



# Civilian Review Board Applications

## Organizational Development Standing Committee

February 3, 2025

Criteria for Appointment	Applicant Name
<p>City resident who:</p> <p>(i) is not currently or previously employed as a law-enforcement officer as defined in Code of Virginia, § 9.1-101</p> <p>(ii) is not a family or household member, as defined in Code of Virginia, § 16.1-228, of a person who is currently or who was previously employed as a law-enforcement officer, as defined in Code of Virginia, § 9.1-101</p> <p>(iii) does not have a complaint pending against the Department of Police or litigation pending against the City or is not a family or household member, as defined in Code of Virginia, § 16.1-220, of a person who has such a pending complaint or litigation</p>	<p>Katie Adams 7<sup>th</sup> District Resident <a href="#">(page 7)</a></p>
	<p>Portia Allman 6<sup>th</sup> District Resident <a href="#">(page 17)</a></p>
	<p>Dagny Barone 5<sup>th</sup> District Resident <a href="#">(page 23)</a></p>
	<p>Adam Belcastro 5<sup>th</sup> District Resident <a href="#">(page 27)</a></p>
	<p>Caitlin Bernabe 7<sup>th</sup> District Resident <a href="#">(page 31)</a></p>
	<p>William Biedenharn 2<sup>nd</sup> District Resident <a href="#">(page 35)</a></p>
	<p>Micah Biggers 1<sup>st</sup> District Resident <a href="#">(page 39)</a></p>
	<p>Sean Brennan 7<sup>th</sup> District Resident <a href="#">(page 43)</a></p>
	<p>Alicia Brown 6<sup>th</sup> District Resident <a href="#">(page 45)</a></p>
	<p>Riley Cain 3<sup>rd</sup> District Resident <a href="#">(page 49)</a></p>
	<p>Patrice Carpenter 9<sup>th</sup> District Resident <a href="#">(page 53)</a></p>
	<p>Milondra Coleman 3<sup>rd</sup> District Resident <a href="#">(page 55)</a></p>
	<p>Carrie Cox 9<sup>th</sup> District Resident <a href="#">(page 61)</a></p>
	<p>Mary Cutright 5<sup>th</sup> District Resident <a href="#">(page 67)</a></p>
<p>Alexis Edwards 1<sup>st</sup> District Resident <a href="#">(page 69)</a></p>	

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	Evan Feinman 1 <sup>st</sup> District Resident <a href="#">(page 81)</a>
	Luanda Fiscella 6 <sup>th</sup> District Resident <a href="#">(page 87)</a>
	Susanna Fisher 3 <sup>rd</sup> District Resident <a href="#">(page 93)</a>
	Angela Fontaine 4 <sup>th</sup> District Resident <a href="#">(page 95)</a>
	Paul Gilding 2 <sup>nd</sup> District Resident <a href="#">(page 99)</a>
	Griffith Gray 5 <sup>th</sup> District Resident <a href="#">(page 101)</a>
	Hannah Gray 5 <sup>th</sup> District Resident <a href="#">(page 103)</a>
	Kimberly Graziano 3 <sup>rd</sup> District Resident <a href="#">(page 107)</a>
	Jannie Hawkins 1 <sup>st</sup> District Resident <a href="#">(page 109)</a>
	Joy Heaton 4 <sup>th</sup> District Resident <a href="#">(page 115)</a>
	Josh Huddle 2 <sup>nd</sup> District Resident <a href="#">(page 119)</a>
	Zach Hudgins 3 <sup>rd</sup> District Resident <a href="#">(page 121)</a>
	Joe Kaperick 4 <sup>th</sup> District Resident <a href="#">(page 123)</a>
	Brian Keller 2 <sup>nd</sup> District Resident <a href="#">(page 125)</a>
Helen Kuno 1 <sup>st</sup> District Resident <a href="#">(page 127)</a>	
Monica Lazaro Davadi 2 <sup>nd</sup> District Resident <a href="#">(page 129)</a>	
Paul Lenz 2 <sup>nd</sup> District Resident <a href="#">(page 135)</a>	

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Criteria for Appointment	Applicant Name
<p>City resident who:</p> <ul style="list-style-type: none"> <li>(i) is not currently or previously employed as a law-enforcement officer as defined in Code of Virginia, § 9.1-101</li> <li>(ii) is not a family or household member, as defined in Code of Virginia, § 16.1-228, of a person who is currently or who was previously employed as a law-enforcement officer, as defined in Code of Virginia, § 9.1-101</li> <li>(iii) does not have a complaint pending against the Department of Police or litigation pending against the City or is not a family or household member, as defined in Code of Virginia, § 16.1-220, of a person who has such a pending complaint or litigation</li> </ul>	<p>Michele Vento 5<sup>th</sup> District Resident <a href="#">(page 229)</a></p> <hr/> <p>Stephen Wade 2<sup>nd</sup> District Resident <a href="#">(page 231)</a></p> <hr/> <p>Brian Warren 2<sup>nd</sup> District Resident <a href="#">(page 235)</a></p> <hr/> <p>Jeremy Yorke 2<sup>nd</sup> District Resident <a href="#">(page 237)</a></p> <hr/> <p>Jacquelin Young 4<sup>th</sup> District Resident <a href="#">(page 241)</a></p>
<p>City resident who:</p> <ul style="list-style-type: none"> <li>(i) is not currently or previously employed as a law-enforcement officer as defined in Code of Virginia, § 9.1-101</li> <li>(ii) is not a family or household member, as defined in Code of Virginia, § 16.1-228, of a person who is currently or who was previously employed as a law-enforcement officer, as defined in Code of Virginia, § 9.1-101</li> <li>(iii) does not have a complaint pending against the Department of Police or litigation pending against the City or is not a family or household member, as defined in Code of Virginia, § 16.1-220, of a person who has such a pending complaint or litigation</li> </ul> <p style="text-align: right;">(mayoral appointments, 4 vacancies)</p>	<p><i>No mayoral appointments</i></p> <hr/> <p><i>No mayoral appointments</i></p> <hr/> <p><i>No mayoral appointments</i></p> <hr/> <p><i>No mayoral appointments</i></p>

# Civilian Review Board

Ordinance No. 2022-261, adopted October 10, 2022, in accordance with Code of the Virginia, § 9.1-601, there is hereby created a board of the City of Richmond with indefinite duration to be known as the Civilian Review Board for the purpose of (i) reviewing, investigating and making recommendations to the Council, the Mayor, and the Chief of Police concerning internal investigations conducted by the Department of Police regarding (a) police officer-involved shootings; (b) deaths of persons while held in the custody of the Department of Police; (c) serious injuries to persons while in the custody of the Department of Police; (d) accusations of physical or verbal abuse by officers of the Department of Police; and (e) appeals by citizens of a finding or decision of the Department of Police; and (ii) providing recommendations on law enforcement practices, policies, and procedures. For purposes of section 2-773, the Board is classified as “advisory.”

The Commission shall be composed of eight members, **four of such members shall be appointed by the Council and four of such members shall be appointed by the Mayor.**

Each member shall be a resident of the city of Richmond and shall maintain such residency during such member’s tenure on the Board. No person currently or previously employed as a law-enforcement officer as defined in Code of Virginia, § 9.1-101 shall be appointed to the Board. No person who is a family or household member, as defined in Code of Virginia, § 16.1-228, of a person who is currently or who was previously employed as a law-enforcement officer, as defined in Code of Virginia, § 9.1-101, shall be appointed to the Board. No person who has a complaint pending against the Department of Police or litigation pending against the City or who is a family or household member, as defined in Code of Virginia, § 16.1-220, of a person who has such a pending complaint or litigation shall be appointed to the Board.

*(Assigned to the Public Safety Standing Committee)*

<b>Current Vacancies</b>				
<b>Member Name</b>	<b>Criteria for Appointment</b>	<b>Live / Work District</b>	<b>Term</b>	<b>Terminate</b>
<b>VACANT</b> <i>Council Appointment</i>				
<b>VACANT</b> <i>Council Appointment</i>				
<b>VACANT</b> <i>Council Appointment</i>				
<b>VACANT</b> <i>Council Appointment</i>				
<b>VACANT</b> <i>Mayoral Appointment</i>				
<b>VACANT</b> <i>Mayoral Appointment</i>				
<b>VACANT</b> <i>Mayoral Appointment</i>				
<b>VACANT</b> <i>Mayoral Appointment</i>				

**Contact**

Joe Lowery  
 Richmond Civilian Review Board Manager  
 City Hall, Suite 305



Form Name: Civilian Review Board  
Submission Time: July 4, 2024 11:18 am  
Browser: Mobile Safari 17.5 / iOS  
IP Address: 108.4.0.26  
Unique ID: 1241674352  
Location:

## Civilian Review Board

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**Are you currently or have you previously been employed as a law-enforcement officer as defined in Code of Virginia, 9.1-101?** No

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**Is any family or household member of yours currently employed as a law-enforcement officer or previously worked as a law-enforcement officer as defined above in Code of Virginia, 9.1-101?** No

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**Are you a family or household member of a person who has a pending complaint against the Department of Police or litigation pending against the city?** No

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**Do you have a complaint pending against the Department of Police or litigation pending against the city?** No

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**Name** Katie Adams

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**Address** 503 N 28th St  
Richmond 23223

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**Home Phone** (434) 489-9798

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**Personal Email Address** ksmithwickadams@gmail.com

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**In what City Council Voter District do you reside?** 7

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**How long have you been a resident of the city of Richmond?** 19 years (aside from 1 year in Henrico in 2021-2022)

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**Have you ever been convicted of a felony?** No

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**Have you even been convicted of a misdemeanor involving moral turpitude (stealing, lying, etc.)?** No

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**Employer** VCU Health

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<b>Job Title</b>	Clinical Pharmacy Specialist
<b>Business Address</b>	1250 E Marshall St P.O. Box 980042 Richmond, VA 23298
<b>Business Phone</b>	(804) 828-2644
<b>Business Email Address</b>	katie.adams@vcuhealth.org
<b>Please list your educational background and/or other expertise or qualifications you will be bringing to this board.</b>	I have a Doctor of Pharmacy degree from VCU School of Pharmacy, completed two years of residency at VCU Health and have worked there for the last 7 years. I am specialized in psychiatry where there is frequent collaboration amongst health care professionals and police entities. Working in psychiatry, I enjoy working with people from all different types of backgrounds. Patients and their families and caregivers have varied ability to advocate for themselves and part of my role is ensuring that I represent their interests and take into consideration their psychosocial needs to ensure the best possible individualized plan of care. Dignity, respect and empathy are tenants of mental healthcare which translate to my personal and professional relationships in the community of Richmond. I have a strong interest in community wellness as mental healthcare is often underrepresented but vital.
<b>List other city of Richmond Authorities, Boards, Commissions or Task Forces you currently or have previously served.</b>	None
<b>Other Community Involvement</b>	I am interested in growing my community involvement outside of pharmacy related groups and advocacy. I take interest in supporting community events and local businesses. I am a supporter of the National Alliance on Mental Illness who is an advocacy group with a strong presence in Central Virginia.
<b>Why do you want to be a part of the Civilian Review Board?</b>	I would like to serve as an unbiased representative of my community. I believe that my presence on the board would provide diverse prospective as a woman and healthcare professional who is specialized in mental health. I would bring a perspective of objectivity with a goal to enhance transparency while upholding the interests of underrepresented populations of the community.
<b>Upload your resumé here. (optional)</b>	<a href="https://www.formstack.com/admin/download/file/16581112137">https://www.formstack.com/admin/download/file/16581112137</a>
<b>I attest that the information transmitted and answers provided in this application are true, accurate, and complete to the best of my knowledge.</b>	Yes



## Katie S. Adams, PharmD, BCPP, BCPS

401 North 12<sup>th</sup> Street  
P.O. Box 980042  
Richmond, Virginia 23298-0042  
(804) 828-2644  
Katie.Adams@vcuhealth.org

503 N 28<sup>th</sup> St  
Richmond, Virginia 23223  
(434) 489-9798

### PROFESSIONAL EXPERIENCE

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August 2017 – Present	Clinical Pharmacy Specialist, Psychiatry Virginia Commonwealth University (VCU) Health Richmond, Virginia Supervisor: Rodney Stiltner, PharmD, MS Primary Practice Site: 40-bed adult inpatient psychiatry unit Ambulatory Practice: weekly multidisciplinary clinic for adults on clozapine Staffing: monthly at Virginia Treatment Center for Children (VTCC)
August 2013 – August 2017	Clinical Pharmacy Specialist, Behavioral Health Bon Secours Richmond Health System, St. Mary's Hospital Richmond, Virginia Supervisor: Emily Hand, PharmD, BCPS
July 2011 – August 2013	Central Inpatient Pharmacist VCU Health Richmond, Virginia Supervisor: Rodney Stiltner, PharmD, MS
September 2007 – April 2011	Pharmacy Intern CVS/Pharmacy #1538 Richmond, Virginia Supervisor: Anthony Clark, RPh

### EDUCATION AND TRAINING

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July 2012 – June 2013	Post-Graduate Year Two Psychiatric Pharmacy Residency VCU Health Richmond, Virginia American Society of Health System Pharmacists Accredited Program Director: Ericka Crouse, PharmD, BCPP, BCGP, FASHP, FASCP
July 2011 – June 2012	Post-Graduate Year One Pharmacy Practice Residency VCU Health Richmond, Virginia American Society of Health System Pharmacists Accredited Program Director: Denise Lowe, PharmD, BCPS
August 2007 – May 2011	Doctor of Pharmacy Magna Cum Laude VCU School of Pharmacy Richmond, Virginia
August 2005 – May 2007	Pre-Pharmacy Virginia Commonwealth University Richmond, Virginia

## **PROFESSIONAL LICENSURE AND CERTIFICATIONS**

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November 2014 – Present	Board Certified Psychiatric Pharmacist Board of Pharmacy Specialties
December 2012 – Present	Board Certified Pharmacotherapy Specialist Board of Pharmacy Specialties
June 2012	Teaching and Learning Certification VCU School of Pharmacy
July 2011 – Present	Pharmacist Licensure Virginia Department of Health Professions License Number: 0202210672 Expire date: December 31, 2024
May 2009 – Present	Basic Life Support Provider American Heart Association Renewal date: July 31, 2025

## **ACADEMIC APPOINTMENTS**

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September 2020 – Present	Assistant Clinical Professor Department of Psychiatry VCU School of Medicine
January 2014 – Present	Clinical Assistant Professor VCU School of Pharmacy
July 2011 – July 2013	Clinical Instructor VCU School of Pharmacy

## **DIDACTIC LECTURES & TEACHING EXPERIENCES**

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May 2023 Presented annually	“Unique Psychotropic Adverse Effects” PGY3 Resident Didactic Lecture Series VCU Health Department of Psychiatry
January 2023 Presented annually	“Psychopharmacology Case Review” PGY4 Resident Didactic Lecture Series VCU Health Department of Psychiatry
June 2022 Presented annually	“Clozapine Management” PGY3 Resident Didactic Lecture Series VCU Health Department of Psychiatry
May 2022 Presented annually	“Long-acting Injectable Antipsychotic Workshop” PGY2 Resident Didactic Lecture Series VCU Health Department of Psychiatry
January 2021	“Treatment Resistant Depression” PHAR 642: Advances in Mental Health Pharmacy Practice VCU School of Pharmacy
April 2020 Presented annually	“Postpartum Depression and Brexanolone” PHAR 642: Advances in Mental Health Pharmacy Practice VCU School of Pharmacy

July 2018 Presented annually	“Treatment of Bipolar Disorder” NURS 656: Diagnosis and Management of Psychiatric Disorders Across the Lifespan Psychiatric Mental Health Nurse Practitioner Program VCU School of Nursing
June 2018 Presented annually	“Treatment of Major Depressive Disorder” NURS 656: Diagnosis and Management of Psychiatric Disorders Across the Lifespan Psychiatric Mental Health Nurse Practitioner Program VCU School of Nursing
January 2018 Presented annually	“Psychopharmacology of Mood Disorders” PGY2 Psychiatry Resident Didactic Lecture Series VCU Health Department of Psychiatry
October 2017 Presented annually	“Psychopharmacology of Antidepressants and Mood Stabilizers” PGY1 Psychiatry Resident Didactic Lecture Series VCU Health Department of Psychiatry
February 2015	“Bipolar Disorder Updates” PHAR 672: Advances in Mental Health Pharmacy Practice VCU School of Pharmacy
February 2014 Presented annually	“Pharmacotherapy of Bipolar Disorder” PHAR 602: Clinical Therapeutics, Psychiatry Module VCU School of Pharmacy
January 2014	“Antipsychotic Induced Movement Disorders” PHAR 535: Foundations of Pharmacy Practice IV VCU School of Pharmacy

#### **RECENT EXPERIENTIAL TEACHING**

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July 2023 – June 2024	VCU Health Adult Inpatient Psychiatry Anastasia Borodaj, PGY1 Pharmacy Resident (5 weeks) Nathan Falls, PGY1 Pharmacy Resident (5 weeks) Sarah Gamcsik, PharmD, PGY2 Psychiatric Pharmacy Resident (15 weeks) Kelsey Oberholtzer, PGY1 Pharmacy Resident (5 weeks)  VCU Health Adult Ambulatory Psychiatry Sarah Gamcsik, PharmD, PGY2 Psychiatric Pharmacy Resident (10 weeks) Suskriti Dixit, PharmD, PGY2 Internal Medicine Pharmacy Resident (10 weeks)  VCU Health Consultation Liaison Psychiatry Sarah Gamcsik, PharmD, PGY2 Psychiatric Pharmacy Resident (5 weeks)  VCU Health Addiction Consult Service Sarah Gamcsik, PharmD, PGY2 Psychiatric Pharmacy Resident (4 weeks)
July 2022 – June 2023	VCU Health Adult Inpatient Psychiatry Sarah Gamcsik, PharmD, PGY1 Pharmacy Resident (5 weeks) Natalie Hartung, PharmD, PGY2 Psychiatric Pharmacy Resident (15 weeks) Nia Lowe, Doctor of Pharmacy Student (5 weeks) Madison Roberts, PharmD, PGY1 Pharmacy Resident (3 weeks) Danielle Shelton, PharmD, PGY1 Pharmacy Resident (5 weeks)

VCU Health Adult Ambulatory Psychiatry  
 Meghan Beard, PharmD, PGY2 Internal Medicine Pharmacy Resident (10 weeks)  
 Natalie Hartung, PharmD, PGY2 Psychiatric Pharmacy Resident (20 weeks)  
 Lindsey Thompson, PharmD, PGY2 Internal Medicine Pharmacy Resident (10 weeks)

July 2021 – June 2022

VCU Health Adult Inpatient Psychiatry  
 Amy Chan, Doctor of Pharmacy Student (5 weeks)  
 Seher Khalid, PharmD, PGY2 Psychiatric Pharmacy Resident (15 weeks)  
 Ryan Marks, PharmD, PGY1 Pharmacy Resident (5 weeks)  
 Vivian Phyo and Cassi Sibley, Doctor of Pharmacy Students (5 weeks)  
 Lindsey Thompson, PharmD, PGY1 Pharmacy Resident (5 weeks)  
 Chad Venn, PharmD, PGY1 Pharmacy Resident (5 weeks)

VCU Health Adult Ambulatory Psychiatry  
 Ashley Buige, PharmD, PGY2 Ambulatory Care Pharmacy Resident (10 weeks)  
 Seher Khalid, PharmD, PGY2 Psychiatric Pharmacy Resident (10 weeks)  
 Kara Metowski, PharmD, PGY2 Internal Medicine Pharmacy Resident (10 weeks)  
 Blake Shelton, PharmD, PGY1 Pharmacy Resident (10 weeks)

## PRESENTATIONS

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April 2023	<p>“Clozapine-Induced Gastrointestinal Hypomotility”          Clinical Pearl Presentation          American Association of Psychiatric Pharmacists 2023 Annual Meeting          Atlanta, Georgia</p>
March 2023	<p>“APRN Pharmacology Today: Treatment of Major Depressive Disorder and Resistant Depression”          Online Continuing Education Module (5 contact hours)          American Nurses Association Center for Continuing Education and Professional Development</p>
December 2022	<p>“Adult Mental Health Panel – Focus on Depressive and Anxiety Disorders”          Presented with Tushar Thakre, MD, PhD and Erica Storrs, MSW          Accredited Continuing Education Program (1 contact hour)          VCU Health Center for Advanced Practice Grand Rounds</p>
October 2022	<p>“Clozapine-Induced Gastrointestinal Hypomotility: A Hindrance to Care”          Accreditation Council for Continuing Medical Education Accredited Program (1 contact hour)          VCU Health Department of Psychiatry Grand Rounds</p>
December 2021	<p>“Buprenorphine Induction with Current Opioid Use: A Microdosing Protocol”          Virginia Opioid Addiction Extension for Community Health Outcomes (ECHO)          Virginia Commonwealth University</p>
April 2021	<p>“Management of Depression and Anxiety”          Accredited Continuing Education Program (1 contact hour)          Advanced Practice Provider Pharmacology Symposium          VCU Health Continuing Education</p>

May 2020	<p>“Treatment of Postpartum Depression and Brexanolone”  Accreditation Council for Pharmacy Education Accredited Webinar (1 contact hour)  Virginia Society of Health-System Pharmacists</p>
October 2019	<p>“Brexanolone: Birth of a Miracle Drug?”  Accreditation Council for Continuing Medical Education Accredited Program (1 contact hour)  VCU Health Department of Psychiatry Grand Rounds</p>
February 2018	<p>“APRN Pharmacology Today: Treatment of Dementia”  Online Continuing Education Module (3 contact hours)  American Nurses Association Center for Continuing Education and Professional Development</p>
September 2017	<p>“APRN Pharmacology Today: Safe Medication Use in Older Adults”  Online Continuing Education Module (3 contact hours)  American Nurses Association Center for Continuing Education and Professional Development</p>
September 2016	<p>“Treatment of Major Depressive Disorder and Resistant Depression”  Accreditation Council for Pharmacy Education Accredited Continuing Education Program (1 contact hour)  St. Mary’s Hospital Department of Pharmacy</p>
September 2016	<p>“APRN Pharmacology Today: Understanding Treatment of Bipolar Disorder”  Online Continuing Education Module (3 contact hours)  American Nurses Association Center for Continuing Education and Professional Development</p>
October 2014	<p>“Treatment Resistant Depression: Tackling Inadequate Response”  Virginia Society of Health-System Pharmacists Fall Seminar  Virginia Beach, Virginia</p>

## **RESEARCH EXPERIENCES**

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July 2023 – June 2024	<p>“Evaluation of medications prescribed for alcohol use disorder in hospitalized patients who were screened for alcohol use disorder”  Trainee Investigator: Anjali Talwar, PharmD  -June 2024: Poster presentation, American Society of Health-System Pharmacists Pharmacy Futures 2024, Portland, Oregon</p>
July 2022 – June 2023	<p>“Use of short-acting injectable antipsychotics for acute agitation on an adult psychiatry service”  Trainee Investigator: Sarah Gamcsik, PharmD  -April 2023: Poster presentation, American Association of Psychiatric Pharmacists 2023 Annual Meeting, Atlanta, Georgia</p>
July 2021 – June 2022	<p>“Comparison of aripiprazole dosing in major depressive disorder and bipolar disorder when co-prescribed with interacting medications”  Trainee Investigator: Ashley Buige, PharmD  Co-Investigator: Ericka Crouse, PharmD, BCPP, BCGP, FASHP, FASCP  -April 2022: Poster presentation, College of Psychiatric and Neurologic Pharmacists 2022 Annual Meeting, San Antonio, Texas</p>

December 2018 – December 2021	<p>“Using machine learning technology as a transdiagnostic aid to identify anxiety and depression from polysomnography” Co-Investigator: Tushar Thakre, MD, PhD, FAPA</p>
November 2018 – September 2021	<p>“Assessment of adherence to long acting injectable antipsychotics post hospital discharge” Trainee Investigator: Charnae Ross, PharmD Co-Investigator: Ericka Crouse, PharmD, BCPP, BCGP, FASHP, FASCP</p>
July 2012 – June 2013	<p>“Assessment of adherence to clozapine titration recommendations and associated effects on blood pressure” Mentor: Ericka Crouse, PharmD, BCPP, BCGP, FASHP, FASCP -April 2013: Poster presentation, College of Psychiatric and Neurologic Pharmacists 2013 Annual Meeting, Colorado Springs, Colorado -December 2012: Poster Presentation, University Health System Consortium Pharmacy Council Meeting, Las Vegas, Nevada</p>
July 2011 – June 2012	<p>“Effect of valproate dosing on hospital length of stay in acute mania” Mentor: Ericka Crouse, PharmD, BCPP, BCGP, FASHP, FASCP -April 2013: Poster presentation, College of Psychiatric and Neurologic Pharmacists 2013 Annual Meeting, Colorado Springs, Colorado -May 2012: Platform Presentation, 31<sup>st</sup> Eastern States Conference for Residents and Preceptors, Hershey, Pennsylvania -December 2011: Poster Presentation, University Health System Consortium Pharmacy Council Meeting, New Orleans, Louisiana</p>

## **PUBLICATIONS AND RECENT SCHOLARSHIP**

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Hartung N, Fatima Z, Noreika DM, Cassel JB, **Adams KS**. Using interdisciplinary teams to mitigate the effects of drug shortages in palliative care: the case of lorazepam injection. *J Pain Palliat Care Pharmacother*. 2023 Nov 28;37(4):336-341.

Crouse EL, Leung JG, **Adams KS**, Levenson JL. Alternative routes of drug administration. In: Levenson JL, ed. *Clinical Manual of Psychopharmacology in the Medically Ill*. 3<sup>rd</sup> ed. Washington, DC: American Psychiatric Association Publishing; 2023: 119-154.

Santos RT, Mitchell S, Crouse EL, **Adams KS**. Comparison of clozapine doses and tolerability in patients with and without concurrent valproic acid. *Ment Health Clin*. 2023 Jan 5;12(6):336-341.

Thakre TP, Kulkarni H, **Adams KS**, Mischel R, Hayes R, Pandurangi A. Polysomnographic identification of anxiety and depression using deep learning. *J Psychiatr Res*. 2022 Jun;150:54-63.

**Adams KS**, Crouse EBL. Melatonin agonists in the management of sleep disorders: a focus on ramelteon and tasimelteon. *Ment Health Clin*. 2014;4(2):59-64.

**Adams KS**. Toolbox: Metabolic adverse effects of atypical antipsychotics. *Ment Health Clin*. 2013;3(3):115-118.

McMichael KS, **Adams K**, Breden Crouse EL. Tamoxifen and depression: drug interactions in breast cancer. *Consult Pharm*. 2013;28(9):584-91.

**Adams KS**, Lowe DK. Tiotropium for adults with inadequately controlled persistent asthma. *Ann Pharmacother*. 2013;47(1):117-23.

March 2023  
Cut-Off Score Expert and Field Tester, 2023 Clinical Application Series  
American Association of Psychiatric Pharmacists

January 2023	Field Tester, 2023 Literature Analysis American Association of Psychiatric Pharmacists
September 2022	Cut-Off Score Expert and Field Tester, 2022 Psychopharmacology Pearls College of Psychiatric and Neurologic Pharmacists
October 2021	Cut-Off Score Expert and Field Tester, 2021 Psychopharmacology Pearls College of Psychiatric and Neurologic Pharmacists
October 2020	Cut-Off Score Expert and Field Tester, 2020 Psychopharmacology Pearls College of Psychiatric and Neurologic Pharmacists
October 2020	Field Tester, 2021 Psychiatric Pharmacotherapy Review Course College of Psychiatric and Neurologic Pharmacists
April 2020	Cut-Off Score Expert and Field Tester, 2020 Clinical Application Series College of Psychiatric and Neurologic Pharmacists
March 2013 – Present	Peer reviewer, The Mental Health Clinician College of Psychiatric and Neurologic Pharmacists

### **PROFESSIONAL ORGANIZATIONS AND OFFICES HELD**

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June 2023 – Present	Inpatient Behavioral Health Epic Enhancement Workgroup VCU Health
June 2021 – Present	Virginia Opioid Addiction Extension for Community Health Outcomes (ECHO) Hub Member Virginia Commonwealth University
September 2020 – Present	Pharmacy Residency Social Media Preceptor Administrator VCU Health
July 2020 – June 2022	Pharmacy Resident Wellness and Resiliency Program Co-Administrator VCU Health
August 2020 – Present	Falls and Restraints Committee, Member VCU Health
April 2018 – Present	Pharmacy Residency Programs Residency Orientation Coordinator VCU Health
July 2018 – Present	Pharmacy and Therapeutics Committee Psychiatry Panel, Co-Chair VCU Health
August 2017 – Present	Adult Psychiatry Quality Assessment and Performance Improvement Committee VCU Health -2022-Present: Co-Chair -2017-2021: Member
April 2013 – March 2016	Resident and New Practitioner Committee College of Psychiatric and Neurologic Pharmacists -2015-2016 Subcommittees: ASHP Booth (chair), New Practitioner Hub -2014-2015 Subcommittees: New Practitioner Hub (vice chair), PGY2 Standards Revision, ACCP/ASHP Liaison -2013-2014 Subcommittees: New Practitioner Hub, Residency Program Director Survey, Residency Database

July 2011 – Present                      Active Member  
American Association of Psychiatric Pharmacists (formally College of Psychiatric  
and Neurologic Pharmacists)

**RECENT HONORS AND AWARDS**

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April 2024                      Top Docs 2024, Pharmacist  
Richmond Magazine

April 2024                      MHC Outstanding Peer Reviewer 2023  
Mental Health Clinician  
American Association of Psychiatric Pharmacists

June 2023                      Teaching Award  
VCU Health Department of Psychiatry

April 2022                      MHC Trusted Peer Reviewer 2021  
Mental Health Clinician  
College of Psychiatric and Neurologic Pharmacists

May 2021                      Recognition for Dedication to Resident Education  
VCU Health Department of Psychiatry

May 2021                      MHC Trusted Peer Reviewer 2020  
Mental Health Clinician  
College of Psychiatric and Neurologic Pharmacists

May 2020                      Collaborative Practice Award  
North 3 Medical Psychiatry  
VCU Health System

**REFERENCES**

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Available upon request



Form Name: Civilian Review Board  
Submission Time: July 25, 2024 11:53 am  
Browser: Chrome Mobile 126.0.6478.134 / Android  
IP Address: 172.59.217.205  
Unique ID: 1248478100  
Location:

## Civilian Review Board

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**Are you currently or have you previously been employed as a law-enforcement officer as defined in Code of Virginia, 9.1-101?** No

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**Is any family or household member of yours currently employed as a law-enforcement officer or previously worked as a law-enforcement officer as defined above in Code of Virginia, 9.1-101?** No

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**Are you a family or household member of a person who has a pending complaint against the Department of Police or litigation pending against the city?** No

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**Do you have a complaint pending against the Department of Police or litigation pending against the city?** No

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**Name** Portia Allman

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**Address** 1930 Accommodation St  
Richmond 23223-4216

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**Home Phone** (804) 201-5862

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**Personal Email Address** portiaallman15@gmail.com

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**In what City Council Voter District do you reside?** Richmond

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**How long have you been a resident of the city of Richmond?** 15 years

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**Have you ever been convicted of a felony?** No

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**Have you even been convicted of a misdemeanor involving moral turpitude (stealing, lying, etc.)?** No

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**Please list your educational background and/or other expertise or qualifications you will be bringing to this board.** Bachelor's degree in Social Work

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**List other city of Richmond Authorities, Boards, Commissions or Task Forces you currently or have previously served.** Richmond City Social Services Board

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**Other Community Involvement** Mosby Tenant Council - Sergeant at Arms

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**Why do you want to be a part of the Civilian Review Board?** I want to do more in informing people of status of what is needed in our neighborhoods.

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**Upload your resumé here. (optional)** <https://www.formstack.com/admin/download/file/16674262334>

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**I attest that the information transmitted and answers provided in this application are true, accurate, and complete to the best of my knowledge.** Yes

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# Portia Allman

Phone: (804) 201-5862  
Email: portiaallman15@gmail.com

## Employment History

- 07/2023 - Current **Substitute Instructor**  
Chesterfield County Public Schools, Chesterfield, VA
- Responsible for instructing students in a school setting, serving grades PreK-12, special education and resource classes to include Art, Music, Physical Education, Library, Foreign Language and/or Technology. Assumes responsibility for all aspects of classroom instruction, assessments and behavior management on a short term or long term basis. Implements teacher created lesson plans or works collaboratively with a team of educators to generate lesson plans, providing differentiated strategies to instruct students at all levels in all content areas.
- 01/2022 - 06/2023 **Instructional Assistant - Early Learning Preschool**  
Henrico County Public Schools, Henrico, VA
- Assists the teacher in implementing the instructional and socialization program for Pre-K students•Assists teacher to ensure safe arrival and departure of students each day•Supervises children during center instruction•Carries out program activities with small groups of children involving gross motor skills, play activities, teaching personal hygiene and social skills•Prepares breakfast and lunch for children during center time and supervises students during these meals•Provides behavioral support to students•Assists with classroom management and behavior modification•Assists with field trips, community-based instruction, and other activities•Assists students with personal care•Assists with creation, organization, and distribution of instructional materials•Reports student concerns directly and promptly to the teacher and assists with student resolution•Performs other duties as assigned
- 08/2019 - 03/2021 **Family Advocate**  
Henrico County Public Schools, Henrico, VA
- Serves as an advocate for ALL families and children in Title I schools. Becomes familiar with program policies and procedures and service area plans. Assists with recruitment and enrollment. Provide family crisis intervention as needed with assistance of other program staff. Assist parents in enhancing skills (e.g. parent education classes, ESL classes, computer and technology classes, and adult classes) for the purpose of being actively involved in their child's education. Coordinates resources such as transportation, child care, FAMIS, fuel assistance, Department of Social Services, etc., for the purpose of providing the parent an opportunity to become an active participant in school activities/organizations. Assist parents with transportation to appointments and parent functions as appropriate. Organizes and facilitates workshops (e.g. day, evening, and/or weekends) for the purpose of providing information, resources, and support to parents enhancing their overall parenting skills in the school and community. Collaborates with others to promote and ensure the importance of parent involvement with school personnel for the purpose of providing effective methods and tools for working with parents as equal partners. Communicates with parents, teachers, principals, and community organizations for the strengthening parent/school/community relationships. Maintain ongoing contact with teaching staff through class visits, email, telephone, etc., in order to share relevant information and gain information regarding child

performance in the classroom.

Conducts home visits for the purpose of enhancing appropriate parenting skills related to the academic success of their students.

Actively encourages parents to participate in parent meetings, field trips, etc.

Encourages parent-initiated school contacts (e.g. PTA, PTO, HFAC/SPAC, Parent Volunteerism, and Parent Teacher Conferences) for the purpose of involving the parent as an active participant in their child's education.

Informs parents of community-based educational opportunities for the purpose of providing additional academic support beyond the regular school day.

Maintains a variety of records/documents (confidential and non-confidential) for the purpose of documenting activities, providing written reference and/or ensuring documentation for future reference in accordance with administrative and legal requirements.

Implements "Family Needs Assessments" for each family to assess family goals and needs; and provide recommendations and referrals for relevant community resources.

Document and track follow-up for family needs and goals.

Work with parents to establish and maintain regular attendance for their child.

Participates in staff development activities and professional growth opportunities.

Responds to inquiries from a variety of sources

05/2017 - 05/2019 **Intensive In-Home Counselor, QMHP-C**  
Family Focus, Inc, Richmond, VA

Provide intensive in-home, crisis-oriented counseling and case management to youths and their families. \* Work with clients to foster the development of new improved coping, problem solving, communication skills and any others goals as directly related to the client's individualized service plan \* Develop individualized service plans, quarterly reports and weekly progress notes. \* Implement service plans and monitor client's progress \* Respond or arrange for response to calls for family crisis 24 hours \* Maintain up-to-date client records and prepare the necessary reports in a timely and accurate manner. \* Participate in regular clinical supervision sessions as well as biweekly team meetings.

