CITY OF LOS ANGELES
WORKFORCE DEVELOPMENT BOARD (WDB)
NOMINATIONS/MEMBERSHIP COMMITTEE MEETING

Wednesday, February 4, 2026

Goodwill So. CA- Auditorium

342 N. San Fernando Road, Los Angeles, CA 90031

10:00 a.m. - 12:00 p.m.

AGENDA

1.	Call to Order/Roll Call	
2.	Declarations of Conflict of Interest	Gabriel Pimentel
3.	Public Comment on Non-Agenda Items	

ACTION ITEMS:

4.	Consideration of the Minutes of January 14, 2026	Gabriel Pimentel
5.	Approval of Appointment and Reappointment Recommendations to the Workforce Development Board (WDB) for Consideration by the Mayor	Hannah Lee
6.	Approval of Reappointment Recommendations to the Workforce Development Board Youth Council for Consideration by the Workforce Development Board	Hannah Lee
7.	Next Meeting: TBA	
8.	Adjourn	

Nominations/Membership Committee:

Chair Gabriel Pimentel, Members: Garrett Gin, Mark Louchheim

PUBLIC INPUT AT WORKFORCE DEVELOPMENT BOARD MEETINGS

The public will have an opportunity to address the Board on any agenda item at the time the item is considered. Members of the public who wish to speak on any item are requested to complete a speaker card for each item they wish to address, and present the completed card(s) to the designated personnel of the Board. Speaker cards are available at the sign-in table at the back of the meeting room. Documents/reports on agenda items are available on the Board's website and may be distributed at the meeting. For updated meeting schedules please visit www.wiblacity.org. For more information call 213-744-7164.

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Phone: 213-744-7164 www.wiblacity.org

4.

DATE: February 4, 2026

TO: Workforce Development Board (WDB)

FROM:

SUBJECT: **Consideration of the Minutes of January 14, 2026**

REQUESTED ACTION:

BACKGROUND:

ADDITIONAL BACKGROUND:

ATTACHMENTS:

Description

- Item 4 - ADOPTED_ WDB NOMINATIONS MEMBERSHIP COMM MTG. 01.14.2026

CITY OF LOS ANGELES
WORKFORCE DEVELOMENT BOARD (WDB)
NOMINATIONS/MEMBERSHIP COMMITTEE MEETING
GOODWILL SOUTHERN CA. – AUDITORIUM
342 NORTH SAN FERNANDO ROAD, LOS ANGELES, CA 90031
JANUARY 14, 2026
10:00 A.M. – 12:00 P.M.

MEMBERS PRESENT: Gabriel Pimentel, Garrett Gin, Mark Louchheim

1. Call to Order: Chair Gabriel Pimentel called the meeting to order at 10:05 a.m.

2. Declarations of Conflict of Interest – None

3. Public Comment on Non-Agenda Items – None

   Nicole Gouggis, Deputy City Attorney introduced Susan Kolahi, a new Deputy City Attorney that will be staffing the WDB.

4. Consideration of the Minutes of February 18, 2025
   Moved to approve Garrett Gin/Seconded by Mark Louchheim
   Motion carries unanimously.

5. Authorization for Workforce Development Board (WDB) Staff to Issue Public Call for Workforce Development Board Nominations

   Hannah Lee, Executive Director, reviewed the annual WDB nominations process as outlined in the WDB/LEO agreement between the Board, Mayor, and City Council. The committee is required to meet twice annually to solicit and receive nominations to fill Board vacancies, with nominations due to the Mayor and City Council by March 1, 2026.

   The WDB currently has 23 members, with approximately half up for reappointment. Eleven current members have expressed interest in reappointment; one member, Rodney Hanners (USC Keck Medical Center), declined reappointment. If fully seated, the Board could have up to 39 members, resulting in 15 current vacancies. Appointments must meet required category and minimum representation criteria, with appointments subject to confirmation by the Mayor and City Council. Additional time is needed to solicit, review, and present nominations for Board approval.

   Chair Pimentel noted significant business vacancies and asked whether targeted recruitment efforts are underway. Garrett Gin inquired whether reappointments

require members to opt in and be in good standing. Hannah Lee confirmed that attendance is considered and that members must meet category requirements.

Mark Louchheim suggested outreach to sports and entertainment organizations, including LA28, the LA84 Foundation, and the Los Angeles Sports and Entertainment Commission, noting the absence of industry representation on the Board. He will pursue outreach to LA84 and related contacts. Hannah Lee added that Garrett Gin has provided sports industry contacts and that outreach efforts will continue.

Garrett Gin MOVED to accept the call for nominations/SECONDED by Mark Louchheim. Motion carries unanimously.

6. Authorization for Workforce Development Board (WDB) Staff to Issue Public Call for Youth Council Nominations

Hannah Lee outlined the process and timeline for appointments to be considered and explained the difference between non-voting members (not on the full WDB) on the 19-member Youth Council. Carrie Lemmon, UniteLA expressed interest in being reappointed to the Youth Council.

Garrett Gin MOVED to approve/SECONDED by Mark Louchheim. Motion carries unanimously.

ADVISORIES/DISCUSSIONS/PRESENTATIONS/REPORT-BACKS/UPDATES

7. Discussion of potential strategies to fill WDB and Youth Council vacancies

Hannah Lee gave a PowerPoint presentation; an overview of the call for nominations process and went over the timeline. She went over the call for nominations solicitation letter and the list of vacancies. The solicitation for nominations will go out tomorrow, January 15th to the full WDB, the City Council, the Chambers of Commerce, and WDB Youth Council. The Deadline for responses is January 29th. The Nominations committee will meet again on February 4th to go over the nominations received.

The following categories have limited or no representation on the WDB: Chambers of Commerce, and economic development agencies, transportation, and spectator sports and entertainment industries. The healthcare industry also has low representation. Hannah will reach out to the LA84 Foundation. Gabriel Pimental will provide a contact for the LA Rams, although they m.

Additionally, discussion was held regarding inviting City Department General Managers to sit on the WDB. The City Attorney will check to see if we could reach out to City Departments for representation on the Board such as Los Angeles

Police Department, Department of Aging, and the Recreation and Parks Department.

The Commission Executive Assistant shared that previously the General Managers for the Recreation and Parks Department and the Department of Aging were seated on the WDB.

Chair Pimentel asked that that he be given an update on how many nominations have been received at the end of each week.

8. Next Meeting: February 4, 2026

9. Adjourn: Motion to adjourn Mark Louchheim, Garrett Gin Second. Chair Gabriel Pimentel adjourned the meeting at 10:46 a.m.

5.

DATE: February 4, 2026

TO: Workforce Development Board (WDB)

FROM:

SUBJECT: **Approval of Appointment and Reappointment Recommendations to the Workforce Development Board (WDB) for Consideration by the Mayor**

REQUESTED ACTION:

BACKGROUND:

ADDITIONAL BACKGROUND:

ATTACHMENTS:

Description

- Item 5 - WDB Nominations Memo re. Nominees 2.4.26
- Item 5 - Attachment 1 - Resumes
- Item 5 - Attachment 2 - 2025 WDB Quarterly Attendance

Workforce **Development** Board
City of **Los Angeles**

MEMORANDUM

DATE: February 4, 2026

TO: Gabriel Pimentel, Chair
Nominations/Membership Committee

FROM: Hannah Lee, Executive Director
Workforce Development Board (WDB)

SUBJECT: Approval of Appointment and Reappointment Recommendations to the Workforce Development Board (WDB) for Consideration by the Mayor

REQUESTED ACTION:

The Executive Director of the Workforce Development Board (WDB) respectfully requests that the Workforce Development Board (WDB) Nominations/Membership Committee:

1. APPROVE the nomination recommendations submitted for appointment and reappointment to fill vacancies on WDB; and
2. AUTHORIZE the Executive Director to forward the nominations to the WDB for review and approval.

BACKGROUND:

The Agreement between the City of Los Angeles and Workforce Development Board of the City of Los Angeles (WDB-LEO) requires the Nominations/Membership Committee to meet semi-annually to solicit and receive recommendations from business, labor, education, community-based service providers, and other interested individuals and groups to fill vacancies on the WDB. The WDB must then transmit any nominations for WDB members to the Mayor and City Council by March 1 of each year.

The Executive Director inquired with 12 WDB Members whose terms expire in June 2026 on whether they would like to be considered for reappointment to the WDB. A total of 11 Board Members confirmed interest.

On January 15, 2026, the Nominations/Membership Committee authorized issuing a public call for nominations to facilitate the option of filling an additional 15 vacancies on the Workforce Development Board (WDB). The WDB staff sent the call for nominations on the same day, with a January 29, 2026 deadline, to the Board, Mayor, City Council, and Chambers of Commerce. As of that date, 5 nominations were submitted in the Business category and 1 nomination in the Department of Rehabilitation category.

As required under WIOA Section 107(b)(2)(A), a majority of the WDB's voting membership shall be representatives of business in the local area. Under CA Unemployment Insurance Code § 14202 (2024), at least 20% of the WDB's voting membership shall be representatives of the workforce, with a minimum of 15% being representatives of labor organizations who have been nominated by local labor federations.

Other individuals may be appointed to the WDB at the Mayor's discretion and subject to confirmation by the City Council. They may include representatives from community-based organizations, philanthropic organizations, older worker organizations, government agencies, transportation agencies, Job Corps, etc.

The table below lists all nominees who wish to be considered, the organizations they represent, their respective membership category, and whether they are a new appointment or a reappointment. The attached document includes resumes for all nominees and WDB quarterly meeting attendance records for Board Members who would like to be reappointed.

	Name	Organization	Membership Category	New Appointment or Reappointment
1	Blake, Sonya	The Valley Economic Alliance	Business	Appointment
2	Bradley, Shannon	Keck Medicine of USC	Business	Appointment
3	Brandis, Bernardine	Walt Disney	Business	Reappointment
4	Croom, Kenya	A Step to Freedom	Business	Reappointment
5	Ford, David	Southern California Edison	Business	Reappointment
6	Franklin, Johnathan	Los Angeles Rams	Business	Appointment
7	Hazzard, Jaleesa	Hazzard Consulting Group	Business	Reappointment
8	Heisser, Lindsey	Snap Inc.	Business	Reappointment

	Name	Organization	Membership Category	New Appointment or Reappointment
9	Ortiz, Andy	Cedars-Sinai	Business	Appointment
10	Simon, Steven	United Auto Workers Center for Manufacturing a Green Economy	Business	Reappointment
11	Tejero, Ariana	Spectrum News 1	Business	Appointment
12	Torres, Benjamin	CDTech	Business	Reappointment
13	Waheed, Saba	UCLA Labor Center	Education	Reappointment
14	Zimmer, Steve	LACOE	Education	Reappointment
15	Fleming, Sean	SEIU United Healthcare Workers (UHW)	Labor	Reappointment
16	Garcia, Ben	Los Angeles & Orange Counties Building & Construction Trades Council (AFL-CIO)	Labor	Reappointment
17	Petilla, Erwin	State of California Department of Rehabilitation (DOR)	DOR	Appointment

TIMELINE:

- February 12 - Nominations/Membership Committee recommends nominees to WDB
- March 1 - WDB forwards appointments to the Mayor

ATTACHMENTS:

- Attachment 1: Resumes
- Attachment 2: 2025 WDB Quarterly Meeting Attendance

Sonya Blake

Community Relations Executive

[redacted]

Skills

Relationship Building | Public Speaking | Research | Writing | Policy Development | Media, Government and Community Relations | Strategic Planning | Budgeting and Reporting | Project Management | Database Management | Volunteer Organizing | Event Planning | Grantmaking | Coaching and Mentoring | Program and Policy Evaluation | Microsoft, Google Suite, Design, CRM, and Project Management Software

Experience

2020 - Present

President & CEO | The Valley Economic Alliance | Sherman Oaks, CA

Plan and execute all aspects of economic, workforce, and community development.

- Increased operating budget 25%, while managing reserve fund investments of $1.3 Million, managing an 85-member Board of Directors and team of 12 staff and consultants to deliver social impact through strategic community awareness and engagement.
- Conduct research, analyze data, recruit subject matter experts, organize think tanks and roundtables to formulate community development strategies, oversee production of authoritative reports, and execute communications strategies to disseminate key messaging.
- Build, maintain, and strengthen relationships with elected officials and community organizations such as schools, nonprofits, service clubs, and chambers of commerce to build brand awareness.
- Plan special events, receptions, seminars, webinars, dinners, Board and volunteer efforts, retreats, mentoring programs, business meetings, and memberships to increase brand awareness and deliver social impact.
- Field media inquiries, write press releases, give interviews, write talking points, and give speeches. Obtain positive media coverage, ad trades, media sponsorships.
- Develop marketing strategies, oversee innovative graphic design, maintain websites, and measure results of outreach campaigns. Conduct advocacy campaigns to create small business grants, retain workforce funding, advance commercial real estate development projects, increase filming tax credits, and other priorities.

2017 - 2020

Director | Office of the Mayor Eric Garcetti | Los Angeles, CA

Senior advisor to the Mayor on small business policy, programs, and outreach.

- Represented the Mayor in the community, convened community leaders, and strategized optimal deployment of resources within the Economic & Workforce Development Department for small business creation and growth.
- Conduct legislative research and policy analysis to formulate advocacy initiatives and policy strategies for optimal civic engagement.
- Facilitated disbursement of approximately $20 Million in HUD Community Development Block Grant funding annually for economic development programs serving low-to-moderate income constituents, administration of nine business assistance centers, and disbursement of $16 Million in loan financing through lending partners.
- Worked collaboratively and cross-functionally across city departments to lead crisis response to pandemic for small business community, including strategizing essential and nonessential businesses, disseminating emergency information, pivoting to food delivery, establishment of $10 million emergency loan program, among other measures.
- Wrote talking points, delivered speeches, produced publications, and presented business events such as conferences, workshops, the Mayor's Small Business Summit, and Women's Entrepreneurship Day, regularly engaging over 1,000 attendees, 100 exhibitors, 50 media and outreach partners.
- Produced the ***You Look Like an Entrepreneur*** campaign, increasing visibility of the Mayor’s small business portal.

2011 - 2017

President & CEO | Inter-Agency Council | Los Angeles, CA

- Managed team of 35 volunteers. Produced annual toy give-away serving 500 children annually.
- Built a strategic alliance with Staples in a co-branding project focused on economic development and reached local small businesses including 20,000 women entrepreneurs in South Los Angeles, engaging 300 fans, and spiking Facebook page likes by 600.

2003 - 2011 | Personal Hiatus to care for family while contributing to the community through volunteer assignments prior to transition back into the workforce.

