ University B

Saint Mary's College of California

Name of College Attended

Leadership

Course of Study / Major

Units Completed

Type of Units Completed

None Selected

Degree Awarded?

Yes No

Masters

Degree Type

2007

Date Degree Awarded

College/ University C

Name of College Attended

Course of Study / Major

Units Completed

Type of Units Completed

None Selected

Degree Awarded?

 Yes No

Degree Type

Date Degree Awarded

Other schools / training completed:

Campus of Difference Facilitator

Course Studied

40+ hours

Hours Completed

Certificate Awarded?

 Yes No

Work History

Please provide information on your last three positions, including your current one if you are working.

1st (Most Recent)

2015-Present

Dates (Month, Day, Year) From - To

40

Hours per Week Worked?

Volunteer Work?

Yes No

Marketing & Communication

Director

Position Title

Employer's Name and Address

Saint Mary's College of California 1928 Saint Mary's Road; Moraga, CA

Duties Performed

On-boarded and promoted to achieve enrollment targets of highly qualified candidates through outreach initiatives, strategic marketing, and effective brand communication. Directed participation in informational sessions, educational fairs, professional conferences, and increased recruiting performance metrics.

2nd

2009-2015

Dates (Month, Day, Year) From - To

40

Hours per Week Worked?

Volunteer Work?

Yes No

Admission & Marketing Manager

Position Title

Employer's Name and Address

Saint Mary's College of California 1928 St. Mary's Road; Moraga, CA

Duties Performed

- Recruitment & Growth Development - Admissions Oversight - Alumni Relations Strategies - Marketing & Outreach - Lead & Development Management - Cross-functional Collaboration & Leadership

3rd

2008 - Present

Dates (Month, Day, Year) From - To

Varies

Hours per Week Worked?

Volunteer Work?

Yes No

Faculty

Position Title

Employer's Name and Address

Saint Mary's College of California 1928 St. Mary's Road; Moraga, CA

Duties Performed

Faculty Member (2008—Present) teaching and developing the M.A. in Leadership Program and teaching courses in: - Peer Facilitator Training: Finding Our Voices/Hearing Other's: Discovering Common Ground Across Differences - Introduction to Intercultural Dialogue - The Practice of Building a Learning Community - Personal and Organizational Learning

[Tammy Appling-Cabading Resume .docx](#)

Upload a Resume

Final Questions

How did you learn about this vacancy?

Other

Friend sent me the notice

If "Other" was selected please explain

. Do you have a Familial or Financial Relationship with a member of the Board of Supervisors?

Yes No

If Yes, please identify the nature of the relationship:

Do you have any financial relationships with the County such as grants, contracts, or other economic relations?

Yes No

If Yes, please identify the nature of the relationship:

Please Agree with the Following Statement

I understand that this form is a public document and is subject to the California Public Records Act.

I Agree

TAMMY APPLING-CABADING

Martinez, Ca 94553 | [REDACTED] | [REDACTED]

TARGETING → COMMUNITY SERVICES OPPORTUNITIES

Strategic, results-driven professional with career experience delivering results in the education sector with a specific focus in the areas of marketing, development, and outreach. Committed to equity, to ensuring access to quality educational and personal development resources, and to community-impacting initiatives. Extensive experience developing and leading projects and driving change. Leverage inclusive, creative, and collaborative leadership skills to engage stakeholders and community-members alike to exceed targets and organizational goals.

Areas of Expertise: Project Management, Operational Oversight, Marketing, Stakeholder Engagement, Budgeting & Expense Tracking, Resource Allocation, Process Improvements, Recruiting & Retention Strategies, Team Leadership & Training, Student Services & Support, Education Programs & Facilitation, Presentations

CAREER EXPERIENCE & ACHIEVEMENTS

SAINT MARY'S COLLEGE | 2007—Present

An award-winning private, coeducational college serving ~ 4,000 students.

Marketing & Communication Director (2015—Present) | **Admission & Marketing Manager** (2009—2015)

ALUMNI RELATIONS STRATEGY — ADMISSIONS MANAGEMENT — MARKETING & OUTREACH DEVELOPMENT

Onboarded and promoted to achieve enrollment targets of highly qualified candidates through outreach initiatives, strategic marketing, and effective brand communication. Directed participation in informational sessions, educational fairs, professional conferences, and increased recruiting performance metrics.

- **Recruitment & Growth Development:** Recommended and implemented changes to the Leadership Studies Program (LSP) to drive its competitive position based on industry trends and student feedback.
 - Facilitated presentations about the LSP programs to prospective students at educational fairs, informational sessions, professional conferences, and other marketing events.
- **Admissions Oversight:** Oversaw the full scope of the graduate application and admission processes. Evaluated Graduate Leadership Degree (GLD) admission applications, audited application requirements, and coordinated interviews with prospective students, faculty members and Program Director.
- **Alumni Relations Strategies:** Identified and implemented recruitment and retention strategies, including supporting alumni chapter programs.
- **Marketing & Outreach:** Managed marketing material in relation to on-going recruiting cycle, manage time-line and coordinate efforts with Program Manager and Program Director.
 - Coordinated marketing and recruitment events for the LSP programs.
 - Decreased marketing material production timeframe significantly—from weeks to days—by moving the creative process to an internal task versus outsourcing to another department.
- **Lead & Development Management:** Oversaw prospect management system, Hobson, and ensured proactive outreach to prospects to drive admissions.
- **Cross-functional Collaboration & Leadership:** Worked closely with all departments, specifically college communication, financial aid, and alumni department to build relationships and propel best practices.
- **Budgeting:** Served as Alumni Council Treasurer. Developed and managed corresponding budget and tracked costs and revenue from various events.
- **Training:** Trained and supported new faculty on the BALOS Admission Counselor system.

Career Experience Continued...

- **Process Improvements:** Analyzed financial aid process and delivered solutions to streamline process for newly enrolled students. Collaborated with leadership from various departments to assess and introduce possible solutions.
- **Project Leadership:** Selected key individuals from multiple departments to partner on editing and maintaining content for website. Trained team and designed task specific processes to ensure accuracy and continuity throughout the website in an effort to drive recruitment and community outreach initiatives.
- **Cost Savings:** Delivered an annual cost savings, up to \$15K, by revamping and changing outdated student hand-outs to more efficient streamlined version and digital formats when possible.
- **Community Events Organization:** Coordinated regional #MeToo and Black Lives Matter events, with over 400 attendees comprised of members of the community and organizational leaders. Facilitated multifaceted and collaborative conversations with student groups on key and trending issues.
- **Special Projects:** Designed and coordinated the 10th anniversary celebration for the Leadership Studies Programs.
- **Awards:** Received the CILSA Engaged Saint Mary's College Staff Award (2014) in recognition of success in community service and social justice educational efforts, both and off the campus.

Additional experience as a **Faculty Member** (2008—Present) teaching and developing the M.A. in Leadership Program and teaching courses in:

- Peer Facilitator Training: Finding Our Voices/Hearing Other's: Discovering Common Ground Across Differences
- Introduction to Intercultural Dialogue
- The Practice of Building a Learning Community
- Personal and Organizational Learning

EDUCATION

Master of Arts (M.A.) in Leadership & Organization Management
 Bachelor of Arts (B.A.) in Human & Community Services
 SAINT MARY'S COLLEGE

Community Service:

- Academic Peer Education Program Volunteer at San Quentin (2014—Present)
 - Focused on developing a facilitator training program for peer educators.
- Shelter Inc., Volunteer (2004—Present) & Board Member (2010—2015)
- Alameda Point Collaborative Leadership Development & Learning Facilitator
- MOMS Leadership Program (2009 - 2015)
 - Created family-based program aimed at supporting formerly incarcerated mothers and their children.

Application Form

Profile

Which Boards would you like to apply for?

Racial Justice Oversight Body: Submitted

Representative from a faith-based organization

Seat Name (if applicable)

Describe why you are interested in serving on this advisory board/commission (please limit your response to one paragraph).

I am an Interfaith minister and a Contra Costa County Social Worker. I have worked in the trenches, and I have supervised the workers in the trenches. The racial disparity in Contra Costa County is very concerning to me. While efforts have been made to address this problem for years, it seems like we have taken steps forward and backward. As an African American woman, a minister, and a social worker who lives and works in and for Contra Costa County, I have a vested interest in bringing our communities together so that Contra Costa County can join the leaders in building relationships with our communities of color to eliminate racial disparities.

This application is used for all boards and commissions

April Bolin

First Name

Middle Initial

Last Name

[Redacted]

Email Address

[Redacted]

Home Address

Suite or Apt

Pleasant Hill CA 94523

City

State

Postal Code

Mobile: [Redacted]

Primary Phone

Contra Costa County Employment & Human Svcs Dept

Employer

Social Work Supervisor II

Job Title

Social Worker

Occupation

Do you, or a business in which you have a financial interest, have a contract with Contra Costa Co.?

Yes No

Is a member of your family (or step-family) employed by Contra Costa Co.?

Yes No

Education History

Select the highest level of education you have received:

Other

Masters Degree

If "Other" was Selected Give Highest Grade or Educational Level Achieved

College/ University A

UC Berkeley

Name of College Attended

Social Work

Course of Study / Major

Units Completed

Type of Units Completed

Semester

Degree Awarded?

Yes No

MSW

Degree Type

May 1991

Date Degree Awarded

College/ University B

University of Washington

Name of College Attended

Fine Arts

Course of Study / Major

Units Completed

Type of Units Completed

Quarter

Degree Awarded?

Yes No

BFA

Degree Type

December 1988

Date Degree Awarded

College/ University C

Name of College Attended

Course of Study / Major

Units Completed

Type of Units Completed

None Selected

Degree Awarded?

Yes No

Degree Type

Date Degree Awarded

Other schools / training completed:

Interfaith Ministry and Chaplaincy

Course Studied

480

Hours Completed

Certificate Awarded?

Yes No

Work History

Please provide information on your last three positions, including your current one if you are working.

1st (Most Recent)

5/1/2014-Present

Dates (Month, Day, Year) From - To

40

Hours per Week Worked?

Volunteer Work?

Yes No

Social Work Supervisor II

Position Title

Employer's Name and Address

Contra Costa County Employment & Human Services Dept 40 Douglas Martinez, CA 94553

Duties Performed

Supervised social workers assigned to CFS's Children's Residential Placement Unit from 4/2014 to 4/2018. Currently supervise social workers assigned to Whole Person Care, CommunityConnect, serving vulnerable adults to reduce over-utilization of emergency rooms.

2nd

5/21/2007-5/1/2014

Dates (Month, Day, Year) From - To

40

Hours per Week Worked?

Volunteer Work?

Yes No

Social Casework Specialist II

Position Title

Employer's Name and Address

Contra Costa County Employment & Human Services Dept 40 Douglas Martinez, CA 94553

Duties Performed

(total years does not include layoff from 2009-2010) Conducted advanced level case management for complex and specialized child welfare cases in Contra Costa County.

3rd

1/1/2010-3/20/2012

Dates (Month, Day, Year) From - To

8

Hours per Week Worked?

Volunteer Work?

Yes No

Executive Board Secretary

Position Title

Employer's Name and Address

Oakland Center for Spiritual Living 5000 Clarewood Dr. Oakland, CA 94618

Duties Performed

Fiscal management and adherence to 501c3 bylaws for a spiritual community of over 1000 members.

[April Bolin Resume Hospice.rtf](#)

Upload a Resume

Final Questions

How did you learn about this vacancy?

Other

EHSD Headlines

If "Other" was selected please explain

. Do you have a Familial or Financial Relationship with a member of the Board of Supervisors?

Yes No

If Yes, please identify the nature of the relationship:

Do you have any financial relationships with the County such as grants, contracts, or other economic relations?

Yes No

If Yes, please identify the nature of the relationship:

Please Agree with the Following Statement

I understand that this form is a public document and is subject to the California Public Records Act.

I Agree

Ministerial Vow

As an ordained Minister of the Chaplaincy Institute Interfaith Community, I vow to nurture your relationship with the Divine and all its manifestations; honor the diversity and unity of all beings, cultures and traditions; inspire interfaith awareness, cooperation and connection; uphold the Interfaith Congregation's Ethical Code of Conduct and serve others with compassion and respect; continue to nourish myself in body, heart, mind and spirit; and commit to serve peace, justice and sustainability in the world.

Realizing that there are many paths to spiritual wisdom, I vow to honor the paths of my brothers and sisters from all faith traditions and no faith tradition so that together we can create and build upon a consciousness of peace, integrity, and Oneness.

Work Experience

Per Diem Chaplain (June 2016 to December 2017)

Grace Hospice – San Ramon, CA

Provide emotional and spiritual counseling to patients and their families. Provide bereavement services, including phone calls, visits and memorial services, to family members upon the death of a patient.

Social Casework Specialist II (May 2010 to May 2014)

Contra Costa Co. CFS – Antioch, CA

Effectively conducted advanced level case management for complex and specialized child welfare cases in Contra Costa County.

Executive Board Member – Secretary (January 2010 to March 2012)

Oakland Center for Spiritual Living – Oakland, CA

Provided broad fiscal oversight, including the adoption of an annual budget, quarterly review of revenue and expenses, and review of tax forms and audits. Ensured compliance with and periodically update the organization's bylaws. Provided strategic direction, which included regular reviews of the organization's mission, vision and values, and active maintenance and delivery on strategic plans. Provided oversight regarding legal contracts and concerns. Formulated policies.

Per Diem Therapist (May 2009 to May 2010)

Telecare: Willow Rock Facility – San Leandro, CA

Conducted assessments and case management on an inpatient adolescent psychiatric unit to stabilize adolescents admitted for grave disabilities, danger to self, and/or danger to others.

Social Casework Specialist II (June 2007 to December 2008)

Contra Costa Co. CFS – Martinez, CA

Effectively conducted advanced level case management for complex and specialized child welfare cases in Contra Costa County.

Medical Social Worker (January 2003 to May 2007)

Children's Hospital– Oakland, CA

Provided case management and clinical support to families with medically fragile infants, children, and teens. Supervised an MSW intern and provided clinical supervision for staff desiring a state license.

Therapist (October 2001 to October 2002)

Fremont Hospital – Fremont, CA

Coordinated the management of psychiatric medication, provided case management, and provided group

therapy to adults in a psychiatric outpatient setting.

Mental Health Program Development Contract (January 2001 to October 2001)

Thunder Road – Oakland, CA

Successfully developed, implemented, and coordinated Medi-Cal funded mental health services as contracted by Contra Costa County. In a temporary capacity, supervised staff and managed a clinical implementation team throughout the development of the program.

Clinical Supervisor (October 1999 to June 2001)

Support Network for Battered Women – Sunnyvale, CA

Provided clinical supervision and training to MFT interns, MSW interns, Ph.D interns, and staff. Conducted domestic violence trainings to youth in juvenile hall.

Therapist (June 1994 to March 1999)

Dept. of Public Health, Mental Health – San Francisco, CA

Provided therapy, case management, and clinical assessments for 3-18 year-olds in the foster care system. Coordinated the management of psychotropic medication for children and adolescents. Conducted trainings and in-services to foster parents and agencies regarding mental health issues and appropriate care for children.

Supervising Social Worker (September 1992 to June 1994)

San Francisco AIDS Foundation – San Francisco, CA

Supervised approximately 10 staff and interns. Provided case management, counseling, and training on HIV and cultural awareness. Assisted clients in obtaining financial and medical benefits, housing, and other supportive services. Participated in the development of the Client Services Department. Participated in the long-range planning processes with the formulation of policies and procedures. Provided prison outreach to HIV infected inmates in San Quentin and Vacaville Medical Facility.

Case Manager (October 1989 to September 1992)

Larkin Street Services – San Francisco, CA

Provided counseling and case management to homeless adolescents ages 12- 23. Developed and facilitated trainings and in-services to staff, volunteers, and youth on various psychosocial issues.

Education

University of Washington, 1989

Fine Arts
BFA

University of CA, Berkeley 1991

Social Welfare
MSW

LCSW received July 1995
LCS17542

Chaplaincy Institute Interfaith Seminary

Certificate of Completion September 1013
Ordained Interfaith Minister

Ministry Related: Publications/Website/Videos/Speaking Engagements/Workshops

Presence: An International Journal of Spiritual Direction
"Building Bridges"
Vol. 24, No 1
March 2018

<https://chaplaincyinstitute.org/portfolio-items/standing-up-for-the-world-we-want/>

Ministry Website:

<http://www.peaceandwellnessproject.com/>

Speaking and Workshops:

- 2017 Spiritual Directors International Conference, Toronto, Canada
<https://www.sdiworld.org/educational-event/2017-seeking-connection-educational-events/workshop-presenters>

- 2018 Spiritual Directors International Conference, St. Louis, Missouri
<https://www.youtube.com/watch?v=Z1NhABE11dU>

Start at 41secs to 56 secs

- 2018 Parliament of the World's Religions, Toronto, Canada
- Northbrae Community Church, North Berkeley, CA
- Home of Truth, Alameda, CA
- Oakland Center for Spiritual Living
- Chaplaincy Institute
- Glenview Elementary Schools faculty and staff wellness retreat: Oakland Unified School District

Application Form

Profile

Which Boards would you like to apply for?

Racial Justice Oversight Body: Submitted

Seat Name (if applicable)

Describe why you are interested in serving on this advisory board/commission (please limit your response to one paragraph).

I believe that it is important to overcome the disparities in our criminal and juvenile justice system. As a person who is formerly incarcerated I would like to be a part of the process and success of implementing the recommendations of the racial justice task force.

This application is used for all boards and commissions

Chala L Bonner
First Name Middle Initial Last Name

[Redacted] Email Address

[Redacted] Home Address Suite or Apt

Richmond CA 94801
City State Postal Code

Home: [Redacted] Primary Phone

Safe Return Project Civic engagement organizer Organizer
Employer Job Title Occupation

Do you, or a business in which you have a financial interest, have a contract with Contra Costa Co.?

Yes No

Is a member of your family (or step-family) employed by Contra Costa Co.?

Yes No

Education History

Select the highest level of education you have received:

Other

AA in Business Management

If "Other" was Selected Give Highest Grade or Educational Level Achieved

College/ University A

Contra Costa College

Name of College Attended

Business Management

Course of Study / Major

Units Completed

Type of Units Completed

None Selected

Degree Awarded?