07/2010 - 06/2016 **Family Services Specialist I**  
County of Henrico Department of Social Services, Henrico, VA

July 12, 2010- June 10, 2016 County of Henrico Department of Social Services Henrico, VA Family Services Specialist I (Monday through Friday) \* Handle inquiries regarding child care; receives and processes applications and provide initial assessment, which involves interviews, eligibility investigation and determination and case record documentation. \* Work in conjunction with VIEW Family Services Specialists to gather information in determining VIEW childcare assistance. \* Enter childcare case information in the Virginia Automated Case Management System \* Monitor cases, correctness of services delivery; fraud referrals, handles case reassessments 3 month reviews, and annual reassessments. \* Provide casework services for personal or family problems, financial problems, and employer/employee relations career planning and work related problems or refer to appropriate resources. \* Serve as agency resource person on child care providers. Initiates, conducts or participates in agency staffings. Assist with coverage of the Intake Unit which includes child protective services and adult protective services, intake calls and assistance with customer emergency needs. \* Authorize payments to vendors; initiate purchase orders; data entry of information for service authorization and vendor payments and case data. \* Complete monthly financial and statistical child care reports and completes case documentation in applicable databases; maintain child care vendor profiles, case records, narrative dictation and documentation of child care customers and vendors. \* Refer complaints to VA licensing Dept. and referrals/complaints to local CPS unit. Provide On Site-unannounced visits to

providers. \* Provide emergency shelter operations assistance as required by state and local policy and procedure.

04/2015 - 01/2016 **Guest Service Representative (Richmond Coliseum)**  
SMG Worldwide Entertainment, Richmond, VA

Welcome and acknowledge all guests according to company standards, anticipate and address guests' service needs, assist individuals with disabilities, and serve as information desk point of contact. \* Speak with others using clear and professional language, and answer telephones using appropriate etiquette. \* Receive suggestions from patrons. \* Direct patron complaints to Manager on Duty. \* Show patrons where to find exits, bathrooms, and concessions stands. \* Distribute programs or event schedules. \* Maintain appearance of customer service area. \* Act as building Lost and Found contact. Manage Lost & Found bin.

11/2004 - 03/2015 **Recreational Facility Supervisor**  
Chesterfield Parks and Recreation, Richmond, VA

Monitor recreational activities at various school gymnasiums for area Chesterfield Youth. \* Supervision of program participants and spectators. \* Prepare daily reports.

## **Education History**

### **Social Work**

Bachelor's Degree  
Virginia Commonwealth University, Richmond, VA

### **Academic Diploma**

High School Diploma  
Winona High School, Winona, MS

## **Additional Information**

### ***Boards and Committees***

Richmond City Social Services Advisory Board  
Special Education Advisory Committee with Richmond City Public Schools  
Richmond Redevelopment Housing Authority Resident Council

## **Detailed References**

References Available on Request



Form Name: Civilian Review Board  
Submission Time: July 27, 2024 4:38 pm  
Browser: Chrome 126.0.0.0 / Windows  
IP Address: 96.228.38.58  
Unique ID: 1249158859  
Location:

## Civilian Review Board

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**Are you currently or have you previously been employed as a law-enforcement officer as defined in Code of Virginia, 9.1-101?** No

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**Is any family or household member of yours currently employed as a law-enforcement officer or previously worked as a law-enforcement officer as defined above in Code of Virginia, 9.1-101?** No

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**Are you a family or household member of a person who has a pending complaint against the Department of Police or litigation pending against the city?** No

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**Do you have a complaint pending against the Department of Police or litigation pending against the city?** No

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**Name** Dagny Barone

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**Address** 305 W 26th St  
Richmond 23225

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**Home Phone** (215) 390-8983

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**Personal Email Address** dagny.barone@gmail.com

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**In what City Council Voter District do you reside?** 5th

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**How long have you been a resident of the city of Richmond?** 6 years

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**Have you ever been convicted of a felony?** No

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**Have you even been convicted of a misdemeanor involving moral turpitude (stealing, lying, etc.)?** No

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**Employer** Dominion Energy

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<b>Job Title</b>	Financial Consultant
<b>Business Address</b>	120 Tredegar St Richmond, VA 23219
<b>Please list your educational background and/or other expertise or qualifications you will be bringing to this board.</b>	<p>University of Richmond (May 2018) - Bachelor of Science, Business Administration (Concentration in Finance), Bachelor of Arts, Political Science</p> <p>Dominion Energy, Inc.</p> <ul style="list-style-type: none"> <li>- Financial Consultant (Treasury Specialist) (December 2022 - Present)</li> <li>- Senior Treasury Analyst (December 2021 - November 2022)</li> <li>- Treasury Analyst (July 2020 - November 2021)</li> </ul> <p>Organize multi-million dollar bond issuances across Dominion Energy and its subsidiaries</p> <p>Manage and develop relationships with external investment banking contacts</p> <p>Conduct due diligence exercises to ensure accuracy of financial representations and warranties</p> <p>Track issuance costs and timing against planned transaction schedules</p> <p>Lead point of contact for financing lease inquiries, including Dominion's Charybdis offshore wind vessel</p> <ul style="list-style-type: none"> <li>- CFO Finance Rotational Internship Lead (August 2021 - August 2023)</li> </ul> <p>Coordinated a team of 10+ individuals in recruitment, networking, case study, and project planning</p> <p>Communicated with CFO officers, directors, managers, and analysts on the program's strategic direction</p> <p>Increased the number of rotation options, intern openings, and development opportunities</p> <p>Supervised five interns during the summer throughout two rotational periods</p> <ul style="list-style-type: none"> <li>- Financial Analyst (September 2019 - June 2020)</li> <li>- Associate Financial Analyst (June 2018 - August 2019)</li> </ul> <p>Led an enterprise-wide software project through the vendor selection process</p> <p>Responsible for consolidating monthly CFO financial forecast</p> <p>Performed sensitivities and analysis to forecast benefits and pension expenses</p> <p>Forecasted corporate budget by analyzing and updating monthly and annual plans</p> <p>Created board and leadership slides to reflect budget and plan updates</p>



**Other Community Involvement**

Junior League of Richmond

- Vice President of Fund Development (June 2024 - Present)

- Vice President of Fund Development - Elect (June 2023 - May 2024)

Oversee the Book and Author, Touch a Truck, and Annual Fund chairs and committees

Responsible for all fundraising, fund development, and donor relations activities

Maintain council and committee records, files, and event notes for reporting and reference

Track committee member involvement and support long-term development into leadership roles

- Chair, Book and Author Committee (June 2022 - May 2023)

- Assistant Chair, Book and Author Committee (December 2021 - May 2022)

Planned first in-person Book & Author event in 2 years for 300 people

Cultivated over \$25,000 annually in sponsorships from local businesses

Oversaw responsibilities and monitored activities of five sub-committee groups

Coordinated and corresponded with 7 nationally recognized authors on event promotion and appearances

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**Why do you want to be a part of the Civilian Review Board?**

Looking to get more involved in the Richmond community and give back to my community and neighborhood,

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**Upload your resumé here. (optional)**

<https://www.formstack.com/admin/download/file/16684381429>

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**I attest that the information transmitted and answers provided in this application are true, accurate, and complete to the best of my knowledge.**

Yes

# Dagny Barone

Richmond, VA • [dagny.barone@gmail.com](mailto:dagny.barone@gmail.com) • 215-390-8983 • [www.linkedin.com/in/dagnybarone/](http://www.linkedin.com/in/dagnybarone/)

## EDUCATION

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**University of Richmond**, Richmond, VA

Bachelor of Science, Business Administration (Concentration in Finance)

Bachelor of Arts in Political Science

Minor in Music

- Honors: Artist Scholar - four-year, full-tuition scholarship for violin performance

**Università Commerciale Luigi Bocconi**, Milan, Italy - Study Abroad Semester

## EXPERIENCE

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**Dominion Energy, Inc.**, Richmond, VA

*Financial Consultant (Treasury Specialist)*

December 2022 - Present

*Senior Treasury Analyst*

December 2021 - November 2022

*Treasury Analyst*

July 2020 - November 2021

- Organize multi-million dollar bond issuances across Dominion Energy and its subsidiaries
- Manage and develop relationships with external investment banking contacts
- Conduct due diligence exercises to ensure accuracy of financial representations and warranties
- Track issuance costs and timing against planned transaction schedules
- Lead point of contact for financing lease inquiries, including Dominion's Charybdis offshore wind vessel

*CFO Finance Rotational Internship Lead*

August 2021 - August 2023

- Coordinated a team of 10+ individuals in recruitment, networking, case study, and project planning
- Communicated with CFO officers, directors, managers, and analysts on the program's strategic direction
- Increased the number of rotation options, intern openings, and development opportunities
- Supervised five interns during the summer throughout two rotational periods

*Financial Analyst*

September 2019 - June 2020

*Associate Financial Analyst*

June 2018 - August 2019

- Led an enterprise-wide software project through the vendor selection process
- Responsible for consolidating monthly CFO financial forecast
- Performed sensitivities and analysis to forecast benefits and pension expenses
- Forecasted corporate budget by analyzing and updating monthly and annual plans
- Created board and leadership slides to reflect budget and plan updates

**Junior League of Richmond**, Richmond, VA

*Vice President of Fund Development*

June 2024 - Present

*Vice President of Fund Development - Elect*

June 2023 - May 2024

- Oversee the Book and Author, Touch a Truck, and Annual Fund chairs and committees
- Responsible for all fundraising, fund development, and donor relations activities
- Maintain council and committee records, files, and event notes for reporting and reference
- Track committee member involvement and support long-term development into leadership roles

*Chair, Book and Author Committee*

June 2022 - May 2023

*Assistant Chair, Book and Author Committee*

December 2021 - May 2022

- Planned first in-person Book & Author event in 2 years for 300 people
- Cultivated over \$25,000 annually in sponsorships from local businesses
- Oversaw responsibilities and monitored activities of five sub-committee groups
- Coordinated and corresponded with 7 nationally recognized authors on event promotion and appearances

## SKILLS & INTERESTS

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- Language Proficiency - Italian (Intermediate Beginner)
- Selected for Dominion Energy's Emerging Leaders Program (ELP)
- Proficient in Microsoft Word, PowerPoint, Excel, Prezi, and Canva
- Love to read, travel, and volunteer

Form Name: Civilian Review Board  
Submission Time: August 7, 2024 8:58 am  
Browser: Mobile Safari 17.5 / iOS  
IP Address: 104.28.76.237  
Unique ID: 1252579445  
Location:

## Civilian Review Board

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**Are you currently or have you previously been employed as a law-enforcement officer as defined in Code of Virginia, 9.1-101?** No

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**Is any family or household member of yours currently employed as a law-enforcement officer or previously worked as a law-enforcement officer as defined above in Code of Virginia, 9.1-101?** No

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**Are you a family or household member of a person who has a pending complaint against the Department of Police or litigation pending against the city?** No

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**Do you have a complaint pending against the Department of Police or litigation pending against the city?** No

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**Name** Adam Belcastro

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**Address** 1411 S Meadow St  
Richmond 23220

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**Home Phone** (610) 905-9342

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**Personal Email Address** abelcastro821@gmail.com

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**In what City Council Voter District do you reside?** 5

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**How long have you been a resident of the city of Richmond?** 8 years

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**Have you ever been convicted of a felony?** No

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**Have you even been convicted of a misdemeanor involving moral turpitude (stealing, lying, etc.)?** No

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**Employer** City of Richmond

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<b>Job Title</b>	Firefighter
<b>Business Address</b>	901 E Broad St Richmond, VA 23220
<b>Please list your educational background and/or other expertise or qualifications you will be bringing to this board.</b>	I have over 18 years of experience in emergency services and response to emergency situations. Extremely familiar with the City of Richmond 911 system.
<b>List other city of Richmond Authorities, Boards, Commissions or Task Forces you currently or have previously served.</b>	Local 995 international association of firefighters collective bargaining committee member.
<b>Why do you want to be a part of the Civilian Review Board?</b>	I feel as though I have a valuable set of experiences and knowledge on the city of Richmond and the interactions that occur between city employees and city residents.
<b>Upload your resumé here. (optional)</b>	<a href="https://www.formstack.com/admin/download/file/16732389453">https://www.formstack.com/admin/download/file/16732389453</a>
<b>I attest that the information transmitted and answers provided in this application are true, accurate, and complete to the best of my knowledge.</b>	Yes

## BELCASTRO, ADAM B. - FIRE

**OBJECTIVE** To be appointed to a position on the City of Richmond Civilian Review Board

### PROFESSIONAL ACHIEVEMENTS

#### **CITY OF RICHMOND DEPARTMENT OF FIRE AND EMERGENCY SERVICES**

Rookie of the Year Award recipient in 2015

Meritorious Service Award recipient in 2016

Member of Special Operations Team/Swift Water Rescue Team since 2020

Responded to over 6000 emergency calls for service to the resident and visitors to the City of Richmond as a professional firefighter/EMT

#### **FIRE AND EMERGENCY SERVICES EXPERIENCE**

Volunteer firefighter at Upper Nazareth Fire Department from 2006-2015

Achieved rank of Rescue Captain

Instructor of numerous classes to both career and volunteer first responders

### SKILLS

Active member in fire and emergency medical services since February 2006 with over 18 years of experience in Fire and Emergency Medical Services

Proboard national certifications Firefighter 1, Firefighter 2, Haz-Mat Operations, Officer 1, Officer 2, and Instructor 1

Virginia state EMT-B since 2015 (current certification valid till 2027)

Many other national and state certifications on specific emergency services topics

### WORK HISTORY

#### **FIREFIGHTER/EMT, CITY OF RICHMOND DEPARTMENT OF FIRE AND EMERGENCY SERVICES**

June 2015 - Present

#### **GENERAL CONTRACTOR, BELCASTRO RESIDENTIAL AND COMMERCIAL CONSTRUCTION**

September 2007 – June 2015

### EDUCATION

#### **FIRE SCIENCE DEGREE, J. SARGEANT REYNOLDS COMMUNITY COLLEGE, JANUARY 2018-JUNE 2020**

Graduated Magna Cum Lada with a 3.79 GPA

#### **EMERGENCY SERVICES SPECIALIST, NORTHAMPTON COMMUNITY COLLEGE, AUGUST 2009-JANUARY 2011**

Educated and trained in all aspects of emergency services operations and leadership



Form Name: Civilian Review Board  
Submission Time: July 5, 2024 5:55 pm  
Browser: Chrome 126.0.0.0 / OS X  
IP Address: 74.110.172.110  
Unique ID: 1242019534  
Location:

## Civilian Review Board

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**Are you currently or have you previously been employed as a law-enforcement officer as defined in Code of Virginia, 9.1-101?** No

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**Is any family or household member of yours currently employed as a law-enforcement officer or previously worked as a law-enforcement officer as defined above in Code of Virginia, 9.1-101?** No

---

**Are you a family or household member of a person who has a pending complaint against the Department of Police or litigation pending against the city?** No

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**Do you have a complaint pending against the Department of Police or litigation pending against the city?** No

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**Name** Caitlin Bernabe

---

**Address** 2300 E Cary St  
Apt 429  
Richmond 23223

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**Home Phone** (704) 562-0528

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**Personal Email Address** caitlinbernabe12@gmail.com

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**In what City Council Voter District do you reside?** Richmond **7**

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**How long have you been a resident of the city of Richmond?** 10 months

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**Have you ever been convicted of a felony?** No

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**Have you even been convicted of a misdemeanor involving moral turpitude (stealing, lying, etc.)?** No

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**Employer** Sigma Phi Epsilon Fraternity Inc.

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<b>Job Title</b>	Accounts Receivable Accountant
<b>Business Address</b>	310 S Arthur Ashe Blvd Richmond, VA 23220
<b>Business Phone</b>	(804) 750-0131
<b>Business Email Address</b>	cait.bernabe@sigep.net
<b>Please list your educational background and/or other expertise or qualifications you will be bringing to this board.</b>	I have a bachelor's degree in Applied Mathematics, as well as some additional coursework in Human Resources and Accounting.
<b>List other city of Richmond Authorities, Boards, Commissions or Task Forces you currently or have previously served.</b>	None
<b>Why do you want to be a part of the Civilian Review Board?</b>	I am a newer resident to Richmond, and want to give back and serve the city/region where I can.
<b>Upload your resumé here. (optional)</b>	<a href="https://www.formstack.com/admin/download/file/16585835763">https://www.formstack.com/admin/download/file/16585835763</a>
<b>I attest that the information transmitted and answers provided in this application are true, accurate, and complete to the best of my knowledge.</b>	Yes



# Cait Bernabe

704.562.0528

## SUMMARY

- 1.5 years of direct finance experience
- Actively taking courses with the goal of sitting for CPA Exams
- Experience in customer-facing roles, both for non-profit and for-profit organizations
- History of comfort within medical and higher education spaces

## ABOUT ME

I am an outcome-focused problem solver who aims to help others while also putting my strengths and passions to good use.

Working towards attaining CPA certification by 2026.

## EDUCATION

WESTERN  
CAROLINA  
UNIVERSITY  
B.S. in Applied Mathematics  
May 2019

## CERTIFICATIONS

SQL FOR DATA  
SCIENCE  
IBM for EdX  
August 2020

## SKILLS

TECHNICAL  
Microsoft Suite  
Google Suite  
SQL  
R  
Python  
Salesforce  
Financial Edge  
Others...

## EXPERIENCE

SIGMA PHI EPSILON | Accounts Receivable Accountant  
January 2024 – Present | Richmond, VA

- Process Cash Receipts for three entities, as well as their documentation in financial management system (Financial Edge)
- Create and distribute bi-annual billing through batch billing in customer relationship management system (Salesforce)
- Manage data migration from customer relationship management system (Salesforce) into financial management system (Financial Edge)
- Submit and monitor PCI DSS compliance for the organization
- Monthly Accounts Receivable reporting for both internal strategy-setting and external shareholder transparency

SIGMA PHI EPSILON | Finance Consultant  
September 2022 – January 2024 | Richmond, VA

- Provide tailored consulting to undergraduate student group finance officers, their mentors, and alumni volunteer treasurers to advance their respective financial goals, including but not limited to budgeting, invoicing, reporting to stakeholders, and maintaining security for the chapter and volunteer funds
- Collaborate with the education teams on virtual and in-person programming opportunities for finance-focused volunteers, undergraduate students, and new staff members
- Lead chapter tax reinstatement and ongoing compliance activities to ensure all chapters remain in good standing with the IRS and state/local tax authorities

LAB CORP | Patient Access Advocate  
September 2021 – September 2022 | Remote – Silver Spring, MD

- Focused on a region of providers ensuring that their patients received the treatments they need through financial assistance and insurance investigations as well as following up with patients regularly about their needs
- Focused on evaluations for free drug programs based on benefit investigations related to patient coverage

LAB CORP | Program Specialist  
October 2020 – September 2021 | Remote – Indianapolis, IN

- Focused on a region of providers ensuring that their patients received the treatments they need through financial assistance and insurance investigations as well as following up with patients regularly about their needs
- Evaluated patients' benefits through their insurance provider accurately and efficiently to ensure that information on file was correct for free drug program assessment

ALPHA GAMMA DELTA | Fraternity Services Specialist  
August 2019 – April 2020 | Indianapolis, IN

This position was removed from staff due to COVID-19-related financial strain on the organization and its members

- Streamlined the process of reporting on monthly membership losses while using the data from those reports to help focus member education where it is needed
- Handled the Change in Membership Status (CIMS) paperwork and procedures for more than 2000 collegiate members over the course of 8 months
- Worked at the front desk, welcoming visitors and donors as well as answering phones and managing the calendar associated with training and meeting rooms



Form Name: Civilian Review Board  
Submission Time: July 27, 2024 3:55 pm  
Browser: Chrome 127.0.0.0 / Windows  
IP Address: 174.179.214.55  
Unique ID: 1249152268  
Location:

## Civilian Review Board

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**Are you currently or have you previously been employed as a law-enforcement officer as defined in Code of Virginia, 9.1-101?** No

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**Is any family or household member of yours currently employed as a law-enforcement officer or previously worked as a law-enforcement officer as defined above in Code of Virginia, 9.1-101?** No

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**Are you a family or household member of a person who has a pending complaint against the Department of Police or litigation pending against the city?** No

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**Do you have a complaint pending against the Department of Police or litigation pending against the city?** No

---

**Name** william biedenarn

---

**Address** 1817 park ave  
richmond 23220

---

**Home Phone** (678) 575-7923

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**Personal Email Address** billbieden@gmail.com

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**In what City Council Voter District do you reside?** District 2

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**How long have you been a resident of the city of Richmond?** 18 years

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**Have you ever been convicted of a felony?** No

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**Have you even been convicted of a misdemeanor involving moral turpitude (stealing, lying, etc.)?** No

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**Employer** retired

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**Please list your educational background and/or other expertise or qualifications you will be bringing to this board.** EDUCATION & PROFESSIONAL DEVELOPMENT

**Please list your educational background and/or other expertise or qualifications you will be bringing to this board.**

Master of Business Administration (MBA) ? University of Toledo, Toledo, OH  
Bachelor of Science (BS) in Marketing ? University of Toledo, Toledo, OH  
Certificate: Leading High Performance Organizations ? Mead Leadership Institute, Atlanta, GA  
Certificate: Global Executive Leadership ? Center for Creative Leadership, Brussels, Belgium

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**List other city of Richmond Authorities, Boards, Commissions or Task Forces you currently or have previously served.**

**Other Community Involvement**

COMMUNITY INVOLVEMENT

Board of Directors: Caritas of Richmond (2016-Present)  
Volunteer: The Healing Place (2014-Present)  
Volunteer: The First Tee of Richmond (2013-Present)  
Board of Directors: Big Brother Big Sisters of Richmond (2014-2016)

---

**Why do you want to be a part of the Civilian Review Board?**

I have an extensive background in strategy, operations and developing high performance organizations. While I don't have experience with city government, I believe my experience with fortune 500 organizations, private equity groups and family businesses brings a skill set that would be valuable to the Civilian Review Board.  
In addition, I am passionate about the City of Richmond and doing whatever I can to help make it one of the best cities in the country to live, work and raise a family.

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**Upload your resumé here. (optional)**

<https://www.formstack.com/admin/download/file/16684299282>

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**I attest that the information transmitted and answers provided in this application are true, accurate, and complete to the best of my knowledge.**

Yes

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## EXECUTIVE SUMMARY

Senior executive with C-level experience leading public companies, private equity firms and private, family owned businesses. Proven track record of success providing strategic direction and operational leadership to improve shareholder value in underperforming organizations. Ability to deliver top-line and bottom-line improvements by building high performance leadership teams and creating a team based culture.

- **Improving Shareholder Value:** Led the turnaround of a \$400 million portfolio company for a PE owned North American manufacturer of branded health care and personal care products.
- **Maximizing Earnings:** Led the turnaround of a European industrial products business resulting in earnings improvement from a \$6 million loss to a \$16 million profit.
- **Building High Performance Organizations:** Experienced in building a culture of excellence by recruiting high performance leadership teams focused on continuous improvement based on lean six sigma principles.

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## EXECUTIVE PERFORMANCE

**Ukrop's Threads**, Richmond, VA

2017 - 2020

*Corporate apparel manufacturer and distributor serving the North American grocery, restaurant, theme park and convenience store markets*

### **PRESIDENT / CHIEF EXECUTIVE OFFICER**

- Tripled shareholder value from 2017 - 2020.
- Restructured the organization and built a high performance leadership team
- Established clear strategic direction for the business that included double digit growth rate.
- Implemented a continuous improvement culture built on the principles of lean six sigma

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**TRILLIUM HEALTH CARE PRODUCTS, INC.**, Brockville, Ontario

2007 - 2013

*Private Equity owned contract manufacturer of OTC pharmaceuticals, prescription drugs, and personal care products*

### **PRESIDENT / CHIEF EXECUTIVE OFFICER**

- Improved shareholder value by more than \$100 million by restructuring operations, significant financial improvements and eventual spin off to the industry's largest competitor
- Achieved double-digit revenue growth by guiding company through a go-to-market transformation.
- Injected best practices into operations by introducing principles of lean six sigma

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**MEADWESTVACO CORPORATION**, Richmond, VA

1998 - 2007

*Global packaging company serving health & beauty, personal care, food, beverage, home & garden, tobacco, agricultural, industries (NYSE: MWV) with annual revenues of \$6.0 billion.*

### **PRESIDENT, CONSUMER SOLUTIONS GROUP (2006-2007):**

- Restructured operations in first 18 months, achieving improved sales, productivity and fixed overhead.
- Improved competitive position by creating a focused operating platform.
- Implemented a matrix reporting structure which served as the foundation for the organization's high-performance management team.

### **PRESIDENT, PACKAGING SYSTEMS DIVISION (1998-2006):**

- Delivered improved revenue growth, earnings and cash flow by building a global integrated business model that included converted products, paper manufacturing and machinery systems.
- Reversed negative earnings in Asia Pacific and Latin America operations and led regions to ongoing profitability.
- Instilled operating excellence culture by applying lean six sigma operating systems

**SONOCO PRODUCTS COMPANY**, Hartsville, SC

**1985 - 1998**

*Global provider of consumer packaging, industrial products, protective solutions and display and packaging services (NYSE: SON) with annual revenues of \$4.2 billion*

**PRESIDENT, SONOCO ENGRAPH DIVISION** (1996–1998): Selected by CEO to turn around newly acquired manufacturer of pressure sensitive labels, folding cartons, and shrink film. Led to profitable sale of the business to a competitor in 1998.

- Restructured sales organization to increase the focus on large, strategic customers, resulting in multi-year contracts with major clients
- Generated \$3 million in annual operating savings by introducing six sigma principals in the marketing, manufacturing and technical engineering functions.
- Improved capacity utilization to > 90% by consolidating manufacturing operations resulting in annual savings of > \$1 million.

**PRESIDENT, SONOCO EUROPE** (1991–1996): Led the transition of European operations from country specific model to a Pan-European model. Implemented substantial organizational restructuring and leadership changes

- Increased revenue by 4% compounded annually despite flat market
- Saved \$8 million annually by consolidating 12 converting operations down to 8.

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**EDUCATION & PROFESSIONAL DEVELOPMENT**

Master of Business Administration (MBA) — University of Toledo, Toledo, OH

Bachelor of Science (BS) in Marketing — University of Toledo, Toledo, OH

Certificate: Leading High Performance Organizations — Mead Leadership Institute, Atlanta, GA

Certificate: Global Executive Leadership — Center for Creative Leadership, Brussels, Belgium

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**COMMUNITY INVOLVEMENT**

Board of Directors: Caritas of Richmond (2016–Present)

Volunteer: The Healing Place (2014–Present)

Volunteer: The First Tee of Richmond (2013–Present)

Board of Directors: Big Brother Big Sisters of Richmond (2014–2016)

Form Name: Civilian Review Board  
Submission Time: August 27, 2024 7:27 am  
Browser: Chrome Mobile 128.0.0.0 / Android  
IP Address: 71.251.224.43  
Unique ID: 1259384871  
Location:

## Civilian Review Board

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**Are you currently or have you previously been employed as a law-enforcement officer as defined in Code of Virginia, 9.1-101?** No

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**Is any family or household member of yours currently employed as a law-enforcement officer or previously worked as a law-enforcement officer as defined above in Code of Virginia, 9.1-101?** No

---

**Are you a family or household member of a person who has a pending complaint against the Department of Police or litigation pending against the city?** No

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**Do you have a complaint pending against the Department of Police or litigation pending against the city?** No

---

**Name** Micah Biggers

---

**Address** 3001 W Grace St  
Apt 4  
Richmond 23221

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**Home Phone** 5403189968

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**Personal Email Address** davenportmy@gmail.com

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**In what City Council Voter District do you reside?** 000113

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**How long have you been a resident of the city of Richmond?** I've lived here six total years and moved away three years during the pandemic

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**Have you ever been convicted of a felony?** No

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**Have you even been convicted of a misdemeanor involving moral turpitude (stealing, lying, etc.)?** No

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**Employer** Instrument

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<b>Job Title</b>	Senior Strategist
<b>Business Address</b>	3529 N Williams Ave Portland , OR 97227
<b>Please list your educational background and/or other expertise or qualifications you will be bringing to this board.</b>	I have a graduate degree in business of branding from VCU Brandcenter and an undergraduate in marketing with a minor in political science. I interned while at school at Venture Richmond which sparked in me a love for the work that goes into making this city wonderful.
<b>Other Community Involvement</b>	I volunteer at St Andrews, I attend community speaker series like creative mornings, Quoit club and Re-think Design at the Branch Museum. I love being a citizen of this community and want to contribute to making it better.
<b>Why do you want to be a part of the Civilian Review Board?</b>	I am excited about what's going on in Richmond. I'm through the moon about the Shockoe Project and excited for the park and amphitheater on Brown's Island, the development of this city energizes me. I've lived across this city in rentals from the Fan to Churchill and have dreams of buying one day. I want to ensure that people like me are considered as development continues. I've worked as a canvasser when I was in school for a political campaign and have witnessed how the lines are drawn among districts. I want to help ensure the breadth of people are considered and well represented. If considered for this position I'll come at with enthusiasm, care and an intent to continue to stay plugged in and pass along concerns of the community that will inform how we make the good better.
<b>Upload your resumé here. (optional)</b>	<a href="https://www.formstack.com/admin/download/file/16826713160">https://www.formstack.com/admin/download/file/16826713160</a>
<b>I attest that the information transmitted and answers provided in this application are true, accurate, and complete to the best of my knowledge.</b>	Yes



# MICAH BIGGERS

📞 (540) 318-9968

✉️ davenportmy@gmail.com

## E D U C A T I O N

Virginia Commonwealth University

*Richmond, VA*

M.B.S. Brand Strategy

May 2020

*Brandcenter*

B.S. Marketing

*Major: Product and Brand Management* December 2017

*Minor: Political Science*

## C A P A B I L I T I E S

Creating and Conducting Workshops

Content planning

Asset Mapping

Framework Creation

UX Wireframing

UX Prototyping

Journey Maps

Quantitative & qualitative survey construction

Planning & Moderating focus groups

Field Research

Desk Research

Social influencer planning

Video editing

## F A V O R I T E S

Hobby// Pottery

Tree// Bald Cypress

Poem// The One, Kavanagh

Club// Cap'n Crunch Birthday Club

Short Story// Where Are You Going Where Have You Been, Oates

Show// Insecure

Favorite Random Certification// Peace Corps Preparation

## E X P E R I E N C E

Senior Strategist

*Instrument*

September 2021–Current

- Collaborated with Nike teams to create a framework that flexes across several departments to help internal teams plan for a season of content—starting with intended outcomes and ending with projects.
- Helped create and lead workshops to better identify internal gaps in how Nike teams collaborate to determine opportunities for leaner more effective collaboration
- Developed strategy for running education campaign across skill level for dotcom, in-app and in store use.
- Served on several project teams to lead and guide the strategy and communication framework of digital campaigns and events.

Strategist

*CALLEN*

June 2020–September 2021

- Worked directly with the Head of Strategy on pitch work, brand briefs, product launches, and digital strategies
- Assisted in developing briefs for international TV campaign
- Co-curated treatment for testing in international markets

Graduate Assistant for Selection & Development

*Virginia Commonwealth University*

July 2018–May 2020

- Curating and building department training website
- Project lead and management work for seasonal projects
- Presenting training materials for campus wide training

Strategy Intern

*Wunderman Thompson*

June - August 2019

- Contributed in developing web UX strategy
- Created target personas for client work
- Assisted in researching and developing creative briefs

Strategy Intern

*Venture Richmond*

June - August 2017

- Gathered data and updated marketing material content
- Assisted in gathering content for social media campaign
- Analyzed and compiled marketing data

Public Relations Intern

*PFPR, UK*

May 2017–May 2017

- Conducted research for PR campaigns
- Assembled a report on blog content
- Presented an analysis on website content and improvements



Form Name: Civilian Review Board  
Submission Time: July 4, 2024 9:36 am  
Browser: Chrome Mobile 126.0.6478.134 / Android  
IP Address: 174.219.251.17  
Unique ID: 1241652750  
Location:

## Civilian Review Board

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**Are you currently or have you previously been employed as a law-enforcement officer as defined in Code of Virginia, 9.1-101?** No

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**Is any family or household member of yours currently employed as a law-enforcement officer or previously worked as a law-enforcement officer as defined above in Code of Virginia, 9.1-101?** No

---

**Are you a family or household member of a person who has a pending complaint against the Department of Police or litigation pending against the city?** No

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**Do you have a complaint pending against the Department of Police or litigation pending against the city?** No

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**Name** Sean Brennan

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**Address** 1414 MELTON AVE  
Richmond 23223

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**Home Phone** (570) 259-0363

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**Personal Email Address** seanbren1016@gmail.com

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**In what City Council Voter District do you reside?** 7th

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**How long have you been a resident of the city of Richmond?** 2.5 year

---

**Have you ever been convicted of a felony?** No

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**Have you even been convicted of a misdemeanor involving moral turpitude (stealing, lying, etc.)?** No

---

**Employer** Amazon

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<b>Job Title</b>	Transportation Operations Manager
<b>Business Address</b>	4949 Commerce Road Richmond, VA 23223
<b>Business Phone</b>	(570) 259-0363
<b>Business Email Address</b>	seanbren1016@gmail.com
<b>Please list your educational background and/or other expertise or qualifications you will be bringing to this board.</b>	High School Education. Strong reasoning skills, planning skills.
<b>List other city of Richmond Authorities, Boards, Commissions or Task Forces you currently or have previously served.</b>	None
<b>Other Community Involvement</b>	Multiple Volunteering events
<b>Why do you want to be a part of the Civilian Review Board?</b>	To help make a difference and help drive accountability.
<b>I attest that the information transmitted and answers provided in this application are true, accurate, and complete to the best of my knowledge.</b>	Yes

Form Name: Civilian Review Board  
Submission Time: July 2, 2024 3:16 pm  
Browser: Chrome Mobile 126.0.0.0 / Android  
IP Address: 96.228.46.151  
Unique ID: 1241077946  
Location:

## Civilian Review Board

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**Are you currently or have you previously been employed as a law-enforcement officer as defined in Code of Virginia, 9.1-101?** No

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**Is any family or household member of yours currently employed as a law-enforcement officer or previously worked as a law-enforcement officer as defined above in Code of Virginia, 9.1-101?** No

---

**Are you a family or household member of a person who has a pending complaint against the Department of Police or litigation pending against the city?** No

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**Do you have a complaint pending against the Department of Police or litigation pending against the city?** No

---

**Name** Alicia Brown

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**Address** 2516 4th Ave  
Richmond 23222

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**Home Phone** (757) 303-5956

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**Personal Email Address** agbrown98@yahoo.com

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**In what City Council Voter District do you reside?** 6th

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**How long have you been a resident of the city of Richmond?** 9 years

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**Have you ever been convicted of a felony?** No

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**Have you even been convicted of a misdemeanor involving moral turpitude (stealing, lying, etc.)?** No

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**Employer** Communities in Schools of Richmond

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<b>Job Title</b>	Business Manager
<b>Business Address</b>	100 Everett St #2 Richmond, VA 23224
<b>Business Phone</b>	(804) 498-5090
<b>Business Email Address</b>	abrown@cisrva.org
<b>Please list your educational background and/or other expertise or qualifications you will be bringing to this board.</b>	Degree in Political Science Barnard College 13 years working in Higher Education as Director of Events Served as President of Friends of Newport News Public Libraries. Received award from State Library as Outstanding Friends group Developed and implemented programs for youths in public library in Newport News Served on the board of the Newport News Police Foundation
<b>List other city of Richmond Authorities, Boards, Commissions or Task Forces you currently or have previously served.</b>	None
<b>Other Community Involvement</b>	None
<b>Why do you want to be a part of the Civilian Review Board?</b>	To serve and support the City and Police Dept as well as being a representative of the citizens and giving voice to their concerns
<b>Upload your resumé here. (optional)</b>	<a href="https://www.formstack.com/admin/download/file/16572596528">https://www.formstack.com/admin/download/file/16572596528</a>
<b>I attest that the information transmitted and answers provided in this application are true, accurate, and complete to the best of my knowledge.</b>	Yes

# ALICIA BROWN

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Richmond, VA 23222 • (757)303-5956 • agbrown98@gmail.com

## Professional Summary

Strong leader and problem-solver dedicated to streamlining operations to decrease costs and promote organizational efficiency. Uses independent decision-making skills and sound judgment to positively impact company success.