2002 - 2003

Small Business Advocate | Office of Governor Gray Davis | Sacramento, CA

- Senior advisor to the Governor, representing him in the community and working collaboratively and cross-functionally across eight agencies and their 65 state departments to advance program and policy priorities.
- Consulted with elected and appointed officials about legislation, licensing, and regulatory streamlining pertaining to 3.2M small businesses in CA.
- Created talking points and wrote and delivered speeches for stakeholder meetings statewide.
- Established Governor's Small Business Portal, a one-stop online resource directory.

1999 - 2002

Executive Director & CEO | National Association of Women Business Owners | Los Angeles, CA

- Established Women's Business Resource Center in downtown Los Angeles. Served as a Public Speaker and advocate for women entrepreneurs among elected officials and government representatives.
- Promoted entrepreneurial education for women by launching NAWBO-LA Enterprise Institute, a 501(C)3 organization; redesigned website, and increased website traffic by 80%.
- Generated $250K by coordinating a Hall of Fame Annual Awards Luncheon, increased number of corporate sponsors by 100%, augmented contributed revenues by 60% in 2000 and by 15% in 2001.

Education

Master of Business Administration

UCLA Anderson School of Management - Los Angeles, CA

1992

Bachelor of Arts | History of Art

Yale University - New Haven, CT

1989

Volunteer Positions

LA County Jobs First Collaborative Investment & Sustainability Advisory Committee (ISAC) Supervisorial District 3 Representative | Community Foundation of the Valleys | LA 28 Small Business Working Group Co-Chair | Los Angeles Economic Development Corporation | Verdugo Workforce Development Board

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Awards

2025 Comerica/Lakers Woman in Business | 2024 Los Angeles Business Journal CEO of the Year | 2024, 2023, 2022, 2021 Los Angeles Business Journal Valley 200 | 2024, 2023 Los Angeles Business Journal LA 500 | 2010 Daytime Emmy Nomination

Shannon Bradley
[redacted]

PROFESSIONAL SUMMARY

Mission-oriented healthcare executive with deep expertise in health equity, inclusion, community and large-scale program execution across complex health systems. Proven change agent recognized for translating data, policy, and innovation into sustainable initiatives spanning workforce development, inclusive practices, social drivers of health integration, community benefit strategy, and Medicaid transformation. Demonstrated success improving quality outcomes, reducing disparities, increasing workforce engagement and belonging, strengthening governance, and leading the successful management of multi-billion-dollar incentive-based programs.

AREAS OF EXPERTISE

Executive Leadership ● Quality Improvement● Inclusion ● Change Management ● Employee Engagement ● Workforce Development ● Project & Program Management ● Population Health ● Health Equity ● Value Based Payment ● Strategic Planning ● Relationship Cultivation ● Process Improvement ● Healthcare Policy● Operations ● Cultural Intelligence ● Data Analysis Community Engagement ● Regulatory Compliance ● Financial Stewardship

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PROFESSIONAL EXPERIENCE

Chief Health Equity, Inclusion, and Community Officer
Keck Medicine of USC Health System, Los Angeles, CA
September 2022 - Present
Lead the system-wide strategy for Health Equity, Diversity, and Inclusion (HEDI) within a complex health system including an Academic Medical Center, Cancer Hospital, two Community Hospitals, and 100+ ambulatory clinics with 12,000+ employees.

- Spearheaded initiatives that enhanced workforce, patient, and community equity and inclusion, aligning with organizational values and strategic priorities.
- Developed and launched system-wide development programs, achieving significant participation and impact across multiple initiatives, including:
    - Bi-weekly Diversity, Equity, and Inclusion New Hire Welcome Sessions
    - Inclusive Leadership Training Modules for Healthcare Leadership Academy Cohort
    - Nurse Leadership Development Series for Academic Medical Center Nursing Leadership
    - Inclusive Hiring Training with 100% participation from HR leadership and recruitment teams
    - 75% of Leaders Completed Health Equity Foundation & "We Ask Because We Care" Training
- Oversee 9 employee resource groups (ERGs), increasing participation by 228% resulting in approximately 13% of the workforce participating in employee resource groups and employee engagement exceeding that of non-ERG members.
- Launched the Healthcare Horizons program, exposing over 120 students from medically underserved areas to healthcare careers in collaboration with the Keck School of Medicine Pathways Program.
- Led the selection, EMR integration, and dashboard development for the health system's social drivers of health inpatient data collection, with 92% of inpatients having a documented completed SDOH assessment.
- Developed a Health Equity Insights tool in collaboration with key system teams to identify and monitor disparate patient outcomes and experiences.

- Lead community benefit strategy, implementation, evaluation process, and tracking system to better align community benefit priorities with organizational and health equity goals.
- Lead the academic medical center's community health needs assessment.
- Launched an education and awareness campaign in collaboration with the health system value-based care team, human resources, and ERGs to reduce disparate outcomes for the health system workforce.

AVP/Division Director, Diversity Equity and Inclusion
HCA Gulf Coast Division, Houston, TX
July 2021 - August 2022
Sr. Leadership Team member responsible for the development and execution of HCA Gulf Coast Division's DEI strategies and initiatives across 16 facilities and three markets, impacting 20,000+ colleagues.

- Increased Board diversity by 45% & 23.61% respectively for Asian and Black Board members
- Initiated health equity collaboration that resulted in an average NTSV C-section reduction of 9.4% and a 14.8% reduction for populations with disparate outcomes.
- Expanded colleague network participation by 145%, contributing to the highest employee sense of belonging and engagement in division history.
- Launched new colleague networks (Asian, LGBTQ+, and Mental Health and Wellness), achieving significant growth in engagement and participation.
- Developed a student mentorship program in collaboration with a local ISD and HBCU, doubling internal mentorship program participation.

Division Executive Chair, Diversity Equity, and Inclusion
January 2020 - July 2021

- Oversaw and provided strategic direction for the Division DEI Council and colleague networks.
- Led a division-wide conscious inclusion training for senior leaders and developed the Colleague Network Mentorship Program.
- Restructured and relaunched the division's colleague network structure, resulting in a 300% YOY membership growth and a low turnover rate of 1.8%.

Division Director, Delivery System Reform Incentive Payment (DSRIP)
June 2016 - June 2021

- Managed DSRIP program goals related to maternal health, diabetes management, ED utilization,
- and behavioral health outcomes for the Medicaid, low income and uninsured patient population.
- Successfully achieved 99% of financial and quality program goals, valued at approximately $250
- million in incentive payments.
- Led internal audit procedures to mitigate risks of recoupment, ensuring compliance and measure achievement across key programs.
- Mitigated program recoupment risks by developing internal audit procedures and guidance to
- ensure DSRIP program compliance and verified measure achievement.
- Reduced average HbA1c scores from 9.0 to 7.2 for diabetes management program participants.
- Reduced ED visits for patients with chronic ambulatory care sensitive conditions from 5.41% to 4.59%

Manager, Health System Strategy Operations
Harris Health System, Houston, TX
April 2015 - June 2016

- Led a project management and operations team that supported 177 stakeholders' 1115 Waiver DSRIP projects worth approximately $2.2 billion in incentive payments across 9 counties.
- Achieved 94% of eligible funding for Harris Health System, valued at approximately $512 million through demonstration year 4.
- Managed Bi-Annual Regional Learning Collaborative conference
- Conducted regional workgroup collaboration focused on healthcare policy, behavioral health, and quality improvement.

Regional Operations Liaison
December 2013 - April 2015

- Led "Stop the Line" process improvements across Perioperative and Labor & Delivery Service Lines to enhance patient safety.
- Facilitated Lean training and operational efficiencies within Neurology and Surgery departments.

Previous Healthcare Experience

FQHC Practice Manager, *Wellness Pointe* (2013)
Managed operations for Behavioral Health, Dental, and General Medicine departments, ensuring budget compliance and regulatory standards.

Administrative Resident
Texas Scottish Rite Hospital for Children (2012)
Developed metrics for DSRIP programs, implemented eligibility enrollment software, and improved revenue cycle processes.

EDUCATION

Master of Business Administration (MBA), Healthcare Administration Specialization
Baylor University, Waco, Texas

Bachelor of Science, Business Management
Emporia State University, Emporia, Kansas

CERTIFICATIONS

- Lean Six Sigma Green Belt Certified
- Diversity Professional Certified

COMMUNITY SERVICE

- **American Heart Association, Greater Los Angeles, Board Member** (current)
- **United Negro College Fund, Los Angeles Chapter Advisory Board Member** (current)
- **Women in Healthcare Greater Los Angeles Chapter, Board Member** (2024 - 2025)
- **National Association of Health Services Executives, Member & Board Member** (2014- 2022)
- **Houston Food Bank Volunteer** (2017 - 2022)
- **Texas Southern University Mentor** (2019 - 2022)

ASSOCIATIONS

- Member, Healthcare Financial Management Association (HFMA)
- Member, National Association of Health Services Executives (NAHSE)
- Member, American College of Healthcare Executives (ACHE)
- Member, National Black MBA Association (NBMBAA)
- Member, National Association of Latino Health Executives (NALHE)
- Past Member, Texas Medical Center Diversity Council

AWARDS & RECOGNITIONS

- **Current Health System Healthcare Equality Index Leader** – Human Rights Campaign
- **2024 & 2025 PRIsm & Awards of Excellence: Inclusive Lens** - Los Angeles PRSA
- **2024 DEI Executive of the Year Finalist** - Los Angeles Business Journal
- **2024 Hospital & Health System Chief Diversity, Equity & Inclusion Officers To Know** – Becker's Hospital Review
- **2022 DEI Outstanding Champion (Head of DEI & Large Company Category)** - Houston Business Journal
- **2021 Outstanding Diversity Champion** - Houston Business Journal
- **2021 Top 50 ERGs (Black, Hispanic/Latinx & Veterans Networks)** - National Diversity Council

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SPEAKING ENGAGEMENTS

- **Becker's 16th Annual Meeting–** Strategic Approaches to Advancing Health Equity & Diversity - Panelist
- **City of Glendale – 2026 MLK Day Breakfast** - Keynote Speaker
- **Becker's 15th Annual Meeting –** Cultivating a Value-Driven Culture in Healthcare
- **Chief - Los Angeles Chapter,** Black Heritage Month Roundtable - Panelist
- **LABJ Diversity, Equity, and Inclusion Symposium & Awards** - Panelist
- **Becker's CEO + CFO Roundtable** - DEI Strategies of Top Systems -Panelist
- **Greater Houston Partnership One Houston Together** - Panelist
- **Gulf Coast Chapter ACHE Mini DEI Conference** - Panelist
- **America's Essential Hospitals Vital Conference** - Co-Presenter
- **Texas House County Affairs Committee Hearing** - Testimony on 1115 Waiver Impact

Bio

Bernardine Brandis

[redacted]

BA Political Science 1975 UCLA

JD 1978 UCLA School of Law

Bernardine Brandis is Executive Vice President of Business Affairs for the Walt Disney Studios. She is responsible for overseeing all aspects of talent deal making for live action and animated feature films, live stage and recorded music. During her 38-year association with Disney, she has played an integral part in shaping the financial production guidelines with third parties for the film division. Prior to joining Disney, Brandis worked for Universal Studios as director of business affairs, 20th Century Fox as production counsel, and she was in private practice, specializing in litigation. She is married to Jeff Alperin, has three children and a daughter-in-law.

Outside positions:

Currently serving on the Advisory Board for the Ziffren Law Center, UCLA School of Law

Previously served on UCLA Political Science Board of Visitors (10 years)

Commencing 2019, Bernardine and Jeff annually fund scholarships at the Rollins School of Public Health, Emory University



Kenya Croom

Thought Leader and World Changer

Dedicated to thriving as a world changer through the establishment of lasting and strategic relationships with community leaders and stakeholders. A proven leader with a unique blend of entrepreneurial acumen, creative ingenuity, and a genuine passion for fostering meaningful connections. Leveraging expertise in urban planning to drive sustainable development initiatives that positively impact communities and drive social change.

Contact

Website
www.asteptofreedom.org

Education

May 2022
Master of Urban Planning
University of Southern California, Sol Price
Los Angeles, California

May 2003
Bachelors of Arts in Business Administration (Emphasis: Marketing)
Clark Atlanta University
Atlanta, Georgia

Expertise

- Urban Planning
- Executive Leadership
- Community Advocacy
- Fundraising
- Economic Development Strategy
- Team Building

Experience

June 2003 - Present
A Step to Freedom I Los Angeles, CA
Chief Executive Officer

Provide strategic leadership and direction to ensure the organization achieves its mission of providing interim housing and support to individuals experiencing homelessness. Oversees all aspects of the organization's operations, including fundraising, program development, staff management, budgeting, and community outreach. Plays a crucial role in setting organizational goals, developing partnerships with stakeholders, advocating for policy change, and maintaining financial sustainability.

November 2022 - Present
Reshape the Nation | Los Angeles, CA
Founder & Consultant

Provide training and resources for aspiring homeless housing providers. Establish and nurture a supportive network of community based organizations to enhance service delivery in Southern California. Advocate for and deliver technical assistance to help aspiring housing providers in accessing funding sources. Fosters collaboration among stakeholders to improve housing services and outcomes.

March 2021 - Present
R&K Mgmt Firm | Los Angeles, CA
Managing Partner

Engage in real estate development initiatives, taking the lead in property acquisition endeavors while leveraging expertise as an urban planner to pinpoint suitable properties aligning with community needs. Develop strategic approaches for the entitlement and pre-development process, ensuring alignment with organizational objectives and community requirements.

Professional Affiliations & Awards

- South LA Collaborative - Member (2021 - Present)
- Los Angeles African American Women's Public Policy Institute (Class of 2020)
- Los Angeles Office of Diversion and Re-entry: Dept of Community Programs
  Equity, Diversion, Inclusion and Access Committee (2023 - Present)
- Los Angeles County Empowerment Congress - Top 40 under 40 (2020)
- Delta Sigma Theta Incorporated - Inglewood Alumni Chapter
  Social Action Chair (2020 to Present)
- Jack and Jill of America - Inglewood Chapter
  Legislative Chair (2022 - Present)

DAVID A. FORD

PUBLIC AFFAIRS/PUBLIC RELATIONS PROFESSIONAL

SUMMARY

Results-driven public relations/public affairs professional with over 20 years of experience managing and maintaining relationships with policymakers, including the Los Angeles County Board of Supervisors and leaders of other governmental agencies. Proven track record of resolving high-profile public affairs issues and concerns involving federal, state, and county governments. Stellar reputation for collaborating directly with senior-level company executives and high-level officials to build consensus effectively and achieve alignment of objectives. Also, an accomplished PR expert who has successfully attained goals working in a fast-paced regulatory environment by demonstrating flexibility with competing priorities. Strengths include keen listening skills, communicating with impact, and implementing conflict resolution techniques.