Yes No

Associate Degree

Degree Type

May 25, 2012

Date Degree Awarded

College/ University B

Name of College Attended

Course of Study / Major

Units Completed

Type of Units Completed

None Selected

Degree Awarded?

Yes No

Degree Type

Date Degree Awarded

College/ University C

Name of College Attended

Course of Study / Major

Units Completed

Type of Units Completed

None Selected

Degree Awarded?

Yes No

Degree Type

Date Degree Awarded

Other schools / training completed:

Course Studied

Hours Completed

Certificate Awarded?

Yes No

Work History

Please provide information on your last three positions, including your current one if you are working.

1st (Most Recent)

04/17/2018-Present

Dates (Month, Day, Year) From - To

40+

Hours per Week Worked?

Volunteer Work?

Yes No

Organizer

Position Title

Employer's Name and Address

Safe Return Project 1011 MacDonald Ave. Richmond, CA 94801

Duties Performed

Grassroots organizing, advocacy work, leadership trainer, and campaign lead.

2nd

01/01/2018-03/30/2018

Dates (Month, Day, Year) From - To

30

Hours per Week Worked?

Volunteer Work?

Yes No

Merchandiser

Position Title

Employer's Name and Address

SPAR Business Solution 1910 Opdyke Court Auburn Hills, MI 48326

Duties Performed

General merchandising.

3rd

06/01/2017-09/30/2017

Dates (Month, Day, Year) From - To

25

Hours per Week Worked?

Volunteer Work?

Yes No

Administrative Assistant

Position Title

Employer's Name and Address

Richmond Chamber of Commerce 3925 MacDonald Ave. Richmond, CA 94804

Duties Performed

General admin duties.

Upload a Resume

Final Questions

How did you learn about this vacancy?

Other

Racial Justice Coalition

If "Other" was selected please explain

. Do you have a Familial or Financial Relationship with a member of the Board of Supervisors?

Yes No

If Yes, please identify the nature of the relationship:

Do you have any financial relationships with the County such as grants, contracts, or other economic relations?

Yes No

If Yes, please identify the nature of the relationship:

Please Agree with the Following Statement

I understand that this form is a public document and is subject to the California Public Records Act.

I Agree

Application Form

Profile

Which Boards would you like to apply for?

Racial Justice Task Force: Submitted

Seat Name (if applicable)

Describe why you are interested in serving on this advisory board/commission (please limit your response to one paragraph).

After serving 25 years in business and industry, I am interested in serving on the Racial Justice Task Force because I am able to provide relevant insight and detail regarding racial issues. During the past 28 years, I have served as an officer and member of the board for The Good Samaritan Outreach Center in San Diego (now located in Danville). I am seeking a greater level of community involvement now that my time serving industry has come to an end.

This application is used for all boards and commissions

Kerry

First Name

V

Middle Initial

Cooper

Last Name

[Redacted]

Email Address

[Redacted]

Home Address

Suite or Apt

Danville

City

CA

State

94526

Postal Code

Mobile: [Redacted]

Primary Phone

Comerica Bank

Employer

Relationship Banker

Job Title

Banking

Occupation

Do you, or a business in which you have a financial interest, have a contract with Contra Costa Co.?

Yes No

Is a member of your family (or step-family) employed by Contra Costa Co.?

Yes No

Education History

Select the highest level of education you have received:

Other

Associates of Science

If "Other" was Selected Give Highest Grade or Educational Level Achieved

College/ University A

Grossmont College

Name of College Attended

Business

Course of Study / Major

124

Units Completed

Type of Units Completed

Semester

Degree Awarded?

Yes No

Associates

Degree Type

5/1981

Date Degree Awarded

College/ University B

Grossmont College

Name of College Attended

General Education

Course of Study / Major

124

Units Completed

Type of Units Completed

Semester

Degree Awarded?

Yes No

5/1982

Degree Type

Associates of Science

Date Degree Awarded

College/ University C

Name of College Attended

Course of Study / Major

Units Completed

Type of Units Completed

None Selected

Degree Awarded?

Yes No

Degree Type

Date Degree Awarded

Other schools / training completed:

Business Management

Course Studied

248

Hours Completed

Certificate Awarded?

Yes No

Work History

Please provide information on your last three positions, including your current one if you are working.

1st (Most Recent)

3/19/2018 - Present

Dates (Month, Day, Year) From - To

40

Hours per Week Worked?

Volunteer Work?

Yes No

Relationship Banker

Position Title

Employer's Name and Address

Comerica Bank 3110 Crow Canyon Pl., Suite A San Ramon, CA 94583

Duties Performed

Platform Manager responsible for Banking Center Operations and the development of and origination of retail lending products and services.

2nd

12/15/2015 to 3/12/2018

Dates (Month, Day, Year) From - To

40

Hours per Week Worked?

Volunteer Work?

Yes No

Director, Procurement

Position Title

Employer's Name and Address

Blackhawk Network, Inc. 6220 Stoneridge Mall Rd. Pleasanton, CA 94588

Duties Performed

Company procurement agent responsible for the development and implementation of vendor management, strategic sourcing, procurement procedures and policy, and overall procurement strategy related to the implementation of Strategic Sourcing, Contracts, Spend Analysis, and Procure-to-Pay. Key program strategist for company's vendor management, vendor risk, and compliance programs. Management of 6 direct reports. \$362M indirect spend responsibility.

3rd

9/24/2012 to 12/13/2015

Dates (Month, Day, Year) From - To

40

Hours per Week Worked?

Volunteer Work?

Yes No

Director, Procurement & Sourcing

Position Title

Employer's Name and Address

24 Hour Fitness USA, Inc. 12647 Alcosta Blvd. San Ramon, CA 94583

Duties Performed

Chief contracting agent and subject matter expert for the development of strategic sourcing, procurement procedures, contracting policy, and overall procurement strategy related to the implementation of Sourcing, Contracts, Spend Analysis, and Procure-to-Pay. Key program strategist for company's payment discount management and vendor management programs. Management of 10 direct reports. \$350M indirect spend responsibility.

[Resume_Kerry_V_Cooper_06_08_2018.docx](#)

Upload a Resume

Final Questions

How did you learn about this vacancy?

Contra Costa County Homepage

If "Other" was selected please explain

. Do you have a Familial or Financial Relationship with a member of the Board of Supervisors?

Yes No

If Yes, please identify the nature of the relationship:

Do you have any financial relationships with the County such as grants, contracts, or other economic relations?

Yes No

If Yes, please identify the nature of the relationship:

Please Agree with the Following Statement

I understand that this form is a public document and is subject to the California Public Records Act.

I Agree

Kerry V. Cooper

[REDACTED]
Danville, CA 94526

Email: [REDACTED]

Linked-In: <https://www.linkedin.com/pub/kerry-cooper/6/6ba/bb4>

- Comerica Bank, San Ramon, CA** 2018 - Present
Personal Retail Banker II – San Ramon, CA (2018)
Platform Manager responsible for Banking Center Operations and the development of and origination of retail lending products and services.
- Blackhawk Network, Inc., Pleasanton, CA** 2015 – 2018
Director, Procurement – Pleasanton, CA (2015 - 2018)
Company procurement agent responsible for the development and implementation of vendor management, strategic sourcing, procurement procedures and policy, and overall procurement strategy related to the implementation of Strategic Sourcing, Contracts, Spend Analysis, and Procure-to-Pay. Key program strategist for company's vendor management, vendor risk, and compliance programs. Management of 6 direct reports. \$362M indirect spend responsibility.
- 24 Hour Fitness USA, Inc., San Ramon, CA** 2012 – 2015
Director, Procurement & Sourcing – San Ramon, CA (2012 - 2015)
Chief contracting agent and subject matter expert for the development of strategic sourcing, procurement procedures, contracting policy, and overall procurement strategy related to the implementation of Sourcing, Contracts, Spend Analysis, and Procure-to-Pay. Key program strategist for company's payment discount management and vendor management programs. Management of 10 direct reports. \$350M indirect spend responsibility.
- Kforce, Inc., San Diego, CA** 2010 – 2012
Private Consultant/Sr. Sourcing Manager – San Diego, CA (2010 -2012)
Consultant and subject matter expert for the development of strategic sourcing, procurement procedures, procurement policy, and overall procurement strategy related to the implementation of Ariba Sourcing, Contracts, Spend Analysis, and Procure-to-Pay Pro. Key program strategist for company's payment discount management and vendor management programs.
- CareFusion 303, Inc., San Diego, CA** 2009 - 2010
Advisor, Strategic Sourcing – San Diego, CA (2009 – 2010)
Advisor, Strategic Sourcing responsible for company's negotiation strategy and position for Procure-To-Pay, SOX 404 Compliance, IT Hardware, Software, and Contingent Labor and Temporary Workforce Agreements and Strategic Sourcing Training and managing the end-to-end cycle for RFI's, RFP's, Statements of Work, and Service Level Agreements.
- San Diego Gas & Electric Company, San Diego, CA** 2007 - 2009
Contracting Agent – San Diego, CA (2007 – 2009)
Strategic Sourcing Specialist responsible for company's negotiation strategy and position for various IT Hardware, Software, and Professional Services Agreements and Strategic Sourcing Training and managing the end-to-end cycle for RFI's, RFP's, Statements of Work, and Service Level Agreements.
- Cooper Enterprises, San Diego, CA** 2005 - 2007
President/CEO – San Diego, CA (2005 – 2007)
Independent Contractor, Consultant, and Procurement Specialist focusing on supply management and strategic sourcing.
- Intuit, Inc., San Diego, CA** 2000 - 2005
Procurement Operations Manager/Sr. Strategic Sourcing Manager - San Diego, CA (2000 - 2005)
Responsible for company purchasing process including management of 10 San Diego based buyers; overseeing timely and accurate creation of purchase orders based on client-initiated purchasing requisitions; leading program for low cost purchasing channels; ensuring fraud-free purchasing environment.
- Qualcomm, Incorporated, San Diego, CA** 1995 - 2000
Senior Manager - Corporate Procurement/Manager, Business Systems/Sr. Contracts Analyst (1995 - 2000)
As Senior Manager - Corporate Procurement, responsible for company purchasing process including management of 7 San Diego based buyers, 2 senior contract administrators and approved buyers; overseeing purchase orders based on client-initiated purchasing demands; developing RFPs to meet engineering, software development/software requirements.

EDUCATION

Northwestern California School of Law – 2nd Year Law School Candidate, Sacramento, CA – State Bar #440087
Certificate in Business Management - University of Southern California, Los Angeles, CA
Associate of Science, General Business - Grossmont Community College, El Cajon, CA
Associate of Arts, General Education - Grossmont Community College, El Cajon, CA

Application Form

Profile

Which Boards would you like to apply for?

Racial Justice Oversight Body: Submitted

Ledamien Flowers

Seat Name (if applicable)

Describe why you are interested in serving on this advisory board/commission (please limit your response to one paragraph).

I am a community member and resident of Contra Costa County, also a person who have personally have been impacted by Incarceration and also a advocate now working to support fellow systems impacted folks.

This application is used for all boards and commissions

Ledamien

First Name

E

Middle Initial

Flowers

Last Name

[Redacted]

Email Address

[Redacted]

Home Address

Suite or Apt

Richmond

City

CA

State

94801

Postal Code

Home: [Redacted]

Primary Phone

The Safe Return Project

Employer

Community Organizer

Job Title

Occupation

Do you, or a business in which you have a financial interest, have a contract with Contra Costa Co.?

Yes No

Is a member of your family (or step-family) employed by Contra Costa Co.?

Yes No

Education History

Select the highest level of education you have received:

G.E.D. Certificate

If "Other" was Selected Give Highest Grade or
Educational Level Achieved

College/ University A

Name of College Attended

Course of Study / Major

Units Completed

Type of Units Completed

None Selected

Degree Awarded?

 Yes No

Degree Type

Date Degree Awarded

College/ University B

Name of College Attended

Course of Study / Major

Units Completed

Type of Units Completed

None Selected

Degree Awarded?

 Yes No

Degree Type

Date Degree Awarded

College/ University C

Name of College Attended

Course of Study / Major

Units Completed

Type of Units Completed

None Selected

Degree Awarded?

 Yes No

Degree Type

Date Degree Awarded

Other schools / training completed:

Course Studied

Hours Completed

Certificate Awarded?

 Yes No

Work History

Please provide information on your last three positions, including your current one if you are working.

1st (Most Recent)

2/17/2017

Dates (Month, Day, Year) From - To

4 too 5

Hours per Week Worked?

Volunteer Work?

Yes No

Part time organizer

Position Title

Employer's Name and Address

Tamisha Walker 1011 MacDonald ave Richmond ca.

Duties Performed

Develop community leaders and support policies and campaigns to reform the criminal justice system.

2nd

01/2016/2018

Dates (Month, Day, Year) From - To

4

Hours per Week Worked?

Volunteer Work?

Yes No

Tranee

Position Title

Employer's Name and Address

Sandra, Rubicon programs.

Duties Performed

Janitorial work

3rd

Dates (Month, Day, Year) From - To

Hours per Week Worked?

Volunteer Work?

Yes No

Position Title

Employer's Name and Address

Duties Performed

[Upload a Resume](#)

Final Questions

How did you learn about this vacancy?

Other

Through my work my E.D. sets on the racial justice task force.

If "Other" was selected please explain

. Do you have a Familial or Financial Relationship with a member of the Board of Supervisors?

Yes No

If Yes, please identify the nature of the relationship:

Do you have any financial relationships with the County such as grants, contracts, or other economic relations?

Yes No

If Yes, please identify the nature of the relationship:

North Richmond Mitigation, to address blight and beatification in North Richmond.

Please Agree with the Following Statement

I understand that this form is a public document and is subject to the California Public Records Act.

I Agree

Application Form

Profile

Which Boards would you like to apply for?

Racial Justice Oversight Body: Submitted

Faith Organization

Seat Name (if applicable)

Describe why you are interested in serving on this advisory board/commission (please limit your response to one paragraph).

I am a rabbi at Temple Isaiah in Lafayette, where I've served for just over two years. A key part of my work involves supporting members engaged in social justice, in terms of logistical and strategic planning, educational programming, and reflection on the American and Jewish values that remind us of the inherent dignity of every human. Although I currently live in Oakland, I work in Lafayette where most of my congregants are residents of Contra Costa County, and am dedicated to building relationships across communities and organization here. I am invested in helping Contra Costa County continue to be a thoughtfully inclusive, aware, and just home for members of all races and faiths.

This application is used for all boards and commissions

Jay

First Name

A

Middle Initial

LeVine

Last Name

[Redacted]

Email Address

[Redacted]

Home Address

[Redacted]

Suite or Apt

Oakland

City

CA

State

94610

Postal Code

Mobile: [Redacted]

Primary Phone

Temple Isaiah

Employer

Rabbi

Job Title

Rabbi

Occupation

Do you, or a business in which you have a financial interest, have a contract with Contra Costa Co.?

Yes No

Is a member of your family (or step-family) employed by Contra Costa Co.?

Yes No

Education History

Select the highest level of education you have received:

Other

Masters and Rabbinic Ordination

If "Other" was Selected Give Highest Grade or Educational Level Achieved

College/ University A

Hebrew Union College

Name of College Attended

Rabbinics

Course of Study / Major

Units Completed

Type of Units Completed

None Selected

Degree Awarded?

Yes No

Masters in Hebrew Letters

Degree Type

May 2013

Date Degree Awarded

College/ University B

University of Arizona

Name of College Attended

Finance

Course of Study / Major

Units Completed

Type of Units Completed

None Selected

Degree Awarded?

Yes No

Bachelors in Business
Administration

Degree Type

May 2010

Date Degree Awarded

College/ University C

Name of College Attended

Course of Study / Major

Units Completed

Type of Units Completed

None Selected

Degree Awarded?

Yes No

Degree Type

Date Degree Awarded

Other schools / training completed:

Course Studied

Hours Completed

Certificate Awarded?

Yes No

Work History

Please provide information on your last three positions, including your current one if you are working.

1st (Most Recent)

7/1/2016 - present

Dates (Month, Day, Year) From - To

40 (plus)

Hours per Week Worked?

Volunteer Work?

Yes No

Rabbi

Position Title

Employer's Name and Address

Temple Isaiah 945 Risa Road Lafayette, CA 94549

Duties Performed

Teach, lead worship, support social action programs and social justice organizing, provide counseling, guide life cycle rituals

2nd

Dates (Month, Day, Year) From - To

Hours per Week Worked?

Volunteer Work?

Yes No

Position Title

Employer's Name and Address

Duties Performed

3rd

Dates (Month, Day, Year) From - To

Hours per Week Worked?

Volunteer Work?

Yes No

Position Title

Employer's Name and Address

Duties Performed

Upload a Resume

Final Questions

How did you learn about this vacancy?

Other

immigration issues forwarded me a link.

If "Other" was selected please explain

. Do you have a Familial or Financial Relationship with a member of the Board of Supervisors?

Yes No

If Yes, please identify the nature of the relationship:

Do you have any financial relationships with the County such as grants, contracts, or other economic relations?

Yes No

If Yes, please identify the nature of the relationship:

Please Agree with the Following Statement

I understand that this form is a public document and is subject to the California Public Records Act.

I Agree

Do you, or a business in which you have a financial interest, have a contract with Contra Costa Co.?

Yes No

Is a member of your family (or step-family) employed by Contra Costa Co.?

Yes No

Education History

Select the highest level of education you have received:

Other

Masters

If "Other" was Selected Give Highest Grade or Educational Level Achieved

College/ University A

Katie Lewis

Name of College Attended

Biology

Course of Study / Major

Units Completed

Type of Units Completed

None Selected

Degree Awarded?

Yes No

BS Biology

Degree Type

August 2005

Date Degree Awarded

College/ University B

American College of TCM

Name of College Attended

Masters in Traditional Chinese
Medicine

Course of Study / Major

Units Completed

Type of Units Completed

None Selected

Degree Awarded?

Yes No

MSTCM

Degree Type

December 2012

Date Degree Awarded

College/ University C

Name of College Attended

Course of Study / Major

Units Completed

Type of Units Completed

None Selected

Degree Awarded?

Yes No

Degree Type

Date Degree Awarded

Other schools / training completed:

Course Studied

Hours Completed

Certificate Awarded?