## Skills

- Project Management Experience
- Performance Metrics Evaluation
- Negotiation and Persuasion
- Internal Controls Implementation
- Business Process Improvement
- Cash Flow Management
- General Ledger Accounting
- Technology-Savvy
- Account Reconciliation
- Strategic Planning
- Financial Reporting and Analysis
- Budget Planning

## Work History

**Director, Finance and Administrative Services**, 01/2022 to 12/2023

**Productive AV** – Richmond, VA

- Strengthened internal controls by reviewing existing policies and procedures, ensuring compliance with regulatory requirements.
- Increased company revenue by streamlining processes and implementing cost-saving measures.
- Developed high-performing teams by providing mentorship, guidance, and opportunities for professional growth.
- Cultivated a positive work environment that fostered employee engagement, increased retention rates, and boosted overall team morale.
- Managed office workflow and administrative processes to keep operations running smoothly.

**Executive Assistant to CEO**, 05/2021 to 01/2022

**Productive AV** – Richmond, VA

- Streamlined executive communication by managing emails, phone calls, and scheduling appointments.

- Collaborated on special projects to improve overall business operations within the organization efficiently.
- Supported executives in decision-making processes by conducting research and presenting findings in clear formats.
- Coordinated events for staff members, promoting team-building activities and boosting morale within the workplace.

**Director, Scheduling, Events & Conferences, 03/2008 to 05/2021**

**Christopher Newport University – Newport News, VA**

- Created an innovative “One Stop Shop” Scheduling, Events & Conferences department coordinating all aspects of event logistics to include, catering, event security, audio-visual, housing and conference services for venues on and off campus
- Enhanced team collaboration through regular communication, goal setting, and performance evaluations.
- Cultivated and strengthened lasting client relationships using strong issue resolution and dynamic communication skills.
- Leveraged data analytics insights for informed decision-making in critical areas such as facility usage, budgeting, and personnel management.

## **Education**

**Bachelor of Arts : Political Science**

**Columbia University Barnard College - New York City, NY**

## **Affiliations**

- Association of Collegiate Conference & Event Directors International (ACCED-I), 2008, 2021
- Newport News Police Foundation Board, 2016, 2022



Form Name: Civilian Review Board  
Submission Time: July 15, 2024 12:35 pm  
Browser: Chrome 126.0.0.0 / OS X  
IP Address: 172.23.118.200  
Unique ID: 1244971570  
Location:

## Civilian Review Board

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**Are you currently or have you previously been employed as a law-enforcement officer as defined in Code of Virginia, 9.1-101?** No

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**Is any family or household member of yours currently employed as a law-enforcement officer or previously worked as a law-enforcement officer as defined above in Code of Virginia, 9.1-101?** No

---

**Are you a family or household member of a person who has a pending complaint against the Department of Police or litigation pending against the city?** No

---

**Do you have a complaint pending against the Department of Police or litigation pending against the city?** No

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**Name** Riley Cain

---

**Address** 2611 Barton Ave  
Richmond 23222

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**Home Phone** (803) 707-0308

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**Personal Email Address** rileyecain@gmail.com

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**In what City Council Voter District do you reside?** 6

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**How long have you been a resident of the city of Richmond?** 4 years

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**Have you ever been convicted of a felony?** No

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**Have you even been convicted of a misdemeanor involving moral turpitude (stealing, lying, etc.)?** No

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**Employer** Virginia Commonwealth University

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<b>Job Title</b>	Donor Engagement Officer, Team Lead
<b>Business Address</b>	1016 E Clay St Richmond, VA 23298
<b>Business Phone</b>	(804) 827-4044
<b>Business Email Address</b>	cainr@vcu.edu
<b>Please list your educational background and/or other expertise or qualifications you will be bringing to this board.</b>	I obtained my undergraduate degree from the University of South Carolina, my MBA from The Citadel, and completed my doctorate of education from Virginia Commonwealth University. I am involved in staff council at VCU, and currently serve or served on alumni boards from my alma mater. I have a specific interest in getting more involved in the city of Richmond and think this would be a fantastic place to do so, while bringing an outsider perspective as a transplant in the city. I am not motivated by preconceived ideas on the city and can bring in a fresh perspective instead of comparing how the city may have been previously.
<b>List other city of Richmond Authorities, Boards, Commissions or Task Forces you currently or have previously served.</b>	n/a
<b>Other Community Involvement</b>	I work in Medical Philanthropy at VCU so I am involved with Massey Cancer Center and its initiatives. My other involvement has been focused on alumni work.
<b>Why do you want to be a part of the Civilian Review Board?</b>	I have loved moving to the city of Richmond and in my four years here, I have learned more about the city and would love to see it only continue to rise. I think that my background in philanthropy shows that I know how to engage with others and would make an excellent member of the civilian review board. I am impartial due to not being originally from Richmond and can provide a different outlook. I would love to give back to the city that has given me so much in my four years here.
<b>Upload your resumé here. (optional)</b>	<a href="https://www.formstack.com/admin/download/file/16627748846">https://www.formstack.com/admin/download/file/16627748846</a>
<b>I attest that the information transmitted and answers provided in this application are true, accurate, and complete to the best of my knowledge.</b>	Yes

# Riley Cain

Richmond, VA • (803) 707-0308  
rileyecain@gmail.com • linkedin.com/in/rileyecain

## EDUCATION

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**Doctor of Education, Higher Education Leadership**, Virginia Commonwealth University | May 2024

**Master of Business Administration**, The Citadel | June 2020

**Bachelor of Science, Sport and Entertainment Management (Leadership Studies Minor)**, University of South Carolina | May 2014

## VOLUNTEER EXPERIENCE

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**Member** | Virginia Association of Fundraising Executives | October 2021 – Present

**Board Member** | College of Hospitality, Retail, and Sport Management Alumni Society, UofSC | July 2023 – Present

**National-At-Large Seat** | University of South Carolina Alumni Association, LGBTQ+ Alumni Council | December 2020 – Present

- Wrote the gift agreement to establish the first LGBTQ+ scholarship for students at the university

**Chair** | University of South Carolina Alumni Association, Charleston Chapter | November 2018 – July 2020

- Planned and executed monthly events to support alumni engagement and fundraising, starting an endowment for the chapter

## PROFESSIONAL EXPERIENCE

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**Virginia Commonwealth University • Richmond, VA • August 2020 – Present**

**Donor Engagement Officer, Team Lead – Medical Philanthropy and Alumni Relations** | August 2023 – Present

- Hired to lead a new team of donor engagement officers, developing an annual plan for the structure of the team
- Lead search committee efforts and training for new hires
- Support Massey Comprehensive Cancer Center development efforts by conducting discovery outreach, renewal calls, and stewardship calls

**Officer of Annual Giving – College of Humanities & Sciences** | March 2022 – August 2023

- Acquired, cultivated, and retained annual donors in support of the College of Humanities & Sciences
- Managed a portfolio of leadership annual fund and major gifts prospects, soliciting gifts through personal appointments, calls, and correspondence
- Served as the project manager for the college's Giving Day and crowdfunding campaigns, resulting in \$62,000
- Led training and workshops for faculty members on crowdfunding opportunities
- Wrote annual appeals and content for crowdfunding campaigns, including training materials for major gifts officers

**Director, Ram Athletic Fund – Department of Athletics** | August 2020 – March 2022

- Responsible for cultivating, soliciting, and securing annual gifts that support the mission of VCU Athletics
- Primary fundraiser for VCU Volleyball, Field Hockey, and Women's Basketball
- Planned and executed Athletics' Day of Giving and all department crowdfunding campaigns, raising over \$75,000
- Served as department liaison for alumni engagement and BoostHER initiatives
- Recruited new members of the Ram Athletic Fund volunteer board and led monthly meetings

**Assistant Athletic Director, Ticket Operations and Outbound Sales** | The Citadel | Charleston, SC | May 2017 – July 2020

- Responsible for generating \$1.1 million in revenue for the Department of Intercollegiate Athletics annually
- Worked closely with The Citadel Brigadier Foundation on premium seating sales and annual donations
- Recruited, hired, and trained a staff of full-time employees, interns, and box office employees
- Responsible for the development of sales and solicitation action plans and strategic goal setting

**The Aspire Group • Atlanta, GA, & Philadelphia, PA • April 2014 – May 2017**

**Manager – Ticket Sales and Service, University of Pennsylvania** | June 2016 – May 2017

- Led the development of ticket marketing, promotions, pricing, sales strategies, and community ticket/sampling programs

**Team Leader, Atlanta, GA** | March – June 2016

**Senior Ticket Sales Consultant, Atlanta, GA** | June 2015 – March 2016

- Recipient of the end-of-the-year Hustle Award, as well as the peer-voted Leadership Award

**Ticket Sales Consultant, Atlanta, GA** | April 2014 – May 2015

- Worked with the WNBA Los Angeles Sparks, University of Southern California Athletics, Honda Battle of the Bands, NCAA, and Penn Relays, generating over \$170,000 in ticket sales and donations
- Named a top 10 revenue producer for the company for May 2014, March 2015, and April 2015



Form Name: Civilian Review Board  
Submission Time: July 31, 2024 5:45 pm  
Browser: Safari 17.5 / OS X  
IP Address: 73.31.105.213  
Unique ID: 1250432669  
Location:

## Civilian Review Board

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**Are you currently or have you previously been employed as a law-enforcement officer as defined in Code of Virginia, 9.1-101?** No

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**Is any family or household member of yours currently employed as a law-enforcement officer or previously worked as a law-enforcement officer as defined above in Code of Virginia, 9.1-101?** Yes

---

**Are you a family or household member of a person who has a pending complaint against the Department of Police or litigation pending against the city?** No

---

**Do you have a complaint pending against the Department of Police or litigation pending against the city?** No

---

**Name** Patrice Carpenter

---

**Address** 1916 Kimrod Road  
Richmond 23224

---

**Home Phone** (804) 921-0762

---

**Personal Email Address** patrice.carpenter@comcast.net

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**In what City Council Voter District do you reside?** 9th

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**How long have you been a resident of the city of Richmond?** 69years

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**Have you ever been convicted of a felony?** No

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**Have you even been convicted of a misdemeanor involving moral turpitude (stealing, lying, etc.)?** No

---

**Employer** Retired Deputy Director for Social services with the City of Richmond

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**Please list your educational background and/or other expertise or qualifications you will be bringing to this board.** I bring a unique perspective with me. I have family members that have been on both sides of the law. I have never felt that the police were always wrong nor have I supported illegal activities in my personal life or otherwise. I worked up through the ranks for a line worker to a deputy director. Very good at what I was able to accomplish during my tenure. The law is for everyone and listening applying the appropriate policies and rules is paramount to achieving a common goal of holding all accountable for their actions. During my tenure as a worker, supervisor for over 18 years, a manager, an operations manager and retiring as a deputy I had to interpret, apply policies on a daily basis. Sometimes making hard decisions to ensure those policies were followed on a daily basis.

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**List other city of Richmond Authorities, Boards, Commissions or Task Forces you currently or have previously served.** Clean City Commission (15 years ago)

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**Other Community Involvement** Volunteered Salvation Army Christmas Mother Program  
Volunteer for Richmond Headstart Program  
United Way volunteer

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**Why do you want to be a part of the Civilian Review Board?** I feel that I can bring a perspective of not believing everything that is said and I do not have a bias opinion about the police. Fact based information is important to arrive at a decision using rules, regulations and policies put in place to guide actions.

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**I attest that the information transmitted and answers provided in this application are true, accurate, and complete to the best of my knowledge.** Yes

---

Form Name: Civilian Review Board  
Submission Time: July 2, 2024 2:40 pm  
Browser: Chrome Mobile 126.0.6478.133 / Android  
IP Address: 105.27.175.74  
Unique ID: 1241062341  
Location:

## Civilian Review Board

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**Are you currently or have you previously been employed as a law-enforcement officer as defined in Code of Virginia, 9.1-101?** No

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**Is any family or household member of yours currently employed as a law-enforcement officer or previously worked as a law-enforcement officer as defined above in Code of Virginia, 9.1-101?** No

---

**Are you a family or household member of a person who has a pending complaint against the Department of Police or litigation pending against the city?** No

---

**Do you have a complaint pending against the Department of Police or litigation pending against the city?** No

---

**Name** Milondra Coleman

---

**Address** 3218 Jeter Avenue  
Richmond 23222

---

**Home Phone** (804) 400-3430

---

**Personal Email Address** Equippingthemtlead@gmail.com

---

**In what City Council Voter District do you reside?** 3rd

---

**How long have you been a resident of the city of Richmond?** 53 years

---

**Have you ever been convicted of a felony?** No

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**Have you even been convicted of a misdemeanor involving moral turpitude (stealing, lying, etc.)?** No

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**Employer** Richmond Public Schools

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<b>Job Title</b>	Teacher
<b>Business Address</b>	4225 Old Brook Road Richmond, VA 23222
<b>Business Phone</b>	(804) 780-6052



**Please list your educational background and/or other expertise or qualifications you will be bringing to this board.**

**EDUCATION**

Longwood University, Farmville, VA (Richmond campus).  
Educational Leadership Endorsement, August 2018.

Mary Baldwin College, Staunton, VA (Richmond campus).  
M.A.T., December 2006.  
Kappa Delta Pi, International Honor Society in Education.

United Theological Seminary, Dayton, OH.  
D.Min., December 2004.  
Developed a peer ministry program for African American young adults.

Medical College of Virginia, Richmond, VA.  
Certificate in Clinical Pastoral Education, August 2001.

Presbyterian School of Christian Education, Richmond, VA.  
M.A. in Christian Education, May 2001.

Virginia Union University School of Theology, Richmond, VA.  
M.Div., May 2000.

University of Virginia School of Law, Charlottesville, VA.  
J.D., May 1999.

Duke University, Durham, NC.  
AB in Political Science (with Distinction), May 1993.  
Magna cum laude; Dean's List with Distinction; Dean's List; Pi Sigma Alpha, Political Science Honor Society

Social Studies Department Chair (January 2016 - June 2019)  
Responsible for meeting with and handling the administrative/professional development needs and concerns of the Social Studies department.  
Assessed bi-weekly data.  
Supported, encouraged, mentored and evaluated teachers in the history department.  
Organized and led several schoolwide, off-campus events for students.  
Worked with parents to re-establish a Parent Teacher Association.  
Acted in the capacity of the principal when the principal was absent from the school.

Teacher Leadership Program participant, VDOE (Spring 2016 - Spring 2017)  
Increased the capacity of teachers as leaders in challenged schools via on and off-site sessions;  
Prepared teachers to unpack the SOL and plan lessons aligned in content and cognition;  
Provided coaching support to the teachers in the program.

Richmond Education Association (R.E.A.) representative (Fall 2014-Spring 2021)

Attended monthly meetings to share building level concerns and receive updates about information pertinent to teachers in Richmond Public Schools.

Richmond Teacher Residency program (Fall 2014 - Spring 2018)

Formed a year-long trusting and reflective professional partnership with a Resident;

Embraced a team-based approach to teaching and learning including co-teaching, modeling lessons, and coaching to support Resident;

Assisted with lesson planning, classroom management, instructional strategies, analysis of student work, curriculum development, and all aspects of the RTR experience;

Documented coaching support using specific Santa Cruz New Teacher Center formative assessment tools and logs;

Conducted regular classroom observations and provided prompt data-based feedback with each observation;

Participated in ongoing professional development activities;

Attended monthly professional seminars

Worked collaboratively with university faculty to provide instruction which integrates theory and practice;

Participated in a program evaluation process.

**Other Community Involvement**

Member of Delta Sigma Theta Sorority Incorporated

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**Why do you want to be a part of the Civilian Review Board?**

As someone who has loved politics for 37 years; taught Government for 13 years at John Marshall Marshall High School; been a part of a group that advocates for educators for 10 years; and consistently invited political candidates to my classroom to share with my students, I would absolutely love to be a part of the Civilian Review Board so that I can actively use my love and passion for Government to help the local government of my City be even greater.

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**I attest that the information transmitted and answers provided in this application are true, accurate, and complete to the best of my knowledge.**

Yes

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Form Name: Civilian Review Board  
Submission Time: August 17, 2024 9:40 am  
Browser: Chrome Mobile 122.0.0.0 / Android  
IP Address: 108.11.176.134  
Unique ID: 1256165349  
Location:

## Civilian Review Board

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**Are you currently or have you previously been employed as a law-enforcement officer as defined in Code of Virginia, 9.1-101?** No

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**Is any family or household member of yours currently employed as a law-enforcement officer or previously worked as a law-enforcement officer as defined above in Code of Virginia, 9.1-101?** Yes

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**Are you a family or household member of a person who has a pending complaint against the Department of Police or litigation pending against the city?** No

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**Do you have a complaint pending against the Department of Police or litigation pending against the city?** No

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**Name** Carrie Cox

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**Address** 5100 Beddington Road  
Richmond 23234

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**Home Phone** (804) 658-9846

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**Personal Email Address** carriecox0001@aol.com

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**In what City Council Voter District do you reside?** richmond

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**How long have you been a resident of the city of Richmond?** 40 Years

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**Have you ever been convicted of a felony?** No

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**Have you even been convicted of a misdemeanor involving moral turpitude (stealing, lying, etc.)?** No

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**Employer** Putting Communities together Inc.

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<b>Job Title</b>	Owner
<b>Business Address</b>	505 Oscar Loop, Apt 102C Apt 102 Newport News, VA 23606
<b>Business Phone</b>	(804) 658-9846
<b>Business Email Address</b>	carriecox0001@aol.com
<b>Please list your educational background and/or other expertise or qualifications you will be bringing to this board.</b>	Please see resume
<b>List other city of Richmond Authorities, Boards, Commissions or Task Forces you currently or have previously served.</b>	Please see resume
<b>Other Community Involvement</b>	Please see resume
<b>Why do you want to be a part of the Civilian Review Board?</b>	I feel as though I have a lot to offer. I have over 13+ years of experience with use of force
<b>Upload your resumé here. (optional)</b>	<a href="https://www.formstack.com/admin/download/file/16781591139">https://www.formstack.com/admin/download/file/16781591139</a>
<b>I attest that the information transmitted and answers provided in this application are true, accurate, and complete to the best of my knowledge.</b>	Yes

### Carrie Cox

Ms. Carrie Cox has an impressive bio. A product of RVA public schools, she has gone on to achieve a reputation as staunch crusader and advocate for the overlooked population of Richmond, VA.

Ms. Cox began in 2001 with Woodland Crossing Apartments Tenant and Civic Association. Along with 5 other women she recognized something had to be done to quell the violence in the community. Violence was so rampant that mothers often put their children to sleep in the bathtub to avoid possible rick-a-shay gun shots. As President of Woodland Crossing Apartments Tenant and Civic Association, Ms. Cox enlisted assistance from Fattah Mohammed, Dir. Project SAFE, Chief Gooch and Cpt. Horn, RPD, 2<sup>nd</sup> Pct., and Verizon's Johnny Johnson. Thru partnership with RPD, Ms. Cox contacted RACE (Rescue & Aid for Communities Everywhere) and got the ball rolling to combat drug sales and related violence prevalent in the community. Verizon donated cell phones for tenant patrols to insure immediate police notification of illicit activity. Woodland Crossing is now a safe environment due to the efforts of Ms. Cox.

Once the complex exhibited a comfortable aura and the residents felt safe, Ms. Cox continued to enhance the community. She organized Annual Easter Egg Hunts-Christmas parties for children with toys and clothing donated by agencies e.g., Salvation Army, U.S. Marines-Toys for Tots, and various local businesses and entities. She got everybody involved. There was also Thanksgiving food boxes and back to school supplies distributions—a Girl Scout Troop, computer and English as a Second Language classes were initiated. With every life quality improvement achieved Ms. Cox moved on to further enhance Woodland Crossing and the surrounding Walmsley area. Community and political activities were started including Social Services (including psychologist), Crusades for Voters. There were Towne Hall meetings that allowed residents to participate in the new growth of their community. Some activities were on a regular basis, some on “as needed” basis. This was a monumental task to have people, agencies, and professionals commit their time and expertise. Ms. Carrie, as she likes to be called---- did it!

Once Woodland Crossing showed stability, Ms. Cox branched out and used her talents as a community activist to create a better living and work environment for the communities of RVA. Her resume exhibits the wide range of community activity and areas she has participated in to achieve just that. (Please see next pg.)

She has diligently walked the troubled communities of Richmond, VA to assist residents to achieve safe, comfortable, and productive communities.

Richmond, VA is proud and very fortunate to have such a talented, determined and dedicated community activist as Ms. Carrie Cox.

#### **Community Activist**

- President, Greater Jefferson Davis Area Association, RVA
- Board Member, Board for Citizens against Gun Violence, RVA
- Representative, Attorney General Office-Gang Reduction Program, RVA
- Board Member, Project S.A.F.E., RVA
- President, Woodland Crossing Apartments Tenant & Civic Association, RVA
- Liaison & Neighborhood Watch Officer, Woodland Crossing Apts. RVA
- Chairperson, Research Committee 8<sup>th</sup> Dist., Crusade for Voters, RVA
- Member, Democratic membership committee, RVA
- Member, Task for RRHA
- President of Belle Summit Civic Association
- NAACP Of Richmond Virginia Executive Board Member
- NAACP Richmond, Virginia Vice Chair of Housing

#### **Awards & Recognition**

- Richmond Police Dept. Neighbor Watch Award
- Presidential Award-Crusaders for Voters, Richmond, VA
- Numerous awards from Shelter Group, the owners of Woodland Crossing
- Awards of Appreciation Woodland Crossing Tenant & Civic Association  
City of Richmond, City Council-Community Service Awards



Carrie Cox  
1014 Hull St Apt 102, Richmond, Va 23224  
(804) 501-4104 H, (804)658-9846 C  
Carriecox0001@aol.com

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### Professional profile

A product of Richmond Virginia public schools with an achieved reputation as staunch crusader and advocate for the overlooked population of Richmond, VA. The ability to adopt to multitudes of environments and conform to the standards of any company. Established and networked numerous of relations and partnership with many agencies such as Salvation Army, U.S. Marines-Toys for Tots, and various local businesses and entities. Diligently walk in troubled communities of Richmond, VA to assist residents to achieve safe, comfortable, and productive communities.

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### Education Experience

Maggie L. Walker  
High School Diploma

Graduated: 1971

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### Experience

#### Woodland Crossing Apartments – Richmond, VA

2001-2013

#### *President of Woodland Crossing Apartments Tenant and Civic Association*

- Enlisted assistance from Fattah Mohammed, Dir. Project SAFE, Chief Gooch and Cpt. Horn, RPD, 2<sup>nd</sup> Pct., and Verizon's Johnny Johnson.
- More than 9 successful years recognized in solving the quell of violence in the community.
- More than 9 years' successful experience in ensuring a safe environment, customer service and support to the community with recognized strengths in program planning.
- Thru partnership with RPD, contacted RACE (Rescue & Aid for Communities Everywhere) and got the ball rolling to combat drug sales and related violence prevalent in the community.
- Advocated and received donated cell phones through Verizon wireless for tenant patrols to insure immediate police notification of illicit activity.
- Organized Annual Easter Egg Hunts-Christmas parties for children with toys and clothing donated by agencies e.g., Salvation Army, U.S. Marines-Toys for Tots, and various local businesses and entities.

#### Sears- Richmond, VA

1997-1999

#### *Lost Prevention Manager*

- Ensured and safe and secure environment for all shoppers
- Customer Services
- Maintain quality professionalism/satisfaction for all customers

#### Fine Food of Virginia- Richmond, VA

1970-1990

#### *Packer*

- Customer Services
- Stock, Maintenance, and inventory
- Implemented policies and procedures where need be

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### Honor & Awards

- Richmond Police Dept. Neighbor Watch Award
- Presidential Award-Crusaders for Voters, Richmond, VA
- Numerous awards from Shelter Group, the owners of Woodland Crossing
- Awards of Appreciation Woodland Crossing Tenant & Civic Association
- City of Richmond, City Council-Community Service Awards
- Salute of Excellence Meritorious Service to Law Enforcement
- Law enforcement partner in putting communities together

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### Community Involvement

- Chair Ambassador for the Mayor impact team
- Richmond City Jail // Inmate Job Fair Implementation
- President, Greater Jefferson Davis Area Association, RVA
- Board Member, Board for Citizens against Gun Violence, RVA



Form Name: Civilian Review Board  
Submission Time: July 3, 2024 1:39 pm  
Browser: Mobile Safari / iOS  
IP Address: 108.4.108.79  
Unique ID: 1241404131  
Location:

## Civilian Review Board

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**Are you currently or have you previously been employed as a law-enforcement officer as defined in Code of Virginia, 9.1-101?** No

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**Is any family or household member of yours currently employed as a law-enforcement officer or previously worked as a law-enforcement officer as defined above in Code of Virginia, 9.1-101?** No

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**Are you a family or household member of a person who has a pending complaint against the Department of Police or litigation pending against the city?** No

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**Do you have a complaint pending against the Department of Police or litigation pending against the city?** No

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**Name** Mary Cutright

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**Address** 400 W 33rd Street  
Richmond 23225

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**Home Phone** (804) 514-5298

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**Personal Email Address** marymason.coggins@gmail.com

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**In what City Council Voter District do you reside?** 5

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**How long have you been a resident of the city of Richmond?** 8 years in Richmond City, originally from Chesterfield Co.

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**Have you ever been convicted of a felony?** No

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**Have you even been convicted of a misdemeanor involving moral turpitude (stealing, lying, etc.)?** No

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**Please list your educational background and/or other expertise or qualifications you will be bringing to this board.** I have a BA from Belmont University and a MLIS from UNCG. I work in corporate finance as a consultant and trainer. I am an excellent communicator and possess an excellent balance of empathy and analytical thinking.

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**List other city of Richmond Authorities, Boards, Commissions or Task Forces you currently or have previously served.** None

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**Other Community Involvement** I volunteer with RVA Community Fridges, Fonticello Food Forest and Friends of Fonticello Park, McDonough Community Garden, MAD RVA, and multiple local animal rescues.

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**Why do you want to be a part of the Civilian Review Board?** I was born and raised in the Richmond area. I have a deep love for this city and am continually proud of the strong community involvement and mutual aid efforts that continue to improve living in Richmond. I believe in accountability and that the civilian community and civil servants should be able to hold each other accountable. Although I currently live in Woodland Heights, I lived in Randolph for multiple years, only a block away from the Third Precinct in the city, on a street mainly comprised of public housing. I witnessed multiple interactions between law enforcement and my neighbors, some of which were helpful and needed, and some of which only served to erode my community's trust in law enforcement. As a proud Richmonder, I want to help strengthen and improve our community's relationship with local law enforcement in an effort to proactively reduce the violence that has been present in the city for as long as I've been alive.

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**I attest that the information transmitted and answers provided in this application are true, accurate, and complete to the best of my knowledge.** Yes

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Form Name: Civilian Review Board  
Submission Time: July 8, 2024 8:40 am  
Browser: Safari 17.5 / OS X  
IP Address: 71.176.238.227  
Unique ID: 1242516009  
Location:

## Civilian Review Board

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**Are you currently or have you previously been employed as a law-enforcement officer as defined in Code of Virginia, 9.1-101?** No

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**Is any family or household member of yours currently employed as a law-enforcement officer or previously worked as a law-enforcement officer as defined above in Code of Virginia, 9.1-101?** No

---

**Are you a family or household member of a person who has a pending complaint against the Department of Police or litigation pending against the city?** No

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**Do you have a complaint pending against the Department of Police or litigation pending against the city?** No

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**Name** Alexis Edwards

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**Address** 3319 Hanover Avenue  
Richmond 23221

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**Home Phone** (919) 434-4812

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**Personal Email Address** edwards.alexis@gmail.com

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**In what City Council Voter District do you reside?** First

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**How long have you been a resident of the city of Richmond?** Since 2008

---

**Have you ever been convicted of a felony?** No

---

**Have you even been convicted of a misdemeanor involving moral turpitude (stealing, lying, etc.)?** No

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**Employer** Virginia Commonwealth University

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<b>Job Title</b>	Associate Professor
<b>Business Address</b>	PO Box 980126 Richmond, VA 23298-0126
<b>Please list your educational background and/or other expertise or qualifications you will be bringing to this board.</b>	I have a PhD in quantitative genetics, and have been conducting research on the epidemiology of psychiatric illness (including depression, substance use disorders, and suicidal behavior) since 2008. I am intimately acquainted with both biological and social factors that contribute to risk of these outcomes. I honestly don't know whether that "counts" as a qualification, but given the frequency with which police officers are engaging with people who have some form of mental illness, I think my training might provide valuable insight. I do, however, want to stress that I am not a clinician and cannot provide that perspective (e.g., what exactly to do when someone is experiencing a mental health crisis).
<b>List other city of Richmond Authorities, Boards, Commissions or Task Forces you currently or have previously served.</b>	n/a
<b>Other Community Involvement</b>	I have volunteered with a range of Richmond-area organizations over the years. These include Planned Parenthood, the International Rescue Committee (IRC), the Society for Prevention of Cruelty to Animals (SPCA), the Virginia Poverty Law Center, and the American Civil Liberties Union (ACLU). My responsibilities for these organizations varied widely, from literally cleaning out cats' litter boxes (SPCA) to conducting data analysis examining sentencing guideline for women convicted of crimes in the Commonwealth of Virginia.
<b>Why do you want to be a part of the Civilian Review Board?</b>	I think it's critical for Richmond's citizens to interact in a positive and productive way with members of the city's police force. To do that, we need to feel confident that we're "all on the same team". I have sensed during my time in Richmond (since 2008) that trust has eroded due to a range of complex, socially-embedded issues alongside specific, high-profile events (e.g., police reactions to racial justice protests in 2020, the unfounded "bomb threat" of July 4, 2022). Furthermore, while many of us have positive interactions with specific police officers with whom we come into incidental contact, other Richmonders have suffered from unequal policing. There is a general sense of a lack of transparency from the police department around issues of police conduct and accountability. The Civilian Review Board's task of providing guidance on internal investigations and police conduct is absolutely essential in order for our citizens to feel that the police force is engaging in a "protect and serve" approach, rather than only an authoritarian approach. I would like the opportunity to be part of that effort.
<b>Upload your resumé here. (optional)</b>	<a href="https://www.formstack.com/admin/download/file/16592258450">https://www.formstack.com/admin/download/file/16592258450</a>

**I attest that the information transmitted Yes  
and answers provided in this  
application are true, accurate, and  
complete to the best of my knowledge.**

---

# Alexis Edwards, Ph.D.

3319 Hanover Avenue | Richmond, VA 23221  
Mobile: 919-434-4812 | [edwards.alexis@gmail.com](mailto:edwards.alexis@gmail.com)

 [ORCID record](#)  
 [LinkedIn](#)  
 [Google Scholar](#)

## Summary

- Experience managing federally funded projects, including budget development and adherence, institutional oversight, and reporting
- Expertise integrating complex inputs into a coherent framework
- Highly productive in both independent and team-based settings
- Extensive experience designing research projects related to behavioral health and implementing analytic pipelines
- Excellent oral and written communication skills with a range of stakeholders
- Over 15 years of research experience in mental health; >100 peer-reviewed publications

## Objective

As a mental health researcher, I value a professional environment that enables me to apply my expertise in data analysis, project development and planning, communication, and collaboration. I am highly conscientious, detail-oriented, and intrinsically motivated, and work effectively independently, as a supportive team member, and in leadership roles. I believe that my critical thinking skills, expertise in behavioral health outcomes, and ability to interact productively with stakeholders with diverse backgrounds would be assets on Richmond's Civilian Review Board.

## Education

- Ph.D.** Quantitative Genetics, North Carolina State University, Raleigh, NC 2002-2008  
Minor in Biotechnology, Concentration in Behavioral Biology  
Dissertation: The genomic architecture of aggressive behavior in *Drosophila melanogaster*  
Awarded a Pre-doctoral NIH National Research Service Award Fellowship  
Awarded a Department of Education Graduate Assistance in Areas of National Need Fellowship
- B.S.** Biology, South Carolina Honors College, University of South Carolina, Columbia, SC 1995-1999  
Minor in Anthropology

### **Additional Analytic and Clinical Training Includes:**

Survival Modeling, Epidemiology and Population Health Summer Institute at Columbia University 2018  
International Workshop on Statistical Genetic Methods for Human Complex Traits 2015  
Curran-Bauer Analytics Structural Equation Modeling Course 2013  
Clinical Exposure: VCU Medical Center Substance Abuse Consult Team 2013  
Clinical Exposure: Henrico Area (VA) Mental Health and Development 2012  
Advanced Genetic Epidemiology Statistical Workshop 2012  
Clinical Exposure: Inpatient Schizophrenia Team and Mood Disorders Team, VCU Medical Center, Department of Psychiatry 2010

## Professional Experience

**Associate Professor**, Associate Director of Reporting and Analytics, Virginia Institute for Psychiatric and Behavioral Genetics, Department of Psychiatry, Virginia Commonwealth University; September 2012-2020 (Assistant Professor); 2020-present (Associate Professor).

- Data analysis and effective presentation of findings, both written and visual, are very rewarding to me. I have extensive statistical modeling skills, experience in linear and logistic regression, multivariate models, structural equation modeling, and survival models, among other methods. I



am proficient in R, SAS, JMP, SPSS, and Linux. I have experience with: exploratory and hypothesis-driven analyses; large, complex datasets (e.g., longitudinal datasets including millions of individuals and hundreds of variables of various types); multiple imputation; data cleaning and quality control; and more.

- As the Principal Investigator (PI) and Co-Investigator of multiple grants funded by the National Institutes of Health (NIH), as well as the PI of multiple grants awarded by private research foundations, I have developed and led projects broadly aimed at dissecting the epidemiology and etiology of psychiatric and substance use disorders.
- I have frequently presented research findings at the local to international level, and to a wide range of audiences: the lay public, administrative stakeholders, trainees, and academic peers.
- Given my central role in the development and execution of multiple data collection and analysis projects, I also have extensive experience supervising faculty- and trainee-level analysts, research coordinators, and volunteers. My experience with active data collection has honed my skills in study design, including survey design and recruitment strategy, and has provided me with opportunities to work with multiple stakeholders toward a common goal.

Details about my primary areas of research are available upon request.

**Postdoctoral Fellow**, *Virginia Institute for Psychiatric and Behavioral Genetics, Department of Psychiatry, Virginia Commonwealth University; September 2008-August 2012.*

As a postdoctoral researcher, I was awarded an NIH National Research Service Award. The goal of my research was to examine comorbidity between psychiatric and substance use disorders. My primary area of interest was shared genetic liability across internalizing problems and alcohol misuse; I also examined nicotine dependence and externalizing disorders. My analytic and management skills were further developed during my postdoctoral fellowship.

**Senior Assistant Scientist**, *Paradigm Genetics (later purchased by Icoria, Inc.), Research Triangle Park, NC, September 1999-August 2002.*

As a team leader in the Plant Phenomics division of this functional genomics company, I was responsible for fully characterizing the development of genetically modified *Arabidopsis thaliana* plants. I established standard operating procedures, managed workflow, carried out supervisory responsibilities, and acted as a point-of-contact for database management and other technical issues. I contributed to the development of multiple patents during a period of rapid company growth that included their IPO.

### Service

As a scientist, I have focused my service commitments in three primary areas: the maintenance of high-quality analytic output in my areas of expertise, the education of the general public around the topic of mental health, and improving access, diversity, and inclusion in the field of psychiatric genetics. Details are available upon request. In my personal life, I have volunteered extensively in my community, including with the American Civil Liberties Union, International Rescue Committee, and Virginia Poverty Law Center.

### Peer-Reviewed Publications

*I have published >100 peer-reviewed publications; my citation record is available [here](#).*

### References

*Available upon request.*



Form Name: Civilian Review Board  
Submission Time: August 30, 2024 4:54 pm  
Browser: Chrome 127.0.0.0 / OS X  
IP Address: 107.77.202.209  
Unique ID: 1260723041  
Location:

## Civilian Review Board

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**Are you currently or have you previously been employed as a law-enforcement officer as defined in Code of Virginia, 9.1-101?** No

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**Is any family or household member of yours currently employed as a law-enforcement officer or previously worked as a law-enforcement officer as defined above in Code of Virginia, 9.1-101?** No

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**Are you a family or household member of a person who has a pending complaint against the Department of Police or litigation pending against the city?** No

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**Do you have a complaint pending against the Department of Police or litigation pending against the city?** No

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**Name** Karena Eidum

---

**Address** 2905 Ellwood Avenue  
Richmond 23221

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**Home Phone** (919) 645-7076

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**Personal Email Address** karenajeidum@gmail.com

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**In what City Council Voter District do you reside?** 5

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**How long have you been a resident of the city of Richmond?** 6 years

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**Have you ever been convicted of a felony?** No

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**Have you ever been convicted of a misdemeanor involving moral turpitude (stealing, lying, etc.)?** No

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**Employer** Kinsale Insurance Company

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<b>Job Title</b>	Claims Counsel
<b>Business Address</b>	2035 Maywill St Suite 100 Richmond, VA 23230
<b>Business Phone</b>	(804) 956-2340
<b>Business Email Address</b>	karena.eidum@kinsaleins.com

**Please list your educational background and/or other expertise or qualifications you will be bringing to this board.** As a dedicated professional with a legal background, strong commitment to ethical practices, and deep love for Richmond and my community, I believe that I am both well-qualified and able to bring a well-rounded perspective to the Civilian Review Board.