PROFESSIONAL EXPERIENCE

SOUTHERN CALIFORNIA EDISON

Local Public Affairs | Government Relations Manager, YEAR to Present

Engage with the Los Angeles County Board of Supervisors, Los Angeles City Council, and the Metropolitan Transportation Authority to ensure support for/implementation of policies/regulations that enable SCE to deliver affordable and reliable powder safely.

- **Negotiated a 25-year term on the Franchise Agreement** between SCE and LA County, minimizing burdensome terms and conditions affecting SCE's core business operations and impacts on customers.
- **Serve as a trusted advisor for SCE Executive Management Team** on timely issues such as diversity, equity, and inclusion to advance critical work environment initiatives for employees.
- **Advanced SCE's strategic direction on interconnection deployment of Battery Energy Storage System (BESS)** to help balance the power grid for reliability and resiliency.
- **Advocated for ratepayer financial support of $500k from the Los Angeles County Board of Supervisors** to offset the cost of the desalination unit on Catalina Island.
- **Provides ongoing leadership on high-priority Wildfire Mitigation Programs** for electrical grid hardening and risk reduction to achieve departmental business objectives with minimal delays and high-cost avoidance.
- **Developed engagement strategy to advance SCE's Clean Energy** initiatives in partnership with LA County Office of Sustainability and Metropolitan Transportation Authority (MTA) toward achieving Green House Gas (GHG) emission by 2030.
- **Advises SCE Executive Management Team on complex political issues** with potential regulatory impacts on core business.
- **Led strategic engagement plans with operating unit partners on complex state and local regulatory permitting requirements** for LA County Regional Planning for significant transmission and distribution projects. This resulted in system reliability and reduced cost to ratepayers in Coastal Commission zones in SCE's service territory.
- **Principal developer of the "Making EV" Easy financing program with SCE Federal Credit Union** to bridge equity ownership among diverse populations.

Local Public Affairs, Senior Region Manager 2006 to YEAR

- **Lobbied to mitigate financial risk to SCE by negotiating language in board motions, ordinances, and permits** by facilitating agreements with the Los Angeles County Board of Supervisors and County Departments.
- **Reduced permitting process time on multiple infrastructure maintenance projects from 2 weeks to 3-10 days** by redesigning and implementing streamlined workflow procedures and processes.
- **Interacted with enterprise-wide projects to identify approaches, strategies, and tactics and share lessons learned and improvement opportunities** with business partners as part of ongoing Operational Excellence and Continuous Improvement.
- **Identified as an exceptional consensus builder and tasked with resolving key issues** between internal and external stakeholders to negotiate win-win project solutions
- **Recognized as a trusted energy advisor adept at building and maintaining strategic relationships** with the Los Angeles County Board of Supervisors, the City of Los Angeles, and the Metropolitan Transportation Authority.

KEY ACCOMPLISHMENTS

Energy Central Voice of 2022 Award, Networkers BRG Excellence Award, 2020 | **Stratiscope, Impact Makers Award**, 2020 | **Bridge Builders Foundation Salute Award**, 2017 | **SCE Networkers William E. Nesbit Jr. Leadership Award**, 2016 | **Los Angeles Southwest College President's Social Impact Investment Award**, 2014 | **Recognized by WAVE Magazine LA's Most Influential African Americans**, 2013 | **Award of Merit, the National Association of Housing and Redevelopment LA County Housing Authority Nueva Maravilla Master Conversion Project**, 2012 | **Edison International Chairman's Award 2009 for Outstanding Performance and Living SCE's Values and Guiding** Behaviors

SCE Business Solutions, Senior Account Executive 1997 to 2006

- **Delivered consultative sales and marketing of electric energy, services, and products to industry associations**, business segments, and communities.
- **Consulted with customers to assess their business needs, requirements and identified value-added company products**, services, and innovative solutions to address their needs.
- **Developed and implemented an in-house operation model with third-party vendors to streamline the application process** and improve quality control efficiencies that enhance customer confidence.
- **Increased productivity and reduced operational costs by 25 percent** by modifying internal auditing procedures to decrease redundancy and application processing times.
- **Mitigated electrical issues that could adversely impact the communities and adjacent local governments** and communities located within SCE's service territory.
- **Mentored and counseled colleagues and peers to optimize professional and personal growth and team performance**.
- **Co-founder of SCE's Black History Month Program** 2002

KEY ACCOMPLISHMENTS

Corporate Advocate Award from the American Association of Blacks in Energy, 2006 | **"Environmental Protection Service Award" from FAME Renaissance**, 2005 | **National ENERGY STAR Award** from the U.S. Environmental Protection Agency for "Community Energy Survey Program, 2002"| **Special Recognition from "Flex Your Power" for Community Energy Survey Program**, 2002

EDUCATION

BACHELOR OF SCIENCE, Mechanical Engineering, Ohio University, Athens, Ohio

COMMUNITY SERVICE

- Board of Directors, Saybrook College Board of Trustees
- Board of Directors, LA Philharmonic
- Board of Directors, GLAAACC Education Foundation
- Western Region Director American Association of Blacks in Energy
- Board of Directors, LA County Library Foundation
- National Board of Directors, American Cancer Society (CAN)
- Former Re-Districting Commissioner City of Los Angeles (2012)
- Director, External Engagement (SCE Networkers)

PROFESSIONAL DEVELOPMENT

- Coaching for Engagement and Performance Certification, Human Capital Institute, 2020
- Certificate in Social Media Marketing, Hootsuite 2015
- Certificate in ICS Emergency Training, FEMA 2014
- Certificate from SCE Engineering Substation University, 2009
- Project Management Certificate Program, Caltech, 2004

- Certificate in Corporate Community Involvement, Boston College, 2004
- Advanced Management Certification Program, A. Gary Anderson Graduate School of Management, UCR, 2002
- Account Management Certification, Level III, 2001
- Certification Program, Anderson School of Management, UCLA, 2000

Johnathan Franklin is a Los Angeles native and the Senior Director of Social Justice and Football Development for the Los Angeles Rams, currently in his tenth season with the organization. In this role, Franklin provides strategic leadership over initiatives that leverage the power of football to address educational inequity, youth justice, civic engagement, and economic opportunity across Southern California.

Franklin has led and supported high-impact partnerships with local, state, and federal leaders to advance workforce development and civic participation. He partnered with former U.S. Congressman Tony Cárdenas to host Manufacturing Speaker Tours engaging more than 1,000 community members and regional employers across the San Fernando Valley, increasing awareness of and access to careers in the manufacturing sector. He has also collaborated with U.S. Senator Alex Padilla to lead voter registration initiatives at high schools throughout Southern California, promoting civic engagement among young voters. A trusted voice in the community, Franklin has served as a keynote speaker for more than 125 empowerment events, including the Los Angeles Mayor's Prayer Breakfast, the LAPD Cadet Graduation, and numerous engagements with nonprofit, civic, and business leaders. Under his leadership, the Rams have expanded access to internships for high school students, launched structured mentorship pathways between community members and Rams staff, and established the Kenny Washington Memorial Scholarship, awarding more than $100,000 to first-generation college students.

Franklin's work includes building cross-sector collaborations with more than 50 nonprofit organizations, LAPD bureaus, LA County Probation, and local school districts to deliver career panels, character development programming, and mental wellness initiatives. He has been recognized as UCLA Alumnus of the Year (2020) and as a Conejo Valley 40 Under 40 honoree (2019). Franklin has served on several advisory and governing boards, including ASUCLA, the Pac-12 Alumni Advisory Council, and the Greater Conejo Valley Chamber of Commerce. Prior to joining the Rams, Franklin worked in Student Welfare and Development at the University of Notre Dame. He was drafted by the Green Bay Packers and later completed a rotational internship with the organization following his playing career. Franklin earned his Bachelor of Arts in Political Science from UCLA, where

he graduated with honors, received the Chancellor's Marshall Award, and remains one of the most accomplished running backs in program history, holding four UCLA football records.

JOHNATHAN FRANKLIN

[redacted]

PROFESSIONAL SUMMARY

Senior sports and community-impact executive with 10+ years of experience leading social justice initiatives, youth development programs, and large-scale community engagement within professional and collegiate athletics. Proven track record of building strategic partnerships, delivering measurable social impact, and serving as a trusted leader across public, nonprofit, and corporate sectors. Former NFL athlete with deep understanding of athlete development, leadership, and brand stewardship.

PROFESSIONAL EXPERIENCE

Los Angeles Rams

Senior Director, Social Justice & Football Development | September 2016 – Present

- Leads organization-wide social justice, youth football, and high school football initiatives, aligning community impact with NFL and organizational priorities.

- Designed and delivered career panels, character development programs, and sports clinics impacting **100,000+ student-athletes** across Southern California.

- Served as keynote speaker and panelist for **100+ events** in partnership with LA City Hall, LAPD, YMCA of Greater Los Angeles, school districts, and community organizations.

- Directed community activations resulting in **$500,000+ in financial support, in-kind product, and services** distributed to underserved communities. - Cultivate strategic partnerships with civic leaders, nonprofits, educators, and law enforcement to advance equity, access, and youth development through sport.

University of Notre Dame

Community Relations Coordinator | January 2015 – September 2016

- Developed and executed community outreach programs supporting **26 varsity athletic teams and 750 student-athletes**.

- Facilitated leadership development workshops for student-athlete leaders, focusing on service, accountability, and community engagement.

- Served as primary liaison for five programs: Men's Swimming & Diving, Men's Basketball, Men's Golf, Women's Tennis, and Women's Volleyball.

- Strengthened relationships between athletics, local nonprofits, and university stakeholders to increase volunteer participation and impact.

Green Bay Packers

Rotational Intern | June 2014 – January 2015

- Supported football operations and organizational initiatives through a structured rotational program across multiple departments.

- Assisted with player development, team logistics, and community engagement efforts.

National Football League (NFL)

Running Back | April 2013 – June 2014

- Competed at the professional level, demonstrating elite discipline, teamwork, resilience, and performance under pressure.

- Represented organizations in community and media engagements.

Winners & Associates (Public Relations Firm), Los Angeles, CA

Public Relations Assistant | January 2011 – June 2012

- Supported public relations campaigns for celebrities, public figures, and executives. - Assisted clients in shaping public-facing narratives and brand positioning.

- Coordinated meetings, conference calls, and strategic planning sessions.

Los Angeles City Hall

Intern | February 2009 – May 2011

- Assisted with constituent services, community outreach, and administrative support.

UCLA Public Affairs, Los Angeles, CA

Intern | December 2008 – December 2010

- Supported public affairs initiatives and community-focused programming.

EDUCATION

University of California, Los Angeles (UCLA)
Bachelor of Arts, Political Science | 2008 – 2012
- Chancellor's Service Award recipient (selective honor recognizing sustained leadership and community service)

Dorsey High School
Diploma | 2004 – 2008
- Graduated with Honors | GPA: 3.49

ADDITIONAL STRENGTHS

- Social Impact & Inclusive Leadership
- Youth & Athlete Development
- Public Speaking & Keynote Engagements
- Strategic Partnerships
- Community Relations & Stakeholder Management
- Former Professional Athlete Perspective

Jaleesa Hazzard

Relevant qualifications:

- Consultant with expertise in strategic planning, organizational development, program development and fund development. Serving a wide range of organizations including membership associations, non-profits and start-up businesses
- Non-profit management executive with 20 years experience in workforce development, non-profit management and program development
- Proven strengths in managing operations, setting and obtaining organizational goals and motivating staff and program participants into a successful unit
- Skilled in developing results oriented programs that address organization and individual needs
- Successful in establishing partnerships with corporate, non-profit and educational institutions to address community and business needs
- Experienced in evaluating programs and organizations to recommend and institute changes required to achieve desired outcomes
- Extensive experience in directing diversity employment programs

Experience

Hazzard Consulting Group **2008-present**
Founder and CEO

Founder of a consultant practice that provides assistance to non-profit organizations, foundations and associations who want to improve their impact in the world and operational excellence. HCG offers a portfolio of services that help philanthropic organizations reach their full potential. The consultancy focuses on helping organizations create a strategic framework to articulate their mission and vision and includes helping them to identify measurable goals and objectives to demonstrate success. HCG works with organizations to effectively design high impact programs and can assist in implementation when required. HCG also assists in developing marketing and communications strategies, sustainable partnerships and can provide operational support if needed including creating job descriptions and providing recruitment and training of personnel.

Associations include National Basketball Retired Players Association and Sociologists for Women in Society. Non-profits include National Foster Youth Institute (as interim Executive Director, 2018), Compton Jr. Posse, Films by Youth Inside and Reed for Hope Foundation.

HCG offers unique expertise to sports and entertainment professionals who want to create the greatest change in their communities with their own foundations or non-profits.

Workplace Hollywood **2002-2007**
Executive Director

Leader of non-profit organization focused on increasing the diversity of the workforce behind the scenes of the entertainment industry. Acknowledged expert on developing sector based workforce initiatives that include both job training and job placement as outcomes.