Yes No

Work History

Please provide information on your last three positions, including your current one if you are working.

1st (Most Recent)

05/08/2016- current

Dates (Month, Day, Year) From - To

40

Hours per Week Worked?

Volunteer Work?

Yes No

Clinic Manager

Position Title

Employer's Name and Address

Lifelong Brookside San Pablo 2023 Vale Rd San Pablo, CA 94806

Duties Performed

balancing clinic budget, managing all staff, approving schedules, attending organizational committees/meetings

2nd

10/26/2011-5/8/2016

Dates (Month, Day, Year) From - To

40

Hours per Week Worked?

Volunteer Work?

Yes No

Clinic Supervisor and Medical Assistant

Position Title

Employer's Name and Address

Lifelong West Berkeley Family Practice 837 Addison St Berkeley, CA 94710

Duties Performed

Managing one floor of the clinic, having one acupuncture shift per week where I gave medical care to patients, prepping charts for other providers and rooming patients

3rd

Dates (Month, Day, Year) From - To

Hours per Week Worked?

Volunteer Work?

Yes No

Position Title

Employer's Name and Address

Duties Performed

[resumeupdate2018.doc](#)

Upload a Resume

Final Questions

How did you learn about this vacancy?

Other

Friend

If "Other" was selected please explain

. Do you have a Familial or Financial Relationship with a member of the Board of Supervisors?

Yes No

If Yes, please identify the nature of the relationship:

Do you have any financial relationships with the County such as grants, contracts, or other economic relations?

Yes No

If Yes, please identify the nature of the relationship:

I don't personally, but Lifelong Medical Care receives local and government grant funds for use in the community clinic that I manage.

Please Agree with the Following Statement

I understand that this form is a public document and is subject to the California Public Records Act.

I Agree

KATIE E. LEWIS

OBJECTIVE

Self motivated individual who is dedicated and interested in the ever-changing field of integrative medicine

EDUCATION

2001-2003 University of Southern Maine School of Music

- Jazz vocal performance major GPA 3.75

2003-2005 University of New England

- Bachelor's Degree in General Biology GPA 3.97 – Summa Cum Laude

- Osher Scholar
- Recipient Osher Summer/Study Abroad Scholarship
 - completed 3 week Spanish immersion course at Costa Rican Language Academy
- Alpha Chi Honor Society Inductee
- Recipient of Award for Outstanding Student in Biology 2004-2005
- University Student Government Representative 2003-2005
 - Nominated Senator of the Year

2007-2012 American College of Traditional Chinese Medicine

Master's Degree in Acupuncture and Herbal Medicine – L.Ac 4/2013

- Completed 3 week Spanish immersion program at Amauta in Cuenca, Ecuador
- Completed 4 week Spanish immersion program at Pop Wuj in Xela, Guatemala
- Passed HSK Chinese Language Test Level IV – reading/writing
- Completed CPCA Health Management+ Program (2016 - 2017)

COMMUNITY SERVICE

- Americorps National Community HealthCorps Volunteer (2005-2006)
- Volunteer at Pop Wuj Medical Clinic in Xela, Guatemala (2011)
- Volunteer acupuncturist/Spanish and Mandarin translator for Charlotte Maxwell Clinic (2011-2014)

WORK EXPERIENCE

- Medical assistant and coordinator for Prenatal and Parenting Centering at West Berkely Family Practice in Berkeley,CA. (2005-2006)
- TutorCorps Foundation – Educational Manager (2008-2009)
- English First – English teacher (2009-2010)
- Medical Assistant/ Licensed Acupuncturist - West Berkeley Family Practice (2009-2014)
- Center Supervisor/Licensed Acupuncturist – West Berkeley Family Practice (2014- 2016)
- Center Manager – LifeLong Brookside San Pablo (present)

E-MAIL [REDACTED]
[REDACTED] RICHMOND, CA 94804 • PHONE [REDACTED]



Contra
Costa
County

For Office Use Only
Date Received:

For Reviewers Use Only:
Accepted Rejected

BOARDS, COMMITTEES, AND COMMISSIONS APPLICATION

MAIL OR DELIVER TO:

Contra Costa County
CLERK OF THE BOARD
651 Pine Street, Rm. 106
Martinez, California 94553-1292

PLEASE TYPE OR PRINT IN INK
(Each Position Requires a Separate Application)

BOARD, COMMITTEE OR COMMISSION NAME AND SEAT TITLE YOU ARE APPLYING FOR:

Racial Justice Oversight Body

CBO serving justice involved youth/school age

PRINT EXACT NAME OF BOARD, COMMITTEE, OR COMMISSION

PRINT EXACT SEAT NAME (if applicable)

1. **Name:** Medley Stephanie Renee
(Last Name) (First Name) (Middle Name)

2. **Address:** [Redacted] Richmond CA 94805
(No.) (Street) (Apt.) (City) (State) (Zip Code)

3. **Phones:** [Redacted]
(Home No.) (Work No.) (Cell No.)

4. **Email Address:** [Redacted]

5. **EDUCATION:** Check appropriate box if you possess one of the following:

High School Diploma G.E.D. Certificate California High School Proficiency Certificate

Give Highest Grade or Educational Level Achieved: Juris Doctor

Names of colleges / universities attended	Course of Study / Major	Degree Awarded	Units Completed		Degree Type	Date Degree Awarded
			Semester	Quarter		
A) San Francisco State University (double major)	Political Science & American Studies	Yes No <input checked="" type="checkbox"/> <input type="checkbox"/>	120		BA	2005
B) John F. Kennedy University College of Law	Law	Yes No <input checked="" type="checkbox"/> <input type="checkbox"/>	80		JD	2009
C)		Yes No <input type="checkbox"/> <input type="checkbox"/>				
D) Other schools / training completed:	Course Studied	Hours Completed	Certificate Awarded: Yes No <input type="checkbox"/> <input type="checkbox"/>			

6. PLEASE FILL OUT THE FOLLOWING SECTION COMPLETELY. List experience that relates to the qualifications needed to serve on the local appointive body. Begin with your most recent experience. A resume or other supporting documentation may be attached but it may not be used as a substitute for completing this section.

<p>A) Dates (Month, Day, Year)</p> <p>From <u> </u> To <u> </u></p> <p><u>10/2012</u> <u>Present</u></p> <p>Total: Yrs. <u> </u> Mos. <u> </u></p> <p><u>6</u> <u> </u></p> <p>Hrs. per week <u>40</u> . Volunteer <input type="checkbox"/></p>	<p>Title</p> <p>Director of Education & Justice</p> <hr/> <p>Employer's Name and Address</p> <p>RYSE Youth Center 205 41st Street Richmond, CA 94805</p>	<p>Duties Performed</p> <p>Collaborate with key community partners, in the development of youth-driven and culturally appropriate interventions for juvenile justice/criminal justice system-involved youth; contact for key CJ agencies; represent RYSE in all relevant Juvenile Justice conversations locally, regionally, and statewide.</p>
<p>B) Dates (Month, Day, Year)</p> <p>From <u> </u> To <u> </u></p> <p><u>2017</u> <u>2018</u></p> <p>Total: Yrs. <u> </u> Mos. <u> </u></p> <p><u>1</u> <u> </u></p> <p>Hrs. per week <u>1</u> . Volunteer <input checked="" type="checkbox"/></p>	<p>Title</p> <p>CBO member-youth serving agency</p> <hr/> <p>Employer's Name and Address</p> <p>Contra Costa County Racial Justice Taskforce</p>	<p>Duties Performed</p> <p>Research and identify data within the County to reduce racial disparities in the criminal justice system; create recommendations and implementation process ; and report back to the Board of Supervisors on progress on recommendations to reduce racial disparities within the criminal justice system.</p>
<p>C) Dates (Month, Day, Year)</p> <p>From <u> </u> To <u> </u></p> <p><u>2013</u> <u>2016</u></p> <p>Total: Yrs. <u> </u> Mos. <u> </u></p> <p><u>3</u> <u> </u></p> <p>Hrs. per week <u>4</u> . Volunteer <input checked="" type="checkbox"/></p>	<p>Title</p> <p>Chair (term ends December 2016)</p> <hr/> <p>Employer's Name and Address</p> <p>Emp-loyer's Name and Address Contra Costa County Community Advisory Board on Public Safety Realignment</p>	<p>Duties Performed</p> <p>Conduct meetings, distribute agendas in collaboration with the Reentry Coordinator; provide status reports concerning CAB business to the CCP; BOS; collaborate with county justice stakeholders, assess and evaluate the effectiveness of County's practices around criminal justice issues including reentry.</p>
<p>D) Dates (Month, Day, Year)</p> <p>From <u> </u> To <u> </u></p> <p><u>2014</u> <u>2018</u></p> <p>Total: Yrs. <u> </u> Mos. <u> </u></p> <p><u>4</u> <u> </u></p> <p>Hrs. per week <u>1</u> . Volunteer <input checked="" type="checkbox"/></p>	<p>Title</p> <p>Steering Committee Member</p> <hr/> <p>Employer's Name and Address</p> <p>Contra Costa County Youth Justice Initiative Steering Committee</p>	<p>Duties Performed</p> <p>Plan and set overall direction for YJI priority areas/ensure that major goals and timelines are achieved ;facilitate innovative problem-solving and open communication across multidisciplinary members and groups; encourage relationship building across network; Monitor progress of YJI.</p>

7. How did you learn about this vacancy?

CCC Homepage Walk-In Newspaper Advertisement District Supervisor Other

8. Do you have a Familial or Financial Relationship with a member of the Board of Supervisors? (Please see Board Resolution no. 2011/55, attached): No Yes

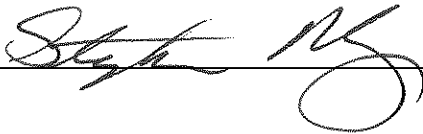
If Yes, please identify the nature of the relationship:

9. Do you have any financial relationships with the County such as grants, contracts, or other economic relations? No Yes

If Yes, please identify the nature of the relationship:

I CERTIFY that the statements made by me in this application are true, complete, and correct to the best of my knowledge and belief, and are made in good faith. I acknowledge and understand that all information in this application is publically accessible. I understand and agree that misstatements / omissions of material fact may cause forfeiture of my rights to serve on a Board, Committee, or Commission in Contra Costa County.

Sign Name: _____



Date: _____

10/00/18

Important Information

1. This application is a public document and is subject to the California Public Records Act (CA Gov. Code §6250-6270).
2. Send the completed paper application to the Office of the Clerk of the Board at: **651 Pine Street, Room 106, Martinez, CA 94553.**
3. A résumé or other relevant information may be submitted with this application.
4. All members are required to take the following training: 1) The Brown Act, 2) The Better Government Ordinance, and 3) Ethics Training.
5. Members of boards, commissions, and committees may be required to: 1) file a Statement of Economic Interest Form also known as a Form 700, and 2) complete the State Ethics Training Course as required by AB 1234.
6. Advisory body meetings may be held in various locations and some locations may not be accessible by public transportation.
7. Meeting dates and times are subject to change and may occur up to two days per month.
8. Some boards, committees, or commissions may assign members to subcommittees or work groups which may require an additional commitment of time.

**THE BOARD OF SUPERVISORS OF CONTRA COSTA COUNTY, CALIFORNIA and for
Special Districts, Agencies and Authorities Governed by the Board Adopted Resolution
no. 2011/55 on 2/08/2011 as follows:**

IN THE MATTER OF ADOPTING A POLICY MAKING FAMILY MEMBERS OF THE BOARD OF SUPERVISORS INELIGIBLE FOR APPOINTMENT TO BOARDS, COMMITTEES OR COMMISSIONS FOR WHICH THE BOARD OF SUPERVISORS IS THE APPOINTING AUTHORITY

WHEREAS the Board of Supervisors wishes to avoid the reality or appearance of improper influence or favoritism;
NOW, THEREFORE, BE IT RESOLVED THAT the following policy is hereby adopted:

- I. SCOPE: This policy applies to appointments to any seats on boards, committees or commissions for which the Contra Costa County Board of Supervisors is the appointing authority.
- II. POLICY: A person will not be eligible for appointment if he/she is related to a Board of Supervisors' Member in any of the following relationships:
1. Mother, father, son, and daughter;
 2. Brother, sister, grandmother, grandfather, grandson, and granddaughter;
 3. Great-grandfather, great-grandmother, aunt, uncle, nephew, niece, great-grandson, and great-granddaughter;
 4. First cousin;
 5. Husband, wife, father-in-law, mother-in-law, son-in-law, daughter-in-law, stepson, and stepdaughter;
 6. Sister-in-law (brother's spouse or spouse's sister), brother-in-law (sister's spouse or spouse's brother), spouse's grandmother, spouse's grandfather, spouse's granddaughter, and spouse's grandson;
 7. Registered domestic partner, pursuant to California Family Code section 297.
 8. The relatives, as defined in 5 and 6 above, for a registered domestic partner.
 9. Any person with whom a Board Member shares a financial interest as defined in the Political Reform Act (Gov't Code §87103, Financial Interest), such as a business partner or business associate.

Application Form

Profile

Which Boards would you like to apply for?

Racial Justice Oversight Body: Submitted

Faith-based Organization

Seat Name (if applicable)

Describe why you are interested in serving on this advisory board/commission (please limit your response to one paragraph).

After attending several County Board meetings, and feeling frustrated at the disparate treatment meted out to people of color by the justice system, I would like to serve on the Racial Justice Oversight Body to listen without prejudice, and to work cooperatively with other members toward fair and equitable treatment for all. I am retired, have the interest and the time to serve. I have been a member at the Unitarian Universalist Church of Berkeley since the 1970's. I left details about my college degrees and work history blank because the degrees were earned and I don't remember all the courses, credits, etc. I am a senior citizen; my college days are long behind me. However, I can produce my degrees, if needed, and I have attached a link to the last resume I completed, which should answer any questions about my work history..

This application is used for all boards and commissions

Camille

First Name

A.

Middle Initial

Parker

Last Name

[Redacted]

Email Address

[Redacted]

Home Address

Suite or Apt

Richmond

City

CA

State

94805

Postal Code

Home: [Redacted]

Primary Phone

Employer

Job Title

Retired

Occupation

Do you, or a business in which you have a financial interest, have a contract with Contra Costa Co.?

Yes No

Is a member of your family (or step-family) employed by Contra Costa Co.?

Yes No

Education History

Select the highest level of education you have received:

Other

Ed.D. in Educational Leadership

If "Other" was Selected Give Highest Grade or Educational Level Achieved

College/ University A

Mills College

Name of College Attended

English

Course of Study / Major

Units Completed

Type of Units Completed

None Selected

Degree Awarded?

Yes No

B.A. (cum laude)

Degree Type

1977

Date Degree Awarded

College/ University B

JFK University

Name of College Attended

Career Counseling

Course of Study / Major

Units Completed

Type of Units Completed

None Selected

Degree Awarded?

Yes No

M.A.

Degree Type

March 1994

Date Degree Awarded

College/ University C

Argosy University

Name of College Attended

Educational Leadership

Course of Study / Major

Units Completed

Type of Units Completed

None Selected

Degree Awarded?

Yes No

Ed.D.

Degree Type

November 2007

Date Degree Awarded

Other schools / training completed:

Course Studied

Hours Completed

Certificate Awarded?

Yes No

Work History

Please provide information on your last three positions, including your current one if you are working.

1st (Most Recent)

Dates (Month, Day, Year) From - To

Hours per Week Worked?

Volunteer Work?

Yes No

Position Title

Employer's Name and Address

Duties Performed

2nd

Dates (Month, Day, Year) From - To

Hours per Week Worked?

Volunteer Work?

Yes No

Position Title

Employer's Name and Address

Duties Performed

3rd

Dates (Month, Day, Year) From - To

Hours per Week Worked?

Volunteer Work?

Yes No

Position Title

Employer's Name and Address

Duties Performed

[Resume.docx](#)

Upload a Resume

Final Questions

How did you learn about this vacancy?

Contra Costa County Homepage

If "Other" was selected please explain

. Do you have a Familial or Financial Relationship with a member of the Board of Supervisors?

Yes No

If Yes, please identify the nature of the relationship:

Do you have any financial relationships with the County such as grants, contracts, or other economic relations?

Yes No

If Yes, please identify the nature of the relationship:

Please Agree with the Following Statement

I understand that this form is a public document and is subject to the California Public Records Act.

I Agree

CAMILLE A. PARKER

██████████, Richmond, CA 94805 ○ ██████████

OBJECTIVE

Communications Coordinator

SUMMARY

Recently retired seasoned professional administrator, instructor, and workshop facilitator with over 20 years' experience in higher education. Professional writer/editor for career, education, and public relations issues.

EXPERIENCE

PROGRAM COORDINATOR/COUNSELOR/PROFESSOR at Contra Costa College for over 15 years (retired June 2011)

VOCATIONAL COUNSELOR/CASE MANAGER for Goodwill Industries, San Francisco (October 1997 to April 1998)

CAREER COUNSELOR/WORKSHOP FACILITATOR at Alumni Resources, San Francisco (1994-1999)

INSTRUCTOR IN CAREER DEVELOPMENT at the School of Management, John F. Kennedy University (1994-1997)

DIRECTOR OF EMPLOYMENT SERVICES at Battered Women's Alternatives, Concord (1993-1997)

INSTRUCTOR/COURSE DESIGNER for West Contra Costa Adult School, Richmond (1991-1993)

PUBLIC INFORMATION REPRESENTATIVE at the University of California Office of the President (1979-1993)

EDUCATION

Ed.D., Educational Leadership, Argosy University (2007)

M.A., Career Development, JFK University (1994)

B.A., English, cum laude, Mills College (1977)

Certificate, Mediation Training, UC Berkeley

Certificate, Participant-Centered Training, Yuba College



Contra
Costa
County

For Office Use Only
Date Received:

For Reviewers Use Only:
Accepted Rejected

BOARDS, COMMITTEES, AND COMMISSIONS APPLICATION

MAIL OR DELIVER TO:
Contra Costa County
CLERK OF THE BOARD
651 Pine Street, Rm. 106
Martinez, California 94553-1292
PLEASE TYPE OR PRINT IN INK
(Each Position Requires a Separate Application)

BOARD, COMMITTEE OR COMMISSION NAME AND SEAT TITLE YOU ARE APPLYING FOR:

Racial Justice Oversight Body

PRINT EXACT NAME OF BOARD, COMMITTEE, OR COMMISSION

PRINT EXACT SEAT NAME (if applicable)

1. **Name:** Phillips, April Ellen
(Last Name) (First Name) (Middle Name)

2. **Address:** Antioch, CA 94531
(No.) (Street) (Apt.) (City) (State) (Zip Code)

3. **Phones:**
(Home No.) (Work No.) (Cell No.)