I moved to Richmond in 2018 to attend law school at the University of Richmond. Prior to law school, I attended the University of North Carolina at Chapel Hill, studying Economics, Psychology, and Social and Economic Justice.

Throughout my studies and professional career, I have been fueled by a desire to help others and be involved in my communities. In Chapel Hill, I volunteered at the Compass Center, which is a non-profit dedicated to providing individuals with domestic violence crisis services, career and financial education, and assistance with legal information and resources. I was able to work directly with clients in accessing the Compass Center's services and, in the event of a need that could not be met by the Compass Center, other community resources. At the same time, I interned with the North Carolina Coalition Against Domestic Violence, conducting research and creating culturally specific statewide trainings and/or workshops for advocates working to prevent teen dating violence, interpersonal violence, and human trafficking. Through the UNC Panhellenic Council, I served as selected and trained emotional and referral support to first and secondhand survivors of interpersonal violence or sexual assault. I served in a similar role in law school as well.

While in law school, I fully emerged myself in the law school community. Each year, I served on the Student Bar Association's Executive Board. The Student Bar Association's Executive Board's purpose is to represent the student body to the law school's administration, recognize student groups and their interests, host student activities, and connect the broader Richmond community. I also served on the law school's Criminal Law Society's Executive Board, as both Treasurer and President. Through the Criminal Law Society, I was able to plan and participate in numerous events that gave me a greater appreciation for the service of our Richmond police officers. Some examples include participating in a Police Ride-Along, attending a MILO Simulation with the Richmond Police Academy, and coordinating a "Doggos and Donuts" event, where the Richmond K-9 Unit presented about how drug dogs are utilized in their line of work and a law school professor discussed case law surrounding the Constitution, 4th Amendment, and a dog's "sniff". In my free time, I volunteered to tutor inmates at the Richmond City Justice Center who were working toward obtaining their GED.

In my last role as a corporate healthcare attorney, I advised healthcare clients in corporate transactions and regulatory compliance matters. I have prepared and conducted compliance investigations, which involved background research, on-site interviews, and advising clients in the development and implementation of corrective actions. My experience

includes counseling healthcare organizations and employers on best practices for their businesses and compliance programs, as well as drafting and revising various policies to ensure strict adherence to statutory and regulatory requirements. I believe these experiences will be helpful to me as a potential Civilian Review Board member when providing recommendations on law enforcement practices, policies, and procedures.

My current role as Claims Counsel with Kinsale Insurance Company has also given me a great appreciation for the stressors faced by law enforcement, as well as the importance of transparency, accountability, and community trust in law enforcement. I manage a variety of claims and potential claims reported by Insureds under professional liability policies, which includes law enforcement liability and public entity policies. This experience has given me exposure to a variety of claims involving police-officer shootings, serious injuries to persons while in custody and/or serious injuries caused by those in custody to officers, and claims against officers alleging that they could have done more to protect community members. I believe that my experience in reviewing, investigating, and assessing liability in these types of claims would be directly beneficial to the Civilian Review Board.

List other city of Richmond Authorities, Boards, Commissions or Task Forces you currently or have previously served. N/A

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**Other Community Involvement** Museum District Association Member

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**Why do you want to be a part of the Civilian Review Board?**

I am interested in serving on the Civilian Review Board because I am excited by the opportunity to assist in fostering transparency, accountability, and trust between the Richmond Police Department and my Richmond community. The issues under the Board's purview-police officer-involved shootings, deaths and serious injuries in custody, and accusations of abuse-are critical matters that impact public confidence in law enforcement. At the same time, I have a deep appreciation for the challenges faced by law enforcement, recognizing how vital their work is and how they remain dedicated to protecting and serving our community often under difficult and high-pressure circumstances. My professional background in legal analysis, compliance, and investigation equips me with the skills needed to carefully review and assess these cases, ensuring that internal investigations are conducted fairly and thoroughly.

When I made the difficult decision to leave the private practice of law, I did so with the understanding that I was going to prioritize investing the extra time into myself and the things that I am passionate about. That includes giving back and community service. By serving on this Board, I hope to contribute to meaningful recommendations that promote justice, improve public safety, and strengthen the relationship between the Richmond Police Department and the Richmond community. My goal is to help ensure that all individuals, including law enforcement, are treated fairly, and that the police department operates with integrity and accountability.

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**Upload your resumé here. (optional)** <https://www.formstack.com/admin/download/file/16845970156>

---

**I attest that the information transmitted and answers provided in this application are true, accurate, and complete to the best of my knowledge.** Yes

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# KARENA JOY EIDUM

919.645.7076, karenajeidum@gmail.com

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## EDUCATION

### **University of Richmond School of Law**

Juris Doctor, *cum laude*

**Richmond, Virginia**

May 2021

- *University of Richmond Law Review*, Articles Editor

### **The University of North Carolina at Chapel Hill**

Bachelor of Arts, Double Major: Economics and Psychology, Minor: Social and Economic Justice

**Chapel Hill, North Carolina**

May 2018

## EXPERIENCE

### **Kinsale Insurance Company**

*Claims Counsel*

**Richmond, Virginia**

March 2024 – Present

- Manage a variety of claims and potential claims reported by Insureds under professional liability policies, including errors & omissions, directors & officers, public entity, and employment practices liability, ensuring precise coverage determinations, and negotiating settlements to ensure fair and timely resolution
- Lead litigation management for complex claims, including appointing and directing defense counsel, attending mediations and trials, and driving cases toward successful resolution while minimizing legal exposure

### **Hancock, Daniel & Johnson, P.C.**

*Associate Attorney*

**Glen Allen, Virginia**

August 2022 – March 2024

*Summer Associate*

June 2020 – August 2020

- Provided guidance and counseling to healthcare clients related to compliance with fraud, waste and abuse laws, including the Corporate Practice of Medicine, False Claims Act, the Anti-Kickback Statute, the Stark Law, HIPAA, Privacy and Cyber Security
- Drafted and revised legal contracts and corporate documents, including policies and procedures, to meet clients' goals and objectives and ensure compliance with state and federal healthcare regulations

### **Chesterfield County Circuit Court**

*Judicial Law Clerk to the Honorable Lynn S. Brice*

**Chesterfield, Virginia**

August 2021 – August 2022

- Assisted the Judge in drafting opinions and orders; summarized case histories, conducted legal research and drafted bench memoranda; reviewed orders, motions and other filings for statutory compliance; assisted the Judge in courtroom proceedings

### **Children's Defense Clinic – University of Richmond**

*Student Associate*

**Richmond, Virginia**

January 2021 – May 2021

- Utilized my third-year practice certificate to represent indigent juvenile offenders throughout Virginia: represented clients in court, wrote motions and memoranda, and maintained strong client-attorney relationships

### **University of Richmond School of Law**

*Research Assistant to Professor Corinna Lain*

**Richmond, Virginia**

May 2020 – September 2020

- Conducted substantive research on the death penalty and lethal injection for a forthcoming book

### **Defense Team for Phillip Miles**

*Law Clerk*

**Richmond, Virginia**

August 2019 – November 2019

- Aided in research and discovery for the federal capital murder defense team for Phillip Miles leading up to and including trial in the Western District of Virginia

### **Henrico County Commonwealth's Attorney's Office**

*JDR Legal Intern*

**Henrico, Virginia**

May 2019 – July 2019

- Researched and drafted legal memoranda for pre-trial motions and on evidentiary issues; reviewed trial records and transcripts; aided in case prep

### **University of North Carolina School of Law**

*Research Assistant to Professor Donald Hornstein*

**Chapel Hill, North Carolina**

May 2018 – July 2018

- Aided in research to develop one of the country's largest mitigation-grant programs designed to help homeowners 'build back better' after hurricane/weather-related property damage for the NC Insurance Underwriting Association
- Conducted research for the revision of the Environmental Law and Policy course casebook

### **North Carolina Coalition Against Domestic Violence**

*Intern*

**Durham, North Carolina**

June 2017 – August 2018

- Created culturally specific statewide trainings and/or workshops for advocates working to prevent teen dating violence, interpersonal violence, and human trafficking; provided administrative assistance to the Latinx Services Program Specialist

### **Compass Center for Women and Families**

*Information and Referral Services Assistant*

**Chapel Hill, North Carolina**

January 2017 – August 2018

- Assisted clients with understanding and accessing the Center's programs and services; assessed clients' needs and determined whether those needs could be met by Compass Center; and, if not, provided clients with information and referrals for appropriate services in the community



Form Name: Civilian Review Board  
Submission Time: August 28, 2024 5:43 pm  
Browser: Chrome 127.0.0.0 / Windows  
IP Address: 70.16.228.222  
Unique ID: 1260027306  
Location:

## Civilian Review Board

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**Are you currently or have you previously been employed as a law-enforcement officer as defined in Code of Virginia, 9.1-101?** No

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**Is any family or household member of yours currently employed as a law-enforcement officer or previously worked as a law-enforcement officer as defined above in Code of Virginia, 9.1-101?** No

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**Are you a family or household member of a person who has a pending complaint against the Department of Police or litigation pending against the city?** No

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**Do you have a complaint pending against the Department of Police or litigation pending against the city?** No

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**Name** Evan Feinman

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**Address** 3204 Kensington Ave  
Richmond 23221

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**Home Phone** (434) 509-8522

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**Personal Email Address** efeinman@gmail.com

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**In what City Council Voter District do you reside?** First

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**How long have you been a resident of the city of Richmond?** 12 years

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**Have you ever been convicted of a felony?** No

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**Have you ever been convicted of a misdemeanor involving moral turpitude (stealing, lying, etc.)?** No

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**Employer** National Telecommunication Information Agency

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<b>Job Title</b>	Director of Broadband Equity, Access, and Deployment
<b>Business Address</b>	1401 Constitution Ave Washington 20230
<b>Business Phone</b>	(202) 209-3021
<b>Business Email Address</b>	efeinman@gmail.com

**Please list your educational background and/or other expertise or qualifications you will be bringing to this board.**

Education:  
UVA - BA  
Washington & Lee - JD

Qualifications:  
In addition to my background as a lawyer, I have served in multiple roles in state and federal governments, including overseeing departments that contained sworn law enforcement personnel. In my role as Deputy Secretary of Natural Resources, the Virginia Marine Police and the Conservation Police reported to my office. Each unit consisted of hundreds of officers, from frontline LEOs to senior leadership.

I've also served in Legislative, policy, and advocacy positions that focused, in-part, on these issues, and am familiar with best practices related to how CRBs function and the specific legislation that enabled the creation of CRBs in Virginia.

**List other city of Richmond Authorities, Boards, Commissions or Task Forces you currently or have previously served.**

I am currently a member of the Richmond Economic Development Authority Board

**Other Community Involvement**

I am a founding member of STAY RVA, a nonprofit focused on supporting Richmond Public Schools, I'm an active member of my neighborhood association, and I have been involved in charitable work raising money for the Cystic Fibrosis Foundation. I've also served on the board of Neighborhood Housing Services of Richmond, and several volunteer roles with the Virginia Chamber of Commerce.

My wife and I are raising two children in Richmond, and we work to remain civically involved in all aspects of our lives.

**Why do you want to be a part of the Civilian Review Board?**

I care deeply about the City of Richmond and believe that public confidence in the police department is critical to the growth of the city. I bring a solid foundation in the issues facing law enforcement and experience sorting out thorny discipline or citizen complaints while not having any prior allegiances to either the police reform movement or law enforcement.

I also understand the challenges in managing a large team of personnel who are often acting without direct supervision. I current administer a major federal initiative with staff in all 50 states and 6 territories, each of whom is responsible for complex interactions involving hundreds of millions of dollars. Necessarily, implementation of our complex set of rules and regulations is imperfectly applied, and that is a similar challenge to that facing RPD.

Ultimately, I am a fair-minded person who makes tough decisions on a daily basis, and I believe I have the background, insight, and judgment to represent the people of Richmond well in this role.

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**Upload your resumé here. (optional)**

<https://www.formstack.com/admin/download/file/16836052327>

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**I attest that the information transmitted and answers provided in this application are true, accurate, and complete to the best of my knowledge.**

Yes

# EVAN FEINMAN

3204 Kensington Ave • Richmond, VA 23221  
(434) 509-8522 • EFeinman@gmail.com

## EXPERIENCE

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### **US Dept of Commerce, Director, BEAD Program** (Remote from Richmond)

2022 – present

- Created ruleset for entirely new \$42.5 billion national program delivering an affordable, reliable, high-speed internet connection to every American home and business
- Hired and managed national team serving 50 states and 6 territories
- Oversaw distribution of hundreds of millions or billions to each state and negotiated the structure of each state's implementation of the program
- Coordinated oversight/inspector general responses, legislative response, press outreach, and congressional responses relevant to the BEAD program

### **Office of the Governor, Chief Broadband Advisor** (Richmond, Virginia)

2018 – 2022

- Created Commonwealth Connect Coalition, leveraging over 130 Virginia organizations to achieve legislative priorities
- Oversaw distribution of over \$900m in state funds dedicated to broadband
- Directed activities that led to the connection of almost 200,000 Virginia homes and businesses to the internet

### **Tobacco Region Revitalization Commission, Executive Director** (Richmond, Virginia)

2015 – Present

- Managed \$500 million fund focused on economic development in rural Virginia
- Dramatically reformed organizational procedures to focus on verifiable metrics
- Returned the organization to fiscally sustainable footing
- Increased related capital investment in-region by over 30% and employment by over 10%

### **Office of the Governor, Deputy Secretary of Natural Resources** (Richmond, Virginia)

2013 – 2015

- Brought business-focused reforms to multiple programs including streamlining deployment of hundreds of millions of dollars
- Directed the work of six state agencies including law enforcement and regulatory actions
- Staffed various gubernatorial commissions including those tasked with redesigning VA's energy systems and addressing disaster-related infrastructure deficiencies

### **McAuliffe Transition Team, Deputy Policy Director** (Richmond, Virginia)

2013

- Oversaw policy development for all secretariats
- Assisted in hiring for hundreds of positions

**McAuliffe for Governor, Policy Director** (Arlington, Virginia)  
2013

- Generated entire campaign platform in winning gubernatorial race
- Managed policy team including C-suite executives and national cabinet-level political leaders

**Commonwealth Institute for Fiscal Analysis, Analyst, Campaign Coordinator** (Richmond, Virginia)  
2010-2013

- Managed multiple legislative campaigns designed to improve VA tax and budget policy
- Drafted reports and press releases related to findings

**LeGrow for Congress, Deputy Campaign Manager** (Petersburg, Virginia)  
2010

- Directed field, communications, and political outreach

**Judge Norman K Moon, US District Court, Judicial Intern** (Lynchburg, Virginia)  
Spring, 2010

- Prepared bench memoranda, performed research, drafted opinions

**Public Interest Research Groups, Fellow, Energy and Transportation Policy** (Boston, MA)  
2005-2007

- Analyzed complex state and federal policy issues, lobbied in support of findings

**WSET-TV, Associate Director** (Lynchburg, Virginia)  
1999-2001

- Directed weekend news broadcasts and managed production staff

## EDUCATION

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**Sorensen Institute for Political Leadership** (Charlottesville, Virginia)  
Political Leaders Program 2012

**Washington and Lee University School of Law** (Lexington, Virginia)  
Juris Doctor, May 2010

**University of Virginia** (Charlottesville, Virginia)  
Bachelor of Arts in Foreign Affairs, May 2005

## CIVIC ACTIVITY

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**Richmond Economic Development Authority, Board Member**

**STAY RVA, Founder, Board Member**

**Virginia Economic Development Partnership, Strategic Plan Steering Committee**

**Virginia Chamber of Commerce, Steering Committee, Blueprint 2025**

**Greater Aspirations Scholarship Program, Junior Board Member**

**Neighborhood Housing Services of Richmond, Board Member 2010-2016**

**Virginia Cystic Fibrosis Foundation, Junior Board Member 2010-2013**

**Sigma Pi National Fraternity**



Form Name: Civilian Review Board  
Submission Time: July 2, 2024 4:19 pm  
Browser: Chrome 117.0.0.0 / Windows  
IP Address: 50.219.197.226  
Unique ID: 1241103217  
Location:

## Civilian Review Board

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**Are you currently or have you previously been employed as a law-enforcement officer as defined in Code of Virginia, 9.1-101?** Yes

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**Is any family or household member of yours currently employed as a law-enforcement officer or previously worked as a law-enforcement officer as defined above in Code of Virginia, 9.1-101?** No

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**Are you a family or household member of a person who has a pending complaint against the Department of Police or litigation pending against the city?** No

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**Do you have a complaint pending against the Department of Police or litigation pending against the city?** No

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**Name** Luanda Fiscella

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**Address** 616 Northside Avenue  
Richmond 23222-3029

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**Home Phone** (202) 560-9391

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**Personal Email Address** luandafiscella@gmail.com

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**In what City Council Voter District do you reside?** 6

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**How long have you been a resident of the city of Richmond?** 9 years

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**Have you ever been convicted of a felony?** No

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**Have you even been convicted of a misdemeanor involving moral turpitude (stealing, lying, etc.)?** No

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**Employer** Locus

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<b>Job Title</b>	Impact Analyst
<b>Business Address</b>	7814 Carousel Lane Henrico , VA 23294
<b>Business Email Address</b>	lfiscella@locusimpact.org
<b>Please list your educational background and/or other expertise or qualifications you will be bringing to this board.</b>	With an undergraduate degree in Urban Regional Planning and a Master's in Applied Demographics focusing on societal trends, I bring a strong academic foundation to the civilian review board. My 10 years of experience in local government have provided me with a deep understanding of community dynamics and public policy. As a Latina who is deeply committed to community service, I am passionate about ensuring diverse representation and advocating for inclusive and equitable practices. My background and dedication to my community will be valuable assets in contributing to the civilian review board's mission.
<b>List other city of Richmond Authorities, Boards, Commissions or Task Forces you currently or have previously served.</b>	I do not sit on any city of Richmond authorities, boards, commissions or task force.
<b>Other Community Involvement</b>	I am currently sit on the Board of Directors for Richmond Metropolitan Habitat for Humanity
<b>Why do you want to be a part of the Civilian Review Board?</b>	My profound concern for justice and community drives my desire to be part of a civilian review board, where I can contribute to fostering fairness and accountability. I am familiar with reviewing and analyzing policies, practices and their impact on communities and would like to help strengthen trust and relations back into communities law enforcement serve.
<b>Upload your resumé here. (optional)</b>	<a href="https://www.formstack.com/admin/download/file/16572979059">https://www.formstack.com/admin/download/file/16572979059</a>
<b>I attest that the information transmitted and answers provided in this application are true, accurate, and complete to the best of my knowledge.</b>	Yes



# Luanda V. Fiscella

616 Northside Ave | Richmond, 23222 | (202) 560 9391 | luandafiscella180@gmail.com

## Objective

My professional experiences in land use planning, affordable housing development and policy have allowed me the opportunity to engage in effective collaborations with both individuals, communities, and organizations to address the ever-growing issues of development and accessibility to housing. I have a formal background in planning principles and local housing policy. I possess strong financial literacy skills and understand funding structures that make development and programming possible. I have continued to enhance my statistical skills with a recent completion of a Master's degree for Applied Demography from Pennsylvania State University. Throughout my program, I have learned key research concepts, analytical measures, and software in order to better analyze and leverage data. I work well with people and respect their limitations and believe strongly in serving our communities. Lastly, I go by Lulu.

## Education

- Virginia Commonwealth University, Richmond, Virginia 2015
  - Magna Cum Laude class of 2016 with a B.S. in Urban Regional Planning
- Penn State for master's in Applied Demography 2022

## Experience

June 2023 - Present

Impact Analysis | Locus | Richmond, Virginia

I produce research and data analytics projects and products across all Locus' business lines. This includes data tracking, analysis, compliance reporting and program evaluation. Additionally, I collect, analyze and report research on new and existing initiatives, trends and best practices in the field of Community Development and offer recommendations for expansion or adoption of new geographies, products or services and ensure the integrity of all data reported.

August 2021- June 2023

Housing Specialist | Department of Community Revitalization | Henrico, Virginia

My primary responsibilities included planning, developing, organizing and coordinating housing services for Henrico County residents. I utilized current data related to housing to help identify Henrico County's most pressing housing demands and help develop strategies to address these needs collaboratively. A key role was to help increase access to resources for affordable housing programs serving low-income families, like the facilitation of land donations. I served as a liaison to other County departments and non-profit organizations who engage in housing services or development. Lastly, I helped establish and maintain a cohesive County-based housing inventory that includes both existing stock and opportunities in undeveloped surplus land.

October 2020-August 2021

Project Development Manager| Housing and Community Development| Richmond, Virginia

Primary duties at the City of Richmond are overseeing HOME and CDBG funded affordable housing development and repair programs. This entailed reviewing budget applications, providing recommendations, as well as preparing item plans, contracts, and revisions. I managed a dozen portfolios and processed requests for disbursement of entitlement money. Within the department, I coordinated in a timely fashion with other project managers, accountants, and sub-recipients. Additionally, I helped capture and organize data for board presentations, City Council meetings, and required annual reporting. With a background in land use, I am also able to navigate developers through city departments like Planning, Zoning, DPU, DPW, thus providing support throughout housing development.

September 2018 – October 2020

**Planner I |Division of Comprehensive Planning| Henrico, Virginia**

My primary responsibility is maintaining, updating, and drafting demographic reports essential for land use analysis and decision making. These annual reports were utilized by several county agencies as well as Planning Commissioners and Board of Supervisors. I created demographic studies and analyses for population and housing reports, land use studies, comprehensive plan amendments, research for land use applications. Other routine responsibilities included handling rezoning cases, from drafting a staff report to presenting rezoning cases to the Planning Commission. This position required me to have knowledge about the principles and practices of land use planning, but also included statistical analysis as well as mapping. I communicated effectively orally and in writing. I also interpreted statistical data and prepared all necessary visualizations in software like PowerBI.

September 2016 – September 2018

**Planning Technician| Department of Community Revitalization | Henrico, Virginia**

Performed paraprofessional duties involving considerable public contact, office research, field investigation, and reviewing applications and plans for the Department of Community Revitalization. I assisted low-income homeowners as the project manager of a Henrico County volunteer program. Other duties included preparing and maintaining databases to support departmental programs and responsibilities. Lastly, I produced presentations for the Director to present before the public and various boards. These presentations consisted of statistical information organized in maps and other visuals that included demographics, economic, and census data.

September 2016– May 2017

**Research Assistant | MZ Strategies | Richmond, Virginia**

Conducted research and created a literature review on transit-oriented development for Aloha County, Oregon. The goal was to collect and analyze the effectiveness and cost implementation of affordable housing practices in conjunction with transit development. Work included interviews with Executive Directors and the collection of secondary analysis through Census Bureau statistical information. Was paid an hourly wage of \$20.

## **Awards & Acknowledgements**

- Marijean Hawthorne Excellence in Writing Award 2016
- Virginia American Planning Association 2015 Outstanding Student Award
- Member of the Virginia Association of Zoning Officials 2017
- Richmond Metropolitan Habitat for Humanity Board member

- Project HomesCommunity Engagement Board member

## References

1. David Sacks - Community Development Manager for Henrico County  
(804) 501-7611  
[sac01@henrico.us](mailto:sac01@henrico.us)
2. Seth Humpreys - Henrico County Planner IV  
(804) 501-4427  
[hum02@henrico.us](mailto:hum02@henrico.us)
3. Elizabeth Greenfield - VP of Government Affairs at Home Building Association of Richmond  
[egreenfield@hbar.org](mailto:egreenfield@hbar.org)

Form Name: Civilian Review Board  
Submission Time: August 29, 2024 9:24 am  
Browser: Safari 16.5 / OS X  
IP Address: 71.251.224.141  
Unique ID: 1260191245  
Location:

## Civilian Review Board

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**Are you currently or have you previously been employed as a law-enforcement officer as defined in Code of Virginia, 9.1-101?** No

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**Is any family or household member of yours currently employed as a law-enforcement officer or previously worked as a law-enforcement officer as defined above in Code of Virginia, 9.1-101?** No

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**Are you a family or household member of a person who has a pending complaint against the Department of Police or litigation pending against the city?** No

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**Do you have a complaint pending against the Department of Police or litigation pending against the city?** No

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**Name** SUSANNA FISHER

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**Address** 1705 Maple Shade Lane  
Richmond 23227

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**Home Phone** (804) 426-3995

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**Personal Email Address** susifisher66@gmail.com

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**In what City Council Voter District do you reside?** 2

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**How long have you been a resident of the city of Richmond?** 21 years

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**Have you ever been convicted of a felony?** No

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**Have you ever been convicted of a misdemeanor involving moral turpitude (stealing, lying, etc.)?** No

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**Employer** Bon Secours St Mary's Hospital

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<b>Job Title</b>	Client Services Coordinator ,Laboratory Scientist
<b>Business Address</b>	5801 Bremo Rd Main Laboratory Richmond, VA 23226
<b>Business Phone</b>	(804) 281-8100
<b>Please list your educational background and/or other expertise or qualifications you will be bringing to this board.</b>	Bachelors in Biology and Medical Technology Critical thinking skills and the ability to view situations objectively and apply the appropriate policies. As a lab scientist I understand the importance of policies and procedures and applying them to daily tasks in my work environment. I understand the need to review them periodically and make changes as needed.
<b>Why do you want to be a part of the Civilian Review Board?</b>	I would like to participate in community efforts to maintain an open relationship with law enforcement staff. I'd like to be given the opportunity to meet and work with other citizens and officials who want to provide insight on current internal policies. To objectively review assigned investigations and make informed recommendations to the Mayor, City Council and the Chief Of Police. The opportunity to help keep Richmond a safe environment for our citizens and visitors.
<b>I attest that the information transmitted and answers provided in this application are true, accurate, and complete to the best of my knowledge.</b>	Yes

Form Name: Civilian Review Board  
Submission Time: July 27, 2024 1:15 pm  
Browser: Chrome 126.0.0.0 / Windows  
IP Address: 73.152.78.66  
Unique ID: 1249126495  
Location:

## Civilian Review Board

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**Are you currently or have you previously been employed as a law-enforcement officer as defined in Code of Virginia, 9.1-101?** No

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**Is any family or household member of yours currently employed as a law-enforcement officer or previously worked as a law-enforcement officer as defined above in Code of Virginia, 9.1-101?** No

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**Are you a family or household member of a person who has a pending complaint against the Department of Police or litigation pending against the city?** No

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**Do you have a complaint pending against the Department of Police or litigation pending against the city?** No

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**Name** Angela Fontaine

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**Address** 1649 Limerick Dr  
Richmond 23225

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**Home Phone** (804) 931-2100

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**Personal Email Address** angelacfontaine@gmail.com

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**In what City Council Voter District do you reside?** 4th

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**How long have you been a resident of the city of Richmond?** Collectively, 15 years

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**Have you ever been convicted of a felony?** No

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**Have you even been convicted of a misdemeanor involving moral turpitude (stealing, lying, etc.)?** No

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**Employer** Seraph Strategies

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<b>Job Title</b>	Founder / Consultant / Coach
<b>Business Address</b>	1649 Limerick Dr Richmond, VA 23225
<b>Business Phone</b>	(804) 931-2100
<b>Business Email Address</b>	angela@seraphstrategies.com
<b>Please list your educational background and/or other expertise or qualifications you will be bringing to this board.</b>	I hold a Bachelor of Science in Criminal Justice from Virginia Commonwealth University. As a consultant and coach, I specialize in conflict resolution and managing stress. My experience includes co-chairing the Task Force to Establish a Civilian Review Board and I am interested in improving community-police relations. I am a diversity, equity, and inclusion professional, serving populations with varied backgrounds, cultures, abilities, and socioeconomic statuses.
<b>List other city of Richmond Authorities, Boards, Commissions or Task Forces you currently or have previously served.</b>	Board of Associates: Peter Paul Development Center Equity Round Table Member: RVA Green 2050 City of Richmond: Task Force to Establish a Civilian Review Board Board Member: Virginia Rehabilitation Association
<b>Other Community Involvement</b>	Current candidate for School Board - 4th District
<b>Why do you want to be a part of the Civilian Review Board?</b>	I believe that fostering community trust is crucial for effective policing and public safety. When citizens trust law enforcement, they are more likely to report crimes, provide information, and cooperate with investigations. This increased collaboration between the community and police can lead to more effective crime prevention, and create a safer environment for everyone. By serving on the Civilian Review Board, I hope to contribute to building this trust, which will not only improve police-community relations but also enhance the overall safety of our community.
<b>Upload your resumé here. (optional)</b>	<a href="https://www.formstack.com/admin/download/file/16683971602">https://www.formstack.com/admin/download/file/16683971602</a>
<b>I attest that the information transmitted and answers provided in this application are true, accurate, and complete to the best of my knowledge.</b>	Yes



**Professional Coach and Consultant**

Results-oriented Professional Coach and Consultant with 10+ years of experience in private, government, and nonprofit industries. Expertly builds relationships while networking across sectors. Navigates critical issues while aligning with company vision and values. Expertise in building and maintaining a strong rapport with stakeholders. Proven ability to craft individualized growth plans for early in career through executive-level clients, helping them to achieve their personal and professional goals. Strong experience in effective planning and coaching through complex problems and with individuals from a multitude of backgrounds and industries.

Coaching · DE&I Expert · Training and Facilitation · Employee Relations · Community Engagement  
· Performance Management · Strategic Planning · Recruiting ·

**PROFESSIONAL EXPERIENCE**

**Founder / Consultant / Professional Coach** | Seraph Strategies - Richmond, VA                      September 2023– Current

Supports individuals and organizations by bringing a coaching mindset to the consulting space to create cost-effective, lasting, and transformative change.

- Coaches entry-level to executive-level staff on topics such as leadership development, stress management, and productivity enhancement.
- Designs custom facilitations for organizations based on their specific needs.
- Develop mission-aligned strategies and support clients in implementing them. Help clients create accountability and overcome roadblocks.
- Facilitates Energy Leadership Index Assessments in group and individual settings.

**Consultant / Professional Coach** | The Spark Mill - Richmond, VA                      October 2021– August

Works on multiple strategic planning projects in various sectors to assist organizations with building out their organizational goals while using DEI best practices to guide strategy and implementation.

- Interviewed multiple stakeholders to gain perspective, ensuring strategic plans are created to address certain gaps and/or challenges and organization may be experiencing.
- Coached executive-level staff within clients’ organizations on relationship-building, planning, delegation, and goal-setting.
- Conducted assessments of internal documents of client’s organizations to assess and help guide the strategic plan.
- Provided consulting on project design and implementation of community-based projects that are in alignment with the values of the organization as well as the community they will be implemented in.
- Consulted clients through their hiring processes, ensuring recruiting strategies are equitable.
- Recruited and interviewed candidates for open positions within our client’s organizations.
- Conducted focus groups and facilitates workshops to gather data and lead organizations through change.

**Career Transition Consultant** | Lee Hecht Harrison- Richmond, VA                      February 2020 – October 2021

Provides high-quality consultation and coaching services to participants through one-on-one coaching. Effectively handles caseload as business needs require. Maintains up-to-date records of all activities

with participants. Manages all associated administration in a timely and accurate manner. Tasks are completed independently and proactively to meet candidates' needs.

- Advised through complex issues, such as navigating a disability at work and referring to community-based organizations or other resources if needed.
- Quickly gauge and understand clients' motivations, work styles, and goals to effectively coach them to meet their career goals.
- Maintained higher than targeted feedback scores.

**Employment Services Specialist** | Henrico County Government – Henrico, VA September 2018 – February 2020

Provided intensive case management for the TANF (Temporary Assistance for Needy Families) program participants to assist them with achieving self-sufficiency. Partnered with outside agencies, schools, and transportation companies to remove barriers to employment while working with budget constraints and strict reporting guidelines. Assigned work and education activities to participants monthly and gathered documentation to ensure assignments were completed.

- Assisted participants with creating an employment and/or education plan based on the individual's goals.
- Created and implemented the Work Readiness Program through Henrico County, resulting in job seekers overcoming barriers and obtaining employment successfully.
- Provided individuals with career planning assistance by assessing skills and abilities and utilizing labor market information, ensuring growth and stability in their chosen field.
- Coached clients through applications and interviews daily and assisted with any challenges as they arose, leading to successful job placements.

**Lead Vocational Counselor** | The Choice Group – Richmond, VA

August 2015 – February 2018

Provided job development and hands-on job coaching and training services to individuals with mental, physical, and developmental disabilities. Worked with employers to problem solve and implement accommodations as needed, with the main goal of ensuring that the worker meets all requirements and that the position is a proper fit. Marketed services to employers and agencies to bring the benefit of working to people, regardless of ability.

**Admissions and Outreach Counselor** | Job Corps - Richmond, VA

October 2011 – March 2015

Oversaw and managed recruiting events and admissions for Job Corps - a federally funded vocational training Program for low-income, at-risk youth. Facilitated Orientation Classes and screened candidates for eligibility. Advised participants on career paths, utilizing skills assessments and labor market information. Coached participants through the completion of the program. Facilitated presentations for Social Services Agencies, School Administrators, and Community Organizations to market the program, exceeding enrollment goals monthly.

**EDUCATION**

**Bachelor of Science, Criminal Justice**

Virginia Commonwealth University, Richmond, VA

**CERTIFICATIONS**

Certified Professional Coach

Energy Leadership Index / 360 Master Practitioner

COR.E Leadership Dynamics Specialist

**Institute of Professional Excellence in Coaching**

Associate Certified Coach

**International Coaching Federation**

Form Name: Civilian Review Board  
Submission Time: July 6, 2024 6:24 pm  
Browser: Chrome 122.0.0.0 / Windows  
IP Address: 69.114.79.0  
Unique ID: 1242211338  
Location:

## Civilian Review Board

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**Are you currently or have you previously been employed as a law-enforcement officer as defined in Code of Virginia, 9.1-101?** No

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**Is any family or household member of yours currently employed as a law-enforcement officer or previously worked as a law-enforcement officer as defined above in Code of Virginia, 9.1-101?** No

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**Are you a family or household member of a person who has a pending complaint against the Department of Police or litigation pending against the city?** No

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**Do you have a complaint pending against the Department of Police or litigation pending against the city?** No

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**Name** Paul Gilding

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**Address** 1807 GROVE AVE  
Richmond 23220

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**Home Phone** (804) 339-2777

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**Personal Email Address** pgilding4@gmail.com

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**In what City Council Voter District do you reside?** 2nd

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**How long have you been a resident of the city of Richmond?** 26 years

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**Have you ever been convicted of a felony?** No

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**Have you even been convicted of a misdemeanor involving moral turpitude (stealing, lying, etc.)?** No

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**Employer** retired

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**Please list your educational background and/or other expertise or qualifications you will be bringing to this board.** BA in political science and 32 years of state service in the VA Department of Behavioral Health and Developmental Services as the Director of Community Services. I directed the office that contracted with the 40 community Services Boards (CSBs) for local behavioral health, developmental, and substance dependence services for 200,000 Virginians each year. I have extensive experience in working with volunteer citizen boards of directors and in policy development and administration, including conducting numerous public hearings on needs for services and administering performance contracts with the 40 CSBs for \$200+ million.

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**List other city of Richmond Authorities, Boards, Commissions or Task Forces you currently or have previously served.** I helped the Richmond Behavioral Health Authority (RBHA) to hire two executive directors and worked with the RBHA Board of Directors

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**Why do you want to be a part of the Civilian Review Board?** I want to build trust between the Police Department and Richmond residents and help ensure a professional and highly competent police force.