- Provided leadership and management of the day to day operations of the organization including administering budgets ranging from $600,000 to $1,000,000
- Managed grants and private contributions in excess of $1M to launch, design and implement a workforce development program in the entertainment industry.
- Directed staff of 6 professionals to achieve the mission of the organization, established goals, developed framework for career services program and evaluation of program success.
- Successfully developed and managed relationships with non-profit partners, government, social service agencies, funders and constituents
- Developed and maintained relationships with entertainment companies ranging from major studios to small creative and production companies as well as entertainment labor unions
- Worked with top executives in the entertainment industry, specifically human resources and diversity leaders to identify key traits, skills and qualities desired in potential employees
- Worked closely with training programs to identify industry standards and advised on program development to address industry needs, created linkages between programs to assure continuity of services for constituents leading ultimately to securing employment
- Identified barriers to employment in the industry for minority and economically disadvantaged candidates and devised strategies and training to overcome these barriers
- Developed soft skills and life skills training programs to address the needs of both the industry and target populations
- Created and implemented a successful community outreach program that brought information to 5000 people annually from the target population
- Instituted high school and college internship programs creating partnerships with community and state colleges as well as local high schools and youth serving programs
- Sought after public speaker on developing sector based workforce initiatives, soft skills and life skills training and personal development
- Presented successful employment events for entertainment companies to interact with diverse candidates resulting in hires for program consituents
- Managed multi million dollar state grant that included strategic grant making to achieve organizational goals
- Developed corporate sponsorships, foundation relationships and individual donor campaigns resulting in revenues of $500,000

Y.E.S. TO JOBS **1989-2002**
EXECUTIVE DIRECTOR

Key individual responsible for developing and administering Y.E.S. TO JOBS, a non-profit organization whose purpose is to introduce minority high school students to career opportunities in the entertainment industry by providing them with full time summer jobs. The national program impacted 2500 students across the country resulting in students not only successfully completing high school but also attending college and becoming successful working adults in entertainment and a variety of professions. Lead organizer in establishing Y.E.S. TO JOBS as a non-profit organization, identified mission, recruited initial Board members, developed budget and executed necessary paperwork. Highly regarded consultant for the entertainment industry regarding diversity, youth employment and career development for minorities in the entertainment industry

- Interface with top executives in all areas of the entertainment industry to secure paid job opportunities for selected high school students
- Created grass roots campaign to recruit candidates from across the country for job opportunities in their cities. Coordinated with high schools and community based organizations nationally to identify potential candidates for summer jobs program. Interview, select train and evaluate program participants
- Formulate goals for program
- Initiate, direct and develop policies for industry wide program, creating a national model for high school employment programs.
- Chief fundraiser of six-figure budget. Administered and handled this budget over a 10 year period. Grant writer to major foundations and corporations to fund program
- Point person to communicate goals and accomplishments of Y.E.S. TO JOBS to the public and potential donors, developed marketing and publicity campaigns to achieve recognition level of program and achieve fund raising goals
- Expanded student outreach to include more involvement of both Asian and Hispanic students
- Led Y.E.S. TO JOBS to national prominence, receiving the NAACP Image Award in 1991 and Entertainment Magazines Heroes and Legends Award and The Black Radio Exclusive Martin Luther King Award
- Provided intern and employee referral services to the entertainment companies for YES TO JOBS alumni
- Consult and advise city and state agencies and entertainment companies on matters regarding youth employment and diversity issues.

Education
University of California, Bachelor of Arts

Lindsey Heisser

[redacted]

Experienced leader and strategic thinker with an entrepreneurial spirit and curiosity that seeks the latest global trends to drive local impact. Eager to be actively involved with strategic planning and program design, stakeholder relations and talent development and storytelling to spark team and community members interest in philanthropy, DEIB and social impact. Strong self-motivation, attention to detail and ability to thrive in high pressure situations. Recognized for integrity, a strong work ethic, and effectively shifting workplaces to be more inclusive.

WORK EXPERIENCE

Senior Manager, Global Philanthropy, Snap Inc. – March 2020 **–** Present
Develop STEAM-focused community engagement opportunities for global Snap team members to share their knowledge and expertise to connect and expose underrepresented students to education and career pathways in tech.

- Develop annual philanthropic strategy to engage 5,000+ Snap team members in 50 cities across 34 countries, execute over 500+ volunteer engagements providing scholar access to fireside chats, immersive creative and technical workshops, 1:1 mentorship and professional development seminars and measure year-over-year impact and growth
- Lead Snap's workforce development and early career talent programming for diverse, high school and community college students to pipeline into tech internships and entry-level jobs:
    - Snap's signature program, the Snap Academies, nine-week, paid, educational training programs for (60) community college students interested in design, engineering, marketing and augmented reality (Los Angeles) – 250+ alumni with over 40 employed at Snap
    - Snap Lens Lab, three-week, foundational design, coding and augmented reality (AR) courses for 15-20 high school learners (Los Angeles, New York, London, Paris and Mumbai)
    - Serve as a CTE partner/advisor to LA Regional Consortia, LAUSD, LBUSD, Da Vinci Schools and community orgs
- Work closely with our CEO, Sr. Leaders, People team and Employee Resource Groups to strategize and project manage initiatives to strengthen DEIB across all aspects of the business: People, Product, Content and Community

2026 Board Service: Equitas Academy (Board Chair), LA Workforce Development Board, Hidden Genius Project - LA Advisory Board, Da Vinci Schools Fund

Program Director, LA Area Chamber of Commerce, Bixel Exchange: L.A. Tech Talent Pipeline – December 2016 – March 2020
Pioneered efforts to create diverse and inclusive tech companies by leading non-traditional talent community program initiatives that expose, source and vet technical and creative leaders across all industries.

- Launched (2017) the rebrand of the L.A. Tech Talent Pipeline in partnership with L.A. Mayor Eric Garcetti igniting the L.A. Tech Challenge to place 100+ underrepresented students in paid tech internships; 450+ diverse intern placements with a 40% part or full-time employment conversion rate to-date (2020)
- Worked closely with 60+ employer executives on innovative talent development strategies resulting in pilot programs, Snap Design Academy, a 6-week visual communications and design thinking training program for 20 community college students and NikexDesign, a 6-month design apprenticeship based in Beaverton, OR for 13 L.A. based community college students
- Co-designed and executed employer-led engagement opportunities: company tours, focus groups, design challenges, hackathons, mentorship, resume reviews and mock interviews to expose and prepare students for tech careers
- Secured over $5MM in fundraising grants from education, government and foundation entities; expanding funding portfolio to corporate sponsorship resulting in the management of multi-million dollar overall program budget
- Liaised with tech employers, nonprofits, student talent, educational institutions (19 community colleges, 5 CSUs, community-based organizations, and government bodies) to address workforce shortages, skills gaps, employer brand, talent acquisition, diversity and inclusion, professional development and retention

Co-Founder/Managing Director, Tribemint – March 2014 – December 2017
Co-founded integrated marketing agency, leveraging IP from Bettyvision to consult diverse, underrepresented founders on their brand identity and go-to-market strategies with a focus on brand vision, culture and consumer engagement.

- Oversaw client development, strategic partnerships, RFP process and budgeting, team resources and brand activations
- Developed 360 marketing programs addressing company identity, target market, go-to-market strategy, competitive research, and brand plan for streamlined implementation
- Devised solutions for clients' key challenges, such as change management or rebranding, collaborating with CEOs and creating buy-in and ownership with their teams and stakeholders

Partner/Product Manager, Bettyvision – January 2013 – December 2014
Successfully launched a proprietary vision board platform to empower female, BIPOC, millennial founders to build successful startups.

- Led development and iterations of all company business plans, financial revenue models, investor pitch and sales decks which resulted in over $250K+ in angel investment
- Worked closely with engineering team on UX/UI, product roadmaps, development sprints, community feedback and Q&A
- Managed marketing, communications and social media strategies to grow user base, deepen community engagement and drive retention on the platform

Director of Marketing, The Regan Group – December 2011 – January 2013
Led marketing and operational initiatives that drove sales, leveraged company culture and expanded new business opportunities.

- Tripled the agency billing with a 39-43% profit margin during tenure by building and sustaining great client relationships across all industries; closed 35%+ of sales pipeline which drove company revenue
- Called upon by CEO to review and oversee all agency operations – reviewing concepts and budgets prior to being submitted to a client; ensuring account teams were completing client scope of works on time and within budget; handling client relations and campaign execution

EDUCATION

California State University, Long Beach I Bachelor of Science in Business Administration, Marketing I Dean's List

Andrew R. Ortiz

[redacted]

EXECUTIVE PROFILE

Inspiring and innovative human resources, talent management, and organizational development executive with broad experience in corporate and non-profit organizations. **Proven track record of driving growth, innovation, and large-scale systems change.** Areas of expertise include aligning talent with business strategy, culture transformation, talent systems integration, talent management, workforce development, leadership development, succession planning, recruitment and retention strategies, performance management, inclusion, change management, labor and employee relations. Recognized as a creative leader that successfully initiates and supports organizational goals by combining excellent communication skills with responsible financial management.

PROFESSIONAL EXPERIENCE

Cedars-Sinai
Senior Vice President, Human Resources & Chief Human Resources Officer
2016–Present

Top Human Resources executive responsible for the strategy and implementation of health system-wide human resources policies and programs for one of the nation's leading providers of health care services, medical education, and medical research.

- Reporting to the CEO, serves as a trusted advisor and business partner to the CEO, the Board of Directors, and to colleagues on the executive team, ensuring that initiatives align with Cedars-Sinai's mission, vision and goals.
- Drives a talent driven culture by ensuring the attraction, selection, development, remuneration, and mobility of all key talent across the organization.
- Implements best-in-class change management strategies to ensure the balance of enterprise growth initiatives and operational efficiencies.
- Ensures all HR policies and programs align with the mission, vision, and goals of the health system.
- Serves as a member of the Executive Diversity & Inclusion Council, Retirement Committee and Sustainability Council.
- Supports the Board of Directors by staffing the Executive Personnel (compensation) Committee and the Nominating & Governance Committee.

Health Net, Inc.
Senior Vice President, Organization Effectiveness & Chief People Officer
2015–2016

Top Human Resources executive responsible for the strategy, development and implementation of enterprise-wide Human Resources programs, policies, and initiatives for a $14 Billion, 8,500 employee, publicly traded, Fortune 200 organization.

- Reporting to the CEO, served as a member of the Executive Committee and contributed to the development of company strategy. Participated in decision making on all matters related to company direction by representing the "voice of the employee."
- Ensured all policies and programs aligned with the company's mission, vision, values, and goals and that they meet regulatory and legal compliance.
- Drove a talent driven culture by ensuring the attraction, selection, development, remuneration, and mobility

of all key talent across the company. Developed recruitment and retention plans to meet the human capital needs of the business.

- Provided support to the Compensation Committee and Governance Committee of the Board of Directors. Advised the Chairperson of the Board of Directors on matters related to the CEO and Board of Director member evaluation and Board of Director selection.
- Directed organizational development initiatives such as culture transformation, large scale change, organizational structure, job design, workforce planning and succession planning.
- Established strategy for the company's compensation policies, performance management programs, benefit programs and company safety and health programs. Monitored all programs for effectiveness.

Western Dental Services/Brident
Chief Human Resources Officer
2014–2015

Top Human Resources executive responsible for all facets of the HR Function for a 4,500-employee, private equity-backed healthcare organization.

- Developed HR plans and strategies to support the achievement of the Company's strategic vision and business objectives. Served as a strategic business advisor to the executive/senior management of each business unit regarding key organizational and management issues.
- Drove a performance-based culture by aligning culture, performance management, and compensation systems. Developed recruiting and retention plans to meet the human capital needs of the business.
- Worked with executive management to establish a sound plan of succession management, leadership development, learning and career programs aligned with the business plan.
- Developed and implemented comprehensive compensation and benefit plans that were competitive and cost effective.

Warner Bros. Entertainment Group
Senior Vice President, Organization Effectiveness
2008–2014

Responsible for company-wide talent management including recruitment, leadership development, succession management, diversity, employee development, change management, employee relations, employee communications and organization development for a global, $12 Billion, 8,500-employee organization.

- Led and provided budget oversight to a 70-member, global team. Designed and implemented the global Talent Management Strategy, aligning selection, performance management, diversity, leadership development and succession management.
- Led large-scale transformation and culture change initiatives aligned with company goals. Served as the champion for the Company's culture.
- Designed and implemented the Company's feedback systems such as the new hire survey, employee opinion survey, exit survey, and action planning process. Led culture change initiatives in response to input from all feedback mechanisms.
- Collaborated with Executive Management and the HR Leadership Team to ensure the successful implementation of all HR initiatives linked to business results.
- Named one of the Most Powerful and Influential Latinos in Entertainment by the Imagen Foundation, 2012, 2013, and 2014.

Health Net, Inc.
Vice President, Talent Management, Diversity and Leadership Development
2002–2008

Responsible for workforce planning, staffing, diversity, leadership development, succession management, and

organization development for an $11 Billion, Fortune 200, 10,000-employee organization.

- Provided leadership and budget oversight to a 50-member team. Served as a coach to the CEO and Executive Management on strategic leadership issues such as succession planning, talent assessment, and leadership assignments.
- Developed and executed the Company's Talent Management strategy. Aligned all systems and processes for selection, assessment, feedback, learning, career systems, development programs, and succession planning.
- Led key leadership initiatives executive selection, executive development programs, executive coaching, and large-scale leadership meetings. Developed leadership competencies and principles aligned with the business strategy.
- Served as HR Business Partner for the CFO and CIO supporting all HR initiatives. Awarded the CFO Award for Excellence.

Wescom Credit Union
Vice President, Human Resources
1999–2002

Top Human Resources executive responsible for all people activities for an 800-employee, non-profit, community based financial services organization.

- Served as a member of the executive team. Provided strategic vision and day-to-day counsel to the executive and management team on culture, performance management, and employee relations.
- Designed and developed a leadership and team member competency model. Developed a performance management system and compensation structure that were aligned with the organization's objectives.
- Implemented a new payroll and HR system to enable the more effective management of financial data. Ensured all people processes were more efficient and automated.
- Developed and implemented Wescom University, the Credit Union's organization for all development activities. Received industry recognition for programs developed.

AT&T Broadband (Formerly MediaOne)
Manager, Learning and Organizational Development
1994–1999

American Honda Motor Company
Senior Training and Development Specialist
1993–1994

American First Federal Credit Union
Director, Training and Human Resources
1991–1993

HomeFed Bank
Training and Development Specialist
1989–1991

PROFESSIONAL CERTIFICATIONS

Certificate, Healthcare Change Management
Cornell University

Certificate, Executive Coaching
The Hudson Institute of Coaching

Certificate, Corporate Governance for Chief Human Resources Officer Program
University of California, Los Angeles, Anderson School of Management and
University of California, Irvine, Paul Merage School of Business

EDUCATION

Master of Arts Degree, Organizational Leadership
Woodbury University

Bachelor of Arts Degree, Speech Communication
California State University, Fullerton

NON-PROFIT and COMMUNITY SERVICE

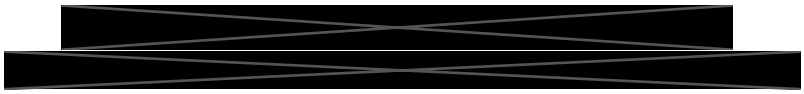
Los Angeles LGBT Center
Board of Directors, Board Co-Chair
Executive Committee, Strategic Framework Committee, Finance Committee, and Audit Committee
2022–Present

UCLA Human Resources Round Table (HARRT)
Executive Advisory Board Member
2022–Present

Point Foundation
Board of Directors
2011–2018

Hispanic Scholarship Fund
Southern California Advisory Board Member
2012–2015

Erwin Petilla



Summary

Regional Director for the Greater Los Angeles District with over 14 years of experience in workforce development and disability services. Skilled in leading large teams, managing budgets, and building partnerships that improve employment opportunities for people with disabilities. Strong background in planning, problem-solving, and working with community organizations. Committed to making employment fair and accessible for everyone.