4. **Email Address:**

5. **EDUCATION:** Check appropriate box if you possess one of the following:

High School Diploma G.E.D. Certificate California High School Proficiency Certificate

Give Highest Grade or Educational Level Achieved: 14

Names of colleges / universities attended	Course of Study / Major	Degree Awarded	Units Completed		Degree Type	Date Degree Awarded
			Semester	Quarter		
A) Los Medanos College	Medical Office	Yes No <input type="checkbox"/> <input checked="" type="checkbox"/>	16			
B)		Yes No <input type="checkbox"/> <input type="checkbox"/>				
C)		Yes No <input type="checkbox"/> <input type="checkbox"/>				
D) Other schools / training completed:	Course Studied	Hours Completed	Certificate Awarded: Yes No <input type="checkbox"/> <input type="checkbox"/>			

6. PLEASE FILL OUT THE FOLLOWING SECTION COMPLETELY. List experience that relates to the qualifications needed to serve on the local appointive body. Begin with your most recent experience. A resume or other supporting documentation may be attached but it may not be used as a substitute for completing this section.

<p>A) Dates (Month, Day, Year) From <u> </u> To <u> </u> 12/2015 Current Total: Yrs. <u> </u> Mos. <u> </u> 2 10 Hrs. per week <u>40</u> . Volunteer <input type="checkbox"/></p>	<p>Title Senior Level Clerk Employer's Name and Address Contra Costa County Dept. , EHSD, Department of Children and Family Services 500 Ellinwood Way Pleasant Hill, CA 94523</p>	<p>Duties Performed Prepare and send to the court legal documents pertaining to the detention of children in our community. Process drug tests for parents, Prepare and process ICWA filings for the court.</p>
<p>B) Dates (Month, Day, Year) From <u> </u> To <u> </u> 12/2013 12/2015 Total: Yrs. <u> </u> Mos. <u> </u> 2 0 Hrs. per week <u>35</u> . Volunteer <input type="checkbox"/></p>	<p>Title Experienced Level Clerk Employer's Name and Address Contra Costa County Library 40 Power Ave Pittsburg, CA 94565</p>	<p>Duties Performed Provided support service to the vulnerable population of our county.</p>
<p>C) Dates (Month, Day, Year) From <u> </u> To <u> </u> Total: Yrs. <u> </u> Mos. <u> </u> Hrs. per week <u> </u> . Volunteer <input type="checkbox"/></p>	<p>Title Employer's Name and Address</p>	<p>Duties Performed</p>
<p>D) Dates (Month, Day, Year) From <u> </u> To <u> </u> Total: Yrs. <u> </u> Mos. <u> </u> Hrs. per week <u> </u> . Volunteer <input type="checkbox"/></p>	<p>Title Employer's Name and Address</p>	<p>Duties Performed</p>

7. How did you learn about this vacancy?

CCC Homepage Walk-In Newspaper Advertisement District Supervisor Other

8. Do you have a Familial or Financial Relationship with a member of the Board of Supervisors? (Please see Board Resolution no. 2011/55, attached): No Yes

If Yes, please identify the nature of the relationship:

9. Do you have any financial relationships with the County such as grants, contracts, or other economic relations? No Yes

If Yes, please identify the nature of the relationship:

I CERTIFY that the statements made by me in this application are true, complete, and correct to the best of my knowledge and belief, and are made in good faith. I acknowledge and understand that all information in this application is publically accessible. I understand and agree that misstatements / omissions of material fact may cause forfeiture of my rights to serve on a Board, Committee, or Commission in Contra Costa County.

Sign Name: April Pto Date: 10/9/18

Important Information

1. This application is a public document and is subject to the California Public Records Act (CA Gov. Code §6250-6270).
2. Send the completed paper application to the Office of the Clerk of the Board at: **651 Pine Street, Room 106, Martinez, CA 94553.**
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4. All members are required to take the following training: 1) The Brown Act, 2) The Better Government Ordinance, and 3) Ethics Training.
5. Members of boards, commissions, and committees may be required to: 1) file a Statement of Economic Interest Form also known as a Form 700, and 2) complete the State Ethics Training Course as required by AB 1234.
6. Advisory body meetings may be held in various locations and some locations may not be accessible by public transportation.
7. Meeting dates and times are subject to change and may occur up to two days per month.
8. Some boards, committees, or commissions may assign members to subcommittees or work groups which may require an additional commitment of time.



Contra
Costa
County

For Office Use Only
Date Received:

For Reviewers Use Only:
Accepted Rejected

BOARDS, COMMITTEES, AND COMMISSIONS APPLICATION

MAIL OR DELIVER TO:
Contra Costa County
CLERK OF THE BOARD
651 Pine Street, Rm. 106
Martinez, California 94553-1292
PLEASE TYPE OR PRINT IN INK
(Each Position Requires a Separate Application)

BOARD, COMMITTEE OR COMMISSION NAME AND SEAT TITLE YOU ARE APPLYING FOR:

Racial Justice Oversight Body
PRINT EXACT NAME OF BOARD, COMMITTEE, OR COMMISSION

Community Based Representative
PRINT EXACT SEAT NAME (if applicable)

1. Name: ROBINSON VERNON
(Last Name) (First Name) (Middle Name)

2. Address: [Redacted]
(No.) (Street) (Apt.) (City) (State) (Zip Code)

3. Phones: [Redacted]
(Home No.) (Work No.) (Cell No.)

4. Email Address: [Redacted]

5. EDUCATION: Check appropriate box if you possess one of the following:

High School Diploma G.E.D. Certificate California High School Proficiency Certificate

Give Highest Grade or Educational Level Achieved: [Redacted]

Names of colleges / universities attended	Course of Study / Major	Degree Awarded	Units Completed		Degree Type	Date Degree Awarded
			Semester	Quarter		
A) <u>Laney College</u>	<u>Communication</u>	Yes No <input type="checkbox"/> <input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
B) [Redacted]	[Redacted]	Yes No <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
C) [Redacted]	[Redacted]	Yes No <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
D) Other schools / training completed:	Course Studied	Hours Completed	Certificate Awarded:			
<u>NATIONAL SPEAKERS ASSOC</u>	<u>PUBLIC SPEAKING</u>	<u>9 mos.</u>	Yes No <input checked="" type="checkbox"/> <input type="checkbox"/>			

THIS FORM IS A PUBLIC DOCUMENT

6. PLEASE FILL OUT THE FOLLOWING SECTION COMPLETELY. List experience that relates to the qualifications needed to serve on the local appointive body. Begin with your most recent experience. A resume or other supporting documentation may be attached but it may not be used as a substitute for completing this section.

<p>A) Dates (Month, Day, Year) From <u>6-18</u> To <u>PRESENT</u></p> <p>Total: Yrs. <u>6</u> Mos. <u>0</u></p> <p>Hrs. per week <u>0</u>. Volunteer <input type="checkbox"/></p>	<p>Title <u>RE-ENTRY CONSULTANT</u></p> <p>Employer's Name and Address <u>WARDROBE FOR OPPORTUNITY 570 14TH #5 OAKLAND, CA. 94612</u></p>	<p>Duties Performed <u>CONSULTING IN THE DEVELOPMENT OF RE-ENTRY PROGRAMS</u></p>
<p>B) Dates (Month, Day, Year) From <u>2017</u> To <u>2018</u></p> <p>Total: Yrs. <u>1</u> Mos. <u>0</u></p> <p>Hrs. per week <u>0</u>. Volunteer <input checked="" type="checkbox"/></p>	<p>Title <u>MENTOR</u></p> <p>Employer's Name and Address <u>RE-ENTRY SUCCESS CENTER 912 McDONALD AVE RICHMOND, CA 94804</u></p>	<p>Duties Performed <u>MENTORING MEN WHO ARE RETURNING RESIDENTS</u></p>
<p>C) Dates (Month, Day, Year) From <u>2016</u> To <u>2018</u></p> <p>Total: Yrs. <u>2</u> Mos. <u>0</u></p> <p>Hrs. per week <u>40</u>. Volunteer <input type="checkbox"/></p>	<p>Title <u>CARE PROVIDER/ADVOCATE</u></p> <p>Employer's Name and Address <u>I H S S IN HOME SUPPORT SERVICES CONTRA COSTA COUNTY</u></p>	<p>Duties Performed <u>PROVIDE CARE SERVICES FOR CLIENTS, AND ADVOCATED FOR THEIR WELL BEING</u></p>
<p>D) Dates (Month, Day, Year) From <u>2009</u> To <u>2016</u></p> <p>Total: Yrs. <u>5</u> Mos. <u>0</u></p> <p>Hrs. per week <u>0</u>. Volunteer <input checked="" type="checkbox"/></p>	<p>Title <u>WARDROBE STYLIST/MENTOR</u></p> <p>Employer's Name and Address <u>WARDROBE FOR OPPORTUNITY 570 14TH #5 OAKLAND CA. 94612</u></p>	<p>Duties Performed <u>STYLED & MENTORED MEN RE-ENTERING THE WORK FORCE FROM PRISON AND THE BROADER COMMUNITY</u></p>

7. How did you learn about this vacancy?

CCC Homepage Walk-In Newspaper Advertisement District Supervisor Other


8. Do you have a Familial or Financial Relationship with a member of the Board of Supervisors? (Please see Board Resolution no. 2011/55, attached): No Yes

If Yes, please identify the nature of the relationship:

9. Do you have any financial relationships with the County such as grants, contracts, or other economic relations? No Yes

If Yes, please identify the nature of the relationship:

I CERTIFY that the statements made by me in this application are true, complete, and correct to the best of my knowledge and belief, and are made in good faith. I acknowledge and understand that all information in this application is publically accessible. I understand and agree that misstatements / omissions of material fact may cause forfeiture of my rights to serve on a Board, Committee, or Commission in Contra Costa County.

Sign Name:  Date: 11-2-18

Important Information

1. This application is a public document and is subject to the California Public Records Act (CA Gov. Code §6250-6270).
2. Send the completed paper application to the Office of the Clerk of the Board at: **651 Pine Street, Room 106, Martinez, CA 94553.**
3. A résumé or other relevant information may be submitted with this application.
4. All members are required to take the following training: 1) The Brown Act, 2) The Better Government Ordinance, and 3) Ethics Training.
5. Members of boards, commissions, and committees may be required to: 1) file a Statement of Economic Interest Form also known as a Form 700, and 2) complete the State Ethics Training Course as required by AB 1234.
6. Advisory body meetings may be held in various locations and some locations may not be accessible by public transportation.
7. Meeting dates and times are subject to change and may occur up to two days per month.
8. Some boards, committees, or commissions may assign members to subcommittees or work groups which may require an additional commitment of time.

**THE BOARD OF SUPERVISORS OF CONTRA COSTA COUNTY, CALIFORNIA and for
Special Districts, Agencies and Authorities Governed by the Board Adopted Resolution
no. 2011/55 on 2/08/2011 as follows:**

IN THE MATTER OF ADOPTING A POLICY MAKING FAMILY MEMBERS OF THE BOARD OF SUPERVISORS INELIGIBLE FOR APPOINTMENT TO BOARDS, COMMITTEES OR COMMISSIONS FOR WHICH THE BOARD OF SUPERVISORS IS THE APPOINTING AUTHORITY

WHEREAS the Board of Supervisors wishes to avoid the reality or appearance of improper influence or favoritism;

NOW, THEREFORE, BE IT RESOLVED THAT the following policy is hereby adopted:

- I. SCOPE: This policy applies to appointments to any seats on boards, committees or commissions for which the Contra Costa County Board of Supervisors is the appointing authority.
- II. POLICY: A person will not be eligible for appointment if he/she is related to a Board of Supervisors' Member in any of the following relationships:
 1. Mother, father, son, and daughter;
 2. Brother, sister, grandmother, grandfather, grandson, and granddaughter;
 3. Great-grandfather, great-grandmother, aunt, uncle, nephew, niece, great-grandson, and great-granddaughter;
 4. First cousin;
 5. Husband, wife, father-in-law, mother-in-law, son-in-law, daughter-in-law, stepson, and stepdaughter;
 6. Sister-in-law (brother's spouse or spouse's sister), brother-in-law (sister's spouse or spouse's brother), spouse's grandmother, spouse's grandfather, spouse's granddaughter, and spouse's grandson;
 7. Registered domestic partner, pursuant to California Family Code section 297.
 8. The relatives, as defined in 5 and 6 above, for a registered domestic partner.
 9. Any person with whom a Board Member shares a financial interest as defined in the Political Reform Act (Gov't Code §87103, Financial Interest), such as a business partner or business associate.

Application Form

Profile

Which Boards would you like to apply for?

Racial Justice Oversight Body: Submitted

Seat Name (if applicable)

Describe why you are interested in serving on this advisory board/commission (please limit your response to one paragraph).

I have been involved with the Racial Justice Coalition & the work of the subsequent Task Force since inception. I've played an integral role in ensuring the final recommendations reflect the needs of our greater community & would like to work towards ensuring the implementation follows the spirit of the recommendations. As a trained mediator & negotiator, multicultural & multilingual, as well as one heavily involved in many different community groups throughout the county, I believe I can represent multiple perspectives while maintaining focus on the purpose of the advisory body.

This application is used for all boards and commissions

Cheryl _____ Sudduth _____
First Name Middle Initial Last Name

_____ _____
Email Address

_____ _____
Home Address Suite or Apt

EI _____ CA _____ 94803
City State Postal Code

Mobile: _____
Primary Phone

_____ _____ _____
Employer Job Title Occupation

Do you, or a business in which you have a financial interest, have a contract with Contra Costa Co.?

Yes No

Is a member of your family (or step-family) employed by Contra Costa Co.?

Yes No

Education History

Select the highest level of education you have received:

None Selected

If "Other" was Selected Give Highest Grade or Educational Level Achieved

College/ University A

Unit of IL

Name of College Attended

Cellular & Molecular Biology and Biochemistry

Course of Study / Major

Units Completed

Type of Units Completed

None Selected

Degree Awarded?

Yes No

Degree Type

Date Degree Awarded

College/ University B

Name of College Attended

Course of Study / Major

Units Completed

Type of Units Completed

None Selected

Degree Awarded?

Yes No

Degree Type

Date Degree Awarded

College/ University C

Name of College Attended

Course of Study / Major

Units Completed

Type of Units Completed

None Selected

Degree Awarded?

Yes No

Degree Type

Date Degree Awarded

Other schools / training completed:

Course Studied

Hours Completed

Certificate Awarded?

Yes No

Work History

Please provide information on your last three positions, including your current one if you are working.

1st (Most Recent)

Dates (Month, Day, Year) From - To

Hours per Week Worked?

Volunteer Work?

Yes No

Position Title

Employer's Name and Address

Duties Performed

2nd

Dates (Month, Day, Year) From - To

Hours per Week Worked?

Volunteer Work?

Yes No

Position Title

Employer's Name and Address

Duties Performed

3rd

Dates (Month, Day, Year) From - To

Hours per Week Worked?

Volunteer Work?

Yes No

Position Title

Employer's Name and Address

Duties Performed

[CSudduth_res_18km2.pdf](#)

Upload a Resume

Final Questions

How did you learn about this vacancy?

Other

Racial Justice Task Force meeting

If "Other" was selected please explain

. Do you have a Familial or Financial Relationship with a member of the Board of Supervisors?

Yes No

If Yes, please identify the nature of the relationship:

Do you have any financial relationships with the County such as grants, contracts, or other economic relations?

Yes No

If Yes, please identify the nature of the relationship:

Please Agree with the Following Statement

I understand that this form is a public document and is subject to the California Public Records Act.

I Agree

Summary of Professional Skills

Detail-oriented Contracting Director with extensive experience in local, state, federal, international public/private/commercial contracting & governance. Chief negotiator, evaluator, drafter of wide range of contracts; manage P&Ls; supervise contract specialists & project managers. Valid government clearances.