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**I attest that the information transmitted and answers provided in this application are true, accurate, and complete to the best of my knowledge.** Yes

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Form Name: Civilian Review Board  
Submission Time: July 4, 2024 11:27 am  
Browser: Chrome 126.0.0.0 / OS X  
IP Address: 173.67.247.135  
Unique ID: 1241676144  
Location:

## Civilian Review Board

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**Are you currently or have you previously been employed as a law-enforcement officer as defined in Code of Virginia, 9.1-101?** No

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**Is any family or household member of yours currently employed as a law-enforcement officer or previously worked as a law-enforcement officer as defined above in Code of Virginia, 9.1-101?** No

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**Are you a family or household member of a person who has a pending complaint against the Department of Police or litigation pending against the city?** No

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**Do you have a complaint pending against the Department of Police or litigation pending against the city?** No

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**Name** Griffith Gray

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**Address** 2115 Rosewood Avenue  
Richmond 23220

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**Home Phone** (630) 729-4584

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**Personal Email Address** griffithghc@gmail.com

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**In what City Council Voter District do you reside?** 5

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**How long have you been a resident of the city of Richmond?** 9 months

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**Have you ever been convicted of a felony?** No

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**Have you even been convicted of a misdemeanor involving moral turpitude (stealing, lying, etc.)?** No

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**Employer** VoteShift

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<b>Job Title</b>	Co-Founder, Managing Director
<b>Business Address</b>	Remote
<b>Business Phone</b>	(630) 729-4584
<b>Business Email Address</b>	griff@voteshift.com
<b>Please list your educational background and/or other expertise or qualifications you will be bringing to this board.</b>	My work in municipal elections in cities with difficult relationships with the police (Birmingham, Montgomery, Memphis) have informed my views on what is possible and I would love to contribute to Richmond's forward progress and hold police accountable to Richmond's citizens.
<b>List other city of Richmond Authorities, Boards, Commissions or Task Forces you currently or have previously served.</b>	N/A
<b>Why do you want to be a part of the Civilian Review Board?</b>	I helped elect Mayor Randall Woodfin in Birmingham, AL who instituted their first Civilian Review Board, and I would like to participate in the CRB in my new city. After graduating from Tulane in 2014 I spent a year serving in AmeriCorps VISTA working with young people who were not connected to school or work. Working with vulnerable young people in New Orleans, LA contributed to my sense of justice, and my activism and organizing work across the gulf south has strengthened my resolve to fight for equitable outcomes, especially surrounding fair treatment by the police.
<b>I attest that the information transmitted and answers provided in this application are true, accurate, and complete to the best of my knowledge.</b>	Yes

Form Name: Civilian Review Board  
Submission Time: July 4, 2024 11:22 am  
Browser: Chrome 126.0.0.0 / OS X  
IP Address: 173.67.247.135  
Unique ID: 1241675055  
Location:

## Civilian Review Board

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**Are you currently or have you previously been employed as a law-enforcement officer as defined in Code of Virginia, 9.1-101?** No

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**Is any family or household member of yours currently employed as a law-enforcement officer or previously worked as a law-enforcement officer as defined above in Code of Virginia, 9.1-101?** No

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**Are you a family or household member of a person who has a pending complaint against the Department of Police or litigation pending against the city?** No

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**Do you have a complaint pending against the Department of Police or litigation pending against the city?** No

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**Name** Hannah Gray

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**Address** 2115 Rosewood Avenue  
Richmond 23220-5822

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**Home Phone** (205) 790-8939

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**Personal Email Address** hannahmurphy812@gmail.com

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**In what City Council Voter District do you reside?** 5

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**How long have you been a resident of the city of Richmond?** 9 months

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**Have you ever been convicted of a felony?** No

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**Have you even been convicted of a misdemeanor involving moral turpitude (stealing, lying, etc.)?** No

---

**Employer** Apollo.io

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<b>Job Title</b>	account executive
<b>Business Address</b>	remote
<b>Business Phone</b>	(205) 790-8939
<b>Business Email Address</b>	hannahmurphy812@gmail.com
<b>Please list your educational background and/or other expertise or qualifications you will be bringing to this board.</b>	I have worked in education and local businesses in my home city of Birmingham Alabama where I lived my entire life before moving to Richmond last October. In Birmingham, I volunteered with local organizations and nonprofits and on various local campaigns. I am so proud to be a new citizen of Richmond and I want to help make a difference in my new community.
<b>List other city of Richmond Authorities, Boards, Commissions or Task Forces you currently or have previously served.</b>	None in Richmond
<b>Other Community Involvement</b>	Past experiences in education, local advocacy groups, nonprofits, city council lobbying, and local volunteer work.
<b>Why do you want to be a part of the Civilian Review Board?</b>	I moved to Richmond because I fell in love with the city on a long weekend vacation here. Moving and living here has been such a privilege and I know it will be an amazing home for my little family for years to come. I want to be able to give back to a community that has already given so much to me. I'm also extremely passionate about work in advocacy and accountability. I believe that a good relationship between police and citizens is crucial to establishing safety and a sense of community
<b>Upload your resumé here. (optional)</b>	<a href="https://www.formstack.com/admin/download/file/16581121982">https://www.formstack.com/admin/download/file/16581121982</a>
<b>I attest that the information transmitted and answers provided in this application are true, accurate, and complete to the best of my knowledge.</b>	Yes



# Hannah Murphy Gray

Highly determined business development executive with eight years of experience and a superb track record in generating net-new business. Self-starter with a unique balance of relationship-building and hunting. Seeking a sales role in a fast-paced environment where I can continue to foster and hone those skills.

2115 Rosewood Avenue  
Richmond, VA 23220  
(205) 790-8939  
hannahmurphy812@gmail.com

## Selected Work Experience

### **Apollo.io**

April 2023-Present

Account Executive- Remote

- Averaged 103% of quarterly net new sales quota
- Executed ~30 new inbound discovery demos weekly
- Supported onboarding and expansion opportunities for new & existing customers

### **Gartner Digital Markets**

Jan. 2020 - April 2023

Senior Business Development Executive - Arlington, VA & Remote

- Averaged 190% of quota every year
- 2022- Sold 33% of team quota in a team of 13
- Helped support new product line development through growth and clinical feedback with marketing and product
- Created and delivered presentations to C-suite personas
- Managed mid-market and enterprise territories with Fortune 500 vendors
- Helped create systematic training programs for new hires

### **Clipper Magazine**

Jun. 2016 - Dec. 2019

Multimedia Solutions Consultant - Birmingham, AL

- Received yearly promotions, Increased revenue by 212% YoY
- Pursued minimum of 30 new leads each month
- Achieved sales among top 10 employees in company for 2 years
- Serviced 250-account book of business

## Education

### **Birmingham Southern College**

Aug. 2008 - Dec. 2012

Bachelor's Degree, Music Education

Earned degree in music education with a minor in theater while working a full-time job, various internships, and community volunteering.

## Skills

Excel Proficiency

Challenger sales framework

Basic Salesforce competency

Google Suite proficiency

Account-based marketing

Lead Generation

## Awards

**Rookie of the year finalist**

2018, Clipper Magazine

**Regional most new clients**

2016-19, Clipper Magazine

**Data Insights Top Achiever**

2021-2022, Gartner Digital Markets

## Languages

Spanish- Limited Professional Competency

## Selected Service

2016-2018 Executive board of Central Alabama Theatre

2017 Vice president of Shelby County Young Democrats

2018 Junior board the Hispanic Interest Coalition of Alabama



Form Name: Civilian Review Board  
Submission Time: July 1, 2024 6:52 pm  
Browser: Mobile Safari 17.5 / iOS  
IP Address: 75.139.30.209  
Unique ID: 1240782780  
Location:

## Civilian Review Board

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**Are you currently or have you previously been employed as a law-enforcement officer as defined in Code of Virginia, 9.1-101?** No

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**Is any family or household member of yours currently employed as a law-enforcement officer or previously worked as a law-enforcement officer as defined above in Code of Virginia, 9.1-101?** No

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**Are you a family or household member of a person who has a pending complaint against the Department of Police or litigation pending against the city?** No

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**Do you have a complaint pending against the Department of Police or litigation pending against the city?** No

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**Name** Kimberly Graziano

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**Address** 3909 hermitage rd  
Richmond 23227

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**Home Phone** (804) 393-9497

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**Personal Email Address** thebunnymachine@gmail.com

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**In what City Council Voter District do you reside?** 3rd

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**How long have you been a resident of the city of Richmond?** 20 years

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**Have you ever been convicted of a felony?** No

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**Have you even been convicted of a misdemeanor involving moral turpitude (stealing, lying, etc.)?** No

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**Employer** Self/Business owner

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<b>Job Title</b>	Owner
<b>Business Address</b>	17 N Belmont Ave Richmond, VA 23221
<b>Business Phone</b>	(804) 353-1002
<b>Business Email Address</b>	blackrabbitva@gmail.com
<b>Please list your educational background and/or other expertise or qualifications you will be bringing to this board.</b>	I am a Richmond business owner and have been involved heavily with local fundraising efforts to aid folks in our community. I'm a mother of 2 who both attend Richmond City schools, which are heavily impacted by law enforcement issues in our city. As a business owner, I have experience in navigating complicated city permitting processes.
<b>List other city of Richmond Authorities, Boards, Commissions or Task Forces you currently or have previously served.</b>	None
<b>Why do you want to be a part of the Civilian Review Board?</b>	I want to be able to give valuable input and opinion about important issues facing our local community.
<b>I attest that the information transmitted and answers provided in this application are true, accurate, and complete to the best of my knowledge.</b>	Yes

Form Name: Civilian Review Board  
Submission Time: August 5, 2024 9:41 pm  
Browser: Chrome 127.0.0.0 / Windows  
IP Address: 173.53.95.63  
Unique ID: 1251949666  
Location:

## Civilian Review Board

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**Are you currently or have you previously been employed as a law-enforcement officer as defined in Code of Virginia, 9.1-101?** No

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**Is any family or household member of yours currently employed as a law-enforcement officer or previously worked as a law-enforcement officer as defined above in Code of Virginia, 9.1-101?** No

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**Are you a family or household member of a person who has a pending complaint against the Department of Police or litigation pending against the city?** No

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**Do you have a complaint pending against the Department of Police or litigation pending against the city?** No

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**Name** Jannie Hawkins

---

**Address** 4016 Monument Avenue  
Richmond 23230

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**Home Phone** (804) 367-3260

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**Personal Email Address** gargab4love@gmail.com

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**In what City Council Voter District do you reside?** First District

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**How long have you been a resident of the city of Richmond?** Six years

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**Have you ever been convicted of a felony?** No

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**Have you even been convicted of a misdemeanor involving moral turpitude (stealing, lying, etc.)?** No

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**Employer** Home Helpers Home Care

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<b>Job Title</b>	Nurse Supervisor
<b>Business Address</b>	105 Twinridge Lane North Chesterfield , VA 23235
<b>Business Phone</b>	(804) 864-4258
<b>Business Email Address</b>	rvanursing@homehelpershomecare.com
<b>Please list your educational background and/or other expertise or qualifications you will be bringing to this board.</b>	<p>1-Higher level of education and wide range of interests</p> <p>2-Extensive work experience that has required a high level of accountability, the essential need for good interpersonal skills, and strong supervisory abilities</p> <p>3-Ability to listen to all information and opinions and calmly discuss issues</p> <p>4-Ability to understand concepts, procedures, laws, human motivation, and the far-reaching implications of policies and actions</p> <p>5-Enjoy living in a city environment in the City of Richmond and desire to be involved in improving the quality of life for all residents</p> <p>6-Strong commitment to see fairness and justice prevail</p>
<b>List other city of Richmond Authorities, Boards, Commissions or Task Forces you currently or have previously served.</b>	1-Have served when summoned to the Grand Jury for the City of Richmond Circuit Court for the past three years
<b>Why do you want to be a part of the Civilian Review Board?</b>	I am a relatively new resident to Richmond but have a strong desire to become more engaged in the community. I am very interested in the issues of law and how good policies and enforcement can provide a better quality of life for residents. I believe that my life and work experiences have taught me a great deal about human nature and which values and actions of all persons, including those in law enforcement, need to embrace and practice in order to promote fairness and justice. I believe that all persons need to be accountable for their actions. I feel that I would be able to be impartial and able to help make decisions regarding the appropriateness of policies and actions of law enforcement officials.
<b>Upload your resumé here. (optional)</b>	<a href="https://www.formstack.com/admin/download/file/16723626835">https://www.formstack.com/admin/download/file/16723626835</a>
<b>I attest that the information transmitted and answers provided in this application are true, accurate, and complete to the best of my knowledge.</b>	Yes

Jannie L. Hawkins  
4016 Monument Avenue  
Richmond, Virginia 23230  
804-367-3260  
gargab4love@gmail.com

Objective: To use my education, life and work experience, and interpersonal skills to serve on the Richmond Civilian Review Board to assist in improving the quality of life for all Richmond residents

### Formal Education

2017 Masters of Science in Nursing Administration; George Mason University; Fairfax, Virginia

- Program included the following areas of knowledge: extensive research on nursing theory, two semesters of statistics, research on healthcare system in the United States, nursing leadership, healthcare law, financial management, quality management, evidence-based practices, and administrative theory of nursing
- Program culminated in two semesters of practicum (240 hours) of macro and micro views of clinical organization, interviews with executives, and visits to clinical sites comprising the organization. Member of team that developed a business plan to implement a new product line (new family baby care program); Examination of traits held by quality managers; Developed individual business proposal for program instituted at one clinical site within the organization (therapy dog visitation program to increase self awareness and interpersonal interactions of substance abuse clients)

1990 Bachelor of Science in Nursing; George Mason University; Fairfax, Virginia

- Program provided education of all aspects of patient care

1984 Bachelor of Science in Education; George Mason University; Fairfax, Virginia

- Program provided preparation to teach all subjects to early childhood students

### Continuing Education

2007-2008 Business Law I and II; Northern Virginia Community College; Woodbridge, Virginia

2005-2006 Human Resources Development in Business for two semesters; Northern Virginia Community College; Woodbridge, Virginia

### Employment

April, 2021- Present; Home Health Care Nurse Supervisor for Home Helpers Home Health agency

- Completed intake information for potential home care clients, performed in-home assessments to evaluate client diagnoses, conditions, and environment. Developed individualized plan of care for new clients detailing physical, emotional, and psychosocial needs and tasks for aides to complete in order to care for clients in their homes or facility. Conducted quarterly and as needed client visits to assess for changes and revise care plan if necessary. Consulted with office administrator, additional office nurse supervisor, and community health care resources to provide comprehensive care of each client. Evaluated aides during home visits. Assisted in planning and teaching classes for aides as a requirement for them to obtain Personal Care Assistant certification. Maintained records in written and electronic formats. Attended company meetings and activities

January 2019-April 2020; Home Health Care Supervisor for Care Advantage, Inc.; Richmond, Virginia

- Conducted client and home assessments for admissions to obtain personal home care; documented client condition and needs and developed individualized plan of care for home aides to follow when caring for client. Conducted home or facility visits per company policy to assess client for changes and if care plan revision was needed. Reviewed findings in consultation with office nurses to provide additional hours or additional community resources for each client as needed in order to provide optimal client care and satisfaction. Attended staff meetings, conference calls, and company activities to continue learning and promote the company

November 2018-April 2018; Staff Nurse for Envoy of Woodbridge Nursing Center; Woodbridge, Virginia

- Provided physical assessments, medication administration, skin care treatments, and tube feedings, and procedures for up to thirty residents on each shift. Evaluated medication effectiveness, treatments, and laboratory tests ordered by facility physicians. Helped provide safe, resident-friendly, and family-friendly environment that residents deserved

October 2015-April 2018; Home Healthcare Intake Nurse; Visiting Angels Agency; Manassas, Virginia

- Evaluated client needs and environments to prepare an individualized plan of care for each client. Helped pair caregiver who would best meet needs of client physical and emotional well-being

1999-2014 Staff Nurse; Neonatal intensive care, nursery, and postpartum units; Sentara Medical Center; Woodbridge, Virginia

- Provided care to large variety of patients that included physical assessments, nursing care, teaching for patient and families, medication education, and discharge teaching
- Carried out charge nurse position on shifts to determine safe staffing levels and deal with patient or family issues to ensure patient satisfaction

1992-1999 Staff Nurse; Neonatal intensive care unit; Georgetown University Medical Center; Washington, D.C.



- Provided all aspects of nursing care to premature and ill infants in a level three nursery

1990-1992 Staff Nurse; Adult medical unit; Georgetown University Medical Center: Washington, D.C.

- Provided care in the form of intravenous fluids, feeding, medications, patient teaching, emotional support, and discharge teaching to families of adult patients with a wide variety of acute and chronic conditions

#### Additional Certifications and Memberships

Active nursing licensure in the state of Virginia

CPR, AED, First Aid Certification by the American Health and Safety Association through July 25, 2023

30-Hour Nursing License Renewal Package published by Elite Healthcare and accredited by the American Nurses Credentialing Commission on Accreditation; completed July, 2021

#### References

Professional references' contact information available upon request



Form Name: Civilian Review Board  
Submission Time: August 26, 2024 11:52 am  
Browser: Chrome 128.0.0.0 / Windows  
IP Address: 161.69.92.10  
Unique ID: 1259086705  
Location:

## Civilian Review Board

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**Are you currently or have you previously been employed as a law-enforcement officer as defined in Code of Virginia, 9.1-101?** No

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**Is any family or household member of yours currently employed as a law-enforcement officer or previously worked as a law-enforcement officer as defined above in Code of Virginia, 9.1-101?** No

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**Are you a family or household member of a person who has a pending complaint against the Department of Police or litigation pending against the city?** No

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**Do you have a complaint pending against the Department of Police or litigation pending against the city?** No

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**Name** Joy Heaton

---

**Address** 3000 Scarsborough Drive  
Richmond 23235

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**Home Phone** (804) 317-5067

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**Personal Email Address** joy@justcompassion.org

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**In what City Council Voter District do you reside?** 4

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**How long have you been a resident of the city of Richmond?** 15 years

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**Have you ever been convicted of a felony?** No

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**Have you even been convicted of a misdemeanor involving moral turpitude (stealing, lying, etc.)?** No

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**Employer** Virginia Department of the Treasury

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<b>Job Title</b>	Senior Accounting Analyst
<b>Business Address</b>	101 N. 14th Street Richmond, VA 23219
<b>Business Phone</b>	(804) 225-2388
<b>Business Email Address</b>	Joy.Heaton@trs.virginia.gov

**Please list your educational background and/or other expertise or qualifications you will be bringing to this board.** In 1987 I earned by bachelor's degree in accounting and became a CPA in Dallas, TX. After serving as a corporate CPA for 11 years, I earned a master's degree in theology and served as a senior pastor for 12 years before being diagnosed with blood cancer in 2009 and moving to Richmond to be treated at MCV. After recovering from cancer, I earned my doctorate in theology and founded a not-for-profit corporation in Richmond called Just Compassion, Inc. While my husband runs the day-to-day operations of our charity, I now work full-time with the Virginia Department of the Treasury in downtown Richmond. We love Richmond and believe in being active participants in making our city a great place to raise children. It takes a village of engaged citizens to raise every child in a safe and supportive community.

**Other Community Involvement** I served as President of the Greater Staffordshire Civic Association, where I live in Richmond's annexed portion of Bon Air. We always encouraged our school board and city council representatives as well as law enforcement officers to engage our community residents at our quarterly/annual meetings. I also served as a founding member of the Patient Advisory Council at VCU Health (MCV) from 2016-2019. Since 2010 I have served lunch to the homeless every first Wednesday of each month in partnership with Richmond Friends of the Homeless. My non-profit (Just Compassion) serves a meal to the poor every second Thursday of each month since 2020 in partnership with Metropolitan Community Church located on Park Avenue in Richmond. Finally, my husband is a member of the Richmond Symphony Chorus, and we are strong supporters of the Arts in Richmond.

**Why do you want to be a part of the Civilian Review Board?**

When I served as President of the Greater Staffordshire Civic Association, we were PROUD of the fact that our neighborhood (at that time from 2012-2016) had the lowest crime rate in the city of Richmond. I believe the main reason was that we were actively engaged with our City Council representatives and local law enforcement officers to care for each other as neighbors and respect the role local government plays in our safety. I believe that mutual respect between citizens and law enforcement is the key to building strong bonds. My educational background in both business and theology have enabled me to develop a compassionate interest in serving on the Civilian Review Board in order to promote mutual respect between the police and our Richmond community as well as to appreciate the importance of law enforcement in making Richmond a safe and wonderful place to live, work, and raise children.

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**I attest that the information transmitted and answers provided in this application are true, accurate, and complete to the best of my knowledge.** Yes

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Form Name: Civilian Review Board  
Submission Time: July 5, 2024 11:42 am  
Browser: Chrome 126.0.0.0 / Windows  
IP Address: 74.110.211.64  
Unique ID: 1241914381  
Location:

## Civilian Review Board

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**Are you currently or have you previously been employed as a law-enforcement officer as defined in Code of Virginia, 9.1-101?** No

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**Is any family or household member of yours currently employed as a law-enforcement officer or previously worked as a law-enforcement officer as defined above in Code of Virginia, 9.1-101?** No

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**Are you a family or household member of a person who has a pending complaint against the Department of Police or litigation pending against the city?** No

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**Do you have a complaint pending against the Department of Police or litigation pending against the city?** No

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**Name** Josh Huddle

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**Address** 1308 Floyd Avenue  
Apartment #2  
Richmond 23220

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**Home Phone** (804) 986-7545

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**Personal Email Address** joshrhuddle@gmail.com

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**In what City Council Voter District do you reside?** 2

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**How long have you been a resident of the city of Richmond?** 11 months

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**Have you ever been convicted of a felony?** No

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**Have you even been convicted of a misdemeanor involving moral turpitude (stealing, lying, etc.)?** No

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**Employer** Jimmy John's

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<b>Job Title</b>	Delivery Driver
<b>Business Address</b>	13905 Midlothian Turnpike Midlothian, VA 23114
<b>Please list your educational background and/or other expertise or qualifications you will be bringing to this board.</b>	Currently studying Engineering at VCU.
<b>List other city of Richmond Authorities, Boards, Commissions or Task Forces you currently or have previously served.</b>	N/A
<b>Other Community Involvement</b>	N/A
<b>Why do you want to be a part of the Civilian Review Board?</b>	I am currently a student at VCU, studying Mechanical Engineering. I will be a sophomore in the fall. I am from the Richmond area, I have been my entire life, but I recently moved to the city last August in the freshman dorm, and now I live in an apartment in the Fan. I love Richmond, and I have cared about the future of the city politically for years. Ever since the protests in 2020, the police in this city have been focused on more than ever, and the demand for accountability has reached the point of creating this board. As you know, state police were deployed to VCU right before class ended to quell a protest that the school had, leading to even more hostility towards the police by the young people of this city. I have no formal background to give, besides for a little volunteer work with groups around the city, but I can say with full confidence that I care about this city more than anything, and I think a young voice is needed on any council that has to do with the police. The police in this city interact with young people the same, if not more than other age groups, and I think the perspective of someone who goes to VCU that defines a large part of this city would be very important for any meaningful change, and unique perspective. I want to be a part of this board to cause meaningful change, and not be like so many others and complain and do nothing about it. I know I will do this job well, and I hope that my lack of formal qualifications isn't a deal breaker. I love this city, and I want it to be the very best that it could be.
<b>I attest that the information transmitted and answers provided in this application are true, accurate, and complete to the best of my knowledge.</b>	Yes



Form Name: Civilian Review Board  
Submission Time: July 4, 2024 9:58 pm  
Browser: Mobile Safari / iOS  
IP Address: 71.251.236.218  
Unique ID: 1241783911  
Location:

## Civilian Review Board

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**Are you currently or have you previously been employed as a law-enforcement officer as defined in Code of Virginia, 9.1-101?** No

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**Is any family or household member of yours currently employed as a law-enforcement officer or previously worked as a law-enforcement officer as defined above in Code of Virginia, 9.1-101?** No

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**Are you a family or household member of a person who has a pending complaint against the Department of Police or litigation pending against the city?** No

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**Do you have a complaint pending against the Department of Police or litigation pending against the city?** No

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**Name** Zach Hudgins

---

**Address** 5017 E Seminary Ave  
Richmond 23227

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**Home Phone** (804) 514-4747

---

**Personal Email Address** zacharyhudginsmusic@gmail.com

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**In what City Council Voter District do you reside?** Richmond City - 308

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**How long have you been a resident of the city of Richmond?** All my life, 37 years.

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**Have you ever been convicted of a felony?** No

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**Have you even been convicted of a misdemeanor involving moral turpitude (stealing, lying, etc.)?** No

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**Employer** Lindy Fralin Pickups

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<b>Job Title</b>	Engineer
<b>Business Address</b>	5017 E Seminary Ave Richmond, VA 23227
<b>Business Phone</b>	(804) 514-4747
<b>Business Email Address</b>	zacharyhudginsmusic@gmail.com
<b>Please list your educational background and/or other expertise or qualifications you will be bringing to this board.</b>	High school and some college (2 years, no degree)
<b>List other city of Richmond Authorities, Boards, Commissions or Task Forces you currently or have previously served.</b>	N/a
<b>Other Community Involvement</b>	I am a musician and have donated time for numerous fundraising and public events. I also have worked with food not bombs and have helped about at Bryan park assisting with garden activities.
<b>Why do you want to be a part of the Civilian Review Board?</b>	I believe in truth. I have always had a sense for it and a humility to admit to it. This caught my eye as something I not only believe in, but wish to be a living/moving part of.
<b>I attest that the information transmitted and answers provided in this application are true, accurate, and complete to the best of my knowledge.</b>	Yes

Form Name: Civilian Review Board  
Submission Time: August 27, 2024 12:50 pm  
Browser: Chrome 127.0.0.0 / Windows  
IP Address: 73.251.96.245  
Unique ID: 1259503527  
Location:

## Civilian Review Board

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**Are you currently or have you previously been employed as a law-enforcement officer as defined in Code of Virginia, 9.1-101?** No

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**Is any family or household member of yours currently employed as a law-enforcement officer or previously worked as a law-enforcement officer as defined above in Code of Virginia, 9.1-101?** No

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**Are you a family or household member of a person who has a pending complaint against the Department of Police or litigation pending against the city?** No

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**Do you have a complaint pending against the Department of Police or litigation pending against the city?** No

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**Name** Joe Kaperick

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**Address** 8721 ARRAN RD  
RICHMOND 23235

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**Home Phone** 8043376028

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**Personal Email Address** joe.kaperick@gmail.com

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**In what City Council Voter District do you reside?** Southwest 4th district

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**How long have you been a resident of the city of Richmond?** 29 years

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**Have you ever been convicted of a felony?** No

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**Have you even been convicted of a misdemeanor involving moral turpitude (stealing, lying, etc.)?** No

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**Employer** Retired

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<b>Job Title</b>	Retired chemist
<b>Please list your educational background and/or other expertise or qualifications you will be bringing to this board.</b>	<p>B.A. in Fine Arts; B.A. in Classical Humanities; Masters in Analytical Chemistry - St. Louis University.</p> <p>Served on an industry trade organization board (NLGI - National Lubricating Grease Institute) for 17 years including 8 years on the Executive Committee and 2 years as president.</p> <p>Good facilitation skills and willing to listen to understand alternate viewpoints.</p> <p>Customer technical service background.</p>
<b>List other city of Richmond Authorities, Boards, Commissions or Task Forces you currently or have previously served.</b>	Currently serving on the Use of Force Review Board.
<b>Other Community Involvement</b>	Some involvement with Sylvia's Sisters helping raise awareness of period poverty and to distribute menstrual products as needed within the community.
<b>Why do you want to be a part of the Civilian Review Board?</b>	Recently retired and want to be more involved in helping the community in a positive way. Experience on the UoFRB has been very positive. Training was interesting and likely of use in this application.
<b>I attest that the information transmitted and answers provided in this application are true, accurate, and complete to the best of my knowledge.</b>	Yes

Form Name: Civilian Review Board  
Submission Time: July 3, 2024 10:52 am  
Browser: Mobile Safari 17.5 / iOS  
IP Address: 98.117.84.91  
Unique ID: 1241338160  
Location:

## Civilian Review Board

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**Are you currently or have you previously been employed as a law-enforcement officer as defined in Code of Virginia, 9.1-101?** No

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**Is any family or household member of yours currently employed as a law-enforcement officer or previously worked as a law-enforcement officer as defined above in Code of Virginia, 9.1-101?** No

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**Are you a family or household member of a person who has a pending complaint against the Department of Police or litigation pending against the city?** No

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**Do you have a complaint pending against the Department of Police or litigation pending against the city?** No

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**Name** Brian Keller

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**Address** 2416 Stuart Ave  
Richmond 23220

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**Home Phone** (804) 514-6342

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**Personal Email Address** brian.g.keller@gmail.com

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**In what City Council Voter District do you reside?** 2

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**How long have you been a resident of the city of Richmond?** 7 years

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**Have you ever been convicted of a felony?** No

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**Have you even been convicted of a misdemeanor involving moral turpitude (stealing, lying, etc.)?** No

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**Employer** Self

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<b>Job Title</b>	Executive coach
<b>Business Address</b>	2416 Stuart Ave Richmond, VA 23220
<b>Business Phone</b>	(804) 514-6342
<b>Business Email Address</b>	coachbrian@yourexecutivemirror.com
<b>Please list your educational background and/or other expertise or qualifications you will be bringing to this board.</b>	Over 40 years in business across multiple organizations.
<b>Other Community Involvement</b>	Board member of Richmond Triangle Players theater
<b>Why do you want to be a part of the Civilian Review Board?</b>	I want to get involved in helping society.
<b>I attest that the information transmitted and answers provided in this application are true, accurate, and complete to the best of my knowledge.</b>	Yes

Form Name: Civilian Review Board  
Submission Time: August 12, 2024 7:38 pm  
Browser: Safari 17.5 / OS X  
IP Address: 73.171.31.202  
Unique ID: 1254350491  
Location:

## Civilian Review Board

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**Are you currently or have you previously been employed as a law-enforcement officer as defined in Code of Virginia, 9.1-101?** No

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**Is any family or household member of yours currently employed as a law-enforcement officer or previously worked as a law-enforcement officer as defined above in Code of Virginia, 9.1-101?** No

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**Are you a family or household member of a person who has a pending complaint against the Department of Police or litigation pending against the city?** No

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**Do you have a complaint pending against the Department of Police or litigation pending against the city?** No

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**Name** Helen Kuno

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**Address** 3300 Hanover Avenue  
Richmond 23221

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**Home Phone** (804) 382-9498

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**Personal Email Address** hlkuno19@gmail.com

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**In what City Council Voter District do you reside?** Museum District 1

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**How long have you been a resident of the city of Richmond?** 4 years

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**Have you ever been convicted of a felony?** No

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**Have you even been convicted of a misdemeanor involving moral turpitude (stealing, lying, etc.)?** No

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**Employer** retired from Virginia Diabetes and Endocrinology

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<b>Job Title</b>	endocrinologist
<b>Please list your educational background and/or other expertise or qualifications you will be bringing to this board.</b>	<p>University of Virginia 1984-BA Chemistry  Medical College of Virginia 1988-Doctor of Medicine</p> <p>Having worked for 30 years as a physician taking care of diabetic patients, I am well aware of the discrepancies within the health care system. Also very aware of struggles of patients being able to afford medications and health needs.</p>
<b>Other Community Involvement</b>	<p>member of Museum District Association-served as docent on Mother's Day House Tours, deliverer of the Museum District Columns publication</p> <p>member of VMFA Council</p> <p>Volunteer at Feedmore</p> <p>Volunteer at VCU Children's Hospital</p>
<b>Why do you want to be a part of the Civilian Review Board?</b>	<p>Having moved from the suburbs to the city four years ago, I am invested in the welfare of my city and the community. I was very proud of Richmond being on the CNN's list of America's Best Towns to Visit, and would strive to keep that status for our city.</p> <p>Even though I've lived in the Museum District only 4 years, I've lived previously in the city having gone to medical school and residency at VCU. Much has changed since then, most of which have been positive, but we still need to work together to achieve a safe and thriving environment for the residents and work towards more equity and justice for all Richmond citizens.</p> <p>As an Asian American, I can also offer diversity to the board.</p>
<b>I attest that the information transmitted and answers provided in this application are true, accurate, and complete to the best of my knowledge.</b>	Yes



Form Name: Civilian Review Board  
Submission Time: July 24, 2024 11:00 pm  
Browser: Mobile Safari 17.5 / iOS  
IP Address: 173.53.41.69  
Unique ID: 1248308808  
Location:

## Civilian Review Board

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**Are you currently or have you previously been employed as a law-enforcement officer as defined in Code of Virginia, 9.1-101?** No

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**Is any family or household member of yours currently employed as a law-enforcement officer or previously worked as a law-enforcement officer as defined above in Code of Virginia, 9.1-101?** No

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**Are you a family or household member of a person who has a pending complaint against the Department of Police or litigation pending against the city?** No

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**Do you have a complaint pending against the Department of Police or litigation pending against the city?** No

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**Name** Monica Lazaro Davadi

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**Address** 3446 Carlton St.  
Unit 2A  
Richmond 23230

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**Home Phone** (786) 908-3812

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**Personal Email Address** mondlazaro@gmail.com

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**In what City Council Voter District do you reside?** Richmond

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**How long have you been a resident of the city of Richmond?** 9 months

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**Have you ever been convicted of a felony?** No

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**Have you even been convicted of a misdemeanor involving moral turpitude (stealing, lying, etc.)?** No

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**Employer** Mathematica Policy Research

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<b>Job Title</b>	Advisory Services Analyst
<b>Business Address</b>	P.O. Box 2393 Princeton, NJ 08543-2393 Princeton, NJ 08543
<b>Business Phone</b>	(609) 799-3535
<b>Business Email Address</b>	humanresources@mathematica-mpr.com

**Please list your educational background** Educational Background:

**and/or other expertise or qualifications**

**you will be bringing to this board.**

Master of Public Health in Health Policy and Management

- Harvard T.H. Chan School of Public Health (December 2020)
- Awarded the George Gund Fund merit scholarship, recognizing my academic excellence and commitment to public health.
- Developed a strong foundation in health policy analysis, management strategies, and community health initiatives.

Bachelor of Science in Biological Sciences

- Florida International University (May 2017)
- Received the Priscilla R. Perry Scholarship for outstanding academic performance.
- Gained a comprehensive understanding of biological sciences, which underpins my approach to public health and policy issues.

Associates in Arts in Biological Sciences

- Miami Dade Honors College (August 2013)
- Honored with the Honors College Fellows Award, demonstrating my early commitment to academic and professional excellence.

Professional Experience and Expertise:

Advisory Services Analyst & Project Manager | Mathematica | Richmond, VA

- Led data collection and analysis for health insurance projects, emphasizing culturally sensitive outreach and community engagement.
- Provided technical assistance to over 47 states on Medicaid program implementation, showcasing my expertise in health policy and program management.

Program Manager, Patient & Family Advisory Council | Dana-Farber Cancer Institute | Boston, MA

- Developed and launched patient advocacy programs, leading to significant increases in council participation and recruitment.
- Implemented a bilingual advising program, enhancing feedback mechanisms and policy development for diverse populations.

Government Relations and Policy Manager | Community Care Cooperative (C3) | Boston, MA

- Assessed the impact of new legislation on healthcare organizations and secured substantial funding through legislative advocacy.
- Facilitated discussions with legislative bodies, demonstrating my ability to

influence policy and secure resources for community health initiatives.

Clinical Research Manager | University of Miami Hospital & VA Hospital

- Managed clinical trials, developed innovative recruitment strategies, and ensured the safety and success of diverse research studies.
- Demonstrated leadership and project management skills essential for overseeing complex initiatives.

Research Fellow | Hsiao's Single-Payer Study Group, Boston, MA

- Conducted research on healthcare access barriers, informing policy recommendations for single-payer initiatives.
- Analyzed federal legislation impacts on state healthcare systems, contributing to comprehensive policy development.

Certifications:

- Project Management Professional (PMP)
- Certified expertise in project management, ensuring efficient and effective execution of complex projects and initiatives.

Additional Qualifications:

- Proven track record of advocating for underrepresented communities and addressing health disparities.
- Strong analytical skills, with experience in data collection, analysis, and reporting.
- Effective communicator with bilingual proficiency, enhancing engagement with diverse community members.
- Commitment to transparency, accountability, and community involvement, aligning with the core values of the Richmond Civilian Review Board.