Boards and Commissions

Commissioner, Los Angeles County Commission on Disabilities (2022–Present)

- Work with county leaders and community groups to improve services for people with disabilities.
- Give input on policies and programs that promote accessibility and equal opportunity.
- Help remove barriers and create better employment options for people with disabilities.

Work Experience

Regional Director (Manager II)

California Department of Rehabilitation – Greater Los Angeles District | Jan 2026–Present

- Lead strategic planning and programs for the district and region.
- Work with businesses, job centers, and WIOA partners to improve employment outcomes for people with disabilities.
- Represent DOR on boards and committees and advocate for inclusive workforce policies.
- Oversee district operations, budgets, and compliance with state and federal laws.
- Provide leadership and guidance to district administrators and managers.

District Administrator (Supervisor II)

California Department of Rehabilitation – Greater Los Angeles District | Oct 2022–Dec 2025

- Managed operations for multiple offices providing vocational rehabilitation services.
- Oversaw budgets and made sure resources were used wisely.
- Planned outreach and programs to reach underserved communities.

- Represented the Department in community meetings and workforce development groups.
- Worked with partners under WIOA to improve job opportunities for people with disabilities.

District Operations Support Manager (Staff Services Manager I)

California Department of Rehabilitation – Van Nuys, CA | Jan 2016–Sep 2022

- Reviewed programs and cases to make sure they followed state and federal rules.
- Handled complaints and worked on fair hearings to resolve issues.
- Managed training and purchasing for the district.

Team Manager (Staff Services Manager I)

California Department of Rehabilitation – Canoga Park, CA | Jan 2014–Dec 2015

- Supervised staff and made sure services met regulations.
- Directed case reviews and special projects to improve service quality.

Senior Vocational Rehabilitation Counselor

California Department of Rehabilitation – Glendale, CA | Oct 2011–Dec 2013

- Helped people with disabilities prepare for and find jobs.
- Created employment plans and coordinated services.

Education

M.S. Counseling, California State University, Los Angeles (2008)

B.A. Psychology, Cum Laude, California State University, Los Angeles (2003)

Skills

- Workforce Development and WIOA Programs
- Disability Advocacy
- Budget and Program Management
- Community Outreach and Partnerships
- Strategic Planning and Leadership

Steven Simon

[redacted]

PROFESSIONAL EXPERIENCE

Workforce Development Director, December 2024 – Present

United Auto Workers (UAW) Center for Manufacturing a Green Economy (CMGE)

- Lead a team of curriculum developers and instructors to create a pre-employment training programs that prepares trainees to work in the green energy sector, including a strong grounding in occupational safety and health and customization to each employer's specific needs.

- Develop key relationships with community partners in order to develop program recruitment pipelines and build out a strong wraparound services program.

- Support the Executive Director in establishing and maintaining relationships with employer partners, government agencies, and industry stakeholders.

Policy Director, January 2023 – December 2024

Office of Board President Jackie Goldberg, Los Angeles Board of Education District 5

- Developed policy initiatives including a district-wide Charter School Co-Locations Policy, establishing rules to protect priority schools and vulnerable students from harms caused by school site sharing under California Proposition 39. (This policy was created following a resolution that I researched and drafted, and was adopted by the Board of Education.)

- Work with Board President Goldberg to prepare for Board of Education business, including Board and committee meetings. Research and recommendations on all matters before the Board, coordination with partners, development of committee agendas and Board district goals.

- Act as Board District 5 liaison to schools, community groups, activists, and funders related to the greening of campuses in Board District 5 schools. Following Boardmember Goldberg's policy priorities, research and draft resolutions for consideration by the full Board of Education.

Senior Program Manager for Strategic Partnerships and Initiatives, July 2017 – January 2023

Worker Education and Resource Center (WERC), Los Angeles, CA

- Led relationship development with elected officials, public sector, and philanthropic organizations in support of all programs, resulting in a new job training program that has placed over 300 workers with barriers to employment (unhoused, justice-impacted, and others) into jobs at the Los Angeles County Departments of Health Services, Public Works, Parks, and others.

- Wrote grants and other funding proposals that brought over $3 million to WERC programs, from public sector and philanthropic funders. This included relationship development, conceptualizing new programs, writing proposals, and doing regular reports to funders.

- Oversaw the work of eight staff, directly supervising two Project Developers, our Engagement and Recruitment Coordinator, and leading our Program Manager for Supportive Services in supervision of four Case Managers. Developed the program's framework for data capture, documentation, and reporting programmatic outcomes.

- Worked with participants in the classroom and one-on-one to assist them in securing stipends and other benefits, appealing and overturning negative hiring outcomes due to incarceration history, and developing interpersonal and professional skills needed to succeed on the job.

Consultant, September 2015 – September 2017
Self-Employed, Los Angeles, CA

- Research and strategy consultant for unions, non-profit organizations, and local governments, focusing on campaign strategy, regulatory issues, public budgets, and grant writing. Strategic insight on public sector budgets, Federally Qualified Health Clinic regulatory and reimbursement structure, and potential campaign targets informed strategy for organizing campaigns and union contract negotiations.

Senior Researcher, August 2011 to September 2015
Service Employees International Union - United Service Workers West, Los Angeles, CA

- Developed strategy and drove campaign components leading to recognition of union membership for 800 LAX workers. Won worker safety requirements for all airport contractors

- Wrote communications including letters from elected and community allies, union and member talking points, reports, and press releases. Helped develop the campaign's public narrative and pitched stories to the media.

- Worked closely with allies and other stakeholders, including community and activist organizations, elected officials' staff, regulatory agencies, and experts.

- Evaluated the Research Department's structure and operations, made recommendations for staffing, staff training, and improving department operations, and supervised the work of the campaign's junior researcher.

Senior Research Associate, May 2009 to August 2011
Service Employees International Union Local 721

- Won reduced caseloads and hire of 450 additional social workers. Anchored an effort to reform policies and procedures that caused a backlog in Los Angeles County child protective services.

- Developed research plans and campaign strategy to advance the interests of 20,000 LA County members through day-to-day work on County issues, advocacy with County Supervisors' deputies and CEO and department staff, labor-management meetings and work groups, research on legislation, commissions, and boards, and other union priorities.

- Analyzed departmental budgets and budget requests, and studied specific budgetary segments and line items, including historical and projected funding levels, and the legislative and policy context leading to budgetary decisions.

- Facilitated contract negotiations, drafted legislation, and led labor-management meetings and work groups and other union priorities.

EDUCATION
M.A., Urban Planning, 2008: University of California, Los Angeles, CA. *B.A., Public Policy, 2004:* DePaul University, Chicago, IL.

ARIANA TEJERO
[redacted]

EXPERIENCE

Spectrum News 1 SoCal (Charter Communications); El Segundo, CA — October 2018 - Present
Senior Producer, Breaking News & Short-form Content — August 2024 - Present
Global Face of Spectrum Networks Careers & Recruiting — April 2022 - Present
Senior Producer, 5 p.m. & 6 p.m. News weeknights*/** — February 2021 - August 2024
Director of Internships, News Department — October 2019 - August 2022
Line Producer, 5 p.m. & 6 p.m. News weeknights — October 2018 - August 2024

HLN (CNN America); Los Angeles, CA — December 2016 - March 2017
MichaeLA Show Intern

NBC Palm Springs (Entravision / OTA Broadcasting); Palm Desert, CA — June 2015 - October 2018
Executive Producer of Station — August 2018 - October 2018
Fill-in Host — June 2018 - October 2018
Senior Producer — June 2018 - July 2018
Line Producer: 5 p.m., 6 p.m., & 6:30 p.m. News weeknights — May 2018
Line Producer: 6:30 p.m., 9 p.m., 10 p.m., & 11 p.m. News weeknights — April 2018
Fill-in Anchor/Producer — September 2016 - May 2017
Fill-in Anchor, *Olympic Zone* — August 2016
Executive Producer, *Olympic Zone* — August 2016
Co-host, *Desert Living Show**** — July 2016 - August 2016
Fill-in Host, *Desert Living Show* — July 2016 - August 2016
Executive Producer, *Desert Living Show* — June 2016 - August 2016
Producer, *Desert Living Show* — May 2016 - June 2016
Field Producer, New Year's Eve LIVE & Palm Springs International Film Festival — January 2016
Assignment Manager — June 2015 - August 2015

EDUCATION

Cornell SC Johnson College of Business (online) — 2026 expected
FinTech certificate
The London School of Economics and Political Science (online) — 2025 Cohort
Executive Master of Business Administration certificate with distinction
Loyola Law School; Los Angeles, CA — Class of 2022
Master of Laws
Loyola Marymount University; Los Angeles, CA — Class of 2017
Bachelor of Arts, Film and TV / Major: Screenwriting; Minor 1: Theatre Arts, Minor 2: Italian language
Summa Cum Laude, Valedictorian of School of Film and Television; Alpha Sigma Nu (Phi Beta Kappa Jesuit equivalent)

ACCOLADES

LA TV Week's 40 Under 40 — (Inaugural) Class of 2022
*RTNA **Golden Mike Award**® winner: Best 60 min. Newscast (Div. A) — 2023
LA Press Club SoCal Journalism Awards winner: Best Newscast — 2021
***News **Emmy**® winner: Lifestyle Program/Special, Pacific Southwest chapter — 2017

AFFILIATIONS

Broadcast Education Association: Festival of Media Arts judge — January 2024 - Present
California Department of Education: Standards Contributors Team for AME — March 2023 - Present
TGR Foundation: Guest Speaker — September 2022 - Present
LMU: Guest Lecturer — September 2022 - Present
Kollab Youth: Mentor/Panelist — February 2022 - Present
Stand4kind Foundation: Anti-bullying liaison — July 2021 - April 2022
TVGuestpert Media & Marketing consulting: Podcast & Workshop Host — February 2020 - April 2024
RTNA (Radio & Television News Association): Member — February 2020 - February 2021
Project Angel Food: Weekly Volunteer — September 2019 - Present
Bianca Rae Foundation: Volunteer & Retreat Leader — September 2019 - October 2021
The Collective Identity: Advisory Board Chair — September 2019 - May 2022

SKILLS

Languages
English (native), French (elementary), Italian (native), Spanish (native); IPA (International Phonetic Alphabet)
Software
Adobe Premiere, EDIUS; Dalet, iNEWS, Ross Inception, Dina & Mimir (Fonn Group)

Benjamin A. Torres

EDUCATION

2017 Certificate of Completion, Executive Program for Nonprofit Leaders, Stanford Graduate School of Business.
1997 B.A., Chicano/a Studies, University of California at Santa Barbara.

FIELDS OF SPECIALIZATION

- A race equity and economic justice application to community development programs and strategies. The construction of workforce development pipelines into the nonprofit, private and public sectors, with an intentional focus on targeting marginalized Black and Brown South Los Angeles communities. Emphasis on engaging and including mom and pop Black and Brown business into policy and program decisions that generate comprehensive opportunities for community revitalization. Reginal revitalization efforts that attract good quality career-based industries with an emphasis on training and hiring individuals with multiple barriers of employment (recruitment, education, training, coaching and placement).
- Investing in strengthening the low-income community safety net and revitalization efforts by building multi-racial coalitions efforts that engage nonprofits and grass-roots residents to address system and structural community development issues that include the intersection of race, economics and civic power.
- Resident led community and economic development, civic engagement strategies, community organizing models/methods and the active participation of individuals and community-based organizations to build ownership and improve their quality of life in low-income, racially diverse, and marginalized neighborhoods.
- Leadership development and engagement of grass-root residents to understand and engage in political issues, data analysis, impacts of race, class and culture on community participation, civic engagement, community development and the practice of democracy as a means of social, political, and economic change.

PROFESSIONAL EXPERIENCE

2010 - Present ***President and Chief Executive Officer,*** CDTech. Los Angeles CA.
As President and CEO, I am responsible for the implementation of CDTech's vision, mission and comprehensive programs. I manage the Board of Directors, supervise the senior leadership team to effectively meet our financial and programmatic responsibilities. My responsibilities, also include raising financial resources to support staff and programs, managing funding relationships. I provide strategic vision and manage political relationships in the community and academic institution. Oversee the academic and training Community Planning and Economic Development program at LATTC. Finally, I participate on panels and individual speaking roles to share CDTech's vision and strategies to stimulate community and economic development in the South Los Angeles region with a race equity and justice lens.

2004 - 2010 ***Vice President***, Working Democracy CDTech. Los Angeles CA.
Direct and manage the Working Democracy Division of CDTech, responsible for providing strategic vision, management, fund compliance and development, staff evaluation, and implementation of a multi-tiered program focused on building the capacity of residents, youth, emerging leaders, and traditional stakeholders to apply community building principles, systems, tools and knowledge to engage in community development issues affecting low-income communities in Los Angeles. In addition, I direct the Community and Economic Development Department's Community Planning program at LATTC.

2002 - 2004 ***Director,*** Community Planning Program at Los Angeles Trade Technical College, CDTech. Los Angeles CA.
Direct education and training programs that offered a Certificate Degree and an Associate of Arts Degree in the field of Community Planning and Economic Development. My responsibilities included: administration and management of the programs, student recruitment, marketing, curriculum development and faculty supervision. In addition, my duties also included program planning, community outreach, and fund development. As part of my campus responsibilities, I served on various committees and advised students.

2000 - 2002 ***Program Director,*** The MultiCultural Collaborative (MCC). Los Angeles CA.
Directed MCC's Neighborhood Development Projects, projects were focused on building strategic relationships among multi racial community stakeholders in different sectors of Los Angeles. Created networks of community leaders, organizations, residents, policy makers, and funding organizations to develop effective strategies aimed at affecting community change through a social justice perspective. Additionally, I was responsible for fund development, grant writing and reporting.

1997 - 2000 ***Project Director,*** The MultiCultural Collaborative (MCC). Los Angeles CA.
Coordinated the Community School Initiative program in the Watts community of Los Angeles, Developed programs in community capacity building and leadership networking. Served as a technical assistant and trainer to their community outreach efforts with an emphasis on building grass-root African American and Latino leadership cadres.

1995 - 1997 ***Director,*** Multicultural Education Consortium. Santa Barbara CA.
Developed and coordinated a project that attempted to diversify school staff and curriculum in the primary and secondary school district, through organizing, policy and training. I implemented a Latino and African American outreach and leadership project. Organized engagement campaigns, education sessions and policy circles that allowed for community input.

1991 - 1997 ***Director,*** Youth Development Programs, La Casa de la Raza Inc. Santa Barbara, CA.
Developed and coordinated youth development and leadership programs for low-income youth. Developed curriculum, grant writing, supervised staff and coordinated the Latino parent's network.