*Project Management | Negotiations | Strategic Oversight | Business Development | Leadership & Team Building | Market Insights | Facilitation & Mediation
Compliance | Budget Management | Public Relations | Legal Acumen | Research & Development | Development | Client & Community Outreach*

Professional Contracts & Project Management Experience

- SME & chief resource for all aspects of contract interpretation & administration; senior-level cradle-to-grave contract administration: drafted, negotiated, closed, administered nearly \$500M private, public sector & commercial contracts; preparation, finalization, analysis and administration. Provided leadership, management & oversight of all aspects of entire contract operations process and all regulatory compliance program requirements throughout contract life cycle for private, commercial, public sector (*GSA, USCG, Dept. of the Navy, Dept. of the Army, IRS, SSA, CBP, USDA, FDA, DOD, DOI, FPS, & DHS*) contracts: negotiations, drafting, pre-award & post-award functions, procurement, close-outs, terminations, & administer full range of standard & complex software, hardware, systems, materials, consulting, communications, & services agreements plus other transactions.
- Created new procedures to reduce contracting processing incl. preapproved contract clauses directory to streamline negotiations, checklists to aid in contract review, contract summary sheets and calendar tickler forms to increase efficiencies.
- Directed oversight of real property contract division: drafting, negotiating, closing, administering \$15M-450M in merger & acquisitions, lease management, professional services, and construction of client-owned property or renovated leased property incl. overseeing/conducting due diligence research; defining & documenting project scope; working with architects, construction project managers and the facility engineering team to define, design, plan construction or renovation/alteration and any subsequent scope changes; work with project managers on any additional changes to project scopes or operational plans, any needed maintenance or repair; sourcing materials & resources; vetting vendors; negotiating & administering contracts & leases; preparing documentation; developing timetables and processes for completion; defining inspection criteria, quality assurance and quality surveillance programs; tracking progress and handling any construction or project issues; establishing project evaluation criteria; managing timely delivery of property and services as contracted and inspecting final buildings to ensure final specs and quality standards are met as defined.
- Managed procurement administration: created bid announcements, reviewed/selected LTPA bids suitable to budget & timeline, prepared award letters, purchase agreements, contracts, leases to acquire most cost-effective services & terms; compare prices, discounts, delivery dates, materials & pricing, labor costs, overhead, handling charges, negotiate prices & services, vendor/subcontractor vetting, oversee adherence to contract flow-down provisions.
- Negotiated agency-wide vendor supplies agreements, resulting in monthly incentives for early payments of up to 7.25% & annual savings of 22%.
- Defined, researched, interpreted, & framed complex issues; reviewed contractual & regulatory data; assessed-prioritized-monitored-addressed potential challenges and risks; evaluated alternate solutions; provided clear, concise, insightful contractual analyses & presentations to executive management and outside counsel; recommended feasible actions; developed timetables & processes for completion.
- Project Manager: regularly oversaw, planned, scheduled & organized work of division & program staff incl. flow of activity to accomplish strategic objectives, meet deadlines, stay within budget, exchange information, meet contract specifications & departmental policy. Established priorities, allocated resources & provided appropriate support through project life cycle, incl. utilizing CRM, ERP & other dashboard systems and government proprietary tracking programs to manage performance & resources.
- Developed annual division operating budget for exec review & approval; reviewed & approved financial reports, contracts, budget change requests, & no-cost extensions; closely monitored spending to ensure budgets tracked with approved financial plan & periodically discussed with managers; coordinated integral business components (*purchasing, contracts, construction*); kept all internal/external stakeholders apprised of ongoing project statuses.
- Implemented new cross-departmental management training system, identifying opportunities for managers of different departments to learn new skills and to diversify thought leadership & skills capabilities across agency.
- Worked with HR, Project Teams, Marketing & Client Services to ensure compliance with Sec. 508-Accessibility Standards for Documents. Conducted needs assessment, instructional curriculum design, training materials, tools & resources; developed & facilitated ADA Documentation Remediation Training (*in multiple languages*) following web content accessibility guidelines (*WCAG*) Level AA/AAA or ISO (*International Organization for Standardization*) specificity for various document types - *Adobe PDFs(.pdf), Adobe InDesign(.indd), Microsoft Word(.doc, .docx), Microsoft Excel(.xls, .xlsx), Microsoft PowerPoint(.ppt, .pptx)*. Developed detailed best practices guides for future reference.
- Discovered additional revenue opportunities that increased revenues over \$1.6M annually. Oversaw work of outside agencies, consultants & vendors; worked with sales & operations managers/project managers to develop business proposals & prepare specs & RFPs; coordinated in-house & consultant input for proposal docs; provided management oversight of new opportunities.
- Community Engagement: Advance and communicate organization's mission via effective marketing and public relations. Lead community partner and agency communication efforts inc. strategy planning, developing print media and marketing collateral, media relations, website/electronic communications, crisis communications, & printed materials/publications/photography. Increase engagement of community members through designing & executing marketing campaigns, contests, & other initiatives. Grow existing partner/client base, maintain current relationships & build strategic relationships between organization & local community, non-profit agencies, schools, & government offices. Act as employee advocate.
- Events Management: planned annual *disAbility* Awareness Month activities and Employee recognition Awards events; organized annual/semi-annual training and recognition events for community partners; coordinated special events related to learning, community engagement, and other opportunities for stakeholders, including workshops, panels, site visits, or other programs; collaborated with project managers and community partners on Service & Leadership, MLK Week, *disAbility* Week/Month recognition; annual training & achievements conference planning team member & forum participant; mySiebel News team liaison & legal/contracts group intranet administrator; international delegate at worldwide training & industry events.

Professional Compliance Officer Experience

- Planned and oversaw regulatory program by devising and implementing appropriate strategies for compliance and creating the structures, systems, competencies and monitoring activities to meet requirements; set priorities, determined goals and planned changes; worked directly with managers to communicate, educate and facilitate team productivity, efficiency and proficiency.
- Developed a single quality compliance group with defined standards; implemented specific quality & performance metrics in adherence to applicable contract/organizational policies and procedures, regulatory requirements, external laws and accreditation standards. Managed implementation of adopted national/international performance & quality standards (*ISO 9001, CARF, LEAN, AbilityOne, Goodwill Int'l*) & quality checks.
- Created inspection criteria & checklists to reduce work/prep time & aid staff in noticing errors quicker, improving quality control by 45%.
- Produced quantitative reports/dashboards to measure effectiveness of compliance programs & training; tracked risk mgt issues; summarized cases.

- Coordinated with project managers, contractors and vendors to conduct proper EIRs & ensure all regulatory requirements, incl. all environmental and social impact concerns are defined, properly addressed & documented.
- Worked with advocacy organizations, federal, state & local regulators to ensure each project plan incl. sustainability, recycling measures, water efficiencies, renewable resources, and energy efficiency; & preserved any required historical building features.
- Performed routine & targeted internal audits, monitored reviews to identify trends in potential compliance & privacy risks, recommended corrective action plans as needed. Maintained well-organized, auditable regulatory files. Provided external audit support, coordination, & trend analysis.
- Facilitated & participated in collective bargaining + mediation. Oversaw complaint resolution & grievance processes & procedures, incl. investigated bargaining/non-bargaining unit grievances, interviewing employees, developing & recommending appropriate resolutions & corrective actions, advising managers on communications approaches, documentation, dispute resolution. Conducted grievance hearings.
- Served as AA/EEO Officer, directly conducted or assisted staff with review and investigations of charges of unfair labor practices and employment discrimination claims, incl. assisted in responding to requests to NLRB, EEOC, & State regulatory agency investigations and hearings.
- Advised, trained and provided specific direction to managers to ensure compliance with policies and practices governing workplace rules and conduct, plus applicable laws, regulations and best practices.
- Created culture for learning & continuous improvement: needs assessment, instructional design; developed & disseminated training materials, trainer development, delivery; provide tools & resources for quality, performance management & measurement; train/re-train managers & site supervisors.
- Maintained regulatory intelligence through research, continuing education, regulatory seminars, conferences & meetings to stay abreast of new/emerging regulations. Monitored & maintained up-to-date knowledge of federal, state & applicable international employment laws, pending legislation reported in federal register, updated OIG work plans, revised accreditation standards, & monitored advancements in privacy rights & compliance technologies to determine level & need for inclusion in current policies & procedures/SOPs. Utilized statistical aggregation & analyses, proactive & purposeful communications, and training & monitoring activities to identify, implemented & disseminated best practices.

M₂E₂ Consulting Inc. ~ Principal Consultant, Contracts and Compliance ~ 01.2005-

- Contracts Drafting, Negotiation and Analysis; Contracts & Records Management; Compliance oversight & Regulatory Affairs management. Serve as SME providing expert Technical and Research Assistance (*local, state/federal/industry*).
- Define framework, strategies, and deployment plans for contract management. Administer contract review and approval process utilizing global document management system. Liaise with Legal and Procurement leaders to develop contract templates for major spend categories and an approved clauses & standard agreements templates library for contingent use by contracting staff.
- Develop and direct implementation of strategic goals and objectives, policies, procedures and standards.
- Conduct/analyze gap analyses and evaluations for executive team and other stakeholders incl. local/state/federal entities and other agencies.
- Develop training programs; design training, educational & communications tools & collateral materials for staff, executives, stakeholders & public.
- Provide ongoing execution and management of process & business excellence initiatives utilizing certified, industry-wide best practices (LEAN, TCM, & ISO 9001), aligned with PMI & PMBOK, to provide cradle-to-grave contract management.
- Oversee Procurement & Property Asset Management incl. contract negotiations & administration. Develop, maintain & execute policies, procedures & systems; ensure scalability of processes & systems. Develop best cost-value sourcing processes in coordination with int/ext business partners. Vendor/Supplier vetting. Effect sound QA/QS programs.
- Chief Labor Negotiator: assist in contract bargaining; finalize post-negotiation docs; provide guidance through grievance & arbitration process.
- Directed development of capital improvement plan budgets for approval, as well as monitored implementation of adopted budgets.
- Oversee Real Property transactions: due diligence; M&A; leases; defining & documenting project scope; sourcing; vetting; negotiations; documentation prep; developing timetables; defining inspection criteria, QA/QSP; tracking progress; handling construction/project issues; establishing project eval criteria; managing timely delivery of property/services & final inspections; ensuring proper & timely payment receipts.
- Conduct manager and staff training and provide guidance on building safe, inclusive environments for all workers inc. sexual harassment/AB1825, EEO, DOL, FMLA, ADA, OSHA and workplace safety, policies & compliance matters,
- Community Engagement, Social Equity and Justice: issues chiefly related to job & wage equity, housing security, food justice and access, inclusive community development, leadership development, inclusive public safety, and other issues, while employing true community engagement and empowerment especially that which is committed to building power for communities of color, low-income people, immigrants, and other marginalized people. Build and strengthen relationships with other local community-based organizations. Collaborate with existing community groups, leaders and community members to develop and execute community-based initiatives/campaigns which help to build community power, with a particular focus on housing, community wellness, civil & immigrant rights, food & environmental (clean air & water) justice, and public safety interventions (in a non-punitive, inclusive way). Expand and strengthen grassroots coalition base via recruiting volunteers and developing community leaders. Supervise and mentor leaders. Facilitate leadership classes to educate community on social justice issues; serve as moderator and forum participant. Conduct community outreach and information sharing and engage community in meetings, town halls, listening sessions to determine needs and concerns. Develop and implement specific political and organizing strategies for each campaign. Research, compile, analyze, interpret and summarize complex, information then determine reasonable alternatives and conclusions as well as recommendations for actions/inactions. Advocate policy positions at public forums, City Hall, County Board Administration meetings, and State Legislative sessions. Meet with local, county and state elected officials to discuss community issues and advocate needs.

Goodwill Industries, Inc. / Calidad Industries, Inc., an AbilityOne - affiliated CRP) ~ Senior Director, Contracts & Compliance ~ 02.2003-12.2016

- Contracts Negotiation & Management: cradle to grave, providing leadership to 12-15 project managers & site supervisors. SME & chief resource. Interpreted & analyzed contract terms and potential impacts to Agency incl. translation of issues and proposed alternative contract language/terms.
- Procurement, purchasing, global source selection, RFI/RFP preparation, evaluation, negotiation and issuance, and subcontracting vendor management utilizing standard & customized SRM, ERP and CRM systems.
- Contractor, subcontractor, and vendor compliance: periodic audits and field investigations to confirm compliance with applicable laws, regulations & related policies incl. flow-down terms & conditions, prevailing wage (*SCA/WDR/DBA*) policies and other labor regulations.
- Experienced Labor Negotiator: lead contract bargaining; finalize post-negotiation documents; train and coach managers on supporting union-represented workers; provide guidance through grievance & arbitration process.
- Budget Management: annual budget preparation and revenue projection analyses, quarterly P&L planning and budget management. Conduct periodic audits to ensure compliance with financial regulations. Prepare risk assessments. Advise project team of impact of operational decisions on P&L.
- Regulatory and Contract Compliance Research: reviewed, interpreted, applied and monitored requirements under FLSA, SCA, AbilityOne, DOL, DBRA, FAR, DOD, SOX, OFAC, GLBA, EEO, ADA, FMLA, EDD, KYC, cost-ben analyses, LOCs, Patriot Act, Reg. E, HIPAA and HITECH.

- Quality Management: developed, designed and managed implementation of quality and performance metrics applicable to contract/organizational policies, regulatory requirements, external laws, adopted int'l quality and accreditation standards (*CARF, ISO 9001, AbilityOne, Goodwill Int'l*). Produced quantitative reports/dashboards measuring effectiveness of compliance programs & training; tracked issues & summarized mgt efforts.
- Management Staff Coaching and Guidance: labor and employee relations practices, performance improvement, contract interpretation & administration, developing and implementing strategic initiatives, safety administration, and emerging workforce issues.
- Personnel Compliance: EEO Officer for AbilityOne workforce. Resident SME on laws governing equal employment and fair, consistent treatment of employees. Handled regulatory filings, inquiries, audits, investigations. Facilitated satisfactory resolutions to grievances. Assisted HR with document production to regulatory agencies, investigations. Trained managers and staff and provided guidance on building safe, inclusive environments for all workers (*sexual harassment/AB1825, EEO, DOL, FMLA, ADAAA, OSHA, EHS, and workplace safety*).
- Suggested then helped implement personnel realignment so key individuals communicated critical information & instructions in real-time updates.
- *dis*Ability and AbilityOne Program oversight: HR compliance systems and processes to ensure compliance with regulatory requirements.
- Increased direct labor ratio from 67% to 83% over five years, using intentional direct hiring efforts and enhanced worker training.
- Directed hiring & retention to increase Wounded Warriors & Veterans w/ *dis*Abilities participants, increasing hires by 19.5% FFY14 ->FFY17.
- Chair agency's Quality Work Environment (*QWE*) task force working directly with workers with significant *dis*Abilities to determine most effective ways to help workers be more efficient & productive, leading to increased wages and greater opportunities for advancement and/or competitive employment outside of the agency. Annually, identify & train select workers with significant *dis*Abilities to participate on task force, learn self-advocacy & leadership skills, and attend annual conferences in Washington DC, Los Angeles, Dallas and Sacramento.

Siebel Systems, Inc. (now Oracle Corp.) ~ Sr. Contracts Negotiator ~ 11.1998 – 01.2003

- Senior-level cradle-to-grave contract management incl. drafted, negotiated, closed, administered \$450M of large standard and complex, non-standard software license and professional services agreements and related contractual collateral.
- Worked with senior corporate counsel to establish real property division incl. negotiating & administering real estate contracts for company-owned property & acquisitions, lease management, defined inspections & QA programs. Assisted senior corporate counsel in handling all M&A transactions for real and intellectual property incl. EDD & KYC.
- Worked directly with project team to define project scope, develop timetables and processes for completion, track progress and management issues (*incl. QA & inspection reports or complaints*), evaluation criteria, summarize case management efforts utilizing standard and customized systems (*Siebel, PeopleSoft, SAP, Oracle, Salesforce*), manage and inspect timely delivery of property and services as contracted and proper payments received.
- Created training & negotiation tools (standard contract templates, contract playbooks and clauses repository) for sales, operations & legal team.
- Interpreted & analyzed contract terms & potential impacts to company incl. translation of issues & proposal of alt. language or other resolution(s).
- Developed and delivered on-site contract negotiation training to contracts/sales personnel throughout No. America, So. America, EMEA, and Australia; worked with local legal staff and consultants to create localized versions of agreements, contract manuals, & training materials (*verse in 8 languages*); created user-friendly contract manuals, detailed 'playbooks' and 'best practices guides' for training legal support and sales staff.
- Annual training & achievements conference planning team member and forum participant; mySiebel News team liaison & legal/contracts group intranet administrator; International delegate at worldwide training & industry events.

Sony Signatures Inc. (a division of Sony Pictures Entertainment and Sony Software) ~ Mgr. Contracts/Negotiator ~ 08.1994 – 01.1999

- Managed negotiation & contracting process for standard to complex, public/private sector merchandising license & services agreements, statements of work, amendments, technology, real property, non-disclosures, contractors, distributors, & vendors under tight deadlines with limited direction.
- Interpreted and analyzed contract terms and potential impacts to company incl. translation of issues and proposal of alt. contract language/terms.
- Created, reviewed, updated standard contract templates, playbooks, clauses repository and contract summary sheets.
- Worked with corporate counsel/general counsel on real property transactions incl. due diligence research on international real estate purchases and tax implications, defining & documenting project scope, construction issues & vendor vetting, negotiating contracts & property leases, defining inspection criteria & quality surveillance programs, prep docs, managing property inspections of final building deliveries to ensure final specs met.
- Coordinated tracking & verification activities; communicated with implementation licensees to detail reporting requirements & ensure quarterly reports were submitted accurately and timely. Created & supervised maintenance of databases. Developed & implemented quality pre- & post-contract systems to automate & streamline contract process; proactively monitored compliance for 300+ agts, incl. 2,000+ contracts shared database.
- Assisted with creation, design, testing, & maintenance of Royalty Management System & Lotus Notes. Developed & delivered on-site training to contracts/artist relations personnel in No. America, So. America, EMEA & Australia. Served as U.S. Customs liaison & aided in enforcement of IP rights incl. prep of cease & desist letters and reports of violating companies & products and those involved in detentions and seizures.

Professional Education & Training

- University of Illinois, Urbana-Champaign, Bachelor of Science, Cellular & Molecular Biology/Biochemistry
- Continuing Education, Contracting and Compliance: Virginia Commonwealth University, Defense Acquisition Univ. (DAWIA), NCMA, Strayer Univ.
 - Member, National Contract Management Association (NCMA), Government Contract Management certification, in progress
- Member, International Association for Contract & Commercial Management (IACCM), Certified Contract Management Expert (CCME), in progress
 - Member, American Contract Compliance Association (ACCA), Certification in progress
 - California Diversity Council, National Diversity Council, National Disability Council, National Association of Professional Women
- Specialized: Contracts Management, Contract Claims Management, FAR Administration, Strategies in Contracts Negotiation, Managing Cost Contracts, Cost Contract Accounting Principles, Research & Contracting Strategies, GSA Contracting Basics, Internal Quality Assurance, Art of Negotiation, Fed Compliance, HIPAA, Stark, False Claims Act, Problem Solving & Decision Making, Sexual Harassment AB1825 (Trainer), EEO Officer, ADA & *dis*Ability Awareness (Trainer), Leadership (Trainer).

Professional Awards & Accomplishments

- **Goodwill** 'President's & Chairman's Awards' for outstanding job performance 2003-15.
- **Goodwill** Qualified Trainer in contract compliance, EEO & ADA regulations, management principles, organizational behavior, project management, organizational development, change management, succession planning, strategic planning, personnel management.
- **Goodwill** Community recognition for 'Opening Doors and Building Opportunities for Persons with Disabilities' 2003-16.
- **Siebel** 'President's Award' for outstanding job performance (1 of 10 annual recipients from ~9,000 employees) 1998-2002.
- **Siebel** Legal/Contracts group international 'MVP' staff trainer and coach, 1999-2002.
- **Sony** 'Spotlight Award' for 'Clearly Outstanding Job Performance' (1 of 25 annual recipients of all US employees) 1995-98.
- **Working Mother Magazine** "Mother of the Year" 2005-06, "Workplace Maverick" 2005-06.
- **Oakland Tribune & Contra Costa Times** "Person of Influence" 2006-08, "Community Involvement Award" 2006-08, 11-14, 16-17.
- **City of Albany & Albany Unified School District** "Volunteer of the Year" 2009/10, **Boys & Girls Club** "Valuable Volunteer".