List other city of Richmond Authorities, Boards, Commissions or Task Forces you currently or have previously served. N/A

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Other Community Involvement Volunteer at the St. James the Less Episcopal Community Clinic

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Why do you want to be a part of the Civilian Review Board? I am eager to serve on the Richmond Civilian Review Board to leverage my extensive background in public health, policy analysis, and community engagement to foster transparency, accountability, and trust within our community. My professional journey has equipped me with the necessary skills to contribute effectively to the board's mission.

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Upload your resumé here. (optional) <https://www.formstack.com/admin/download/file/16672041508>

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I attest that the information transmitted and answers provided in this application are true, accurate, and complete to the best of my knowledge. Yes

**EDUCATION**

<b>Harvard T.H. Chan School of Public Health</b> <i>Master of Public Health</i> in Health Policy and Management – George Gund Fund merit scholarship	<b>December 2020</b>
<b>Florida International University</b> <i>Bachelor of Science</i> in Biological Sciences – Priscilla R. Perry Scholarship	<b>May 2017</b>
<b>Miami Dade Honors College</b> <i>Associates in Arts</i> in Biological Sciences – Honors College Fellows Award	<b>August 2013</b>

**PROFESSIONAL EXPERIENCE**

**ADVISORY SERVICES ANALYST & PROJECT MANAGER | Mathematica | Richmond, VA** **June 2022 – PRESENT**

- Spearheaded the data collection and analysis for a project providing health insurance plans to undocumented immigrants, leading to the development of a culturally-sensitive outreach. Facilitated five bilingual focus groups and key informant interviews with advocacy and policy organizations, navigators, insurance brokers, gathering insights that informed the development of culturally-appropriate health insurance materials. Co-authored a report summarizing the findings of a project providing health insurance plans to undocumented immigrants.
- Provided technical assistance to 47+ states on the implementation and operation of QMR reporting on the Medicaid program. Streamlined resource manual and measurement period table updates by 15% by implementing a new online management system, resulting in improved accuracy and accessibility for all states, and reduction in data errors.
- Oversaw all aspects of the new Medicaid Reentry section 1115 Demonstration implementation, ensuring timely completion of project milestones.
- Led the successful closing of a Medicaid Advantage project, ensuring it closed within budget and on time, exceeding client expectations.

**PROGRAM MANAGER, Patient & Family Advisory Council (PFAC) | Dana-Farber Cancer Institute | Boston, MA** **Jan. 2021 – May 2022**

- Led the development and launch of two innovative patient advocacy programs and tools, 'DEI PFAC Curriculum' and 'Empowering Advocates,' resulting in a 50% increase in council member participation, 40% recruitment, and leading to the adoption of key policy changes.
- Pioneered the first Spanish PFAC and implemented a bilingual electronic advising program, streamlining feedback from patients, families, and caregivers in under 24 hours, directly informing improved care policies and procedures for five languages.
- Collaborated with the hospital Executive DEI council to develop and implement two impactful policies - a culturally sensitive patient/caregiver interface - directly benefiting over 1,000 patients and families.
- Advised on EASAC, contributing to the successful development and implementation of COVID-19 vaccine programs at two institute-satellite clinics, through language interpreter services, Spanish forums, and a social media initiative, aimed at improving vaccination rates for the Latino community.

**GOVERNMENT RELATIONS AND POLICY MANAGER | Community Care Cooperative (C3) | Boston, MA** **Apr. 2020 – Nov. 2020**

- Proactively assessed the impact of ten new bills on our Accountable Care Organization during COVID-19, identifying key financial risks and recommending mitigation strategies.
- Convened over ten impactful legislative discussions between the Massachusetts Legislature and C3 C-suite. Drafted amendment language requesting funding for MA FY21 budget that successfully passed House and Senate, securing \$500 million in community health center funding.

**PUBLIC HEALTH LEGISLATIVE FELLOW | Senator Joanne Comerford, Massachusetts State House | Boston, MA** **Dec. 2019 – May 2020**

- Informed the Senator on five critical health policy issues, including three introduced bills and two upcoming hearings, through in-depth research, concise policy memos, and targeted briefings relevant to her constituents' needs.
- Analyzed U.S. health equity impact statements and drafted a comprehensive health equity language for Massachusetts to address healthcare disparities in underserved communities.

**CLINICAL RESEARCH MANAGER | University of Miami Hospital | Miami, FL** **Jan. 2019 – Aug. 2019**

- Spearheaded a team of clinical researchers in managing six diverse clinical trials for epilepsy drugs, device trials, and sleep apnea monitoring devices, achieving a 20% increase in patient participation.
- Developed and implemented an innovative recruitment strategy utilizing targeted social media campaigns and community partnerships, achieving a remarkable 95% success rate in screening, and recruiting subjects for challenging clinical trials.
- Hired and trained a team of clinical staff in safely administering medical devices during trials, ensuring patient safety, and contributed to the trial's success.

**CLINICAL RESEARCH COORDINATOR | VA Hospital & Institute for Neuro-Immune Medicine | Miami, FL** **Jan. 2017 – Oct. 2018**

- Implemented and recruited subjects for two veterans' health research studies, focusing on Gulf War illness and chronic fatigue syndrome (CFS).
- Managed a diverse portfolio of five clinical research studies, including challenging Phase I/II randomized trials. Rigorously matched healthy controls to CFS study participants, resulting in a 20% increase in veteran participation.

**INDEPENDENT RESEARCH**

**Hsiao's Single-Payer Study Group, Research Fellow | Boston, MA** **Sept. 2019 – June 2020**

- Research efforts informed Dr. William Hsiao's work on the Healthy California for All Commission: Conducted research on barriers of access to health care in California, including costs, uninsured populations, transportation, and ER wait times to assess the viability of single-payer insurance initiatives in California. Assessed federal legislations (Medicaid, Medicare, CHIP, ERISA, and ACA) California would have to overcome in legislating for a single-payer system and provided recommendations on exemptions and waivers.

**INVITED LECTURES**

- "Public Health and Health Equity." Massachusetts Institute of Technology, Boston, MA. May 2021

**CERTIFICATIONS**

- Project Management Professional (PMP)

Form Name: Civilian Review Board  
Submission Time: July 2, 2024 7:48 am  
Browser: Chrome Mobile 126.0.6478.153 / iOS  
IP Address: 70.105.11.14  
Unique ID: 1240905040  
Location:

## Civilian Review Board

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**Are you currently or have you previously been employed as a law-enforcement officer as defined in Code of Virginia, 9.1-101?** No

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**Is any family or household member of yours currently employed as a law-enforcement officer or previously worked as a law-enforcement officer as defined above in Code of Virginia, 9.1-101?** No

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**Are you a family or household member of a person who has a pending complaint against the Department of Police or litigation pending against the city?** No

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**Do you have a complaint pending against the Department of Police or litigation pending against the city?** No

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**Name** Paul Lenz

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**Address** 1922 Grove Ave  
Richmond Va 23220

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**Home Phone** (804) 317-8809

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**Personal Email Address** plenzmd1@gmail.com

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**In what City Council Voter District do you reside?** ~~X~~ 2

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**How long have you been a resident of the city of Richmond?** 4

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**Have you ever been convicted of a felony?** No

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**Have you even been convicted of a misdemeanor involving moral turpitude (stealing, lying, etc.)?** No

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**Employer** Retired

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**Please list your educational background** Bachelor Degree

**and/or other expertise or qualifications**

**you will be bringing to this board.**

I will bring my sense of fairness and integrity to the board.

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**Why do you want to be a part of the  
Civilian Review Board?**

I believe that safety in the community is paramount. Safety for citizens as well as police. I believe that police to be effective have to be trusted, and to be trusted it is imperative that their actions follow all protocols and take safety for all as a first consideration.

I believe strongly that each incident needs to be judged on its own merit, and nothing should be assumed until facts and circumstances are reviewed and considered.

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**I attest that the information transmitted  
and answers provided in this  
application are true, accurate, and  
complete to the best of my knowledge.** Yes

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Form Name: Civilian Review Board  
Submission Time: July 9, 2024 11:12 am  
Browser: Chrome 126.0.0.0 / OS X  
IP Address: 172.23.117.240  
Unique ID: 1242998012  
Location:

## Civilian Review Board

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**Are you currently or have you previously been employed as a law-enforcement officer as defined in Code of Virginia, 9.1-101?** No

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**Is any family or household member of yours currently employed as a law-enforcement officer or previously worked as a law-enforcement officer as defined above in Code of Virginia, 9.1-101?** No

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**Are you a family or household member of a person who has a pending complaint against the Department of Police or litigation pending against the city?** No

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**Do you have a complaint pending against the Department of Police or litigation pending against the city?** No

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**Name** Margo Maier

---

**Address** 304 Dundee Ave  
Richmond 23225

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**Home Phone** (703) 472-6981

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**Personal Email Address** margokmaier@gmail.com

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**In what City Council Voter District do you reside?** 5th

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**How long have you been a resident of the city of Richmond?** 7 years total

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**Have you ever been convicted of a felony?** No

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**Have you even been convicted of a misdemeanor involving moral turpitude (stealing, lying, etc.)?** No

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**Employer** Virginia Commonwealth University

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<b>Job Title</b>	Sr. Project Coordinator
<b>Business Address</b>	1016 E Clay St. Box 980022 Richmond, VA 23298
<b>Business Email Address</b>	maiermk@vcu.edu
<b>Please list your educational background and/or other expertise or qualifications you will be bringing to this board.</b>	BS Mass Communications, VCU 2015. Training in FOIA compliance, state fiscal policies, ethics, and nonviolent communications tactics.
<b>Other Community Involvement</b>	Friends of Fonticello Park community participant; Gallery 5 community board member; Furbish Thrift community board member.
<b>Why do you want to be a part of the Civilian Review Board?</b>	I am interested in being more involved in the civilian-adjacent processes for checking and balancing the machinations of the city representatives.
<b>I attest that the information transmitted and answers provided in this application are true, accurate, and complete to the best of my knowledge.</b>	Yes

Form Name: Civilian Review Board  
Submission Time: July 20, 2024 9:13 am  
Browser: Chrome 126.0.0.0 / OS X  
IP Address: 108.4.51.162  
Unique ID: 1246744812  
Location:

## Civilian Review Board

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**Are you currently or have you previously been employed as a law-enforcement officer as defined in Code of Virginia, 9.1-101?** No

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**Is any family or household member of yours currently employed as a law-enforcement officer or previously worked as a law-enforcement officer as defined above in Code of Virginia, 9.1-101?** No

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**Are you a family or household member of a person who has a pending complaint against the Department of Police or litigation pending against the city?** No

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**Do you have a complaint pending against the Department of Police or litigation pending against the city?** No

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**Name** Rachel McKenna

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**Address** 415 N Mulberry St  
Richmond 23220

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**Home Phone** (801) 907-1415

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**Personal Email Address** rachelw714@gmail.com

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**In what City Council Voter District do you reside?** 2

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**How long have you been a resident of the city of Richmond?** 6 years

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**Have you ever been convicted of a felony?** No

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**Have you even been convicted of a misdemeanor involving moral turpitude (stealing, lying, etc.)?** No

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**Employer** Richmond Community ToolBank

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<b>Job Title</b>	Program and Outreach Manager
<b>Business Address</b>	1407 Cummings Dr Richmond, VA 23220
<b>Business Phone</b>	(804) 219-0606
<b>Business Email Address</b>	rachel@richmondtoolbank.org
<b>Please list your educational background and/or other expertise or qualifications you will be bringing to this board.</b>	My background is as a pediatric emergency medicine physician, and currently an EMBA student here at VCU. I left the job of emergency medicine this year due to burnout but have found a meaningful new career in nonprofit work with ToolBank. My entire medical career was in academics and I have extensive experience with document review, publication, ethical debate and appreciation for the nuance of complex situations.
<b>List other city of Richmond Authorities, Boards, Commissions or Task Forces you currently or have previously served.</b>	N/A
<b>Other Community Involvement</b>	Volunteer athlete with Sportable- adaptive sports programming Volunteer physician with Crossover Clinic- free clinic Volunteer with REACHcycles- org that provides adaptive bikes to children with physical and cognitive differences
<b>Why do you want to be a part of the Civilian Review Board?</b>	Working with ToolBank has afforded me a much more intimate connection with the community than I even experienced as a medical student 15 years ago. As a doctor, and now as a community improvement manager, I'm interested in deepening my connection with the well-being of our citizens.
<b>Upload your resumé here. (optional)</b>	<a href="https://www.formstack.com/admin/download/file/16651926100">https://www.formstack.com/admin/download/file/16651926100</a>
<b>I attest that the information transmitted and answers provided in this application are true, accurate, and complete to the best of my knowledge.</b>	Yes

## **APPOINTMENTS/EMPLOYMENT**

### **Academic Appointments**

Assistant Professor- Icahn School of Medicine at Mount Sinai 7/2019-7/2022  
Department of Emergency Medicine, Pediatrics, Global Health and Health  
System Design  
New York, NY

Assistant Professor (Clinical Track)- University of Utah 8/2017-6/2019  
Department of Pediatric Emergency Medicine  
Salt Lake City, UT

### **Employment**

Program and Outreach Manager 3/2024-present  
Richmond Community ToolBank

Disaster Medical Assistance Team physician 6/2019-present  
National Disaster Medical System  
Department of Health and Human Services

## **EDUCATION**

### **Undergraduate Education**

Virginia Polytechnic Institute and State University 8/2003-5/2007  
Bachelor of Science in Human Nutrition, Food, and Exercise  
Received May 2007

### **Postgraduate Education**

Virginia Commonwealth University 8/2023-present  
Executive Master of Business Administration

Virginia Commonwealth University 8/2007-5/2011  
Doctor of Medicine  
Received May 2011

### **Training Programs**

Wilderness Medical Society  
Fellowship in the Academy of Wilderness Medicine 8/2018-6/2020

University of Utah and University of Colorado 12/2015-7/2018  
Diploma of Mountain Medicine

Yale University School of Medicine 7/2014-6/2017  
Fellowship- Pediatric Emergency Medicine

Yale University School of Medicine 7/2011-6/2014  
Residency- Pediatrics, Global Health Track

## **CERTIFICATIONS**

American Board of Pediatrics-Pediatric Emergency Medicine 4/2019  
American Board of Pediatrics-General Pediatrics 10/2014

Advanced Cardiac Life Support Provider 10/2021  
 Pediatric Advanced Life Support- Provider and Instructor 10/2020  
 Advanced Wilderness Life Support Provider 5/2015

**COMMUNITY SERVICE AND EXTRACURRICULARS**

Volunteer Physician- Crossover Clinic 2022-present  
 Richmond, VA  
 - Volunteer on an on-call basis for primary care and medical procedures for free community medical clinic

Volunteer Physician-FNE International and HOMBRE 2021-present  
 Nicaragua and Peru  
 - Member of semi-annual trips to Leon, Nicaragua and Zana, Peru. Duties include rural and low-resource area medical care and teaching of students under various health disciplines

Volunteer Physician -Richmond Child Safety Collaboration's Foster Care Initiative 2023-present  
 Richmond, VA  
 - Local nonprofit providing transitional foster care for children who have recently arrived to the US and are awaiting reunification with family members. Member of a network of pediatricians performing routine sick-child visits and follow-ups

Volunteer- Sportable 2022-present  
 Richmond, VA  
 - Volunteer athlete for adaptive sports activities

**SPECIAL SKILLS AND TRAINING**

Completed Introduction to Design Thinking VCU Certificate course 2023  
 Completed regular annual NDMS training modules level N-8000 2019-present  
 Completed FEMA IS-100, IS-120, IS-200, IS-700, IS-800 training  
 Proficient with entire Microsoft Office Suite  
 Languages- English: fluent, Spanish: proficient, French: basic

**OTHER PROFESSIONAL ROLES**

Member- Disaster and Humanitarian Committee, Wilderness Medical Society 2021-present

**TEACHING ACTIVITIES**

Topic/Location	Level	Role	Level/Numbers	Hours	Years Taught
Pediatric Advanced Life Support	Department Level	Instructor	Residents and Faculty	10 hours/year	2015-2022
Icahn School of Medicine	Department Level	Lecturer	Residents, Fellows and Faculty (50)	2 hours/year	2019-2022
University of Utah-Pediatric Wilderness Medicine	Department Level	Lecturer/Simulation Facilitator	Fellows and Faculty (20)	4 hours/year	2017-2019
Yale University-Simulation cases	Department Level	Lecturer/Simulation Facilitator	Fellows and Faculty (10)	4 hours/year	2015-2017
Yale University-Emergency Medicine Residency conference	Department Level	Lecturer	Residents (60)	1 hour/year	2014-2017
Yale University-Pediatric Residency Conferences	Department Level	Lecturer	Residents (24)	1 hours/year	2014-2017
Yale University-PEM Fellows Lecture Series; Journal Club, Radiology Rounds, M&M	Department Level	Lecturer	Fellows and Faculty (10)	10 hours/year	2014-2017

## **ADMINISTRATIVE LEADERSHIP APPOINTMENTS**

Co-Chief of Wilderness Medicine Section under the Division of EMS	2021
Site Director of Pediatric Emergency Wilderness Medicine and Global Health Education	2020
Director of Pediatric Emergency Management and Planning	2020
Member- Scholarly Oversight Committee for Wisconsin PEM fellowship	2018

## **PUBLICATIONS**

### **Peer Reviewed Original Contributions**

**Whitney R**, Centrone WA, Supo Mamani H, Falkenstein K, Levine RS, Harris J, Hazlitt M, Anthony Lim C. *Impact of a Collaborative Childhood Anemia Intervention Program in Peru*. Trop Med Int Health. 2021 Jun;26(6):680-686.

Waltuch T, Gill P, Zinns LE, **Whitney R**, Tokarski J, Tsung JW, Sanders JE. *Features of COVID-19 post-infectious cytokine release syndrome in children presenting to the emergency department*. Am J Emerg Med. 2020 Oct;38(10):2246.e3-2246.e6.

**Whitney RE**, Riera A, Chen L. *Accuracy of remote interpretation of pediatric emergency ultrasound over 3G networks across continents*. Pediatr Emerg Care. 2020 Jun;36(6):e340-e342.

Uspal NG, Thomas AA, Burns RA, Jones MA, Gross IT, Kearney RD, **Whitney RE**, Uspal J, Gove N, Reid JR. *Evaluation of a Modified Objective Structured Assessment of Technical Skills Tool for the Assessment of Pediatric Laceration Repair Performance*. Cureus. 2019 Feb 12;11(2):e4056.

**Whitney RE**, Santucci K, Hsiao A, Chen L. *Cost-effectiveness of Point-of-Care Testing for Dehydration in the Pediatric Emergency Department*. Am J Emerg Med. 2016 Aug;34(8):1573-5.

**Whitney RE**, Burke R, Arora G, Park D, Lehman-Huskamp K, Cicero M. *On Shaky Ground: Learner Response And Confidence After Tabletop Earthquake Simulation*. Pediatr Emerg Care. 2016 Aug;32(8):520-4.

Burke R, Lehman-Huskamp K, **Whitney RE**, Arora G, Park D, Mar P, Cicero M. *Checklist Use in Evaluating Pediatric Disaster Training*. Am J Disaster Med. 2015 Fall;10(4):285-94.

**Whitney R**, Stevens M, Bearman G. *Individual Physician versus Team-Based Medical Encounters: Maximizing the Efficiency of a Medical Relief Service in Rural Honduras*. Intern J of Fam Med. 2011; 2011:852963.

**Whitney R**, Stevens M, Bearman G. *Medical Relief Services In Rural Honduras: An Assessment Of Healthcare Needs And Delivery With A Comparison Of Two Neighboring Communities*. WebmedCentral PUBLIC HEALTH 2010;1(11):WMC001146.

### **Other Peer Reviewed Publications**

**Whitney R**, Langan M. *Vascular Access in Pediatric Patients in the Emergency Department: Types of Access, Indications, and Complications*. Pediatr Emerg Med Pract. 2017 June;14(6).

**Whitney RE**, Baum C, Aronson P. *Diffuse corneal abrasion after ocular exposure to laundry detergent pod*. Pediatr Emerg Care. 2015 Feb;31(2):127-8.

**Whitney, R**. Pediatric Emergency Department Discharge Instructions: *Wound Care*. Primary Children's Hospital. iCentra EMR. 2019.

### **Books and Book Chapters**

Lim CA, **Whitney R**, Rose J. *Airway Foreign Bodies*. In: Rose, E ed. Pediatric Emergencies: A Practical, Clinical Guide. New York, NY: Oxford University Press; 2020.

Uppal R, **Whitney R**, Caglar D, Oliff Z, Smalley S. *Medications*. In Habboushe, J ed. Basics of Emergency Medicine: Pediatrics 3rd edition. Irving, TX: EMRA 2021.

### **INVITED LECTURES/PRESENTATIONS**

#### **International**

Wilderness Medical Society Winter Conference: Lake Tahoe, NV 2/2018  
"Pediatric Wilderness Medicine"

Health Bridges International Regional Health Clinic: Arequipa, Peru 2/2020  
Point of Care Ultrasound workshop

#### **Regional**

Harlem Hospital Emergency Medicine Residency: New York, NY 5/2021  
Wilderness Medicine Simulation Day

Weill Cornell PEM Global Health Division: New York, NY 3/2021  
"Research in Pediatric Global Health"

Emergency Medical Service for Children Regional Conference: Bryce, UT 6/2018  
"Low Fidelity Simulation for Pediatric Disaster Training"

### **VOLUNTARY PRESENTATIONS**

**Whitney R**, Riera A, Chen L. "Can Real-Time Video Streaming of Ultrasound Imaging from Remote Locations Yield an Accurate Diagnosis?" at Pediatric Academic Societies Meeting (poster) May 2017, San Francisco, California.

**Whitney R**, Riera A, Chen L. "Telesound: can real-time video streaming of ultrasound imaging from remote locations yield an accurate diagnosis?" at World Congress of Mountain & Wilderness Medicine (poster) August 2016, Telluride, Colorado.

**Whitney R**, Aronson P, Baum C. "Corneal Abrasion from Tide Pod Detergent" at North American Congress of Clinical Toxicology (poster) October 2014, New Orleans, Louisiana.

**Whitney R**. "Siblings In Their Doorway" SOICHPix presentations, at 2014 AAP National Conference and Exhibition: Section on International Child Health (photograph) October 2014, San Diego, California.

**Whitney R**, Vazquez M, Auerbach M. "A Needs Assessment for Resident Simulation Education in the Dominican Republic" at AAP National Conference and Exhibition: Section on International Child Health (poster) October 2014, San Diego, California.

**Whitney R**, Lehman-Huskamp K, Gitanjili A, Burke R, Park D, Leung N, Cicero M. "On Shaky Ground: A Tabletop Simulation for Earthquake Trauma" at Eastern Society for Pediatric Research (poster) March 2014, Philadelphia, Pennsylvania - and - the Pediatric Academic Societies Meeting (poster) May 2014, Vancouver, British Columbia, Canada.

### **MEDIA RESOURCE EDUCATIONAL MATERIALS**

Appeared on Season 2 Episode 9 of The Weather Channel SOS: How to Survive 'Snowbound With An Infant' as a content expert on pediatric wilderness survival.



Form Name: Civilian Review Board  
Submission Time: July 17, 2024 3:38 pm  
Browser: Chrome 126.0.0.0 / Windows  
IP Address: 108.11.184.106  
Unique ID: 1245801166  
Location:

## Civilian Review Board

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**Are you currently or have you previously been employed as a law-enforcement officer as defined in Code of Virginia, 9.1-101?** No

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**Is any family or household member of yours currently employed as a law-enforcement officer or previously worked as a law-enforcement officer as defined above in Code of Virginia, 9.1-101?** No

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**Are you a family or household member of a person who has a pending complaint against the Department of Police or litigation pending against the city?** No

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**Do you have a complaint pending against the Department of Police or litigation pending against the city?** No

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**Name** Alice Minium

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**Address** 1618 Monument Avenue  
Richmond 23222

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**Home Phone** (804) 404-3653

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**Personal Email Address** alice@openoversightva.org

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**In what City Council Voter District do you reside?** Second

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**How long have you been a resident of the city of Richmond?** 6 years

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**Have you ever been convicted of a felony?** No

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**Have you even been convicted of a misdemeanor involving moral turpitude (stealing, lying, etc.)?** No

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**Employer** Freelance

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<b>Job Title</b>	Freelance Copywriter & Accountability Researcher
<b>Business Address</b>	701 E. Franklin St. Suite 105 1141 Richmond, VA 23219
<b>Business Email Address</b>	alice@openoversightva.org

**Please list your educational background** Work Experience:

**and/or other expertise or qualifications**

**you will be bringing to this board.**

OpenOversight VA: The Police Data Project - Founder & Director

January 2023 - Present

Duties Summary

- Spearheaded the acquisition, publication, and distribution of public records pertaining to police departments, sheriff's deputies, and related entities.
- Championed media targeting and outcome-focused release strategies for comprehensive public data sets.
- Developed extensive profiles, case files, and evidentiary resources enriched with big data and primary source archival, fostering a community-centric framework.
- Conducted legal research, monitored cases, and engaged with stakeholders to navigate Virginia circuit and federal courts procedures. Recognized by A.J. Muste Memorial Foundation for Peace & Justice, John S. and James L. Knight Foundation, and National Freedom of Information Coalition for impactful contributions to social justice and open government initiatives

Grunge News (By Static Media) - Creative Writer

June 2021 - January 2023

Duties Summary

Reporter (2021-2023) at Grunge News (Static Media), conducting intensive primary-source research & writing in-depth articles on special topics Focus: Social Conflicts & Popular Uprisings, Corporate Exploitation and the Political Etymology of Inequality in the U.S., Development of the U.S. Political Party System, Cultural Traditions of Popular Resistance & Class Constructions of Power, Untold Episodes from History- Concentration on the Long Nineteenth Century, popular entertainment journalism, and in-depth research.

PIN Business Network Digital (Our Community Now VA) - Online

Journalism Content Writer

June 2018 - February 2021

Duties Summary

Online News Writer for PIN Business Network's "Our Community Now VA" and "Richmond Now" (2018-2021)

Wrote organic Stories on Trending News or "Viral" Events, Explainers & How-To stories on Local Government Processes or Legislative Orders, Local Business Features, Big Tech Data Breach & Leak News, Startup Culture & Technological Evolution of Public Transportation, Emergency Weather/Hurricane/Power Outage Coverage, COVID-19 Policies & Public Information/Governor's Briefings in the Early Pandemic Period, Misc. Satirical Articles or Niche "Deep Internet" Compilations/Creative Articles

Capital One - Web Content Specialist  
July 2019 - May 2020

#### Duties Summary

Web Content Specialist at Capital One- Implementation, basic search solution and production issue management to complete a comprehensive migration of employee procedure guides from Word documents to a custom enterprise content management system in Chariot for team; wrote, rewrote, edited, expanded, and designed presentation of instructional guides and process documentation, developed editorial standards manual for Bank Ops KMI (Glen Allen) team on own initiative in coordination with corporate Branding for the local branch, assisted with copywriting of customer communication letters from bank to victims of data breach while undergoing intensive line-edit legal and compliance review, improved search engine algorithm functionality and regularly resolved service technical issues of a wide variety and improvised workarounds for access issues to keep team operations stable.

JONROC Web Design and Digital Marketing- Digital Account Executive & Content Marketing Manager  
October 2018 - July 2019

#### Duties Summary

Technical writing, web design, content strategy & copywriting for business, search marketing, website administration, customer account management & support, client content strategy and execution (analytics, ads, paid & organic traffic, competitor swat analysis & reputation monitoring, online reputation management, lead acquisition, a/b campaign testing, email newsletters, and multichannel marketing campaigns, writing client account blog posts/product entries/whitepapers, social media graphic creation and post writing, google analytics reports & google ad performance reports for clients, planning custom website solution development process for clients' needs; focus on small businesses in merchandizing and event industries.

Midlothian Lifestyle Magazine- Editor-in-chief (Franchise Launch, Fixed Contract)  
June 2018 - October 2018

#### Duties Summary

Editor-in-chief at Midlothian Lifestyle for 6-month franchise launch with Lifestyle Publications, designing magazine budget and layout, coordinating freelance writer and photographer interviews and scheduling, editorial process management, payroll & hiring, completing print magazine proof for publishing while adhering to franchise content "recipe" once a month on a firm deadline without exception

#### EDUCATION

B.A. from Christopher Newport University in English-Writing, Cum Laude--  
Graduated May 2018.

## Other Community Involvement

Dedicated and accomplished professional with a proven track record in data journalism, legal research, and nonprofit leadership, seeking new participatory role . Passionate about applying multifaceted skills to support effective oversight mechanisms and drive positive systemic change within the criminal-legal system.

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### PROFESSIONAL MEMBERSHIPS-

National Police Accountability Project (Organizational Membership for Non-Attorneys); Electronic Frontier Foundation (EFF) Organizational Membership

### LICENSES-

Virginia Public Notary, Exp. Oct. 2028

### ##HONORS AND AWARDS

Panelist - "Police Oversight Boards and their Transparency Challenges," VCOG 2023 Annual Conference (Feb. 2023 in Charlottesville, VA)

[Ref: "Alice Minium is a writer, journalist and researcher from Richmond who founded OpenOversightVA, a searchable database of law-enforcement officers in Virginia. The project relies on a combination of public records requests, open source research, and primary sources to maintain a database of law enforcement officers and archive of complaints against these officers in Virginia. OpenOversightVA maintains records on over 26,000 police officers in the state and over 216 agencies. When she's not writing or working on OpenOversight, she is working with Tidewater Solidarity Bail Fund to support pretrial detainees in need of material support for bail..."

[[sites.google.com/opengovva.org/annualconference2](https://sites.google.com/opengovva.org/annualconference2)]

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### ##HONORS AND AWARDS

Award Winner | 2024 Laurence E. Richardson Citizen Award for Open Government - Virginia Coalition for Open Government (VCOG) - March 2024

("The Virginia Coalition for Open Government is announcing today..., that the 2024 Laurence E. Richardson Citizen Award for Open Government will go to Alice Minium..." "The Virginia Coalition for Open Government is announcing today..., that the 2024 Laurence E. Richardson Citizen Award for Open Government will go to Alice Minium...")

[https://elink.io/p/919117d]

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### ##HONORS AND AWARDS

Grantee | NFOIC FOI Litigation Fund- National Freedom of Information Coalition; John S. and James L. Knight Foundation · Nov. 2023

(Relevant Case: Alice Minium v Chesterfield County (Represented by Andrew T. Bodoh, Esq. of Roberts Law, Subject: PublicAccess to Police Records)

#### #Press

#"https://vcij.org/stories/virginia-is-in-the-minority-of-states-keeping-even-the-most-basic-police-data-secret"

#"https://www.vpm.org/news/2023"

#"https://richmond.com/news/local/crime-courts/foia-chesterfield-police-secret/article\_9605503e-2fc5-11ee-8c27-cbc26ed2df8d.html"

#"https://virginiamercury.com/2023/06/02/foia-friday-what-virginia-officials-withheld-or-disclosed-may-26-june-2-2023/"

#"https://virginiamercury.com/2023/06/09/foia-friday-what-virginia-officials-withheld-or-disclosed-june-2-9-2023/"

#"https://www.foxnews.com/us/redacted-police-force-uses-unique-argument-keep-nearly-officers-names-secret"

#"https://www.muckrock.com/news/archives/2024/mar/10/the-foilies-2024/]

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### ##HONORS AND AWARDS

#Grantee | NFOIC FOI Litigation Fund- National Freedom of Information Coalition; John S. and James L. Knight Foundation · Jan 2024

(Relevant Case: Alice Minium v Hanover Sheriff, David Hines, and Hanover County et al (, Subject: FOIA, Public Access to Police Records)

#### #Press Coverage:

#"https://richmond.com/news/local/crime-courts/hanover-withholds-sheriff-payroll/article\_8e1aa106-a5ab-11ee-bd9f-1331e34f26e4.html"

#"https://richmond.com/news/local/government-politics/police-agencies-with-old-names-officer/article\_46c70df8-7766-11ee-8e44-2ff0ff61555e.html"

#"https://virginiamercury.com/2024/01/05/foia-friday-nottoways-new-county-administrator-hanover-officer-info-stays-shielded/"

#"https://www.opengovva.org/blog/name-game"

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## #VOLUNTEER EXPERIENCE

### Tidewater Solidarity Bail Fund- Bail Fund Hotline Coordinator

Tidewater Solidarity Bail Fund hotline administrator answering incoming calls from incarcerated individuals with requests for bond; verifying bond amount and release permissions through calls and regular communication with sheriff's deputies daily, Coordinating as needed with call activities to secure information , legal access, medical attention or prescription access, letters of character integrity and post-arrest issues with employers, childcare, bills, or property.

### Richmond Community Bail Fund- Cash Bail Surety, Driver

Cash Bail Surety and Signatory for Richmond Community Bail Fund to deliver cash to the Magistrate's Office where an incarcerated person, who has not yet seen a court or judge. Upon release of the imprisoned person afterwards, sometimes drove the person to their home, destination, or a hotel to sleep, since they were a victim of arrest immediately before imprisonment and therefore likely do not have belongings with them personally. post-release for prisoners with Richmond Community Bail Fund

**Why do you want to be a part of the Civilian Review Board?**

Oversight of criminal justice institutions and the conduct of their representatives is critical to a healthy democracy, and it is, at its most basic, an extension of our human rights.

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**I attest that the information transmitted and answers provided in this application are true, accurate, and complete to the best of my knowledge.**

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Yes



Form Name: Civilian Review Board  
Submission Time: July 8, 2024 6:40 pm  
Browser: Safari 17.5 / OS X  
IP Address: 192.145.116.123  
Unique ID: 1242794853  
Location:

## Civilian Review Board

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**Are you currently or have you previously been employed as a law-enforcement officer as defined in Code of Virginia, 9.1-101?** No

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**Is any family or household member of yours currently employed as a law-enforcement officer or previously worked as a law-enforcement officer as defined above in Code of Virginia, 9.1-101?** No

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**Are you a family or household member of a person who has a pending complaint against the Department of Police or litigation pending against the city?** No

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**Do you have a complaint pending against the Department of Police or litigation pending against the city?** No

---

**Name** Richard Mulligan

---

**Address** 209 Lock Lane  
Richmond 23226

---

**Home Phone** (804) 359-7375

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**Personal Email Address** dickmulligan@gmail.com

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**In what City Council Voter District do you reside?** First

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**How long have you been a resident of the city of Richmond?** Since 1996

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**Have you ever been convicted of a felony?** No

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**Have you even been convicted of a misdemeanor involving moral turpitude (stealing, lying, etc.)?** No

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**Employer** Retired on 12/31/2023 from Raymond James & Associates

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<b>Job Title</b>	Managing Director
<b>Please list your educational background and/or other expertise or qualifications you will be bringing to this board.</b>	BA in American History from the University of Virginia  Spent 39 years in the Capital Markets Divisions of Public Finance on Wall Street, helping states, cities, counties, etc. raise funds to build schools, roads, sewers, schools, and other public-related purposes.
<b>List other city of Richmond Authorities, Boards, Commissions or Task Forces you currently or have previously served.</b>	N/A
<b>Other Community Involvement</b>	Vice President/Executive Committee Richmond Ballet Board Member Sacred Heart Center President Bond Club of Virginia
<b>Why do you want to be a part of the Civilian Review Board?</b>	Having been a resident of Richmond for 28 years, I have done a lot of research about the city and its history. It is a wonderful place, warts and all. Recently there seems to be a bit more conflict in the social, political, and economic sectors of our city, and since I retired, I've come to the conclusion that I would like to try and help heal some of those divisions. I regard myself as very fair and open minded, so I thought this might be one area that I could help.
<b>I attest that the information transmitted and answers provided in this application are true, accurate, and complete to the best of my knowledge.</b>	Yes

Form Name: Civilian Review Board  
Submission Time: August 30, 2024 4:55 pm  
Browser: Chrome 128.0.0.0 / Windows  
IP Address: 71.176.250.178  
Unique ID: 1260723353  
Location:

## Civilian Review Board

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**Are you currently or have you previously been employed as a law-enforcement officer as defined in Code of Virginia, 9.1-101?** No

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**Is any family or household member of yours currently employed as a law-enforcement officer or previously worked as a law-enforcement officer as defined above in Code of Virginia, 9.1-101?** No

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**Are you a family or household member of a person who has a pending complaint against the Department of Police or litigation pending against the city?** No

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**Do you have a complaint pending against the Department of Police or litigation pending against the city?** No

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**Name** Charles Peters

---

**Address** 6107 Robin Road  
Richmond 23226

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**Home Phone** 8044266879

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**Personal Email Address** treyp74@gmail.com

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**In what City Council Voter District do you reside?** First District

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**How long have you been a resident of the city of Richmond?** Since my birth here in 1974, save 4 years of college in Pittsburgh, and a year living in Montreal.