TEACHING/TRAINING

2000 – Present ***Adjunct Faculty***, Los Angeles Trade Technical College. Los Angeles, CA.
Community Planning and Economic Development (CPED) program: I teach multiple courses in the CPED program including Community Economic Development Strategies; Community Organizing; History of Development in South Central Los Angeles; Comprehensive Community Violence Prevention; Leadership Development; Community Building Principles and Engagement.

2000 – 2010 ***Training and Facilitation***, Consultant. Los Angeles and Santa Barbara, CA.
Developed, conducted, and facilitated numerous training formats and strategic planning efforts for individuals, non-profits and government agencies in areas such as: community and economic development, leadership training, social capital assessment and organizing, strategic planning, action-oriented planning, board and organizational development.

RESEARCH/CONSULTING PROJECTS

2002 **Research Consulting Project** - Central American Resource and Education Center. Los Angeles, CA.
Trained youth to develop an extensive research survey instrument to assess the economic, health, service, education, housing and leadership needs of residents in the Pico Union /Mac Arthur Park Neighborhood of Los Angeles. Conducted trainings and mentored 20 youth to conduct and evaluate the data in preparation for presentations for local elected officials, policy makers, service delivery organizations and community groups.

2001 **Research Consulting** - Political Field Director, Cepeda for Los Angeles City Council. San Pedro, CA.

2000 **Community Outreach** - Latino Eye Study, University of Southern California. La Puente, CA.
As the lead consultant, I developed a comprehensive outreach and awareness strategy to inform, recruit and engage Latinos in the first ever national eye study. My outreach campaign used a variety of different methodologies including asset mapping, community data indicators, leadership development, advertising, neighbor to neighbor outreach and faith-based presentations to ensure that 40,000 Latinos gained access.

1999 **Research Consulting Project**, Watts Neighborhood of Los Angeles. Los Angeles, CA.
Conducted a resident "Need Assessment" survey for the Watts Century Latino Organization. We surveyed and assessed the incidents of violence, resident needs and participation rate in leadership programs by Latinos and African Americans in (five) Watts area Housing Projects. Conducted a data analysis and provided program recommendations for the five housing projects in the Watts. The report was used by a HACLA Blue-Ribbon to mitigate system issues and bring resources to affected residents.

VOLUNTEER ACTIVITIES

2022 - Present	Board of Director's Chair, Latino Media Collaborative	Los Angeles, CA.
2017 - Present	County of Los Angeles Commissioner, Community Prevention and Pop. Task Force	Los Angeles, CA.
2016 - Present	Executive Committee, South Los Angeles Transit Empowerment Zone (SLATE-Z)	Los Angeles, CA.
2016 – Present	Founder, Los Angeles Latino Giving Circle, Latino Community Foundation	Los Angeles, CA.
2010 - Present	City of Los Angeles Commissioner, Commission on Community and Family Services	Los Angeles, CA.
2010 - Present	Board of Directors, Community Learning Partnership (CLP)	Washington, DC.
2010 - Present	Board of Directors, Los Angeles LDC	Los Angeles, CA.
2009 - Present	Board of Directors, Strategic Concepts in Organizing and Policy Education (SCOPE)	Los Angeles, CA.

LANGUAGES

Fluent in all aspects of the Spanish and English language – teaching, translation, interpreting, training, and facilitation can be conducted in Spanish language with materials.

Saba Waheed

WORK EXPERIENCE

Academic Administrator VI (Director), UCLA Labor Center, Los Angeles, CA
2024-Present

- Provide strategic leadership in planning and implementation of the center's programming, research, and public programs.
- Develop and guide the center's research, policy analysis and leadership programs in collaboration with staff and program teams.
- Work with the development committee to develop and initiate strategies for generating resources and revenues.
- With the communications team, develop communications strategy that includes earned and social media.
- Cultivate external relations with key stakeholders that include unions, policymakers, academics, funders, agency staff and students.
- Develop the organizational structure for the Center' financial and business operations, including the generation, management and reporting of project budgets.
- Direct personnel and program management at the center.

Academic Program Manager Officer 3 (Research Director), UCLA Labor Center, Los Angeles, CA 2012-2024

- Design and conduct research projects and policy analysis related to labor, employment, immigrant and working people's issues using various methods such as interviews, surveys, and administrative data.
- Develop research strategies and new research initiatives based on current trends and changes in key issues and information needs of low wage, immigrant, and labor movements.
- Build research capacity of staff, students, and community partners through trainings, curricula development, peer learning, teaching, and mentoring with a particular focus on bringing underrepresented people into the research and policy pipeline.
- Disseminate work through traditional and innovative communication methods to reach a broad audience.
- Use art and multimedia tools, such as audio stories, animated videos, short film and photo exhibits to expand the reach of the research to diverse audiences.
- Build long-lasting partnerships through research with key stakeholders including community organizations, worker centers, labor unions, government agencies, and other researchers and academics.

- Support fundraising efforts, facilitate strategic research planning processes and participate in project and organizational-wide meetings.

Research Director, DataCenter, Oakland, CA
2004-2012

- Directed research studies on various issues such as labor, housing, transportation, etc. and in partnership with impacted communities.
- Prepared study proposals, trained staff and interns on research methods, designed study instruments and methodology, conducted data analysis and literature reviews, and summarized findings.
- Utilized participatory research methods to engage community members and developed a new framework for community-based research called research justice.
- Developed popular education tools and trainings to transfer research skills to community members.
- Drafted reports and supported the dissemination of the findings to key stakeholders and media outlets.
- Presented at universities, media events and research institutions on research justice and practice.
- Participated in a leadership team that entailed organizational oversight including fundraising, budgeting, staff supervision and strategic planning.

Researcher, Urban Justice Center, New York, NY
2002-2004

- Developed and launched the Research and Policy Initiative that partnered with low income communities in New York City to develop community-led research projects.

TEACHING

Lecturer

- Summer 2024, Professor, Labor STD 191A: Labor Summer Research Program, UCLA
- Summer 2024, Professor, Labor STD 191B: Labor Summer Research Program, UCLA
- Summer 2023, Lecturer, Labor STD 191A: Labor Summer Research Program, UCLA
- Summer 2023, Lecturer, Labor STD 191B: Labor Summer Research Program, UCLA
- Summer 2022, Lecturer, Labor STD 191A: Labor Summer Research Program, UCLA
- Summer 2022, Lecturer, Labor STD 191B: Labor Summer Research Program, UCLA
- Summer 2021, Lecturer, Labor STD 194A: Labor Summer Research Program, UCLA
- Summer 2021, Lecturer, Labor STD 194C: Field Research Group Seminar, UCLA
- Summer 2020, Lecturer, Labor STD 194A: Labor Summer Research Program, UCLA
- Summer 2020, Lecturer, Labor STD 194C: Field Research Group Seminar, UCLA

- Summer 2019, Lecturer, LBR&WS 194A and LBR&WS 195A, Labor Summer Research Internship Program (LSRIP), UCLA
- Summer 2018, Lecturer, LBR&WS 194A and LBR&WS 195A, Labor Summer Research Internship Program (LSRIP), UCLA
- Fall 2017, Instructor, Community Based Research and Organizing, Los Angeles Trade Technical College (LATTC)

Instruction

- Fall 2015, Winter 2016, Winter 2017: Co-Instructor, Social Movements in Los Angeles, UCLA.
- Spring 2016, Co-Instructor, Undergraduate Research Seminar on Young Workers, UCLA.
- Summer 2014, Co-Instructor, Labor Summer Research Internship Program (LSRIP), UCLA.
- Fall 2001, Teaching Assistant for Professor Michael Taussig, Columbia University

Ongoing: Applied research trainings at universities, conferences and community organizations and curriculum development.

EDUCATION

Columbia University, New York, NY
1999-2002
MA Anthropology (2000) and three years of coursework for Ph.D.
Awards: Foreign Language and Areas Studies Fellowship (2001-02).
Summer Field Research: Argentina (2000), Spain (2001).

University of California at Berkeley, CA
1992-1996
BA English and Religious Study.

AFFILIATIONS

- 2025-present: Board member, City of Los Angeles Workforce Development Board
- 2025-present: Advisory Committee, UCLA Streisand Center - Center for the Study of Women
- 2023-present: Member, UCLA Center for Cannabis and Cannabinoids.

- 2023- present: Research Advisory Committee, Who Cares? Rebuilding Care in a Post-Pandemic World.
- 2019-present: Board President, Los Angeles Pilipino Workers Center.
- Previous: Faculty Committee, UCLA Pritzker Emerging Environmental Geniuses Award, Institute of the Environment and Sustainability at UCLA.

AWARDS

- 2016, Dignity Rising Champion presented by the California Domestic Workers Coalition.
- 2016, Water~Stone Fiction Prize.
- 2015, Gracie Award for Outstanding Portrait/Biography awarded by the Alliance for Women in Media Foundation.
- 2015, Lemelson Award for Innovative Digital Projects in Social Research.
- 2012, Koreatown Immigrant Workers Alliance Partner Award.
- 2002, Honorable Mention Student Film Competition, InfoTechWarPeace, Watson Institute at Brown University.

RADIO/PODCAST

Co-Producer and Co-Host, Re:Work Radio at the UCLA Labor Center
2013-Present

- Co-produce and co-host podcast focused on work and labor issues through long form storytelling. Produce half hour, edited show release on podcast platforms.

Co-Producer and Co-Host, Flip the Script, KPFK, Los Angeles CA
2009-2019

- Co-produce and co-host weekly interview show that covers a wide range of progressive issues, politics, arts and culture within Los Angeles and nationally.

SKILLS

- Methodology: Experience working with large datasets including CPS, ACS, and LEHD. Survey, interview and focus group design. Literature review. Policy analysis. Sectoral analysis.

- Computer: SPSS, Dedoose, Survey Monkey, Qualtrics, Office, Powerpoint, Prezi.
  Language: Fluent in Hindi/Urdu. Basic knowledge of Spanish.

Steve Zimmer

Strategic Partnerships Administrator
Los Angeles County Office of Education (LACOE)

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Professional Experience

2024- present **Strategic Partnerships Administrator, Community Schools Initiative Los Angeles County Office of Education**

- Coordinate regional, county-wide and local school-community partnerships for LACOE's CSI program which is the largest community schools implementation in the nation with almost 500 grantees across Los Angeles County
- Direct specialized Transformation Zones in the Antelope Valley, Hacienda-La Puente and Inglewood/Compton that coordinate district, county, municipal and non profit sector partnerships in an effort to reduce chronic absenteeism through strategies aligned with the California Community Schools Framework
- Direct the technical assistance program for over community school grantee sites in the Antelope Valley and provide guidance, mentoring and coaching for district and site level community schools coordinators in Lancaster, Palmdale and neighboring areas
- Co-Lead all county-wide community schools implementation guidance including the design for technical assistance tool kits, playbooks, presentations, communities of transformational practice and professional development sessions

2011-present **Lecturer, Division of Special Education and Counseling in the College of Education, California State University, Los Angeles**

- Teach Counseling 5281. Co-created with Dr. Emily Hernandez, the course reimagines the Seminar in Pupil Services Leadership as a seminar in equity and racial justice for the counseling, school social work and school psychology fields. Through this lens, we introduce students to the importance of collaboration,

consultation and interdisciplinary integration in the development of comprehensive school counseling programs.

- Teach Counseling 5330 our division course in Trauma and Crisis Counseling which addresses the most urgent issues intersecting trauma and crisis intervention in both school and community-based settings. The course both explores personal trauma journeys, current research in both trauma-informed schools and healing centered engagement and individual and group strategies for addressing trauma and crisis in school communities.
- Teach Counseling 5257 our division's Career and College Counseling Class which focuses on preparing students with specific skills for working through the college and career planning journey with students and families. This course is also taught through an equity lens that encourages students to see their role within the context of current and historical racial disparities that play out through the college and career planning process.
- Also have taught our division's group counseling class and have been a supervisor for our PPS/CWA placements for several cohorts. Serve on our community advisory board and have offered guidance on many division/department school community engagement initiatives over the last decade

2021*-2024*: **Deputy Superintendent of Public Instruction, California Department of Education Student Support Services Branch**

- Portfolio included the College and Career Transition Division and the Whole Child Division (over 200 direct report staff) as well as the statewide implementation of the California Community Schools Partnership Program (CCSPP).
- Portfolio also included statewide implementation of school-based mental health programs, career and technical education (CTE), school-based health clinics, school safety and violence reduction programs, adult education, school to work programs and TUPE programs.
- Responsible for competitive distribution of over $10 Billion in grant programs annually.
- Also lead Superintendents Task Forces on Declining Enrollment and Reducing Chronic Absenteeism and combatting Anti Semitism and Hate on Campus. Also served as Department's lead on Governor Newsom's Council on Holocaust and Genocide Education

2017-2021: **Senior Education Advisor, Los Angeles Mayor Eric Garcetti**

- Portfolio included directing city-wide education initiatives including The Los Angeles College Promise, The Early Childhood Education Equity Initiative and The Los Angeles Federal Promise Zones
- Led all Education Labor/Community Relations, All City and Regional Cradle to Career Initiatives, Early Care and Education Initiatives and all TK-16 Public Education Policy and Programs for the City
- Responsible for the City's coordinated COVID 19 response for early childhood care system and the coordination with TK-12, community college and IHE partners for the overall educational response to the impacts of the Pandemic
- Designed and implemented two major initiatives to address the aftermath of the pandemic for Los Angeles area students: Angelino Corps and Los Angeles Student 2 Student both of which have become part of the City's annual budget

2015-2017: **President, Board of Education Los Angeles Unified School District, Los Angeles, CA**

2009-2017: **Member, Board of Education: District Four Los Angeles Unified School District (LAUSD) Los Angeles, CA (Elected Vice President: July, 2013**)

2011-present: **Adjunct Professor, Department of Urban and Environmental Policy, Occidental College, Los Angeles, CA**

2006-present: **Adjunct Professor, Department of Counseling and Administration, California State University, Los Angeles**

1999-2009: **Intervention Programs Counselor and Program Director, John Marshall High School (LAUSD)**

1992-2009: **Teacher of English as a Second Language (ESL), English, Education and History at John Marshall High School (LAUSD).**

1992- 2009: **Project IMPACT Counselor, John Marshall High School**

1998-2009: **Program Director, Marshall Multilingual Teacher Career Academy**

Educational History

M.S. in Counseling and Administration, California State University, Los Angeles, September, 2006

With Honors: also completed all course work for Preliminary Administrative Credential

B.A. Goucher College, Baltimore, Maryland 1992, Cum Laude

Phi Betta Kappa, General Honors and Honors in Political Science and American Studies

Single Subject Credential, Chapman University, 1996

3.8 G.P.A.; Significant Graduate Education Course Work at California State University, L.A.

State of California Teaching Credential in English with Supplemental Authorization in Social Studies; CLAD Credential for teaching English Language Learners (valid through 2027)