Contra
Costa
County



For Reviewers Use Only:
Accepted Rejected

BOARDS, COMMITTEES, AND COMMISSIONS APPLICATION

MAIL OR DELIVER TO:

Contra Costa County
CLERK OF THE BOARD
651 Pine Street, Rm. 106
Martinez, California 94553-1292

PLEASE TYPE OR PRINT IN INK
(Each Position Requires a Separate Application)

BOARD, COMMITTEE OR COMMISSION NAME AND SEAT TITLE YOU ARE APPLYING FOR:

Racial Justice Oversight Body []
PRINT EXACT NAME OF BOARD, COMMITTEE, OR COMMISSION PRINT EXACT SEAT NAME (if applicable)

1. **Name:** Walters, Judy E.
(Last Name) (First Name) (Middle Name)

2. **Address:** [Redacted]
(No.) (Street) (Apt.) (City) (State) (Zip Code)

3. **Phones:** [Redacted]
(Home No.) (Work No.) (Cell No.)

4. **Email Address:** [Redacted]

5. **EDUCATION:** Check appropriate box if you possess one of the following:

High School Diploma G.E.D. Certificate California High School Proficiency Certificate

Give Highest Grade or Educational Level Achieved

Names of colleges / universities attended	Course of Study / Major	Degree Awarded	Units Completed		Degree Type	Date Degree Awarded
			Semester	Quarter		
A) Idaho State University	English	Yes No <input checked="" type="checkbox"/> <input type="checkbox"/>	<input type="text"/>	<input type="text"/>	B.A.	May 1970
B) Alliant International University	Education	Yes No <input checked="" type="checkbox"/> <input type="checkbox"/>	<input type="text"/>	<input type="text"/>	M.A.	June 1979
C) Union Institute & University	Arts & Science	Yes No <input checked="" type="checkbox"/> <input type="checkbox"/>	<input type="text"/>	<input type="text"/>	Ph.D.	July 2006
D) Other schools / training completed:	Course Studied	Hours Completed	Certificate Awarded: Yes No <input type="checkbox"/> <input type="checkbox"/>			
<input type="text"/>	<input type="text"/>	<input type="text"/>				

THIS FORM IS A PUBLIC DOCUMENT

6. PLEASE FILL OUT THE FOLLOWING SECTION COMPLETELY. List experience that relates to the qualifications needed to serve on the local appointive body. Begin with your most recent experience. A resume or other supporting documentation may be attached but it may not be used as a substitute for completing this section.

<p>A) Dates (Month, Day, Year) From <input type="text" value="9/1/11"/> To <input type="text" value="current"/> Total: Yrs. <input type="text" value="7"/> Mos. <input type="text" value="2"/> Hrs. per week <input type="text" value="20"/> . Volunteer <input type="checkbox"/></p>	<p>Title <input type="text" value="Organizational Visionary"/> Employer's Name and Address (Self) 113 Woodglen Lane Martinez, CA 94553</p>	<p>Duties Performed Consultant ACCT 2014-2018 Int. Pres. Woodland CC 2014 Int. Chancellor CLPCCD 2012-2013 Consultant YCCD 2012 Administrative Services Appreciative Inquiry leadership in changing the culture, climate and organization of entities. Search consultant for emerging administrators.</p>
<p>B) Dates (Month, Day, Year) From <input type="text" value="8/1/2007"/> To <input type="text" value="9/30/2010"/> Total: Yrs. <input type="text" value="3"/> Mos. <input type="text" value="2"/> Hrs. per week <input type="text" value="50"/> . Volunteer <input type="checkbox"/></p>	<p>Title <input type="text" value="President Diablo Valley College"/> Employer's Name and Address Reported to Chancellor Contra Costa Community College District 500 Court Street Martinez, CA. 94553</p>	<p>Duties Performed Provided leadership to change the culture, climate, and organization of DVC; resolving complex issues of an unauthorized grade change scandal; identified opportunities to move DVC off accreditation sanction; participated in a State changing budget process; and reinvigorated the DVC facilities projects.</p>
<p>C) Dates (Month, Day, Year) From <input type="text" value="7/1/2004"/> To <input type="text" value="7/31/2007"/> Total: Yrs. <input type="text" value="3"/> Mos. <input type="text" value="1"/> Hrs. per week <input type="text" value="50"/> . Volunteer <input type="checkbox"/></p>	<p>Title <input type="text" value="President Berkeley City College"/> Employer's Name and Address Reported to Chancellor Peralta Community College District 333 East 8th Street Oakland, CA 94606</p>	<p>Duties Performed Focused leadership on strategic planning to build a nearly \$70,000,000 urban campus in downtown Berkeley. Worked with faculty, classified, and community partners to change the name and perceived identity of the college. The new BCC opened its doors in 2006.</p>
<p>D) Dates (Month, Day, Year) From <input type="text" value="10/1/1999"/> To <input type="text" value="6/30/2004"/> Total: Yrs. <input type="text" value="4"/> Mos. <input type="text" value="9"/> Hrs. per week <input type="text" value="50"/> . Volunteer <input type="checkbox"/></p>	<p>Title <input type="text" value="Dist.Sr. Vice Chancellor Ed. Services"/> Employer's Name and Address Reported to Chancellor Peralta Community College District 333 East 8th Street Oakland, CA 94606</p>	<p>Duties Performed Assisted the Chancellor in the Administration of the PCCD. Provided overall leadership in planning, development, and implementation of the instructional and student support programs of the District. Coordinating district self-study accreditation process and serving as Executive in Charge in the absence of the Chancellor.</p>

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7. How did you learn about this vacancy?

CCC Homepage Walk-In Newspaper Advertisement District Supervisor Other Public Protection Comm

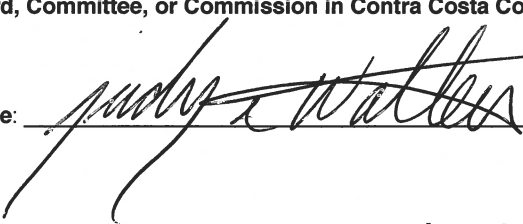
8. Do you have a Familial or Financial Relationship with a member of the Board of Supervisors? (Please see Board Resolution no. 2011/55, attached): No Yes

If Yes, please identify the nature of the relationship:

9. Do you have any financial relationships with the County such as grants, contracts, or other economic relations? No Yes

If Yes, please identify the nature of the relationship:

I CERTIFY that the statements made by me in this application are true, complete, and correct to the best of my knowledge and belief, and are made in good faith. I acknowledge and understand that all information in this application is publically accessible. I understand and agree that misstatements / omissions of material fact may cause forfeiture of my rights to serve on a Board, Committee, or Commission in Contra Costa County.

Sign Name:  Date: 10/29/18

Important Information

1. This application is a public document and is subject to the California Public Records Act (CA Gov. Code §6250-6270).
2. Send the completed paper application to the Office of the Clerk of the Board at: **651 Pine Street, Room 106, Martinez, CA 94553.**
3. A résumé or other relevant information may be submitted with this application.
4. All members are required to take the following training: 1) The Brown Act, 2) The Better Government Ordinance, and 3) Ethics Training.
5. Members of boards, commissions, and committees may be required to: 1) file a Statement of Economic Interest Form also known as a Form 700, and 2) complete the State Ethics Training Course as required by AB 1234.
6. Advisory body meetings may be held in various locations and some locations may not be accessible by public transportation.
7. Meeting dates and times are subject to change and may occur up to two days per month.
8. Some boards, committees, or commissions may assign members to subcommittees or work groups which may require an additional commitment of time.

THIS FORM IS A PUBLIC DOCUMENT

COMMUNITY SERVICE HISTORY

Trustee California Jazz Conservatory (CJC) appointed 2017

Board Member of Association of California Community College Administrators (ACCCA)
Appointed Jan 2018 (2 year term)

Co Facilitator DVC Retirees Association (appointed 2014 term ending July 2019)

Discovery member of Architects and Engineers built environment 2002 – present

Statewide Committees: Community College League of California Advisory Committee on Education Services 2004-2007; Member of the Community College League of California 2010 – *Commission on the future.*

Statewide / National Committees: from 1996-2002 a Commissioner of the Western Association of Schools and Colleges /Accrediting Commission for Community and Junior Colleges (WASC/ACCJC)

Trustee, Mendocino Unified School District, Mendocino CA 1982-87
President 1983, 1984, 1987, Clerk 1985 Appointed to office 1982, Elected to office 1983 (4 year term)

Co-Chair Mendocino Educational Coordinating Council (1983-87
Educational policy makers from Unified School districts, the Community College District, and County educational agencies to coordinate educational activities on the Mendocino Coast

Producer, California School boards Association Annual Hall of Fame Awards, San Francisco 1985; San Diego 1986. Planned, wrote, and produced the annual awards banquet, a multi-media presentation at a sit-down dinner for 1000 participants.

Co-Chair Annual California School Boards Association Conference Committee
1987, a statewide conference for 4000 attendees at the San Francisco Moscone Center

Judy E. Walters, Ph.D.

██████████ Martinez, CA 94553

██████████ (cell)
██████████

PROFESSIONAL BACKGROUND

Doctor of Philosophy - Concentration in Interdisciplinary Arts and Science with a specialization in Leadership and Organizational Effectiveness. Dissertation topic: "The Use of Appreciative Inquiry as a Planned Changed Strategy at Merritt College: A Case Study." Union Institute & University, Cincinnati, Ohio; July 2006

Certified Appreciative Inquiry Facilitator Presented by League for Innovation; Community College, National Council for Staff, Program & Organizational Development; and Company of Experts.net (2004)

Commission Member of the Western Association of Schools and Colleges / Accrediting Commission for Community and Junior Colleges (1996-2002)

Institute for Educational Management, Harvard Graduate School of Education, Cambridge, MA; July 2000

Master of Arts Degree in Education, Alliant International University (United States International University,) San Diego, CA; June 1979

Bachelor of Arts Degree in English, Idaho State University, Pocatello, Idaho; May 1970

PROFESSIONAL EXPERIENCE

EDUCATIONAL LEADERSHIP

Search Consultant - Association Community College Trustees (ACCT) 2014-present
work with Community College Trustee Boards who are looking for Chief Executive Officers and work with clients seeking such positions .

Interim President Woodland Community College January 2014 – June 2014.
Reported to the Chancellor of Yuba Community College District

Interim Chancellor Chabot – Las Positas Community College District September 2012– July 2013
Reported to the Board of Trustees and worked with them in this Multi-College District, Chabot College and Las Positas College.

Consultant Yuba Community College District May 2012-August 2012
Consulting service to help reorganize the district and colleges services, with respect to consolidating academic support functions and other related programmatic matters.

President – Diablo Valley College one of three colleges in the Contra Costa Community College District. Pleasant Hill, CA. Reported to the Chancellor August 2007 – September 2010 (Retired October 2010) Administrative leadership to change the culture, climate, and organization of DVC emerging from a four-year court battle over decision making; resolving complex issues of an unauthorized grade change scandal; identifying transforming opportunities to move DVC off an accreditation sanction; participated in budget processes, and reinvigorating the facilities projects.

President - Berkeley City College one of four colleges in the Peralta Community College District Oakland, CA District. Reported to the Chancellor July 2004 – July 2007.
Provided leadership on building a LEED Silver nearly \$70,000,000 urban campus in

Judy E. Walters, Ph.D.

downtown Berkeley; strategic planning; and changing the name and perceived identity of the College.

District Senior Vice Chancellor Educational Services— Peralta Community College District, Assisted the Chancellor in the administration of the Peralta CCD; provided overall leadership in curriculum planning and development of new programs, management of program review, tenure review, and evaluation of faculty and student support programs of the District. Reported to the Chancellor October 1999 – June 2004

Vice Chancellor -- Board of Governor's Liaison and Policy Analysis Chancellor's Office, California Community Colleges, Sacramento, CA Reported to the State Chancellor July 1990 – September 1999

Specialist, Academic Planning -- Chancellor's Office, California Community Colleges
Reported to the Assistant Deputy Chancellor June 1989 - July 1990

Consultant, J. Walters and Co., Mendocino, CA
Self-employed November 1982 - June 1989. Obtained contracts with the **California Department of Education (CDE), Trident Enterprises, and California School Boards Association (CSBA).**

Trustee, Mendocino Unified School District, Mendocino, CA 1982-87
Board President 1983, 1984, 1987, Board Clerk 1985.

Co-Chair, Mendocino Educational Coordinating Council, 1983-87

Co-Chair Annual California School Boards Association Conference Committee 1987

Division Dean - San Diego Mesa College
Reported to the College President September 1979 - October 1981

Assistant Dean - San Diego Miramar College
Reported to the Deans of Instruction Day and Evening September 1977 - August 1979

DISTRIBUTED LEARNING SYSTEMS LEADERSHIP

Vice Chancellor -- Policy Analysis and Management Information Services Chancellor's Office, California Community Colleges, Reported to the Chancellor July 1996 – October 1999.

Distance Education Coordinator "College of the Air" College of the Redwoods
Reported to the Mendocino Coast Campus Center Dean / College Dean of Library and Learning Resources / and the President September 1984 - June 1986.

President, Mendocino Coast Community Educational Television Mendocino, CA. Appointed April, 1983, elected September 1983, 1984, 1985.

Instructor - San Diego Evening College Reported to the President September 1974 - September 1977. Produced instructional TV programs and managed TV Classroom.

1978 Emmy for Instructional Series: "Human Sexuality: Touching, Loving, Being" Award to Producer (Judy Walters), - San Diego

Producer / Project Coordinator WSBE-TV, Providence, Rhode Island
Reported to the Program Director May 1972 to March 1974.

SELECTED AWARDS & PUBLICATIONS

2014 **Publication – The Long Term Impact of Appreciative Inquiry at Colleges and Universities (Glenn, Saretsky, & Stetson)**
Contributing Writer – *From Windshield to Rearview Mirror: Reflections on Being an Appreciative Leader in High Education.* (pp. 32-37) International Journal of Appreciative Inquiry May 2014 Vol 16 Number 2 (www.aipractitioner.com).

2008 **Publication - Stories of Positive Change in the Community College: Appreciative Inquiry in Action (Stetson, N.) Contributing Writer - Strategic Planning Berkeley City College.** (pp. 21-29) and *Teambuilding and Planning Berkeley City College.* (p. 45). Palm Springs, CA: Company of Experts (www.companyofexperts.net and www.centerforappreciativeinquiry.net).

2007 Woman of Distinction, for exemplary achievement as an East Bay Business Leader – East Bay Business Times

2005 Asian Award of heartfelt gratitude for “Student Centered Philosophy and Valuing Diversity”

2004 **Publication - Appreciative Inquiry in the Community College: Early Stories of Success (Stetson & Miller) Contributing Writer - Celebrate Peralta Community College District.** (pp. 49-52) Phoenix, AZ. League for Innovation. (www.league.org)

2004 Recognition of Commitment and Service to Peralta CCD on 40th Anniversary.

2004 Certificate of Appreciation for Child Care

2003 Certificate of Recognition for Support in Promoting Economic Development through International Trade, Peralta Center for Economic and Business Development

1999 Resolution from California Board of Governors - Commending appreciation for vital years of service and contributions to the California Community College system and the Board of Governors

**JUDY E. WALTERS, Ph.D. Consultant
Organizational Visionary**

██████████ Martinez, CA 94553 cell ██████████

October 29, 2018

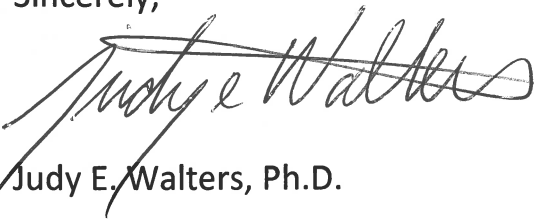
Please accept my application material for a position on the Contra Costa County Racial Justice Oversight Body.

California Community Colleges are the greatest enactment of a social public policy that's ever been created and actualized. Any and all persons can attend a California Community College. Not race, religion, money, nor academic background are impediments to attending any California Community College. This has been the case since they were created in the Master Plan of Higher Education in the 1960's.

I have had not only the opportunity, but also the privilege of working in California Community Colleges from 1974 until my retirement in October 2010, which has been followed by my consultation work with both a national organization Association of Community College Trustees (ACCT) as well as with numerous State and local organizations.

I believe that I would meet the criteria for a representative from a community-based organization that works with Justice involved populations.

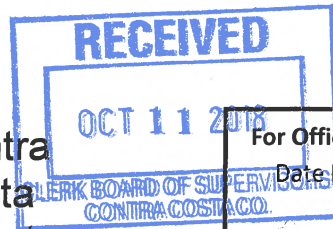
Sincerely,



Judy E. Walters, Ph.D.



Contra
Costa
County



For Office Use Only
Date Received:

For Reviewers Use Only:
Accepted Rejected

BOARDS, COMMITTEES, AND COMMISSIONS APPLICATION

MAIL OR DELIVER TO:
Contra Costa County
CLERK OF THE BOARD
651 Pine Street, Rm. 106
Martinez, California 94553-1292

PLEASE TYPE OR PRINT IN INK
(Each Position Requires a Separate Application)

BOARD, COMMITTEE OR COMMISSION NAME AND SEAT TITLE YOU ARE APPLYING FOR:

PRINT EXACT NAME OF BOARD, COMMITTEE, OR COMMISSION

PRINT EXACT SEAT NAME (if applicable)

1. Name: Williams Edward Ellis
(Last Name) (First Name) (Middle Name)

2. Address: Richmond, Calif 94804
(No.) (Street) (Apt.) (City) (State) (Zip Code)

3. Phones:
(Home No.) (Work No.) (Cell No.)

4. Email Address:

5. EDUCATION: Check appropriate box if you possess one of the following:

High School Diploma G.E.D. Certificate California High School Proficiency Certificate

Give Highest Grade or Educational Level Achieved

Names of colleges / universities attended	Course of Study / Major	Degree Awarded	Units Completed		Degree Type	Date Degree Awarded
			Semester	Quarter		
A) <u>Contra Costa College</u>	<u>Health and Human Services</u>	Yes No <input type="checkbox"/> <input checked="" type="checkbox"/>	<u>6</u>			
B)		Yes No <input type="checkbox"/> <input type="checkbox"/>				
C)		Yes No <input type="checkbox"/> <input type="checkbox"/>				
D) Other schools / training completed:	Course Studied	Hours Completed	Certificate Awarded: Yes No <input type="checkbox"/> <input type="checkbox"/>			
<input type="text"/>	<input type="text"/>	<input type="text"/>				

6. PLEASE FILL OUT THE FOLLOWING SECTION COMPLETELY. List experience that relates to the qualifications needed to serve on the local appointive body. Begin with your most recent experience. A resume or other supporting documentation may be attached but it may not be used as a substitute for completing this section.