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**Have you ever been convicted of a felony?** No

---

**Have you ever been convicted of a misdemeanor involving moral turpitude (stealing, lying, etc.)?** No

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**Employer** None

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<b>Job Title</b>	Climate Activist & Political Organizer
<b>Business Address</b>	n/a VA
<b>Business Phone</b>	(804) 426-6879
<b>Business Email Address</b>	treyp74@gmail.com

**Please list your educational background and/or other expertise or qualifications you will be bringing to this board.** I attended St. Christopher's School here in Richmond, beginning in kindergarten, graduating in 1993. I then attended Carnegie Mellon University in Pittsburgh, PA studying Electrical and Computer Engineering for 4 years, although I did not graduate. I am a lifelong participant in Richmond's politics and community of service, beginning before I could vote, by volunteering for local Democratic Party candidates, as well as volunteering with the Daily Planet and what was then the James River Park Visitors' Center. I retired from my 11 year career in IT consulting in 2018, to better pursue my passion, and what I feel is my calling: supporting local, state, national and international movements for environmental justice and ecosystemic rescue. In this work, I have had extensive and numerous interactions with local, state, and federal police, during which the officers and agents displayed the entire range of commitments to the law and professionalism.

**List other city of Richmond Authorities, Boards, Commissions or Task Forces you currently or have previously served.** None.

**Other Community Involvement**

Volunteer for:  
Daily Planet  
Richmond Child Development Center  
Boys Scouts of America - Eagle Scout, Troop 418 - Junior Assistant Scoutmaster, Troops 418 and 432  
James River Park Visitors Center  
Second Presbyterian Church  
CARITAS  
Habitat for Humanity  
Friends Association for Children

Member of the Democratic Socialists of America, Richmond Chapter

**Why do you want to be a part of the Civilian Review Board?**

My passion is justice, and my framework is ecology, or the study of things which exist, and the contexts in which they exist, and their interactions. Environmental justice requires a reconciliation between people harmed by environmental injustice, and the perpetrators of the harms. My hope is to serve my community, and help foster a reconciliation that is desperately and long needed. I have been interested in the CRB since its conceptualization; participated in the town halls during the Task Force's work; and have addressed City Council on numerous occasions on these and related issues. It would be a highly valued opportunity to continue this work as a member of the Board itself.

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**I attest that the information transmitted and answers provided in this application are true, accurate, and complete to the best of my knowledge.** Yes

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Form Name: Civilian Review Board  
Submission Time: August 29, 2024 6:31 pm  
Browser: Firefox 129.0 / Windows  
IP Address: 173.53.71.48  
Unique ID: 1260408164  
Location:

## Civilian Review Board

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**Are you currently or have you previously been employed as a law-enforcement officer as defined in Code of Virginia, 9.1-101?** No

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**Is any family or household member of yours currently employed as a law-enforcement officer or previously worked as a law-enforcement officer as defined above in Code of Virginia, 9.1-101?** No

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**Are you a family or household member of a person who has a pending complaint against the Department of Police or litigation pending against the city?** No

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**Do you have a complaint pending against the Department of Police or litigation pending against the city?** No

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**Name** David Poole

---

**Address** 110 N Mulberry Street  
Richmond 23220

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**Home Phone** (703) 395-7073

---

**Personal Email Address** dpoole4@gmail.com

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**In what City Council Voter District do you reside?** Richmond

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**How long have you been a resident of the city of Richmond?** Richmond

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**Have you ever been convicted of a felony?** No

---

**Have you ever been convicted of a misdemeanor involving moral turpitude (stealing, lying, etc.)?** No

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**Employer** Self-Employed

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**Business Address** 110 N Mulberry Street  
Richmon, VA 23220

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**Please list your educational background and/or other expertise or qualifications you will be bringing to this board.** I have a bachelors degree from the University of North Carolina at Chapel Hill (1983)  
I worked as a newspaper reporter for 14 years. In 1997, I founded the nonpartisan Virginia Public Access Project, which makes it easier for the public to access trusted information about state politics.

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**List other city of Richmond Authorities, Boards, Commissions or Task Forces you currently or have previously served.** None

---

**Other Community Involvement** When our child was in school, I was active with the Fox Elementary School PTA and the athletic boosters at Maggie Walker.

---

**Why do you want to be a part of the Civilian Review Board?** I believe the Board is needed. I support the police who have a difficult job, but I feel strongly that officers who violate stated policies and police standards should be held accountable. No one should be above the law. There is a lot of emotion on this issue, but I believe I could be fair and impartial in hearing evidence.

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**Upload your resumé here. (optional)** <https://www.formstack.com/admin/download/file/16841608488>

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**I attest that the information transmitted and answers provided in this application are true, accurate, and complete to the best of my knowledge.** Yes

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# David M. Poole

110 N. Mulberry Street  
Richmond, VA 23220  
dpoole4@gmail.com  
703-395-7073 - Mobile

## Professional Experience

### **The Virginia Public Access Project, Inc.**

Founder, Executive Director

*January 1997 to June 2023*

Established nonpartisan, nonprofit corporation dedicated to elevating public understanding of Virginia politics. Maintained high standards of integrity and fair play that won trust and financial support across the political spectrum. Development-related responsibilities included:

- Managed all aspects of \$1.2 million operation with seven employees based in downtown Richmond.
- Worked collaboratively with VPAP's development staff to identify, cultivate, solicit and steward major donors. Established and maintained long-term relationships with individuals from both major political parties.
- Established and deepened relationships with key decision makers in major Virginia corporations, some of which supported VPAP through their government affairs budgets and others through corporate foundations.
- Led the organization's product and program development, including the crafting of compelling case statements.
- Built best-in-class donor recognition program that routinely had retention rates of more than 65 percent.
- Maintained high standards for call reports, including dictation of visit notes immediately following a meeting to ensure preservation of key details.
- Queried Salesforce and MS-SQL database to identify donor prospects and analyze trends.
- Conceived and wrote script for unique humor-themed fundraising event that included stand-up comedy turns by elected officials.

### **Landmark News Service**

State Capitol Reporter

*April 1994 - March 1997*

Covered Virginia politics and government in five-person Richmond bureau serving The Roanoke Times and The Virginian-Pilot in Norfolk.

## **The Roanoke Times**

Staff Writer

*October 1987 - March 1994*

Reported on local and state politics for metro desk. Won the 1993 Landmark Award for best news writing.

## **The Tampa Tribune**

Crime Reporter

*June 1986 to October 1987*

## **Lynchburg News & Advance**

Political Reporter

*September 1983-June 1986*

## Education

### **University of North Carolina at Chapel Hill**

Bachelors in Soviet and East European Studies

Phi Beta Kappa

## Extracurricular Activity

Bicycling (including daily commute downtown), cooking, baseball, history.

Form Name: Civilian Review Board  
Submission Time: August 29, 2024 1:12 pm  
Browser: Chrome 128.0.0.0 / Windows  
IP Address: 74.110.211.155  
Unique ID: 1260287892  
Location:

## Civilian Review Board

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**Are you currently or have you previously been employed as a law-enforcement officer as defined in Code of Virginia, 9.1-101?** No

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**Is any family or household member of yours currently employed as a law-enforcement officer or previously worked as a law-enforcement officer as defined above in Code of Virginia, 9.1-101?** No

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**Are you a family or household member of a person who has a pending complaint against the Department of Police or litigation pending against the city?** No

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**Do you have a complaint pending against the Department of Police or litigation pending against the city?** No

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**Name** Alison Powers

---

**Address** 4211 Hanover Ave.  
Richmond 23221

---

**Home Phone** (404) 788-5598

---

**Personal Email Address** agpowers@gmail.com

---

**In what City Council Voter District do you reside?** 1

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**How long have you been a resident of the city of Richmond?** 7 years

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**Have you ever been convicted of a felony?** No

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**Have you ever been convicted of a misdemeanor involving moral turpitude (stealing, lying, etc.)?** No

---

**Employer** Virginia Indigent Defense Commission

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<b>Job Title</b>	Director of Policy & Education
<b>Business Address</b>	1604 Santa Rosa Road, Suite 200 Richmond, VA 23229
<b>Please list your educational background and/or other expertise or qualifications you will be bringing to this board.</b>	<p>I bring a variety of experience doing public service work to this board. Prior to becoming a lawyer I worked in the District of Columbia recruiting, training and licensing Spanish speaking foster parents for the District.</p> <p>I have been a criminal defense attorney for 14 years, the first 8 where spent representing indigent clients in all court levels in Fairfax County at the public defender's office. Since 2017, I have lived in Richmond and worked at the Virginia Indigent Defense Commission in a variety of statewide roles responsible for training all attorneys and staff along with representing the agency, our attorneys and clients at the General Assembly.</p> <p>My legal and social services background give me a unique perspective on the role governments and oversight bodies need to play in both accountability and public safety in order to ensure trust in government and their actors.</p>
<b>Other Community Involvement</b>	I am involved in the Mary Munford PTA as the incoming Secretary and actively involved in the Virginia State Bar Board for the Criminal Law section as the current seminar chair.
<b>Why do you want to be a part of the Civilian Review Board?</b>	<p>These boards are critical to public and community trust in the police. Given my work, I also know that they are critical in the Commonwealth Attorney, criminal defense attorney and arrestee's trust in the justice and public safety systems. The job of policing has become so much more than it once was. Police are not law enforcement, but first responders to many mental health and substance use crises - and they are not currently equipped to do all three, and shouldn't be tasked with all three.</p> <p>I have also seen the damage, not only to individuals and families , but to community trust, that unchecked policing can cause, especially in low income areas.</p> <p>My legal background also gives me the ability to look critically at laws and policies to make sure that they actually doing what they are intended to do and protecting both police and the communities that they serve and protect.</p> <p>I am excited about being a part of the initial formation of this board to play a significant role in fostering transparency, trust, and accountability within the Richmond Police Department.</p>
<b>Upload your resumé here. (optional)</b>	<a href="https://www.formstack.com/admin/download/file/16839814168">https://www.formstack.com/admin/download/file/16839814168</a>

**I attest that the information transmitted Yes  
and answers provided in this  
application are true, accurate, and  
complete to the best of my knowledge.**

---

## CONTACT



### Address

4211 Hanover Ave  
Richmond, VA



### Phone

(404) 788-5598



### Email

AGPowers@gmail.com

## LEADERSHIP

- **Virginia State Bar, Criminal Law Section Board Member, 2019-present**
  - Seminar Chair, 2024-2025
- **The Gault Center, National Advisory Board Member & Mid-Atlantic Region co-director, 2022-present**
- **Robert E. Shepherd Juvenile Law & Education Conference, Planning Committee Member, 2018-present**

## ADMITTED TO PRACTICE LAW IN:

- Virginia
- District of Columbia

## EDUCATION

### UCLA School of Law

Juris Doctorate, David J. Epstein Program in Public Interest Law & Policy

### Emory University

Bachelor of Arts, summa cum laude

# ALISON POWERS

## WORK EXPERIENCE



### Director of Policy & Education

VIRGINIA INDIGENT DEFENSE COMMISSION, 2022 - PRESENT

- Lead the agency's Legislative and Policy Team and agenda.
- Attend Senate of Virginia and House of Delegates criminal committee meetings throughout the General Assembly session. Meet with representatives on legislation affecting indigent clients and public defender offices offer testimony in committees as necessary.
- Serve as agency representative on a variety of statewide committees and stakeholder groups.
- Identify, develop and implement on-going legal training programs for all Public Defender Offices and private court-appointed attorneys across the state.
- Identify, develop and implement on-going agency-wide training programs for all field offices.
- Supervise the workload and performance of the Training Communications Coordinator.



### Training & Advocacy Attorney

VIRGINIA INDIGENT DEFENSE COMMISSION, 2018 - PRESENT

- Identify, develop and implement on-going legal training programs for all Public Defender Offices and private court-appointed attorneys across the state.
- Work closely with the Chief Appellate Counsel, Certification & Compliance Attorney and Immigration Counsel to develop targeted content and training curriculum.
- Identify, develop and implement on-going agency-wide training programs for all field offices.
- Review and analyze legislation as part of the agency's Legislative and Policy Team.



### Assistant Public Defender II

FAIRFAX COUNTY PUBLIC DEFENDER, 2010-2017

- Managed caseload of 100-150 felony clients from arraignment to preliminary hearing and through sentencing at trial or by judge in both the Fairfax County General District and Circuit Courts.
- More than 3 years of experience working exclusively in the Fairfax County Juvenile and Domestic Relations Court managing a case load of juvenile and adult clients charged with felonies and misdemeanors, including reviews of juveniles committed as serious offenders to the Department of Juvenile Justice and those certified and tried as adults.

Form Name: Civilian Review Board  
Submission Time: July 19, 2024 7:20 pm  
Browser: Chrome Mobile 126.0.6478.153 / iOS  
IP Address: 74.110.211.99  
Unique ID: 1246639336  
Location:

## Civilian Review Board

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**Are you currently or have you previously been employed as a law-enforcement officer as defined in Code of Virginia, 9.1-101?** No

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**Is any family or household member of yours currently employed as a law-enforcement officer or previously worked as a law-enforcement officer as defined above in Code of Virginia, 9.1-101?** No

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**Are you a family or household member of a person who has a pending complaint against the Department of Police or litigation pending against the city?** No

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**Do you have a complaint pending against the Department of Police or litigation pending against the city?** No

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**Name** Anne Rhodes

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**Address** 1714 SOUTHAMPTON AVE  
Richmond 23220

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**Home Phone** (804) 335-6698

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**Personal Email Address** Latejuliet57@gmail.com

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**In what City Council Voter District do you reside?** 5th

---

**How long have you been a resident of the city of Richmond?** Since 2016

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**Have you ever been convicted of a felony?** No

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**Have you even been convicted of a misdemeanor involving moral turpitude (stealing, lying, etc.)?** No

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**Employer** Georgetown University

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<b>Job Title</b>	Director, Health Data Analytics Program
<b>Business Address</b>	1714 SOUTHAMPTON AVE Richmond, VA 23220
<b>Business Phone</b>	(804) 335-6698
<b>Business Email Address</b>	anne.rhodes@georgetown.edu
<b>Please list your educational background and/or other expertise or qualifications you will be bringing to this board.</b>	I have my PhD in epidemiology and did my dissertation on the social networks of probationers with substance use issues. I have experience working with probation and parole officers and did a few studies with the Richmond City jail. I have taken classes in criminal justice at the graduate level and worked on many criminal justice projects including assessments of drug court programs.
<b>List other city of Richmond Authorities, Boards, Commissions or Task Forces you currently or have previously served.</b>	None
<b>Other Community Involvement</b>	Maymont Civic League member
<b>Why do you want to be a part of the Civilian Review Board?</b>	To learn more about how the criminal justice system works in Richmond and to use my expertise to assist in the review of police actions.
<b>Upload your resumé here. (optional)</b>	<a href="https://www.formstack.com/admin/download/file/16650785993">https://www.formstack.com/admin/download/file/16650785993</a>
<b>I attest that the information transmitted and answers provided in this application are true, accurate, and complete to the best of my knowledge.</b>	Yes



Anne Giuranna Rhodes, PhD  
1714 Southampton Ave  
Richmond, VA 23220  
Cell (804) 335-6698  
E-mail: [anne.rhodes@georgetown.edu](mailto:anne.rhodes@georgetown.edu)

## EXPERIENCE

### **Director, Health Data Analytics Program, Office of the Senior Vice President for Research, Georgetown University (January 2021 to present)**

Leads operational aspects of all projects within the Health Data Analytics Program. Provides guidance and operational leadership on all ATra Black Box related projects and serves as the lead staff member on collaborations with external parties as needed to meet the goals of the Health Data Analytics Program. Initiates and engages in collaborations with public health authorities at the local, state, regional, and national levels, to ensure that current data sharing, integration and analysis needs are being met, in order to improve services, outcomes, analysis, and policy development. Collaborates with faculty and staff in the University, and local, state, regional, national public health authorities. Provides oversight to OSVPR team members tasked with actualizing the operations, data requirements gathering, project management and program evaluation of Black Box related projects.

### **Associate, Research and Evaluation, Abt Associates (April 2020 to January 2021)**

Served as director for evaluation and technical assistance projects including: 1) providing technical assistance to Ryan White HIV/AIDS program (RWHAP) recipients on required data reporting and integration of data systems; 2) implementation of a new methodology for assessing unmet need for HIV related care for RWHAP Part A and Part B recipients, including development of materials, design and delivery of national webinars, and individual technical assistance. Also provided subject matter expertise on HIV and STI surveillance at public health departments for an evaluation of a project aimed at improving linkages among HIV and STI data. Assisted with REDCap programming for a number of CDC studies on the impact of COVID-19.

### **Technical Director, Population-based HIV Impact Assessment Survey (PHIA), Institute of Human Virology, University of Maryland Baltimore (November 2019 to April 2020)**

Provided technical support for the development and implementation of Population-based household HIV/AIDS Impact Assessment (PHIA) surveys in multiple countries. The surveys collected data to guide HIV treatment programs through national household surveys which measure national and subnational prevalence and the progress towards the UNAIDS' 90-90-90 goals. Designed and oversaw survey workplans and provided programmatic support and direction to the PHIA surveys. Prepared, coordinated, and maintained program content and delivery methods for the daily operations of the PHIA surveys. Worked with the PIs to develop, organize, communicate, and implement a strategic vision for the surveys. Bridged administrative and technical teams and oversaw the development of all Standard Operating Procedures and manuals.

### **Deputy Director, Division of Disease Prevention (June 2017 to November 2019) Virginia Department of Health, Division of Disease Prevention**

Provided management, coordination, oversight, and quality assurance statewide for HIV/STI and hepatitis data management systems, as well as assisted the Director of the Division in planning programmatic activities. Managed federal grants, budgets, contracts, and related fiscal resources and activities. Supervised several upper level program staff, including a group of epidemiologists who provided support for the Division in utilizing data for program planning and the statewide Data to Care program. Pursued new funding

opportunities and implemented new programs. Facilitated initiatives/evaluation activities to enhance the Division's ability to better collect and analyze HIV/STI data as it related to HIV/STI prevention, health care, and field service activities. Communicated with internal and external stakeholders. Oversaw HIV/STI and hepatitis data systems and data management teams, including forecasting for the AIDS Drug Assistance Program (ADAP), and design and review of quality measures and reports for federal grant reporting for Ryan White and HIV Prevention and Surveillance grants. Principal Investigator for a 3-year Special Projects of National Significance (SPNS) grant related to improving health information technology for measuring the HIV Continuum of Care. Principal Investigator for Virginia on the Black Box initiative, which automated matching of HIV data across multiple jurisdictions. Partnered with University of Virginia and Virginia Commonwealth University on research and program evaluations and grant opportunities. Served as backup for the state AIDS Director. Oversaw the STI/viral hepatitis program for the state. Directed projects on harm reduction and opioid vulnerability assessment.

**Director, HIV Surveillance Unit (August 2013 – June 2017)**

**Virginia Department of Health, Division of Disease Prevention**

Provided management and oversight for HIV/AIDS Surveillance Programs (Core, Incidence, Molecular, Medical Monitoring Project, and National HIV Behavioral Surveillance). Managed federal grants, budgets, contracts, and related fiscal resources and activities. Supervised program staff; provided technical guidance regarding programs and related grants; and directed development and implementation of short and long-range program plans to improve the quality of services. Conducted annual grant writing; pursued new funding opportunities and implemented new programs. Provided technical oversight regarding protocols, Institutional Review Board (IRB) submission/approval, as well as direction for short and long term program planning. Utilized epidemiologic methodologies to ensure federal protocol compliance. Communicated with state, federal, and private sector employees, as well as citizens, agencies, boards and organizations. Developed statewide Data to Care program and implemented with Disease Intervention Specialists, medical providers and community-based organizations.

**Health Care Services Analyst (January 2011 – July 2013)**

**Virginia Department of Health, Division of Disease Prevention, HIV Care Services**

Provided oversight of all data-related activities for the unit, including design of evaluation plans for ongoing grant activities, design and maintenance of data collection systems for the ADAP and for the Ryan White services data. Supervised two data managers, a programmer, a health services planner, and three data entry staff. Wrote competitive applications that were funded. Monitored contracts and budgets for data management services, assisted with development of Requests for Proposals, and worked with fiscal staff on tracking expenditures and projections over time. Provided financial and utilization projections for ADAP, examining multiple scenarios. Completed reports for federal funders, VDH leadership, local health departments and other contractor sites, as well as other external stakeholders. Developed templates for quarterly programmatic summaries and worked to analyze data across units within VDH, including HIV Care, Surveillance and Prevention data. Developed methods for producing a statewide HIV continuum of care using data from multiple sources. Served as lead evaluator for a Special Projects of National Significance (SPNS) grant, a 4-year, \$4M grant to determine interventions that were successful at linking and retaining persons in HIV care. Designed and implemented a local evaluation plan and participated in the cross-state evaluation. Also assisted in designing intervention protocols and developing applications for submission to multiple IRBs. Developed the in-house centralized eligibility database for ADAP, along with insurance tracking mechanisms for the program. Worked with contractor sites to improve data systems for ADAP and Ryan White services to ensure needed data were captured for program planning, grant reporting, and quality management. Designed procedures for

local health departments to access Web-based information on ADAP clients and for health departments to report HIV testing information for linkage to care.

**Senior Research Associate (September 2008 – December 2012)  
George Mason University**

Senior Analyst and Project Coordinator for the Administration of Justice Department, including data oversight for two National Institute on Drug Abuse (NIDA) R01 behavioral clinical trials on incarceration and substance abuse. Responsible for quality assurance and control procedures and statistical analyses of project data. Specific types of analyses included multi-level modeling, structural equation modeling, power analyses and other advanced techniques. Also responsible for writing and submitting articles to academic journals as well as ongoing consulting on data and analysis issues.

**Senior Research Associate (September 2000 – August 2008)  
Research Specialist Senior (November 1993 to September 2000)  
Survey and Evaluation Research Laboratory (SERL)  
Virginia Commonwealth University**

Managed the Data Applications Unit within the SERL. Responsible for designing, implementing and maintaining long-term data tracking systems for a number of state and federal programs and federally-funded research initiatives. Supervised senior project managers, data managers, programmers, and data entry personnel. Responsible for the development of quality assurance procedures and reports, data reporting and presentations, and statistical analyses of data.

*Project Coordinator, CJ-DATS (Criminal Justice Drug Abuse Treatment Studies) – (2004-2008)* Sponsored by NIDA (National Institute on Drug Abuse), CJ-DATS was a five-year multi-center grant to explore the issues related to the complex system of criminal justice treatment services. Worked as part of the coordinating center in partnership with researchers, criminal justice professionals, and drug abuse treatment practitioners to form a national research infrastructure. Duties included : 1) Chair of the Information Management Subcommittee for CJ-DATS which included coordination of data collection and data submissions for all CJ-DATS funded studies, development of quality assurance and quality control standards, reporting to NIDA, and maintenance and development of CJ-DATS data collection instruments. 2) Managed all submissions to the NIDA DESPR DSMB (Data Safety and Monitoring Board) which included quarterly data submission from all studies subject to DSMB oversight including recruitment and adverse event data, interim analysis data, other data as requested by the DSMB. Worked with data management centers at other CJ-DATS sites to coordinate data submissions and participating in the quarterly DSMB meetings. 3) Directed data management efforts for one CJ-DATS study, STEP'N OUT, which included coordination of data submissions from five sites, quality assurance reporting, ongoing instrument development and summary reports. 4) Study coordinator for two field experiments in Virginia, STEP'N OUT at District I in Richmond, and the HIV/HEPC Prevention at the Richmond City Jail. Prepared IRB submissions, set up and monitored study sites, reported to lead centers, met study benchmarks, and produced monthly reports.

*Project Director, Ryan White Title II Service Data Collection (1995-2008)*  
Managed a secured Web-based system for reporting client-level data for all Ryan White Title II providers in Virginia. Developed and implemented the system in 2002 which was used by over forty agencies statewide. Produced quarterly reports for use at the contractor, regional, state and federal levels. Provided semi-annual progress report data to the Department of Health and Human Services.

*Project Director, AIDS Drug Assistance Program (July 1998 – 2008)*

Responsible for quarterly forecasting of trends in the state AIDS Drug Assistance Program (ADAP), including prescription practices, costs, and program growth rate. Reported at quarterly meetings of the Virginia ADAP Advisory Committee. Produced monthly, quarterly and annual reports for the Department of Health and Human Services.

*Project Director, CDC HIV Prevention Intervention Evaluation System (2000-2006)*

Managed data for statewide evaluation of CDC-funded HIV prevention interventions. Implemented client-level reporting for intensive interventions in 2003 and conducted regional trainings of all contractors. Produced quarterly reports and feedback to agencies and provided data reporting to CDC annually.

*Project Director, Client Demonstration Project, Ryan White CARE Act (1994-2003)*

Managed federal contract project which collected encounter level client data from HIV/AIDS service organizations in Virginia, funded under the Ryan White CARE Act, through electronic submission; responsible for developing quarterly reports, quality assurance measures, and reporting data to the federal Health Resources and Services Administration (HRSA) quarterly.

*Project Director, Housing Opportunities for Persons with AIDS (HOPWA) (1999-2008)*

Managed data reporting for the City of Richmond's HOPWA funds including data on clients and types of housing services provided. Produced quarterly reports for use in reporting to the Department of Housing and Urban Development.

*Project Director, Economics of the Chesapeake Bay Blue Crab Fishery (July 1999-January 2001)*

Responsible for designing and implementing a survey of watermen in the Chesapeake Bay to determine the economics of the fishery and the watermen's attitudes towards current regulations in the fishery. Study was funded by the tri-state Chesapeake Bay Commission.

*Project Manager, Marketing WIC Services to Managed Care (1996)*

Managed project to test and implement an information dissemination campaign to the managed care community about the Women, Infants and Children (WIC) program. Included phone surveys of those recently enrolled in the WIC program and with managed care physicians to determine factors influencing enrollment in WIC. Also conducted discussion groups with HMO representatives to determine effective means of reaching out to managed care physicians and office staff in order to promote enrollment in WIC.

*Project Manager, Outpatient Satisfaction Survey (1993-1995)*

Designed and implemented administration of quarterly patient satisfaction questionnaires at 57 sites at the Medical College of Virginia; Developed analysis of survey data at site, departmental, and organizational levels, which included tracking trends over time, determining areas of significant difference, and distributing quarterly feedback; Built survey process which included initial assessment of methodology at each site, follow up visits, and quarterly updates to improve survey response rates.

## EDUCATION

Virginia Commonwealth University, Richmond, VA  
PhD, Epidemiology and Community Health, May 2014

Virginia Polytechnic Institute and State University, Blacksburg, VA  
M.S., July 1993, Agricultural and Applied Economics  
B.S., May 1991, Agricultural and Applied Economics

## FUNDING

H97 HA27534 - Principal Investigator, 09/01/14 – 03/31/18

Health Resources and Services Administration

*Special Projects of National Significance (SPNS): Health Information Technology (HI) Capacity Building for Monitoring and Improving Health Outcomes Along the HIV Care Continuum*

This project enhanced and expanded the Care Markers database at Virginia Department of Health (VDH) to include additional data sources on persons living with HIV and their HIV treatment and health outcomes. The work collected information on HRSA quality measures and assembled data for evaluating Virginia's HIV Care Continuum.

## PUBLICATIONS

Hamp AD, Karn HE, Kwon FY, **Rhodes A**, Carrier J, Bhattacharjee R, Flynn C, Hsu T, McNeice J, Anderson BJ, Chicoine J, Fridge J, King J, Lum GR, Mishra T, Kang A, & Smart JC. (2022). Enhancing the ATra Black Box Matching Algorithm: Use of All Names for Deduplication Across Jurisdictions. *Public Health Reports*. <https://doi.org/10.1177/00333549211066171>

Bono RS, Daham B, Sabik LM, Yerkes LE, Deng Y, Belgrave FZ, Nixon DE, **Rhodes AG**, Kimmel AD. (2021). HIV-Experienced Clinician Workforce Capacity: Urban-Rural Disparities in the US South, *Clinical Infectious Diseases*, <https://doi.org/10.1093/cid/ciaa300>

Diepstra K, Lu H, McManus KA, Rogawski McQuade ET, **Rhodes AG**, Westreich D. What we talk about when we talk about durable viral suppression. *AIDS*, 34(11), 1683-1686.

Bailey S, Gilmore K, Yerkes L, **Rhodes A**. (2019). Connecting Corrections and HIV Care: Building a Care Coordination Program for Recently Incarcerated Persons Living with HIV in Virginia, *AIDS and Behavior*, <https://doi.org/10.1007/s10461-017-2003-3>

McManus KA, Christensen B, Nagraj VP, Furl R, Yerkes L, Swindells S, Weissman S, **Rhodes A**, Targonski P, McQuade ER. (2019). Evidence From a Multistate Cohort: Enrollment in Affordable Care Act Qualified Health Plans' Association with Viral Suppression, *Clinical Infectious Diseases*, <https://doi.org/10.1093/cid/ciz1123>

Ocampo JMF, Hamp A, **Rhodes A**, Smart JC, et al. (2019) Improving HIV Surveillance Data by Using the ATra Black Box System to Assist Regional Deduplication Activities, *JAIDS*, doi: 10.1097/QAI.0000000000002090.

Sweeney P, Hoyte T, Mulatu MS, Bickham J, Brantley AD, Hicks C, McGoy S, Morrison M, **Rhodes A**, Yerkes L, Burgess S, Fridge J, Wendell, D. (2018). Implementing a Data to Care Strategy to Improve Health Outcomes for People With HIV: A Report From the Care and Prevention in the United States Demonstration Project. *Public Health Reports*, 133 (2suppl), 60S-74S. <https://doi.org/10.1177/0033354918805987>

McManus K, **Rhodes A**, Yerkes L, Engelhard CL, Ingersoll KS, Dillingham R. (2018) Year 2 of Affordable Care Act Qualified Health Plans (QHPs) in a Medicaid Nonexpansion State: QHPs Associated With Viral Suppression for Virginia AIDS Drug Assistance Program Clients, *Open Forum Infectious Diseases*, Volume 5, Issue 12, <https://doi.org/10.1093/ofid/ofy283>

Diepstra KL, Cunningham T, **Rhodes AG**, Yerkes LE, Buyu CA. Prevalence and Predictors of Provider-Initiated HIV Test Offers Among Heterosexual Persons at Increased Risk for Acquiring HIV Infection - Virginia, 2016. *MMWR Morb Mortal Wkly Rep*. 2018;67(25):714-717. Published 2018 Jun 29. doi:10.15585/mmwr.mm6725a3

Diepstra KL, **Rhodes AG**, Bono RS, Patel S, Yerkes LE, Kimmel AD. (2017). Comprehensive Ryan White Assistance and Human Immunodeficiency Virus Clinical Outcomes: Retention in Care and Viral Suppression in a Medicaid Nonexpansion State, *Clinical Infectious Diseases*, Volume 65, Issue 4, 619-625, <https://doi.org/10.1093/cid/cix380>

Ocampo JMF, Smart JC, Allston A, Bhattacharjee R, Boggavarapu S, Carter S, Castel AD, Collmann J, Flynn C, Hamp A, Jordan D, Kassaye S, Kharfen M, Lum G, Pemmaraju R, **Rhodes AG**, Stover J, Young MA. (2016). Improving HIV Surveillance Data for Public Health Action in Washington, DC: A Novel Multiorganizational Data-Sharing Method. *JMIR Public Health Surveillance*, 2(1):e3 URL: <http://publichealth.jmir.org/2016/1/e3>. DOI: 10.2196/publichealth.5317

McManus, K, **Rhodes AG**, Bailey S, Yerkes L, Engelhard C, Ingersoll K, Stukenborg G, Dillingham R. 2016. Affordable Care Act Qualified Health Plan Coverage: Association With Improved HIV Viral Suppression for AIDS Drug Assistance Program Clients in a Medicaid Nonexpansion State. *Clinical Infectious Disease*. 63, 396-403. <http://m.cid.oxfordjournals.org/content/63/3/396.full.pdf>

Blasko BL, Friedmann PD, **Rhodes AG**, Taxman FS. (2015). The Parolee–Parole Officer Relationship as a Mediator of Criminal Justice Outcomes. *Criminal Justice and Behavior*, 42(7): 722-740.

O'Connell DJ, Swan H, Martin SS, Surratt HL, Visher CA, Leukefeld C, Taxman FS, **Rhodes AG**. (2013). A Continuum of Care Model for HIV in Correctional Settings. In Sanders B. et al (eds), *Crime, HIV, and Health: Intersection of Criminal Justice and Public Health Concerns* (pp. 255-274). New York: Springer.

Green, TC, Johnson, J, Harrington, M, Pouget, ER, **Rhodes, AG**, Taxman, FS, & Friedmann, PD. (2013). Parole officer–parolee relationships and HIV risk behaviors during community supervision. *AIDS and Behavior*, 17(8), 2667-2675.

Friedmann PD, Green TC, Taxman FS, Harrington M, **Rhodes AG**, Katz E, O'Connell D, Martin SS, Frisman LK, Litt M, Burdon W, Clarke JG, Fletcher BW; for the Step'n Out Research Group of CJ-DATS. Collaborative behavioral management in parole and outpatient addiction treatment: drug use, crime and arrest outcomes in the Step'n Out study. *Addiction*. 2012; 107: 1099–1108. PMID: PMC3321077.

Murphy A, **Rhodes AG**, & Taxman FS. (2012). Adaptability of contingency management in justice settings: survey findings on attitudes toward using rewards. *Journal of Substance Abuse Treatment*, 43(2), 168-177.

Green T C, Pouget ER, Harrington M, Taxman FS, **Rhodes AG**, O'Connell D, ... & Friedmann PD. (2012). Limiting options: Sex ratios, incarceration rates and sexual risk behavior among people on probation and parole. *Sexually transmitted diseases*, 39(6), 424.

Taxman FS, **Rhodes AG**, Dumenci L. (2011). Construct and Predictive Validity of Criminal Thinking Scales. *Criminal Justice and Behavior*. 38(2): 174-187.

Taxman, FS, & **Rhodes, AG**. (2010). Multisite Trials in Criminal Justice Settings: Trials and Tribulations of Field Experiments. In Piquero, A. R., & Weisburd, D. (Eds.), *Handbook of Quantitative Criminology* (pp. 519-540). New York, NY: Springer New York.

Liu, H, Feng T, **Rhodes AG**, Liu H. (2009). Assessment of the Chinese version of HIV-and homosexuality-related stigma scales. *Sexually Transmitted Infections*. 85(1):65-69.

Friedmann PD, **Rhodes AG**, Taxman FS. (2009). Collaborative Behavioral Management: Integration and Intensification of Parole and Outpatient Addiction Treatment Services in the Step'N Out Study. *Journal of Experimental Criminology*. 5(3):227-243.

Liu H, Liu H, Cai Y, **Rhodes AG**, Hong F. (2009) Money Boys, HIV Risks, and the Associations between Norms and Safer Sex: A Respondent-Driven Sampling Study in Shenzhen, China. *AIDS and Behavior*. 13(4): 652-662.

Liu H, Feng T, Liu H, Feng H, Cai Y, **Rhodes AG**, & Grusky O. (2009). Egocentric networks of Chinese men who have sex with men: Network components, condom use norms, and safer sex. *AIDS patient care and STDs*, 23(10), 885-893.

**Rhodes AG**, Taxman FS, Friedmann PD, Cropsey, KD. (2008). HCV in incarcerated populations: an analysis of gender and criminality on risk. *Journal of Psychoactive Drugs*. 40(4): 493-501.

Friedmann PD, Katz L, **Rhodes AG**, Taxman FS, et al (2007). Collaborative Behavioral Management for drug-involved parolees: Rationale and Design of the Step'n Out Study. *Journal of Offender Rehabilitation*. 47(3): 290-318.

Taxman FS, Young DW, Wiersema B, **Rhodes AG**, Mitchell S. (2007) The National Criminal Justice Treatment Practices survey: Multilevel survey methods and procedures. *Journal of Substance Abuse Treatment* 2007; 32: 225-238.