State of California Counseling and Pupil and Personnel Services (PPS) Credential (valid through 2027)
Child Welfare and Attendance (CWA) Credential (valid through 2027)

Volunteer and Leadership Positions

2023-present: Commissioner, Los Angeles Workforce Development Board

2022-2025: Member, Board of Directors: Building Hope, Inc

2019-2022: Commissioner, Los Angeles County Commission for Children, Youth and Families

1995-2015: Member, Board of Directors: Elysian Valley United

2004-2009: Member, Community Relations Committee, The Los Angeles Dodgers

2007-2017: Member, Board of Advisors, Peace Over Violence

2002-2005: Board Member and Land Use and Strategic Planning Committee Chair, Elysian Valley-Riverside Neighborhood Council, City of Los Angeles

2003-2006: Member, Elysian Park Master Plan Revision Committee, City of Los Angeles

1998- 2003: Commissioner, (District 13) Citizens Unit for Participation, Community Development Department, City of Los Angeles

1994-1999: Founder and Lead Organizer, ON CAMPUS

Awards and Recognition

2024: Yom Ha'shoah Honoree for Service: California State Senate
2017: Distinguished Service to the Children of Los Angeles: Los Angeles City Council
2016: Community Change Agent Award: Teach for America, Los Angeles
2015: Mon. Oscar Romero Community Service Award: Salvadoran American Legal Education Fund (SALEF)
2015: Good Food Hero of the Year: Los Angeles Food Policy Council
2013: Friend of School Mental Health: Los Angeles School Mental Health Foundation
2012: Elected Official of the Year, California School Counseling Association
2006: Distinguished Alumni Award for Excellence in Public Service, Goucher College
2004: Jackie Goldberg Community Partner Award, LACER Education Foundation
1999: Carino Award, El Centro Del Pueblo
1998: Angels Over Los Angeles Award, City of Los Angeles
1998: Outstanding Teacher Award, Southern California Council of Social Studies Teachers
1997: Hometown Hero Award, The Los Angeles Dodgers
1996: Friend of Bilingual Education Award, United Teachers Los Angeles

Presentations, Panels and Workshops

Over the past few years I have been a presenter, panelist and keynote at several conferences, convenings, and webinars. Some recent highlights include:

2024: Los Angeles Regional Adult Education Consortium Conference (keynote)
2024: LA's Best Joint Board Meeting (Cornerstone Conversation)
2023: EMPOWER Statewide Community Schools Conference (keynote)
2023: California Association of School Counselors Annual Conference (welcome address)
2023: California Teacher's Association/UCLA Center for Community Schooling (panelist)
2023: Wellness Together California Student Mental Health Conference (panelist)
2022: National School Counseling Leadership Conference (keynote)
2022: California State School Boards Association Annual Conference (panelist)

References

Hon. Tony Thurmond, California State Superintendent of Public Instruction
Hon. Eric Garcetti, Former Mayor, City of Los Angeles
Hon. Jackie Goldberg, Board of Education LAUSD (Ret.)
Supt. Vivian Ekchian, Glendale Unified School District (Ret.)
Dr. Emily Hernandez, Professor, California State University, Los Angeles
Dr. Peter Drier, Professor, Occidental College
Ms. Gloria Moya Vargas, Continuation High School Teacher, Central High School
Mr. Nestor Albert Vargas, Executive Director, Elysian Valley United
Ms. Lisa Salazar, General Manager, City of Los Angeles Youth Development Department
Mr. George Weaver, Executive Vice President, Brotherhood Crusade

Contact Numbers Available Upon Request

Sean E. Fleming Jr.

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EXECUTIVE SUMMARY

Dynamic and results-driven political strategist with over a decade of experience in legislative advocacy, community organizing, and labor relations. Proven track record of leading successful policy initiatives, electoral campaigns, and large-scale mobilization efforts to drive meaningful change. Adept at coalition-building, stakeholder engagement, and strategic planning to advance labor and healthcare justice.

PROFESSIONAL EXPERIENCE

SEIU - United Healthcare Workers (UHW) – Los Angeles, CA
Political Coordinator (01/22 - Present)

- Directed a team of seven political organizers in Northern California, Central Valley, and Los Angeles, mentoring staff and ensuring successful execution of political programs.
- Spearheaded the *Leaders to Lawmakers Program*, training members to build legislative relationships, resulting in the passage of a **$25 minimum wage** for healthcare workers signed by Governor Newsom.
- Managed the *Election Leaders Program*, training members to run virtual statewide phone banks for healthcare champion candidates.
- Led large-scale Labor Day actions, marches, and civil disobedience events, laying the groundwork for the **largest healthcare worker strike in U.S. history**.
- Strengthened political influence by **increasing California Democratic Party delegates from 27 to 47**.
- Fostered collaboration between SEIU-UHW and SEIU State Council to align advocacy efforts.

Michelle Chambers for State Senate (SD 35) Independent Expenditure – Gardena, CA
Campaign Field Coordinator (08/24 - 11/24)

- Established and managed a campaign field office serving as the operations hub for outreach efforts.
- Recruited, trained, and supervised **3 field leads, 30 canvassers, and 10 phone bankers**, ensuring effective execution of an 11-week field plan.
- Led daily dispatch meetings and implemented course corrections to optimize outreach.
- Managed hiring, payroll, and stipends for field staff.
- Oversaw campaign data using PDI, cutting turf and generating nightly reports.

Stop the Republican Recall of Governor Newsom Campaign – Los Angeles, CA
Statewide GOTV Volunteer Director (08/21 - 09/21)

- Mobilized labor unions and community organizations for **statewide voter outreach** through phone banking and canvassing.

SEIU - United Healthcare Workers (UHW) – Los Angeles, CA
Lead Political Organizer (06/20 - 12/21)

- Led a team of five political organizers to execute key electoral, legislative, and advocacy campaigns.
- Managed the *Election Leaders Program*, training members to operate virtual phone banks in support of President **Joe Biden** and U.S. Senate candidates in **California, Arizona, and Georgia**.
- Expanded the union's California Democratic Party delegate representation **from 14 to 27**.
- Integrated political strategies into organizing and bargaining campaigns, strengthening union advocacy.

Regional Political Organizer (01/17 - 05/20)

- Developed and implemented the *Leaders to Lawmakers Program*, mobilizing **450 members across 90 teams** to engage CA state legislators.
- Led a **ballot measure campaign** establishing an **$18 minimum wage** for healthcare workers in Pomona.
- Secured **Los Angeles and Long Beach city council resolutions** supporting state legislation to improve healthcare standards.
- Recruited and trained members for **endorsement town halls, voter outreach, and phone banking**.

U.S. Congresswoman Maxine Waters (CA-43) – Los Angeles, CA
Field Representative & Constituent Caseworker (08/11 - 12/16)

- Managed a diverse portfolio of **constituent cases** involving the Department of Veterans Affairs, IRS, Social Security, Medicare, FEMA, and Homeland Security.
- Developed community engagement initiatives across multiple cities, reinforcing legislative outreach.
- Conducted **public outreach for a $13 billion federal initiative** to combat homelessness.

Congressional Black Caucus Foundation – Washington, DC
Intern for U.S. Congresswoman Maxine Waters (CA-35) (05/10 - 08/10)

- Drafted policy briefings and official statements for legislative events.
- Represented the office at congressional hearings and briefings.

EDUCATION

University of California, Berkeley - Bachelor of Arts, Legal Studies

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BOARD LEADERSHIP

- **City of Los Angeles Workforce Development Board** (*Appointed by Mayor Karen Bass, 12/24 - Present*)
- **Alpha Phi Alpha Fraternity, Inc. (Beta Psi Lambda Chapter) – Political Director** (*06/16 - 06/17*)

SKILLS

Fluent in **American Sign Language**; Conversational **Spanish**

Ben Garcia

PROFESSIONAL QUALIFICATIONS

- 20 years of construction industry experience (15 years as a Journey-Level Carpenter)
- 15 years of developing successful union-building and construction trade pre-apprenticeship/apprenticeship readiness programs
- 10 years of experience instructing and implementing North America's Building Trades Unions Multi-Craft Core Curriculum (MC3) programming
- 10 years of experience as an authorized Department of Labor OSHA Outreach Instructor
- 9 years of experience as a certified Home Builder's Institute P.A.C.T. Instructor
- Subject Matter Expert/Technical Assistance Coach on Building Trades Apprenticeships
- Strong leadership abilities and excellent training skills
- Possesses strong organizational skills

PROFESSIONAL EXPERIENCE

Executive Director, *Apprenticeship Readiness Fund – Los Angeles & Orange Counties Building & Construction Trades Council AFL-CIO (Los Angeles, CA), March 2024 to Present (3 Months)*

- Oversees daily operations of the FUND, including but not limited to assurance of meeting organizational goals and desired impact, fiscal responsibilities and organizational growth and sustainability
- Coordinate Multi-Craft Core Curriculum (MC3) programming in partnership with 25 affiliates that include community colleges, community based organizations and school districts
- Serve as the workforce development liaison for the LA/OC Building Trades council with both public and private entities

Program Director, *Apprenticeship Readiness Fund – Los Angeles & Orange Counties Building & Construction Trades Council AFL-CIO (Los Angeles, CA), Feb. 2019 to March 2024 (5 years +)*

- Coordinated Multi-Craft Core Curriculum (MC3) implementation at more than 22 MC3 programs in Los Angeles and Orange Counties
- Coordinated Supportive Services for all MC3 Program graduates, including case management, career readiness and connecting ready applicants with the building trades' apprenticeship coordinator for placement opportunities
- Established professional development programming for the MC3 network of trainers
- Established and maintained a database of MC3 graduates and implemented a process for ongoing communication to assist the Building Trades with its hiring needs, resulting in more than 1,500 MC3 graduates entering Registered Apprenticeship

Regional Coordinator, *YouthBuild Construction Academy/YouthBuild Charter School of California (Los Angeles, CA) Sept. 2015 to Feb. 2019*

- Coordinated Multi-Craft Core Curriculum (MC3) implementation at more than 19 YouthBuild programs in Southern California
- Coordinated Supportive Services for all YouthBuild/MC3 Program graduates, including case management, career readiness and connecting ready applicants with the building trades' apprenticeship coordinator for placement opportunities
- Established professional development program and implementation for YouthBuild network of trainers, both locally and nationally, to improve on the quality of curriculum implementation and hands-on training
- Established and maintained a database of MC3 graduates and implemented a process for ongoing communication to assist the Building Trades with its hiring needs, resulting in more than a record setting number of YouthBuild graduates entering Registered Apprenticeship

Consultant/Subject Matter Expert (SME)-Building Trades Apprenticeship Programming, *Department of Labor/YouthBuild USA (National) Sept. 2015-2017 (2 years)*

- Assisted in developing a network of MC3 programs in Atlanta, Georgia in partnership with the Georgia Building Trades, North America's Building Trades Unions and
- Assisted in program development, instructor development, and facility/training space development
- Assisted in creating and establishing relationships with the local building trades unions to assist with placement in high road construction careers

Director of Operations, *LA CAUSA YouthBuild (Los Angeles, CA) May 2013 to Sept. 2015 (2 years, 4 months)*

- Improved the apprenticeship readiness training provided to at-risk and adjudicated/probation youth aged 18-24 by establishing and maintaining infrastructure
- Responsible for curriculum implementation and Industry Recognized Credentialing in: HBI PACT and MC3
- Responsible for providing additional trainings in OSHA 10 and coordinating CPR/First Aid
- Instructed youth in vocational training, including electrical, carpentry, plumbing and masonry
- Created and maintained partnerships with local trade representatives, city and community leaders
- Established relationships with local community housing development organizations to provide quality rehabilitation projects for YouthBuild trainees to hone their skills on a working jobsite, including partnerships with Habitat for Humanity, GRID Alternatives, the cities of Commerce, El Monte and Baldwin Park
- Managed all facets of construction projects including: budgets, timelines, material take offs, cost estimating

Site Director, *San Gabriel Valley Conservation Corps (El Monte, CA)*
June 2011 to May 2013 (2 Years)

- Promoted to this position to assist the organization in building cohesiveness between the academic provider, YouthBuild Charter School of California, and the Conservation Corps operations; responsibilities included:

- Creating and aligning class matrices with Conservation Corps operations
- Establishing partnerships with public and private entities to ensure placement opportunities for program graduates
- Creating and implementing new policies and procedures to combat issues in staffing and programming
- Working to improve staff morale to slow high staff turnover

Construction Manager/Apprenticeship Readiness Instructor, *San Gabriel Valley Conservation Corps (El Monte, CA) September 2010 to May 2013 (2 Years, 4 Months)*

- Hired to provide quality apprenticeship readiness training to at-risk and adjudicated/probation youth ages 18-24 years of age
- Established the apprenticeship readiness programming at SGVCCYB by:
  - Establishing and maintaining much needed infrastructure: built a training facility, created inventory and tool check out processes
- Responsible for curriculum implementation and Industry Recognized Credentialing in: HBI PACT and MC3
- Responsible for providing additional trainings in OSHA 10 and coordinating CPR/First Aid
- Instructed youth in vocational training, including electrical, carpentry, plumbing and masonry
- Creating and maintaining partnerships with local trade representatives, city and community leaders
- Establishing relationships with local community housing development organizations to provide quality rehabilitation projects for YouthBuild trainees to hone their skills on a working jobsite
- Managing all facets of construction projects including: budgets, timelines, material take offs, cost estimating

Executive Director, *The Jerry Ortiz Memorial Boxing and Youth Fitness Gym (non-profit) (El Monte, CA) June 2006 to March 2009 (3 years)*

- Developed programs and operations for training at-risk and adjudicated youth in physical fitness and discipline in conjunction with the El Monte Police Department Community Relations Office
- Managed all volunteer trainers
- Planned, developed and implemented fundraising events

VOLUNTEER WORK

- **Committee Chair,** Career & Technical Education Advisory Committee (CTEAC), Los Angeles Unified School District (LAUSD)
- **Board Member,** Los Angeles County Workforce Development Board
- **Member,** Career & Technical Education Advisory Council, Division of Adult & Career Education, Los Angeles Unified School District (LAUSD)
- **Participant,** City of Los Angeles 5-Year Strategic Plan Workgroup

EDUCATION

- *Arroyo High School (El Monte, CA)*
- *University of California, Los Angeles (UCLA) Extension/Adult Courses (Los Angeles, CA)*