<p>A) Dates (Month, Day, Year) From <u> </u> To <u> </u> <u>2015</u> <u>2018</u></p> <p>Total: Yrs. <u> </u> Mos. <u> </u> <u>3 years</u> <u>4 mos.</u></p> <p>Hrs. per week <u> </u>. Volunteer <input checked="" type="checkbox"/></p>	<p>Title <u>Reentry Success Center</u></p> <p>Employer's Name and Address <u>Pat Minis</u> <u>912 Macdonald Ave.</u> <u>Richmond, Ca 94801</u></p>	<p>Duties Performed <u>mentoring</u> <u>Youth</u></p>
<p>B) Dates (Month, Day, Year) From <u> </u> To <u> </u> <u>2016</u> <u>2019</u></p> <p>Total: Yrs. <u> </u> Mos. <u> </u> <u>2 years</u> <u>8 mos.</u></p> <p>Hrs. per week <u> </u>. Volunteer <input checked="" type="checkbox"/></p>	<p>Title <u>Men and Women of Valor</u></p> <p>Employer's Name and Address <u>Pamela Soucer - Bilbo</u> <u>1350 Kelsey Street</u> <u>Richmond, Ca 94801</u></p>	<p>Duties Performed <u>Training</u> <u>Youth</u></p>
<p>C) Dates (Month, Day, Year) From <u> </u> To <u> </u> <u>3 years</u> <u>6 mos.</u></p> <p>Total: Yrs. <u> </u> Mos. <u> </u></p> <p>Hrs. per week <u> </u>. Volunteer <input checked="" type="checkbox"/></p>	<p>Title <u>Men and Women of Purpose</u></p> <p>Employer's Name and Address <u>Frank Hancock</u> <u>3029 Macdonald Ave.</u> <u>Richmond, Ca 94801</u></p>	<p>Duties Performed <u>violence</u> <u>Prevention</u> <u>Youth</u></p>
<p>D) Dates (Month, Day, Year) From <u> </u> To <u> </u></p> <p>Total: Yrs. <u> </u> Mos. <u> </u></p> <p>Hrs. per week <u> </u>. Volunteer <input type="checkbox"/></p>	<p>Title</p> <p>Employer's Name and Address</p>	<p>Duties Performed</p>

THIS FORM IS A PUBLIC DOCUMENT

7. How did you learn about this vacancy?

CCC Homepage Walk-In Newspaper Advertisement District Supervisor Other

8. Do you have a Familial or Financial Relationship with a member of the Board of Supervisors? (Please see Board Resolution no. 2011/55, attached): No Yes

If Yes, please identify the nature of the relationship:

9. Do you have any financial relationships with the County such as grants, contracts, or other economic relations? No Yes

If Yes, please identify the nature of the relationship:

I CERTIFY that the statements made by me in this application are true, complete, and correct to the best of my knowledge and belief, and are made in good faith. I acknowledge and understand that all information in this application is publically accessible. I understand and agree that misstatements / omissions of material fact may cause forfeiture of my rights to serve on a Board, Committee, or Commission in Contra Costa County.

Sign Name: Edward E. Williams Date: 10-8-2018

Important Information

1. This application is a public document and is subject to the California Public Records Act (CA Gov. Code §6250-6270).
2. Send the completed paper application to the Office of the Clerk of the Board at: 651 Pine Street, Room 106, Martinez, CA 94553.
3. A résumé or other relevant information may be submitted with this application.
4. All members are required to take the following training: 1) The Brown Act, 2) The Better Government Ordinance, and 3) Ethics Training.
5. Members of boards, commissions, and committees may be required to: 1) file a Statement of Economic Interest Form also known as a Form 700, and 2) complete the State Ethics Training Course as required by AB 1234.
6. Advisory body meetings may be held in various locations and some locations may not be accessible by public transportation.
7. Meeting dates and times are subject to change and may occur up to two days per month.
8. Some boards, committees, or commissions may assign members to subcommittees or work groups which may require an additional commitment of time.

**THE BOARD OF SUPERVISORS OF CONTRA COSTA COUNTY, CALIFORNIA and for
Special Districts, Agencies and Authorities Governed by the Board Adopted Resolution
no. 2011/55 on 2/08/2011 as follows:**

IN THE MATTER OF ADOPTING A POLICY MAKING FAMILY MEMBERS OF THE BOARD OF SUPERVISORS INELIGIBLE FOR APPOINTMENT TO BOARDS, COMMITTEES OR COMMISSIONS FOR WHICH THE BOARD OF SUPERVISORS IS THE APPOINTING AUTHORITY

WHEREAS the Board of Supervisors wishes to avoid the reality or appearance of improper influence or favoritism;
NOW, THEREFORE, BE IT RESOLVED THAT the following policy is hereby adopted:

I. SCOPE: This policy applies to appointments to any seats on boards, committees or commissions for which the Contra Costa County Board of Supervisors is the appointing authority.

II. POLICY: A person will not be eligible for appointment if he/she is related to a Board of Supervisors' Member in any of the following relationships:

1. Mother, father, son, and daughter;
2. Brother, sister, grandmother, grandfather, grandson, and granddaughter;
3. Great-grandfather, great-grandmother, aunt, uncle, nephew, niece, great-grandson, and great-granddaughter;
4. First cousin;
5. Husband, wife, father-in-law, mother-in-law, son-in-law, daughter-in-law, stepson, and stepdaughter;
6. Sister-in-law (brother's spouse or spouse's sister), brother-in-law (sister's spouse or spouse's brother), spouse's grandmother, spouse's grandfather, spouse's granddaughter, and spouse's grandson;
7. Registered domestic partner, pursuant to California Family Code section 297.
8. The relatives, as defined in 5 and 6 above, for a registered domestic partner.
9. Any person with whom a Board Member shares a financial interest as defined in the Political Reform Act (Gov't Code §87103, Financial Interest), such as a business partner or business associate.

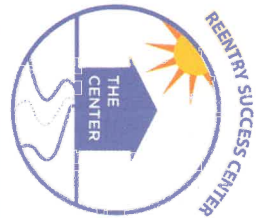
Judge Judy Bailiff Heads to Oakland to Host OK Program's Community Unity Celebration in the Park



Television personality Petri Hawkins-Byrd (pictured at left), known for his role as the popular bailiff on the television court program Judge Judy, will serve as the master of ceremonies for KIC'IT In The Park '16, Saturday, May 21 at Verdesse Carter Park, 98th Ave. and Bancroft Ave. from 11:00 a.m. to 3:00 p.m.

The gathering will feature a community picnic, free food, soft drinks and a host of fun games and activities for youth and families, with a special performance by the ACTS Full Gospel Choir.

"I'm looking forward to seeing hundreds of friends and families in Oakland for this very special fun day in the Park," said Hawkins-Byrd, known affectionately as Byrd by Judge Judy and others. "We want to celebrate our youth, as well as highlight all the positive things that are being done in our communities, especially the efforts between the Oakland Police Department and Oakland's OK Program," added Byrd, who serves as the Chair of the national OK Program Board of Directors.



Edward Williams
Intake Specialist

Office: 510-679-2123
Fax: 510-778-9883
Email: edwardw@reentrysuccess.org

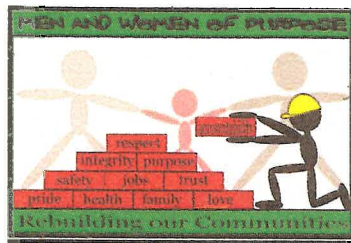
REENTRY SUCCESS CENTER
912 Macdonald Avenue, Richmond, CA 94801 | reentrysuccess.org

Certificate of Completion

Awarded To

EDWARD WILLIAMS


For completing the Contra Costa County AB109 Peer Mentoring Training
Trainers: Men and Women of Purpose & Brighter Beginnings




September 18 & 19, 2014




Frank Hancock
Life Skills/Mentor Director


Ignacio Ferrey
Program Manager


Clyde Wayne
Program Coordinator

1:42

Welcome to the
California State
Senate Chamber
Edward Williams



SENATOR STEVEN BRADFORD
CHAIR
SENATE LABOR & INDUSTRIAL RELATIONS COMMITTEE
THIRTY-FIFTH DISTRICT



CALIFORNIA LEGISLATURE
NINTH SENATE DISTRICT

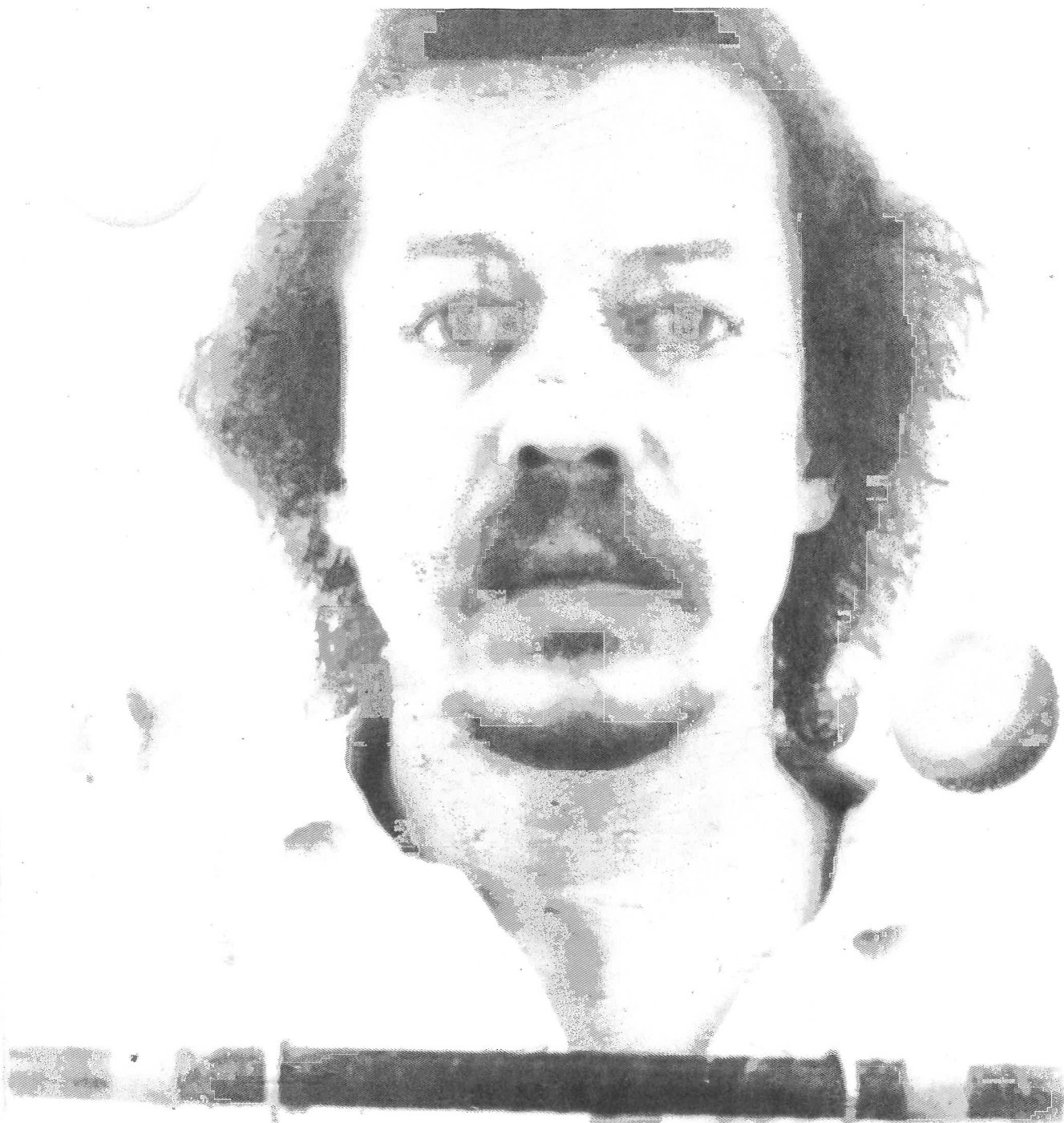
SENATOR NANCY SKINNER
MAJORITY WHIP

CAPITOL OFFICE
STATE CAPITOL
ROOM 2059
SACRAMENTO, CA 95814
TEL (916) 651-4009
SENATOR.SKINNER@SENATE.CA.GOV

DISTRICT OFFICE
1515 CLAY STREET
SUITE 2202
OAKLAND, CA 94612
TEL (510) 286-1333



ZACH TWILL



CALIF PRISON
C-77812
E. E WILLIAMS
12 14 83

"This is my Mantra"

"I Will Persist Until I Succeed!!!"

In the Orient, young bulls are tested for the fight arena in a certain manner. Each is brought to the ring and allowed to attack a picador who pricks them with a lance.

The bravery of each bull is then rated with care according to the number of times he demonstrates his willingness to charge in spite of the sting of the blade. Henceforth will I recognize that each day I am tested by life in like manner. If I persist, if I continue to try, if I continue to charge forward, I will succeed.

I WILL PERSIST UNTIL I SUCCEED!

I was not delivered into this world in defeat, nor does failure course in my veins. I am not a sheep waiting to be prodded by my shepherd. I am a lion, and I refuse to talk, to walk, to sleep with the sheep. I will hear not those who weep and complain, for their disease is contagious. Let them join the sheep. The slaughter house of failure is not my destiny.

I WILL PERSIST UNTIL I SUCCEED!

The prizes of life are at the end of each journey, not near the beginning, and it is not given to me to know how many steps are necessary in order to reach my goal.

Failure I may still encounter at the thousandth step, yet success hides behind the next bend in the road. Never, will I know how close it lies unless I turn the corner.

Always will I take another step. If that is of no avail, I will take another, and yet another. In truth, one step at a time is not too difficult.

I WILL PERSIST UNTIL I SUCCEED!

Henceforth, I will consider each day's effort as but one blow of my blade against a might oak. The first blow may cause not a tremor in the wood, nor the second, nor the third. Each blow, of itself, may be trifling, and seem of no consequence. Yet from childish swipes the oak will eventually tumble. So it will be with my efforts of today.

I will be liken to the rain drop which washes away the mountain; the ant who devours a tiger; the star which brightens the earth; the slave who builds a pyramid. I will build my castle ^{one} on brick at a time, for I know that small attempts, repeated, will complete any undertaking.

I WILL PERSIST UNTIL I SUCCEED!

I will never consider defeat and I will remove from my vocabulary such words and phrases as quit, cannot, unable, impossible, out of the question, improbable, failure, unworkable, hopeless, and retreat; for they are the words of fools.

I will avoid despair, but if this disease of the mind should infect me, then I will work on in despair. I will toil and I will endure. I will ignore the obstacles at my feet, and keep mine eyes on the goals above my head, for I know that where dry desert ends, green grass grows.

I WILL PERSIST UNTIL I SUCCEED!!



NAME and NUMBER

WILLIAMS ELLIS 13-B-3L C-77812

CDC-128-B (Rev. 4/74)

On October 24 and 25, 1994, inmate WILLIAMS ELLIS voluntarily participated in the video production, "Changing Directions-Breaking Barriers." This video was created specifically for inmates housed within statewide SHU programs at the direction of Education and Inmate Programs, Sacramento, and in conjunction with the Pacific Institute. The inmates assistance in the successful filming was appreciable, noteworthy and he is to be commended for his cooperation.

cc: Central File	Sara Ridgel	W. Chee
Inmate	Pre-Release Instructor	Supervisor
Class File	CSP-Solano Level II	Academic Instruction (A)
Education File		CSP-Solano

DATE 10/26/94

GENERAL CHRONO

NAME and NUMBER

WILLIAMS

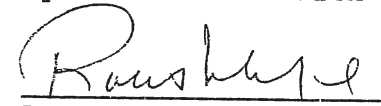
C-77812

21-D-2L

CDC-128-B Rev. 4/74

Inmate WILLIAMS, was one of many participants of the 4th Annual Juneteenth Celebration, Saturday, June 19, 2004, here on Facility IV. His contribution as historical/motivational speaker is herewith acknowledged, appreciated and commended. Thank you for help making this years celebration a success.

cc: C-File
 Writer
 Inmate


 R.L. WHITFIELD
 TEACHER, PHYSICAL EDUCATION
 RECREATION DEPARTMENT

DATE June 24, 2004

(Laudatory Chrono)

GENERAL CHRONO



Contra Costa Health Services
Certificate of Attendance

Name:

Edward Williams

Course Title:

GROUP FACILITATION SKILLS TRAINING

Instructor(s):

Dr. Karen Burt & Dr. Amy Gordon

Course Date(s):

Jan 12 & 13, 2018

Signed:

LEAH ROMITO, M.D.
Leah Romito, MD, Medical Education Committee Chair

This activity has been designated for AAFP Prescribed Credits

The Harriet Tubman Award THE RE-ENTRY HEALTH CONDUCTION PROGRAM REMEDY SUPPORT GROUP

THIS CERTIFICATE OF APPRECIATION
ACKNOWLEDGES

Edward Williams

For having successfully completed the following requirements in the REMEDY Support Group Network Cognitive Behavior Therapy, Cultural Realignment, and Character refinement. Edward has shown an admirable willingness of contribution, love for education and commitment to *living the REMEDY*


Roosevelt Terry

Arlinda Timmons-Love




Tiombe Mashama

Tiombe Mashama


Dr. Michael Changaris



Presented By Contra Costa Health Services in partnership
with Center for Human Development





Our Kids Program

711 G Street • Sacramento, CA 95814 • (916) 683-1164

State of California

Department of Alcohol and Drug Programs
Governor's Policy Council on
Drug and Alcohol Abuse
1700 K Street
Sacramento, CA 95814



January 22, 1996

Dear Mr. Parker,

Askia M. Abdulmajeed
Assistant Deputy Director

(916) 323-1706
ATSS 8-473-1706
FAX (916) 323-5873

I am writing you to let you know how much the O.K. (Our Kids) Program appreciated receiving a check on May 16, 1994 in the amount of \$821.27 from Mr. Ellis Williams #C77812 and the Black Cultural Educational Awareness Program from Solano State Prison in Vacaville.