AWARDS

- ***El Monte Police Department's Champions Award (2007 and 2008)****,* a community leadership award for work in the City of El Monte with At-Risk youth
- ***City of El Monte Commendation (May 2007)*** for work as the Executive Director of the Jerry Ortiz Memorial Boxing and Youth Fitness Gym
- ***City of El Monte Special Recognition Commendation (March 2012)*** for work with Amigos De Los Rios, a nonprofit that specializes in the revitalization of green space
- ***California State Legislature 57th District Special Recognition Award,*** for mentoring and working with at-risk youth in YouthBuild
- ***YouthBuild USA Letter of Recognition,*** from CEO/Founder Dorothy Stoneman, for being recognized by youth within the YouthBuild network, as having been a major impact in their lives and success
- ***What about that other award you just got?***

WDB QUARTERLY ATTENDANCE 2025

Attendance for WDB Quarterly - 2025				Attendance for WDB Quarterly - 2025			Appointment Status
Member Name	FEB.	MAY.	No.	Member Name	JULY.	OCT.	
Charles Woo – Chair	Y	Y	1	LaShondra Mercurius - Chair	Y	Y	
Patricia Pérez – Secretar	Y	Y	2	Nancy Hoffman Vanyek - Secretar	Y	N	
Garrett Gin – Treasurer	Y	Y	3	Garrett Gin - Tresurer	Y	Y	
Bernardine Brandis	Y	Y	4	Max Arias	N	N	
Priscilla Chavez	N	N	5	Bernardine Brandis	Y	N	Reappointment
Veronica Corona	N	Y	6	Kenya Croom	Y	Y	Reappointment
David Crippens	Y	Y	7	Jesse Cuevas	N	Y	
Kenya Croom	Y	Y	8	Sean Fleming	Y	Y	Reappointment
Jesse Cuevas	Y	Y	9	David Ford	N	N	Reappointment
Sean Fleming	N	Y	10	Ben Garcia	Y	Y	Reappointment
David Ford	N	Y	11	Rodney Hanners	N	N	
Benjamin Garcia	N	N	12	Jaleesa Hazzard	Y	Y	Reappointment
Hrag Hamalian	Y	N	13	Lindsey Heisser	Y	Y	Reappointment
Rodney Hanners	Y	N	14	Teraylan Hollingsworth	Y	Y	
Jaleesa Hazzard	N	N	15	Mark Louchheim	Y	N	
Nancy Hoffman Vanyek	Y	Y	16	Armando Loza	Y	Y	
Teraylan Hollingsworth	Y	N	17	Linda Nguyen	N	Y	
Mark Louchheim	N/A	N/A	18	Cassey O'Neill	N	Y	
Armando Loza	N/A	N/A	19	Gabriel Pimentel	Y	N	
LaShondra Mercurius	N	N	20	Sergio Rascon	Y/ALT	Y	
Kelly Nguyen	N	N	21	Victor Reyes	Y	Y	
Linda Nguyen	Y	N	22	Steven Simon	N	Y	Reappointment
Cassey O'Neill	Y	Y	23	Ben Torres	Y	Y	Reappointment
Gabriel Pimental	Y	Y	24	Maria Turrubiartes	Y	N	
Carmen Rad	Y	N	25	Saba Waheed	Y	Y	Reappointment
Sergio Rascon	Y/ALT	N	26	Steve Zimmer	N	Y	Reappointment
Victor Reyes	N/A	N/A					
Steven Simon	N	N					
Benjamin Torres	Y	Y					
Maria Turrubiartes	Y	N					
Saba Waheed	Y	Y					
Steve Zimmer	Y	Y					
"Y" indicates attended by either member or alternate.							
"N" indicates absence.							
Revised Feb. 5, 2024							

6.

DATE: February 4, 2026

TO: Workforce Development Board (WDB)

FROM:

SUBJECT: **Approval of Reappointment Recommendations to the Workforce Development Board Youth Council for Consideration by the Workforce Development Board**

REQUESTED ACTION:

BACKGROUND:

ADDITIONAL BACKGROUND:

ATTACHMENTS:

Description

- Item 6 - WDB Nominations Memo re. Youth Council Nominees
- Item 6 - Attachment 1 - Youth Council Resume
- Item 6 - Attachment 2 - WDB_Youth Council Committee_Attendance 2025

Workforce **Development** Board
City of **Los Angeles**

MEMORANDUM

DATE: February 4, 2026

TO: Gabriel Pimentel, Chair
Nominations/Membership Committee

FROM: Hannah Lee, Executive Director
Workforce Development Board (WDB)

SUBJECT: Approval of Reappointment Recommendations to the Workforce Development Board Youth Council for Consideration by the Workforce Development Board

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REQUESTED ACTION:

The Executive Director of the Workforce Development Board (WDB) respectfully requests that the Workforce Development Board (WDB) Nominations/Membership Committee:

1. APPROVE the nomination recommendations submitted for reappointment to the WDB Youth Council; and
2. AUTHORIZE the Executive Director to forward the nomination to the WDB for review and approval.

BACKGROUND:

The City of Los Angeles Workforce Development Board (WDB) operates in accordance with its ByLaws and the WDB-Local Elected Official (WDB-LEO) Agreement. The ByLaws require the Nominations/Membership Committee to meet semi-annually to solicit and receive recommendations to fill vacancies for non-voting members on the WDB Youth Council. Youth Council members who are non-WDB members are considered non-voting members. The Committee must then forward the nominations to the WDB for approval.

The WDB Youth Council is composed of the Youth Council Chair/President, WDB voting members, and non-voting members. Youth Council membership is capped at 19. The Youth

Council currently has 11 members: six (6) WDB voting members and five (5) non-voting members.

The Executive Director inquired with one (1) non-voting Youth Council Member, whose term expires in June 2026, whether they would like to be considered for reappointment. They confirmed their interest.

On January 15, 2026, the Nominations/Membership Committee authorized issuing a public call for nominations to facilitate the option of filling an additional eight (8) vacancies on the Youth Council. The WDB staff sent the call for nominations on the same day, with a January 29, 2026 deadline, to the Board, Mayor, City Council, and Chambers of Commerce. As of that date, no nominations were submitted.

The table below lists all nominees who wish to be considered, the organizations they represent, their representation category, and whether they are a new appointment or a reappointment. The attached document includes resumes for all nominees and WDB Youth Council meeting attendance records for Members who would like to be reappointed.

	Name	Organization	Representation Category	New Appointment or Reappointment
1	Lemmon, Carrie	Unite L.A.	Non-profit agency	Reappointment

TIMELINE:

- May 21 - Nominations/Membership Committee recommends nominees to WDB for approval.

ATTACHMENTS:

- Attachment 1: Resume
- Attachment 2: 2025 WDB Youth Council Attendance

CARRIE LEMMON

[redacted]

Senior systems change leader with 15+ years of experience designing, funding, and scaling **regional education-to-career pathways** across K–12, postsecondary, workforce, and public systems. Proven intermediary and cross-sector convener with a track record of securing large-scale public and philanthropic investments, influencing policy, and translating data and research into system-level improvements that advance equitable economic mobility for the rising workforce.

Core Expertise

Systems Strategy & Design Thinking • Education-to-Career Pathways • Workforce & Education Policy
Cross-Sector Collaboration • Public–Private Partnerships • Research & Data Analysis • Fund Development
Large-Scale Project & Portfolio Management

Professional Experience

UNITE-LA | Los Angeles, CA **2012-Present**

Senior Vice President, Systems Change Strategy | 2024-Present
Vice President, Systems Change Strategy | 2022-2023
L.A. Compact Manager/Senior Manager/Director/Sr. Director | 2012-2021

Lead UNITE-LA's Systems Change Department, overseeing a multidisciplinary team and a multi-million-dollar portfolio focused on **aligning and transforming education, workforce, and public systems** to improve outcomes for young adults—particularly opportunity youth and historically marginalized populations. Serve as a trusted thought partner to public agencies, workforce boards, education leaders, philanthropy, and employers.

➢ Cross-Sector Convening & Partnership Development

- Led the evolution of the **L.A. Compact**, launched in 2008 to address LAUSD's dropout crisis, into a **regionally recognized catalyst for collective action and systems change**, strengthening alignment across K–12, postsecondary, workforce, and public systems.
- Advanced a long-term systems change approach rooted in **collaboration, data-driven decision-making, and joint accountability**, addressing evolving regional challenges in education access, postsecondary attainment, workforce readiness, and economic mobility.
- Launched and informed major regional collective action efforts, including the L.A. Opportunity Youth Collaborative, LAUSD Community Schools Initiative, and the L.A. Region K–16 Collaborative.
- Oversaw development and facilitation of LAUSD's **College Advisory Committee**, convening over 20 internal and external stakeholders over 5 months to inform district's plans for postsecondary preparation and access.
- Co-led the **launch and implementation of Horizons 32K**, a countywide, cross-sector strategic plan to reduce youth disconnection by 32,000 by 2028 through coordinated prevention and re-engagement strategies.

➢ Large-Scale Public & Philanthropic Investment

- **Secured $18.1 million** in state funding to launch the **L.A. Region K–16 Collaborative**, coalescing K–12 districts, community colleges, CSU and UC campuses, and employers to close racial and gender gaps in postsecondary attainment and employment—initially focused on health care, engineering, and computer science pathways.
- Secured a **$3 million Gates Foundation** to advance integrated, college and career-connected pathways from high school through postsecondary education in two regions of L.A. County.
- Grew UNITE-LA's systems change portfolio from approximately **$250K to $2M+ annually** through strategic grant development, funder partnerships, and portfolio expansion.

➢ Workforce System & Policy Influence

- Built and sustained partnerships with **seven Los Angeles County workforce development boards** to redesign referral and enrollment processes for transition-age foster youth, improving access to subsidized employment and workforce services.
- Influenced local and county policy and funding decisions that sustained and expanded investments in youth employment, community schools, and education-to-career transition supports.

➢ Research, Data & Learning for Systems Change

- Led the development of **Using Data for Systems Change**, a training curriculum to equip young leaders and cross-sector stakeholders to analyze data, identify root causes, and inform policy and practice change within education and workforce systems.
- Provided strategic leadership in the launch of the **L.A. Compact Charting Progress Dashboard**, a public-facing data tool tracking cradle-to-career indicators across education and workforce systems to support collective learning, accountability, and continuous improvement.
- Directed **applied research and evaluation efforts** translating qualitative and quantitative data into actionable system improvements for education and workforce partners, including:
  - *Centering Youth, Strengthening Systems*: Youth-centered analysis of barriers within workforce development systems for opportunity youth, with recommendations adopted by county partners.
  - *Uncovering the Full Cost of Los Angeles Youth Workforce Development Programs*: Examined funding structures, gaps, and sustainability challenges across youth workforce programs.
  - *Strengthening LA's Health Care Talent Pipeline*: Analysis of regional workforce demand, credential pathways, and equity implications to inform pathway design across K–12, community colleges, and universities.
  - *Scaling Quality Work-Based Learning for California's Rising Workforce*: Statewide policy white paper examining employer engagement, infrastructure gaps, and system reforms needed to scale high-quality, paid work-based learning aligned to California's Master Plan for Career Education.

Additional Experience:

Project Consultant — Cambridge Police Department Safety Net Collaborative | Cambridge, MA
Evaluated a juvenile delinquency prevention initiative; developed a theory of change, logic model, and performance measurement framework to guide program improvement.

Director of Advocacy — Partnership for Children | Kansas City, MO
Secured a $19M+ state budget increase for child care access; helped advance a state-funded voluntary Pre-K initiative; designed and delivered advocacy training for statewide stakeholders.

Education & Training

Master of Public Policy, Social & Urban Policy Concentration
Harvard Kennedy School of Government, Cambridge, MA

Bachelor of Arts, English
Pomona College, Claremont, CA

Design Thinking for the Social Sector Certificate | Coursera, University of Virginia Darden School of Business

Leading for Impact Executive Team Fellowship | Bridgespan

Riordan Leadership Institute Fellow | Southern California Leadership Network

Additional Leadership Roles

Member, Los Angeles City Workforce Development Board – Youth Council (2024–Present)
Appointed member supporting strategy, policy alignment, and continuous improvement of youth workforce development programs serving Angelenos ages 14–24.

Steering Committee Member, L.A. County Nursing 2025 Initiative (2025)
Serve on a cross-sector steering committee advancing regional strategies to strengthen nursing education and workforce pipelines in Los Angeles County.

Advisory Group Member, UCLA Center for the Developing Adolescent – Policy ADapt Project (2023)
Advised development of an interactive policy tool to support policymakers in integrating adolescent brain development research into policy and program design.

Board of Directors, Pathways LA (2017–2024)
Former Chair, Strategic Planning & Fund Development Committees. Supported org strategy, governance, and resource development for a $30M+ nonprofit advancing high-quality child care and workforce stability for families.

Girl Scout Troop 4271 Leader & Treasurer (2024-Present)
Lead youth leadership and experiential learning activities while overseeing troop budgeting, financial management, and compliance.

Chair, Annual Giving — Carthay Elementary PTA (2024-Present)
Led individual-giving strategy and execution, raising **$150K over two years** to support school and student enrichment programs and tripling family giving participation.

WDB YOUTH COUNCIL COMMITTEE 2025 ATTENDANCE

Attendance for Youth Council - 2025				No.	Attendance for Youth Council - 2025		
Member Name	**JAN.**	**MAR.**	**MAY.**		**Member Name**	**NOV.**	**Appointment**
David Crippens – Chair	Y	Y	Y	1	Armando Loza – Chair	Y	**Status**
Veronica Corona	N	Y	N	2	Esther Dabagyan	Y	
Kenya Croom	N/A	N	Y	3	Jaleesa Hazzard	Y	
Esther Dabagyan	N/A	N/A	NA	4	Lindsey Heisser	Y	
Raul Estrada	Y	N	N	5	Jim Lancaster	Y	
Gerald Feeney	N	N	N	6	Carrie Lemmon	Y	**Reappointment**
Hrag Hamalian	N	N	N	7	Victor Reyes	Y	
Jaleesa Hazzard	Y	Y	N	8	Maria Turrubiartes	N	
Lindsey Heisser	N/A	Y	N	9	Steve Zimmer	Y	
John King II	N	N	Y	10	Khalil Hayes	Y	
Jim Lancaster	N/A	N/A	Y	11	Zaynah Robb	N	
Carrie Lemmon	Y	Y	Y				
Olivia Mitchell	N	N/A	N/A				
Mary Rose Ortega	Y	Y	Y				
Carl Reese	N	N	N				
Maria Turrubiartes	N	N	N				
Steve Zimmer	N/A	Y	N				
Kamarah Hogan	N/A	Y	N				
"Y" indicates attended by either member or alternate.							
"N" indicates absence.							
Revised Feb. 5, 2024							