I was impressed by Mr. Williams as he explained the purpose of his organization and how they work to raise funds to help other organizations reach youth, in order to prevent them from making choices that could cause them to end up in prison.

I'm sure that I speak for the kids in the O.K. Program, their parent(s), and the mentors who work with the kids when I say that the funds were badly needed. We used them to pay for incentives for the students who meet the program's academic and social criteria.

Again, please inform Mr. William that his hard work and dedication is much appreciated.

Sincerely,

Deputy Donald Northcross
President/CEO



LEROY F. GREENE
MEMBER, CALIFORNIA LEGISLATURE
SIXTH SENATE DISTRICT

JAMES E. COOPER JR., M.P.A.
FIELD OPERATIONS ADMINISTRATOR

CAPITOL
ROOM 2082
STATE CAPITOL 95814
445-7807

DISTRICT OFFICE
1020 N ST., SUITE 576
SACRAMENTO 95814
324-4937



Williams bestows lessons

3-16, 2014

The Advocate

*Mentor
released,
yearns to
help peers
overcome
adversity*

By Denis Perez
ASSISTANT PHOTO EDITOR
dperez@theadvocate@gmail.com

A group in their mid-30s forms a circle in LA-103 as they prepare to witness 74-year-old Edward Williams' ability to counsel a room full of teenagers.

In a moment's notice the room transforms from one filled with older people into a space filled with young, care-free, arrogant teenagers from a poor local high school.

Williams' job is to act as the facilitator.

He is a co-facilitator of a progressive discussion about issues that underlie school bullying with the youth who suffer from being bullied, participate in the act or have seen bullying.

As Williams, a health and human services major at Contra Costa College, takes control of the noisy room with his firm voice, he starts explaining what will be discussed and the limits of confidentiality. As the exercise continues, the room becomes rowdy, impatient and intolerant to the things Williams and his co-facilitator say.

As the students in the room began to disengage, Williams maintains his composure and continues. He patiently sits and listens closely to what is being said, by whom, and in what way.

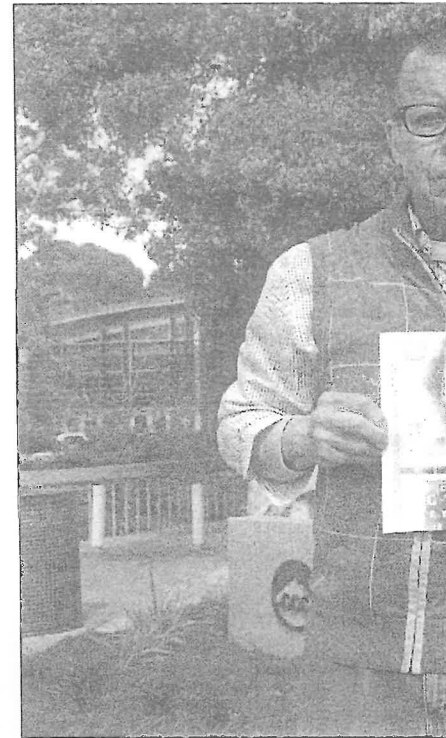
At the end of the exercise Williams tells the students that they should be soft spoken or silent until the person is ready to have a conversation.

"Today's young people from the hood have developed a mental abnormality," Williams said.

He knows troubled youth. Williams said he served 30 years inside the California State Prison in Vacaville where he encountered many young people. Most of them were gang members.

"He is the smartest man I know," Arner Pitts, an ex-Los Angeles gang member who was mentored by Williams, said. Pitts said that at first he was proud to be locked up in prison because he felt as though he had "graduated into the big leagues."

Pitts said when Williams asked him his name he replied confidently with his street name, "Spook." Williams frowned, and asked him if he knew his father and with a yes



response from Pitts, Williams requested that Pitts ask his father what the Spook Hunters were.

"I felt like shit," Pitts said.

He found out that his street name was a derogative term coined by the Spook Hunters, a white racist youth gang that directed violence toward the growing Los Angeles black community in the 1940s and 50s.

Pitts said, "Teach (Williams) took his time to mentor me and mentored me until the day I paroled."

He said Williams made him read three newspapers a day, study black ancient history up to current history, taught him philosophy and made him into a studious young man. People even started calling him Young Malcolm.

Pitts said Williams changed his mentality from an angry gang member to an educated, sophisticated young man who was ready to be a valuable part of his community.

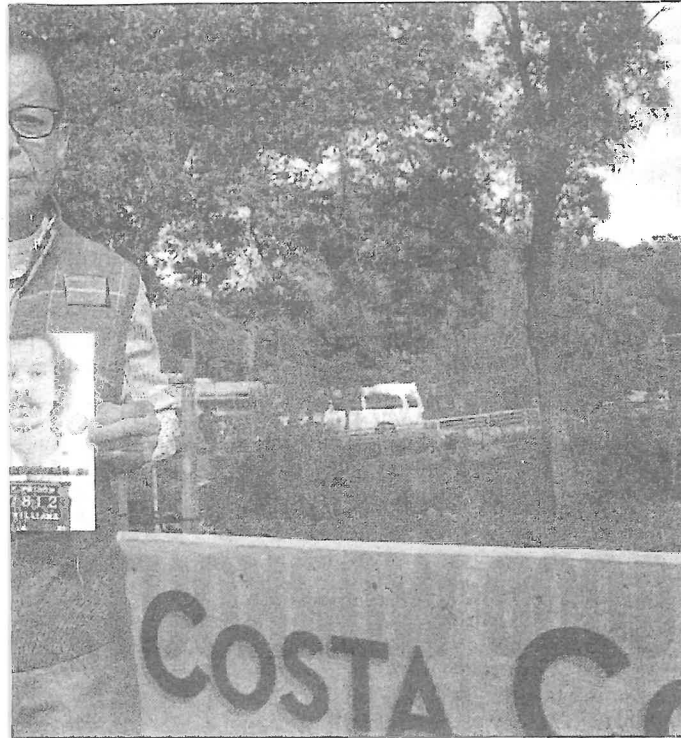
Pitts said Williams was the source of his evolution as a man.

After parole, Pitts enrolled at Cerritos College in Norwalk, transferred to Cal Poly-Pomona and went on to get his business degree in finance and, eventually, a law degree.

"Teach would always talk with knowledge. He would always be educating someone," Pitts said.

CCC professor of health and human

of life, offers advice



LEFT: Edward Williams holds his mug shot from 1983 taken at California State Prison in Vacaville. Williams is attending CCC to gain a counseling certificate to counsel youth who are currently on a path to the prison system.

DENIS PEREZ / THE ADVOCATE

■ “If we don’t make an effort, and I mean a real effort, to get their attention, our future is going to be jeopardized.”

— Edward Williams, health and human services major

services Aminta Mickles said Williams offers support to anyone, if he can.

“Williams has a spirit of advocacy,” intern assistant for Group Processes for Helping Professionals Mariyke Gray said.

During his time away from the college, he participates in the community. He is a member of organizations like the Men and Women of Valor and the Reentry Success Center that help the Richmond community progress.

Williams also speaks to a different group of recently released men every first Thursday of the month in the Veterans Hall in Richmond. Toward the end of his sessions Williams shows the men his mug shot from when he started his sentence.

Williams said, “After serving 30 years, I can see in their faces that they know I know how they feel.”

Pamela Saucer-Bilbio, CEO of Men and Women of Valor, said it is a tough field that Williams is going into but there is a need for someone to mentor youth.

Mickles said, “You’re only as sick as

your secret, and Mr. Williams told us his. He is tenacious and is already envisioning.”

Williams said he is learning from the organizations he participates in and classes he is taking at CCC on how to successfully grow an organization. Williams was influenced by Mace Thomson to enroll in college after being released from prison. Williams returned for his third semester of college after suffering a heart attack last year. He was not able to attend classes in the fall of 2015.

Mickles said Williams approached her about some of his concerns. One of them was that Williams doubted if he would fit in because of his past. While actively participating in events in the community, Mickles said Williams “fits in.”

Williams said something he has learned about youth today is that the ambition in most youth is not to gain knowledge and experience but to accomplish requirements that will gain them a degree.

Williams said that the materials that are in books and that are taught in school mean something.

He said he sees the young people in prisons and in the outside world.

“If we don’t make an effort, and I mean a real effort, to get their attention, our future is going to be jeopardized,” Williams said.



Photo/Foto • Office of Mayor Tom Butt/Oficina del alcalde Tom Butt

The new Reentry Success Center on Macdonald Ave celebrated its grand opening in October.

El nuevo centro de reingreso exitoso en Macdonald Ave celebró su gran apertura en octubre.

Re-Entry Center for Former Inmates Opens in Richmond

Centro de Reingreso para Ex Convictos Abre en Richmond



A new center in downtown Richmond aims to help individuals navigate the process of rejoining society after prison. The Reentry Success Center, which celebrated its grand opening on Oct. 13, is financed in large part by Contra Costa County's prison realignment funds.

"The vision for the center is to serve as a beacon of hope and opportunity," said Rebecca Brown, chair of the center's 12-person steering committee that, together with the nonprofit organization Rubicon Programs, manages the center. "When people come here, we want to start saying, 'Yes' to them right away. Yes, in fact, even with your criminal conviction, you're eligible for General Assistance. Yes, you're eligible for food stamps, and that could be a lifesaver."

The center brings together many organizations under one site to make it easier for former inmates and their families to navigate the services. These include the Contra Costa County Human Employment and Services Divisions, the Office of the Public Defender, Bay Area Legal Aid and Reach Fellowship International, which

helps women transition from jail and prison life. Former inmates will be able to get help finding jobs and housing as well as access to computers and classes.

"There's an incredible need for re-entry services in Contra Costa County and Richmond in particular," said center director Nicholas Alexander. "There are over 2,000 men and women on probation and over 1,000 on parole in Contra Costa County. The numbers are growing...Over 90 percent of our men and women who are incarcerated are going to be eventually released and they need help."

"All of the county residents coming home from incarceration and their families will be welcomed at the new center," said Alexander.

To mark the center's opening, Richmond Mayor Tom Butt and County Supervisor John Gioia were among several leaders who spoke to a crowd of more than 100 people assembled outside on Macdonald Avenue.

"I think it says something about a community, about our government, about our community-based organizations, when we give as much respect to people who were incarcerated returning to our community as we do every other member of our society," said Gioia.

He noted that even before the realignment bill, State Assembly Bill 109, was signed

Un nuevo centro en el centro de Richmond tiene como objetivo ayudar a los individuos navegar el proceso de reincorporación a la sociedad después de la prisión. El Reentry Success Center (centro de reingreso exitoso), que celebró su gran apertura el 13 de octubre, se financia en gran parte con fondos de redistribución de la prisión del Condado de Contra Costa.

"La visión del centro es servir como un faro de esperanza y oportunidad", dijo Rebecca Brown, presidenta del comité directivo de 12 personas del centro que, junto con la organización sin fines de lucro Rubicon Programs, dirige el centro. "Cuando la gente viene aquí, queremos empezar a decirles, 'Sí' de inmediato. Sí, de hecho, incluso con su condena penal, usted es elegible para Asistencia General. Sí, usted es elegible para vales de comida, y eso podría ser un salvavidas".

El centro reúne a muchas organizaciones bajo un mismo sitio para que sea más fácil que los ex presos y sus familias naveguen los servicios. Estos incluyen las divisiones de Empleo y Servicios Humanos del Condado de Contra Costa, la Oficina del Defensor Público, Asesoría Legal del Área de la Bahía y Reach Fellowship International, que ayuda a las mujeres en la transición después de la vida en la cárcel y la prisión. Los ex reclusos podrán conseguir asisten-

cia buscando empleos y vivienda, así como el acceso a las computadoras y clases.

"Hay una necesidad increíble para los servicios de reingreso en el Condado de Contra Costa y Richmond en particular", dijo el director del centro Nicholas Alexander. "Hay más de 2.000 hombres y mujeres en condena condicional y más de 1.000 en libertad condicional vigilada en el Condado de Contra Costa. Los números están creciendo... Más del 90 por ciento de nuestros hombres y mujeres que están encarcelados serán finalmente liberados y necesitan ayuda".

"Todos los residentes del condado regresando a casa de la cárcel y sus familias serán recibidos en el nuevo centro", dijo Alexander.

Con motivo de la apertura del centro, el alcalde de Richmond Tom Butt y el supervisor del Condado John Gioia estaban entre varios líderes que hablaron con una multitud de más de 100 personas reunidas afuera en Macdonald Avenue.

"Creo que dice algo acerca de una comunidad, de nuestro gobierno, de nuestras organizaciones comunitarias, cuando damos el mismo respeto a las personas que fueron encarceladas y que regresan a nuestra comunidad como lo hacemos a todos los demás miembros de nuestra sociedad", dijo Gioia.

into law in 2011, the county had begun developing a re-entry plan for former prisoners.

"I think we all came together and understood that we need to invest money, not just in county departments and law enforcement, but in community-based organizations that are providing real-life services to people re-entering our community," he said. "We need to show that this is indeed successful, so we can be advocates across this state."

Former inmate Clarence Ford, who shared his story at the opening, said the difficulties of re-entering society often became a topic of conversation with other prisoners.

"I was a bit apprehensive about getting released, because I knew that once I was released, I would come to face these barriers," he explained. He said he was rejected from numerous jobs and almost gave up hope until he eventually returned to school. He credits his re-entry coach for helping integrate him back into the community.

"It's individuals like that, working with organizations and agencies, that have the most effect," he said.

Contra Costa County Public Defender Robin Lipetzky added that former inmates need different kinds of help at different times, from job training and support to housing.

"People need those the moment they walk out of a jail or prison," she said. "But [they] might also need those six months or a year into their return. The center is going to be here for everybody, regardless of when they were incarcerated."

Lipetzky said family members of those returning from prison also need support. Brown agreed, noting that families often take on much of the emotional and financial burden when a loved one is imprisoned.

"When you have a family member who's incarcerated, it builds up tension in the family," Brown said. "It makes it hard for a family to succeed. We think of family members or other allies as very important members, both to support the success of people who are incarcerated and also to support their own well-being."

Dameion King, a skills specialist at Rubicon Programs, said he hopes the center becomes more than just a place for information or assistance, but a support network that plays a significant role in the lives of returning residents.

"Some of the biggest challenges that the re-entry population faces is having no support systems," King said. "Many times you have men and women who return back to the streets, and mom and dad have passed away, or the close ties that they had to the community are still involved in things that would hinder them."

"It's not a matter of just introducing people to skills and opportunities," he said. "It's finding ways to change people's perspective. I hope that the re-entry center can be successful at giving our re-entry population new lenses -- new ways of looking at law enforcement, new ways of looking at community -- and hopefully they begin to see themselves as stakeholders." •

"Tenemos que demostrar que esto es realmente un éxito, para así poder ser defensores en todo el estado".

El ex recluso Clarence Ford, quien compartió su historia en la inauguración, dijo que las dificultades de reingresar a la sociedad a menudo se convirtieron en un tema de conversación con otros presos.

"Yo estaba un poco aprensivo acerca de ser liberado, porque sabía que una vez que fuera liberado, enfrentaría estas barreras", explicó. Dijo que fue rechazado de numerosos puestos de trabajo y casi perdió la esperanza hasta que finalmente regresó a la escuela. Él acredita su coach de reingreso por ayudarlo a reintegrarse en la comunidad.

"Son individuos así, en colaboración con organizaciones y organismos, que tienen el mayor efecto", dijo.

La defensora pública del Condado de Contra Costa Robin Lipetzky añadió que los ex reclusos necesitan diferentes tipos de ayuda en diferentes momentos, desde la capacitación laboral y apoyo de vivienda.

"La gente necesita eso el momento en que salen de una cárcel o prisión", dijo. "Pero [ellos] también pueden necesitar esos mismos seis meses o un año después de su regreso. El centro va a estar aquí para todos, independientemente de cuando fueron encarcelados".

Lipetzky dijo que los familiares de los que regresan de la cárcel también necesitan apoyo. Brown estuvo de acuerdo, señalando que las familias a menudo asumen gran parte de la carga emocional y financiera cuando un ser querido está encarcelado.

"Cuando se tiene un familiar que está encarcelado, se acumula la tensión en la familia", dijo Brown. "Esto hace que sea difícil que una familia tenga éxito. Pensamos en miembros de la familia u otros aliados como miembros muy importantes, tanto para apoyar el éxito de las personas que están encarcelados y también para apoyar su propio bienestar".

Dameion King, especialista de habilidades en Rubicon Programs, dijo que espera que el centro se convierta en algo más que un lugar para obtener información o asistencia, sino una red de apoyo que desempeña un papel importante en las vidas de los residentes que están regresando.

"Algunos de los mayores retos que enfrenta la población de reingreso es no tener sistemas de apoyo", dijo King. "Muchas veces tienes a hombres y mujeres que regresan de nuevo a las calles, y su papá y mamá han fallecido, o los estrechos vínculos que tenían a la comunidad todavía están involucrados en cosas que los dificultarían."

"No es una cuestión de simplemente presentar habilidades y oportunidades a la gente", dijo. "Se trata de encontrar formas de cambiar la perspectiva de la gente. Espero que el centro de reingreso pueda ser exitoso en dar a nuestra población de reingreso nuevos lentes - nuevas formas de ver a los agentes de la ley, nuevas formas de ver a la comunidad - y ojalá puedan comenzar a verse a sí mismos como partes interesadas". •