### **Other Experience**

2020, 2018, 2016	Reviewer, National Ryan White Conference
2016	Guest Editor, Special Edition of AIDS and Behavior
2015	Reviewer, Journal of International Association of Providers of AIDS Care
2015	Abstract Reviewer, National HIV Prevention Conference
2015-2017	Mentor, Council of State and Territorial Epidemiologists Fellow
2012-2014	Preceptor, Masters of Public Health Student, Virginia Commonwealth University

### **Honors**

2014	Public Health Hero, Virginia Department of Health, Richmond, VA
2013	Virginia Department of Health, Recognition of Service Award, Richmond, VA
2008	Travel award for Addiction Health Services Research Conference, National Institute on Drug Abuse
1991	Scholarship, Virginia Tech Department of Agricultural and Applied Economics
1989	Presidential Scholarship, Pace University

### **SOFTWARE**

SPSS, SAS, Microsoft Access, SQL Server, R, REDCap





Form Name: Civilian Review Board  
Submission Time: August 28, 2024 1:44 pm  
Browser: Chrome 127.0.0.0 / Windows  
IP Address: 10.25.23.36  
Unique ID: 1259925677  
Location:

## Civilian Review Board

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**Are you currently or have you previously been employed as a law-enforcement officer as defined in Code of Virginia, 9.1-101?** No

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**Is any family or household member of yours currently employed as a law-enforcement officer or previously worked as a law-enforcement officer as defined above in Code of Virginia, 9.1-101?** No

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**Are you a family or household member of a person who has a pending complaint against the Department of Police or litigation pending against the city?** No

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**Do you have a complaint pending against the Department of Police or litigation pending against the city?** No

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**Name** Chuck Richardson

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**Address** 906 Blanton Avenue  
Richmond 23221

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**Home Phone** (804) 901-6676

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**Personal Email Address** chuckrichardson219@gmail.com

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**In what City Council Voter District do you reside?** 5th

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**How long have you been a resident of the city of Richmond?** 70+ years

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**Have you ever been convicted of a felony?** Yes

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**If yes, please explain.** I was charged with distribution, but had all of my rights restored by Governor Terry McAuliffe. Details of the conviction and the unique dynamics that surrounded it are explained in my book, "Cease Fire! Cease Fire!" By Chuck Richardson.

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<b>Have you ever been convicted of a misdemeanor involving moral turpitude (stealing, lying, etc.)?</b>	No
<b>Employer</b>	Retired
<b>Job Title</b>	N/A
<b>Please list your educational background and/or other expertise or qualifications you will be bringing to this board.</b>	<p>Bachelor's Degree in Urban Planning from Virginia Commonwealth University</p> <p>Chairman of first Citizen's Police Review Committee - which is very similar to this board. I bring both experience and knowledge that will contribute to the success of this commission.</p> <p>Served on the Planning Commission for six years.</p>
<b>List other city of Richmond Authorities, Boards, Commissions or Task Forces you currently or have previously served.</b>	<p>City Council Member for 19 years</p> <p>City Planning Commission for 6 years</p> <p>Airport Commission for 5 years</p> <p>Chairman of City Council Citizen Oversight Committee</p> <p>Chairman of First Citizen's Police Review Committee</p> <p>Chairman of City Council Audit Review Committee</p> <p>Chairman of Police &amp; Fire Salary Review Committee</p>
<b>Other Community Involvement</b>	<p>Experienced leader in several other organizations:</p> <p>Chairman of the Metropolitan Planning Organization</p> <p>Chairman of Board of Directors for GRTC</p> <p>Board Director - United Way of Greater Richmond</p> <p>Board Director - Boys &amp; Girls Club</p> <p>Board of Director - Maymont Foundation</p> <p>Joint Housing Task Force</p> <p>Big Brothers of America</p>

**Why do you want to be a part of the Civilian Review Board?**

I would like to contribute to Richmond by sharing my observations and experiences that might educate and bring into focus the deeper causes of misunderstandings and perceptions that distort the views and opinions we hold towards one another (law enforcement & civilians).

The bane of human success and our ability to co-exist, to prosper together and to realize our full potential is the dearth of knowledge and truth. If we possess the wisdom to understand the origin and motives for the animosities and attitudes of hate, we could begin to lay the groundwork for a resolution and progress toward brotherhood among all men.

Richmond, VA was the Capital City where the institution of "enslavement" was founded and reinforced. This city, over 250 years ago became the gatekeeper of oppression, forced labor, and all the cruelties associated with that unjust institution. For this very reason, we should now serve as the initiator across our nation to end the damaging effects of this institution.

We have torn down the statues that represented the symbolic edifices of that era, now let us begin to tear down some of the lingering psychological remnants of that period. Let us begin to touch the hearts of people and end the societal anomaly where it began that served as roadblocks between the community and law enforcement.

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**I attest that the information transmitted and answers provided in this application are true, accurate, and complete to the best of my knowledge.** Yes

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Form Name: Civilian Review Board  
Submission Time: July 5, 2024 9:16 am  
Browser: Chrome 126.0.0.0 / OS X  
IP Address: 72.84.218.73  
Unique ID: 1241871878  
Location:

## Civilian Review Board

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**Are you currently or have you previously been employed as a law-enforcement officer as defined in Code of Virginia, 9.1-101?** No

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**Is any family or household member of yours currently employed as a law-enforcement officer or previously worked as a law-enforcement officer as defined above in Code of Virginia, 9.1-101?** No

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**Are you a family or household member of a person who has a pending complaint against the Department of Police or litigation pending against the city?** No

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**Do you have a complaint pending against the Department of Police or litigation pending against the city?** No

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**Name** Eric Rowsey

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**Address** 1002 West 47th Street  
Richmond 23225

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**Home Phone** (804) 514-5199

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**Personal Email Address** eric.j.rowsey@gmail.com

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**In what City Council Voter District do you reside?** 4th

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**How long have you been a resident of the city of Richmond?** 8 consecutive years, plus other time

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**Have you ever been convicted of a felony?** No

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**Have you even been convicted of a misdemeanor involving moral turpitude (stealing, lying, etc.)?** No

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**Employer** CapTech Consulting

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<b>Job Title</b>	Manager, Product Management
<b>Business Address</b>	7100 Forest Avenue Suite 100 Richmond, VA 23226
<b>Business Email Address</b>	erowsey@captechconsulting.com
<b>Please list your educational background and/or other expertise or qualifications you will be bringing to this board.</b>	Bachelors of Science in Information Systems from Virginia Commonwealth University Extensive volunteer board positions including chair positions and board presidency.
<b>List other city of Richmond Authorities, Boards, Commissions or Task Forces you currently or have previously served.</b>	N/A
<b>Other Community Involvement</b>	Continued VCU Alumni involvement
<b>Why do you want to be a part of the Civilian Review Board?</b>	This review board is critical to keeping and building trust within the community through participation by ordinary citizens. I am one of those citizens. The safety of this City is extremely important to me. Additionally, the transparency of the institutions that make up the city's public safety functions is important to me.
<b>Upload your resumé here. (optional)</b>	<a href="https://www.formstack.com/admin/download/file/16583751666">https://www.formstack.com/admin/download/file/16583751666</a>
<b>I attest that the information transmitted and answers provided in this application are true, accurate, and complete to the best of my knowledge.</b>	Yes

# Eric J. Rowsey

eric.j.rowsey@gmail.com • 804-514-5199 • linkedin.com/in/ericrowsey • 1002 W. 47th Street, Richmond, VA

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*Eric is a dedicated Product Manager and seasoned Scrum Master with over a decade of proven expertise guiding teams to delivery exceptional results. Adept in driving product innovation and managing complex projects through agile methodologies. Eric is known for fostering collaborative environments, enduring effective delivery, and exceeding stakeholder expectations. Eric is passionate about leveraging product principles and technology to solve business challenges and achieve strategic objectives.*

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## EMPLOYMENT EXPERIENCE

**Manager** | CapTech | Richmond, VA .....Aug. 2023 - Present

- Leads digital product teams as a Product Owner, focusing on client stakeholder priorities and needs.
- Collaborates with engineering teams to deliver requirements and product strategy leading to the development of world-class solutions.
- Partners with Account Management colleagues to effectively manage the contract and resource management functions for a growing account of distributed consultants.

**Project Director** | WillowTree | Charlottesville, VA .....Jan. 2022 - May 2023

- Led cross-functional project teams, inclusive of product design, research, & engineering of up to 20 members to deliver complex, multi-system products for clients in the Financial Services & Public Utilities industries.
- Created holistic project plans and scopes of work - most in excess of \$1MM individually - and drove alignment with project and client stakeholders.
- Engaged directly with client stakeholders (including top-level executives) to manage account details, project scopes, budgets, resourcing, and to maintain relationships for future work.

**Product Manager, Fraud Technologies** | CarMax, Inc. | Richmond, VA .....Jan. 2021 - Dec. 2021

- Oversaw a multi-million dollar fraud program for a Fortune 200 retail company.
- Determined the priority for software & hardware projects to aid in the detection, mitigation, and response of fraud for a \$17Bn auto loan portfolio and in support of \$20Bn in retail and wholesale revenue.
- Served as the primary point of contact for third-party vendor relationships for various platforms used in the operation of CarMax's loss prevention efforts.

**Senior Product Delivery Manager** | CarMax, Inc. | Richmond, VA .....Mar. 2019 - Jan. 2021

- Oversaw the delivery of CarMax's Product Design System from scratch, improvements to the customer search & lead initiation products on carmax.com, and the implementation of a new web-brand campaign in partnership with several external design and marketing agencies coinciding with the launch of CarMax's market-leading, omni-channel buying capabilities.
- Formulated and implemented process optimizations to aid in more effective product delivery while improving team engagement and satisfaction.
- Drove decision-making among team, department and organization stakeholders - including, as high as, C-suite level.
- Coached & mentored fellow delivery managers in various areas including risk identification, communication, stakeholder management, and team influence.

(cont.)

**Product Delivery Manager II** | CarMax, Inc. | Richmond, VA.....Nov. 2017 - Mar. 2019

- Coordinated the delivery of a first-of-its-kind, customer-led online vehicle appraisal application, driving double-digit growth in first-party vehicle acquisition.
- Served as a thought leader in the product delivery practice for a product organization consisting of 20+ teams.
- Worked with product leadership to formulate reproducible playbooks for the efficient delivery of CarMax's digital products.

**Senior Scrum Master** | CarMax, Inc. | Richmond, VA.....Mar. 2017 - Nov. 2017

- Served as the Scrum Master for 2 software development teams and as the Release Train Engineer (RTE) for the Vehicle Acquisition systems program.
- Lead the Program Management team in the creation and refinement of PI+1 features to ensure a proper program roadmap.
- Coached others across the organization on the Scrum Methodology and the specific implementation of its principles at CarMax.

**Software Developer/Scrum Master** | CarMax, Inc. | Richmond, VA .....Jun. 2015 - Mar. 2017

- Was responsible for the development, maintenance and support of all internally built point-of-sale (POS) systems in support of 225+ retail locations across the United States.
- Was a key, hands-on contributor in the entire SDLC including solution analysis, design, and implementation of new development work.
- Served as the Scrum Master for a cross-functional, software development team including the facilitation of team ceremonies, work refinement, and prioritization.

**Additional Roles** | CarMax, Inc. | Richmond, VA.....Aug. 2013 - Jun. 2015

**Intern & Software Developer** | RetailData LLC | Richmond, VA.....Aug. 2012 - Jul. 2013

**Information Systems Intern, DPU** | City of Richmond, VA | Richmond, VA.....Summer 2012

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## EDUCATION

### Virginia Commonwealth University

*Bachelor of Science in Information Systems, Minor in Music*

*Organizations: Kappa Kappa Psi - National Honorary Band Fraternity, Business Student Ambassadors*

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## COMMUNITY ENGAGEMENT / VOLUNTEERING

### VCU Alumni Council

- Co-Chair, Awards & Grants Committee, 2023 - Present
- Council Member, 2022 - Present

### VCU Business Alumni Society

- Member & Immediate Past President, 2023-Present
- President, 2021-2023
- Treasurer, 2018-2021
- Chair, Student Engagement Committee, 2016-2019



Form Name: Civilian Review Board  
Submission Time: July 3, 2024 11:37 pm  
Browser: Mobile Safari / iOS  
IP Address: 72.82.60.162  
Unique ID: 1241573017  
Location:

## Civilian Review Board

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**Are you currently or have you previously been employed as a law-enforcement officer as defined in Code of Virginia, 9.1-101?** No

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**Is any family or household member of yours currently employed as a law-enforcement officer or previously worked as a law-enforcement officer as defined above in Code of Virginia, 9.1-101?** No

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**Are you a family or household member of a person who has a pending complaint against the Department of Police or litigation pending against the city?** No

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**Do you have a complaint pending against the Department of Police or litigation pending against the city?** No

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**Name** Rafaella Sale

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**Address** 2917 E Marshall St  
Richmond 23223

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**Home Phone** (512) 202-2688

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**Personal Email Address** rafaella.sale.phd@gmail.com

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**In what City Council Voter District do you reside?** 7

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**How long have you been a resident of the city of Richmond?** 4 years

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**Have you ever been convicted of a felony?** No

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**Have you even been convicted of a misdemeanor involving moral turpitude (stealing, lying, etc.)?** No

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**Employer** Virginia Commonwealth University

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<b>Job Title</b>	Assistant Professor
<b>Please list your educational background and/or other expertise or qualifications you will be bringing to this board.</b>	Background is in child psychology. Experience working with DSS and CSA Coordinators to connect families to local behavioral health services
<b>List other city of Richmond Authorities, Boards, Commissions or Task Forces you currently or have previously served.</b>	Right Help Right Now Medicaid Redesign for Youth
<b>Other Community Involvement</b>	Rva Community Fridges
<b>Why do you want to be a part of the Civilian Review Board?</b>	It's a unique opportunity to help contribute to something positive that could impact child wellbeing and public safety
<b>Upload your resumé here. (optional)</b>	<a href="https://www.formstack.com/admin/download/file/16579725049">https://www.formstack.com/admin/download/file/16579725049</a>
<b>I attest that the information transmitted and answers provided in this application are true, accurate, and complete to the best of my knowledge.</b>	Yes

**RAFAELLA SALE, PH.D.** she/her  
Department of Psychology | Virginia Commonwealth University  
806 West Franklin Street | Box 842018  
Richmond, VA 23284-2018  
[saler@vcu.edu](mailto:saler@vcu.edu)  
512.202.2688

## EDUCATION

- Ph.D.** University of Texas at Austin 2020  
Department of Educational Psychology,  
APA-Accredited School Psychology Program  
Specialization in Neuropsychology
- APA-Accredited Psychology Internship:** Semel Institute for  
Neuroscience and Human Behavior at University of California-Los  
Angeles, Pediatric Neuropsychology track
- Defended Dissertation:** Evaluation of a measurement feedback  
system in one community mental health center for youth  
**Chair:** Sarah Kate Bearman, Ph.D.
- Thesis:** Characteristics and correlates of the supervisory working  
alliance in community mental healthcare for youth
- Areas of concentrated training:** measurement to inform evidence-  
based practice; implementation science: training and supervision
- M.A.** Appalachian State University 2013  
Department of Psychology  
APA-Accredited Clinical Health Psychology Program
- Thesis:** Christian absolutism, planned action, and health  
behavior in rural Appalachia
- B.A.** University of North Carolina Wilmington 2009  
Major 1: Psychology  
Major 2: Communication Studies

## CURRENT ROLES

- Practice**                    *Resident in Psychology*, Virginia Board of Psychology  
*Licensed Psychological Associate*, North Carolina Psychology Board, 2013  
*Certified Therapist*, Parent Child Interaction Therapy, PCIT International, 2019
- Leadership**                *Early Career Representative*, Network of Investigators, The Society for  
Implementation Research Collaboration  
*Program Review Consultant*, Master’s Accreditation Work Group,  
Commission on Accreditation, American Psychological Association  
*Treasurer*, Div. 37-1 Section on Child Maltreatment, American Psychological  
Association
- Membership**              Association of Behavioral and Cognitive Therapies  
Dissemination and Implementation Science Special Interest Group  
American Psychological Association:  
Div. 37 Society for Child and Family Policy and Practice  
Div. 45 Society for the Psychological Study of Culture, Ethnicity and Race  
Div. 53 Society for Clinical Child and Adolescent Psychology  
Collaborative for Anti-Racist Dissemination and Implementation Science  
Peer Review Equity Project Workgroup  
Society for Implementation Research Collaboration  
Intermediary Sub-Network, Practitioner Network of Expertise

## Employment

***Assistant Professor, Department of Psychology***

2022 – Current

***Associate Director, Center for Evidence-Based Partnerships\****

**Virginia Commonwealth University**

\*Partnership with state-level leaders from the Department of Behavioral Health and Developmental Services (DBHDS), Virginia Department of Social Services (VDSS), and Office of Children’s Services (OCS) to reduce out-of-home placements for children

- Lead in-depth policy reviews of health profession regulations and scopes of practice for licensed and unlicensed practitioners, to provide solutions for expanding capacity of the state’s available workforce (e.g., Sale et al., 2023)
- Coordinate and execute direct service provider trainings with evidence-based program purveyors (e.g., Family Check Up) and local agencies through Title IV-E funding allocation authorized by the Family First Prevention Services Act
- Design and conduct studies indicated by an ongoing needs assessment and gaps analysis project, to characterize workforce capacity across the state of Virginia and its 120 self-governing localities
- Develop and deliver cross-agency recommendations to a state governance committee for integrating Family First into ongoing behavioral health systems transformation and Medicaid expansion initiatives
- Provide consultation and immediate implementation support to state and local partners related to training, supervision, and fidelity monitoring
- Translate evidence and standardize language to enhance collective understanding of commercial evidence-based program training and referral requirements, in adherence to best practices for large-scale EBP implementation

## PRIOR RESEARCH EXPERIENCE

### *Postdoctoral Research Scientist*

2021 – 2022

Center for Evidence-Based Partnerships\*  
 Department of Psychology, Virginia Commonwealth University  
 Supervisor: Michael Southam-Gerow, Ph.D.

\*Partnership with state-level leaders from the Department of Behavioral Health and Developmental Services (DBHDS), Virginia Department of Social Services (VDSS), and Office of Children's Services (OCS) to reduce out-of-home placements for children

- Designed a multi-phasic training procedure that begins with site selection / EBP fit assessment, and monitors training progress and provider engagement to help VDSS determine whether additional funding for a particular site is warranted
- Developed operations and structure of daily workflow for new technical assistance center comprised of three graduate student research assistants, two administrative staff, and two undergraduate research assistants
- Designed and implemented a novel 'needs assessment and gaps analysis' (NAGA) project that is continuous and driven by state partner feedback (Sale et al., 2021)
- Aided in helping to design, procure, and establish a credentialing database for tracking providers trained in evidence-based programs (e.g., TF-CBT, PCIT)
- Assisted agency partners with their respective federal reporting requirements, quality assurance and improvement procedures, in addition to other technical assistance

### *Graduate Research Assistant*

2014 – 2020

Leveraging Evidence & Advancing Practice for Youth Mental Health Services Lab  
 Department of Educational Psychology, University of Texas at Austin  
 Research Mentor: Sarah Kate Bearman, Ph.D.

- Collected, coded, and analyzed data for internally-funded project on the characterization of clinical supervision among community therapists and supervisors (Bailin, Bearman, & Sale, 2018)
- Assisted in writing and editing lab grants, manuscripts, posters, and two coding manuals for consultant and supervision process coding, in addition to helping to conduct supervision training for graduate clinical psychology students (Bearman et al., 2019)
- Trained and employed to code therapist adherence and competence for delivery of the Modular Approach to Treatment for Children-Anxiety, Depression, Traumatic Stress and Conduct (MATCH-ADTC) using the Therapist Adherence to MATCH-Observational Coding Measure (TAM-OBS)
- Participated as principal investigator under faculty supervision for a program evaluation of a novel measurement and feedback system implemented in a community mental health care setting (Sale et al., 2020)

### *Clinical Research Coordinator*

2013 – 2014

Title V Behavioral Health Federal Grant  
 Department of Psychology, Appalachian State University  
*Principal Investigator:* Kurt Michael, Ph.D.

- Conducted needs assessment for interventions to target substance abuse, out-of-home placement, and unplanned pregnancy in middle and high school youth
- Collected and analyzed qualitative and quantitative data on community perceptions and attitudes toward local mental health services
- Collected and analyzed all data collected through three new school mental health programs on student outcomes (grades, discipline referrals, symptom reduction) related to direct psychological services, such as crisis management, individual and group therapy (Michael et al., 2013; Albright et al., 2013)

- Presented updates and program study findings to federal and local stakeholders (e.g., county Board of Education) and community members

#### *Clinical Researcher*

2012 – 2014

Common Treatment Elements for Child and Adolescent Anxiety Lab  
Duke Psychiatry and Behavioral Sciences, Duke University School of Medicine  
*Principal Investigator:* Jeff Sapyta, Ph.D.

- Collected and coded data from published and unpublished studies that included pharmacological and cognitive behavioral therapy interventions for youth with anxiety disorders
- Participated in weekly meetings to discuss coder reliability and contribute to large ongoing meta-analytic review

#### *Graduate Research Assistant*

2012 – 2013

Assessment, Support, & Counseling Center  
Department of Psychology, Appalachian State University  
*Principal Investigator:* Kurt Michael, Ph.D.

- Collected data on community crisis response and collaboration with community mental health providers to address accessibility of services (Sale et al., 2014)
- Developed of all data collection and filing procedures according to university internal review board and HIPAA protocols
- Managed data and served as primary clinician in the Student Educational and Emotional Development Project: A school-based, multi-site modular intervention model designed for evidence-based assessment and treatment of mood disorders in adolescents (Michael et al., 2016)

#### *Graduate Research Assistant*

2010 – 2013

Health Behavior Lab  
Department of Psychology, Appalachian State University  
*Principal Investigator:* Courtney Rocheleau, Ph.D.

- Collected and analyzed data regarding religious affiliation and organ donation intentions, preventative medicine, and disordered eating
- Delivered health adherence intervention to college students through motivational interviewing

### **Published Scholarly Work**

- Southam-Gerow, M. A., **Sale, R.**, Robinson, A., Sanborn, V., Wu, J., Boggs, B., Riso, A., Scalone, M., & Sandman, A. (2024). Science for behavioral health systems change: Evolving research-policy-public partnerships. *Frontiers in Public Health: Public Health Policy*, 12. doi: 10.3389/fpubh.2024.1359143
- Southam-Gerow, M. A., Finn, N. K., Wu, J., Boggs, B., Sanborn, T., Riso, A., Scalone, M., & **Sale, R.** (2023). US states' approaches to unlicensed mental health staff without a master's degree: Review and comparison. Report prepared for the Right Help, Right Now Workforce workstream for the Virginia Department of Health Professions.
- Sale, R.**, Wu, J., Robinson, A., & Southam-Gerow, M. (2023). Needs assessment and gaps analysis report 2.0: Challenges to evidence-based program implementation. Technical report presented to government partners and primary funder Division of Family Services, Virginia Department of Social Services.
- Sale, R.**, Finn, N., & Southam-Gerow, M. (2021). Needs assessment and gaps analysis report 1.0: Capacity for evidence-based program implementation. Technical report presented to government partners and primary funder Division of Family Services, Virginia Department of Social Services.
- Sale, R.**, Bearman, S. K., Woo, R., & Baker, N. (2021). Introducing a measurement feedback system for youth mental health: Predictors and impact of implementation in a community agency. *Administration and Policy in Mental Health and Mental Health Services Research*, 1-16. doi: 10.1007/s10488-020-01076-5

- Whitham, C., Baweja, S., & **Sale, R.** (May, 2020). *How to win the whining war: Still winning! An updated philosophy and clinician's guide for group parent behavior management treatment for families.* Treatment manual written to guide parent behavior management intervention. UCLA Libraries.
- Bearman, S. K., Bailin, A., & **Sale, R.** (2019). Graduate school training in CBT supervision to develop knowledge and competencies. *The Clinical Supervisor*, 1-19. doi:10.1080/07325223.2019.1663459
- Bailin, A., Bearman, S. K., & **Sale, R.** (2018). Clinical supervision of mental health professionals serving youth: Format and microskills. *Administration and Policy in Mental Health and Mental Health Services Research*, 1-13. doi: 10.1007/s10488-018-0865-y
- Sale, R.**, Kirk, A., & Youngstrom, E. A. (2017). What lies beneath: Pediatric bipolar disorder in the context of the school. In K.D. Michael & J. P. Jameson (Eds.), *Handbook of Rural School Mental Health* (pp. 199-212). Springer.
- Kirk, A., **Sale, R.**, & Youngstrom, E. A. (2017). Rural America & evidence-based assessment: Potential for a happy marriage. In K.D. Michael & J. P. Jameson (Eds.), *Handbook of Rural School Mental Health* (pp. 95-111). Springer.
- Michael, K. D., George, M. W., Splett, J. W., Jameson, J. P., Bode, A. A., **Sale, R.**, Warren, M. E., & Youngstrom, E. A. (2016). Preliminary outcomes of a multi-site, school-based modularized intervention for adolescents experiencing mood difficulties. *Journal of Child and Family Studies*, 25(6). doi:10.1007/s10826-016-0373-1
- Michael, K. D., Jameson, J. P., **Sale, R.**, Orlando, C., Stevens, A., & Massey, C. (2015). A revision and extension of the Prevention of Escalating Adolescents in Crisis Events (PEACE) protocol. *Children and Youth Services Review*. doi: 10.1016/j.childyouth.2015.10.014
- Sale, R.**, Michael, K. D., Egan, T., Stevens, A., & Massey, C. (2014). Low base rate, high impact: Addressing teen suicide in rural Appalachia. *Report on Emotional & Behavioral Disorders in Youth*, 14(1), 4-8.
- Michael, K. D., Albright, A., Jameson, J. P., **Sale, R.**, Kirk, A., Massey, C., & Egan, T. (2013). Does cognitive-behavioral therapy in the context of a rural school mental health program have an impact on academic outcomes? *Advances in School Mental Health Promotion*, 6(4), 247-262. doi: 10.1080/1754730X.2013.832006
- Albright, A., Michael, K., Massey, C., **Sale, R.**, Kirk, A., & Egan, T. (2013). An evaluation of an interdisciplinary rural school mental health program in Appalachia. *Advances in School Mental Health Promotion*, 6(3), 37-41. doi:10.1080/1754730X.2013.808890

## PRESENTATIONS to an Academic Audience

- Sale, R.**, Aisenberg, G., Finn, N., & Southam-Gerow, M. (2022, November). Partnering With State Government Leaders Through Assessment of Needs and Readiness for Statewide Implementation of Family First Evidence-Based Programming. In symposia, *Engaging Stakeholders to Improve Implementation of Evidence-based Mental Health Services for Youth*, Gwendolyn Lawson and Rafaella Sale (Co-Chairs), Courtney Wolk (Discussant). Paper presented at the annual conference of the Association for Behavioral and Cognitive Therapies, New York City, NY.
- Baker, N., Bowling, A., **Sale, R.**, Woo, R., & Bearman, S. K. (2022, November). Redefining Retention Failure in Youth Community Care. In symposia, *Innovations in Evidence-Based Assessments: Novel Strategies for Supporting Public Health, Policy, Research, and Practice*, Tristan Maesaka (Chair) and Michael Southam-Gerow (Discussant). Paper presented at the annual conference of the Association for Behavioral and Cognitive Therapies, New York City, NY.
- Sale, R.**, Finn, N., Aisenberg, G., Kaur, N., & Southam-Gerow, M. (2022, September). *One state's approach to a needs assessment gaps analysis for expanding prevention services in child welfare.* Poster presented at the biennial Society for Implementation Research Collaboration conference, San Diego, CA.
- Finn, N., **Sale, R.**, Aisenberg, G., Kaur, N., & Southam-Gerow, M. (2022, September). *Where are the service providers? Mapping the workforce to inform statewide family first prevention services implementation.* Poster presented at the biennial Society for Implementation Research Collaboration conference, San Diego, CA.

- Sale, R.,** Chahal, Z., Grelle, K., & Miller, S. (2019, August). *Descriptive analysis of one PCIT program embedded within an outpatient medical setting*. Poster presented at the Parent-Child Interaction Therapy International biennial convention, Chicago, IL.
- Chahal, Z., **Sale, R.,** & Miller, S. (2019, August). *Tailoring PCIT for a 4-year-old deaf-blind child with CHARGE syndrome: A case study*. Poster presented at the Parent-Child Interaction Therapy International biennial convention, Chicago, IL.
- Sale, R.,** & Bearman, S. K. (2018, November). *Potential of the supervisory alliance for the implementation of empirically-supported strategies in the community setting*. Poster presented at the 52<sup>nd</sup> annual conference of the Association for Behavioral and Cognitive Therapies, Washington, D.C.
- Bailin, A., **Sale, R.,** & Bearman, S. K. (2015, November). Evidence-Based Quality Indicators in Youth Community Mental Health Services: What is Usual in Usual Care? In Sarah Kate Bearman and Kate Taylor (Co-Chairs), *Looking for Evidence of Evidence-Based Practice in Routine Care: What Practices Have Closed the Gap?* Paper presented at the annual conference of the Association for Behavioral and Cognitive Therapies, Chicago, IL.
- Sale, R.,** Michael, K., Jameson, J. P., Toomey, K., & Orlando, C. (2015, November). *Responding to violent threat within the school with PEACE: An evidence-based protocol*. Poster presented at the 49<sup>th</sup> annual conference of the Association for Behavioral and Cognitive Therapies, Chicago, IL.
- Sale, R.,** Jameson, J. P., Michael, K. D., Massey, C., Stevens, A., & Kirk, A. (2014, April). *Effectiveness and implementation of an interdisciplinary school mental health program in rural southern Appalachia*. Paper presented at the annual Collaborative Conference on Rural Mental Health, Boone, NC.
- Massey, C., Jameson, J. P., **Sale, R.,** & Michael, K. D. (2014, January). *Unique challenges in implementing school-based mental health in a "rural-rural" environment*. Paper presentation at the bi-annual meeting of Carolina Network for School Mental Health, Myrtle Beach, SC.
- Sale, R.,** Massey, C., Jameson, J. P., Kirk, A., & Michael, K. D. (2013, October). *Responding to mood disorders and suicidal ideation in the context of a rural school mental health program in rural Appalachia*. Paper presentation at the 87<sup>th</sup> annual American School Health Association meeting, Myrtle Beach, SC.
- Page, H., George, M., **Sale, R.,** Splett, J. W., Schmidt, S. S., Iachini, A., & Massey, C. (2013, October). *Core components and key outcomes of an interdisciplinary, modular intervention for youth with mood difficulties*. Paper presentation at the 87<sup>th</sup> annual American School Health Association meeting, Myrtle Beach, SC.
- Sale, R.,** & Michael, K. D. (2013, October). *Violence risk assessment and crisis intervention protocol within a school mental health program in rural Appalachia*. Paper presentation at the 18<sup>th</sup> annual Conference on Advancing School Mental Health, Arlington, VA.
- Egan, T., Stevens, A., **Sale, R.,** Kirk, A., Massey, C., Michael, K. D., & Albright, A. (2013, October). *The effectiveness of a rural Appalachian school mental health program*. Paper presentation at the 18<sup>th</sup> annual Conference on Advancing School Mental Health, Arlington, VA.
- Massey, C., George, M. W., Weist, M. D., Michael, K. D., Albright, A., & **Sale, R.** (2013, October). *Adapting modularized treatment for adolescent mood disorders across multiple sites*. Paper presentation at the 18<sup>th</sup> annual Conference on Advancing School Mental Health, Arlington, VA.
- George, M. W., Williamson, R., Albright, A., Splett, J., Egan, T., Kirk, A., Iachini, A., Jameson, J. P., Massey, C., Michael, K. D., **Sale, R.,** Taylor, L. K., Warren, M. E., Weist, M. D., & Youngstrom, E. A. (2013, October). *The Student Emotional and Educational Development (SEED) Project: Effectiveness of an evidence-based model of assessment and intervention for adolescents experiencing emotional difficulties*. Paper presentation at the 18<sup>th</sup> annual Conference on Advancing School Mental Health, Arlington, VA.
- George, M., Youngstrom, E. A., **Sale, R.,** Taylor, L., Michael, K., & Weist, M. (2013, July). *Implementing evidence-based assessment of mood disorders in middle-school and high-school students*. Poster presented at the 121st annual convention of the American Psychological Association, Honolulu, HI.
- Sale, R.,** George, M., Splett, J., Michael, K., Weist, M., & Youngstrom, E. (2013, July). *The methodological design of a multi-site interdisciplinary collaboration: The SEED project*. Poster presented at the 121st annual convention of the American Psychological Association, Honolulu, HI.
- Sale, R.,** Kirk, A., Albright, A., Egan, T., & Michael, K. (2013, July). *The effectiveness of a school mental health program in rural Appalachia*. Poster presented at the 121st annual convention of the American Psychological Association, Honolulu, HI.



- Sale, R.**, Michael, K. D., & Jameson, J. P. (2013, August). *Development of PEACE: Prevention of escalating adolescent in crisis events*. Presentation at the bi-annual meeting of Carolina Network for School Mental Health, Boone, NC.
- Sale, R.**, Albright, A., George, M., Splett, J., & Iachini, A. (2013, May). *SEED & the art of angst maintenance*. Pecha kucha presented at the bi-annual meeting of the Mental Health-Education Integration Consortium, Columbus, OH.
- Jameson, J. P., Michael, K. D., & **Sale, R.** (2013, March). *Building community partnerships to prevent suicide in Appalachia: A case study*. Symposium conducted at the 36<sup>th</sup> annual meeting of the Appalachian Studies Association Conference, Boone, NC.
- Sale, R.**, Michael, K., Massey, C., Egan, T., & Jameson, J. P. (2013, March). *The development of violence risk assessment and crisis intervention protocol within a school mental health program in western North Carolina*. Presentation at the annual Collaborative Conference on Rural Mental Health, Boone, NC.
- Appalachian State University School Mental Health Team & University of South Carolina School Mental Health Team (2013, March). *Adapting modularized treatment for adolescent mood disorders across multiple sites*. Presentation at the annual Collaborative Conference on Rural Mental Health, Boone, NC.
- Sale, R.**, Dobbins, E., & Rocheleau, C. (2013, January). *Religion and its effects on organ donation intentions*. Poster presented at the 14<sup>th</sup> annual meeting of the Society for Personality and Social Psychology, New Orleans, LA.
- Dobbins, E., Rocheleau, C., **Sale, R.**, Martz, D. M., & Curtin, L. (2013, January). *Organ donation decision making among Non-Catholic Christians: An expansion of the theory of planned behavior*. Poster presented at the 14<sup>th</sup> annual meeting of the Society for Personality and Social Psychology, New Orleans, LA.
- Albright, A., Michael, K. D., Roberson, K., Trout, K., Forman, M., Hall, C., & **Sale, R.** (2012, October). *School mental health in rural settings: Effectiveness and adapting best practices*. Presentation at the 17<sup>th</sup> annual Conference on Advancing School Mental Health, Salt Lake City, UT.
- George, M., Splett, J., Weist, M., Michael, K., Albright, A., Egan, T., & **Sale, R.** (2012, September). *Measuring interdisciplinary collaboration and its impact on outcomes*. Presentation at the bi-annual meeting of the Mental Health Education Integration Consortium, Greenville, SC.
- Dobbins, E., **Sale, R.**, Draper, R., & Rocheleau, C. (2012, June). *Understanding donation decisions; Why political views may not matter*. Poster presented at the 9<sup>th</sup> Society for the Psychological Study of Social Issues Conference, Charlotte, NC.
- Massey, C., Murphy, M., Albright, A., **Sale, R.**, & Michael, K. (2012, April). *Implementing the assessment, support, and counseling model in Ashe high school*. Presentation at the annual Appalachian State University Rural Mental Health Conference, Boone, NC.
- Sale, R.**, Dobbins, E., Beccue, C., Cartner, H., & Rocheleau, C. (2012, April). *Religion & organ donation intentions: Diversity within Christians in Rural Appalachia*. Poster presented at the annual North Carolina Psychological Association Conference, Charlotte, NC.
- Sale, R.**, Dobbins, E., Beccue, C., Cartner, H., & Rocheleau, C. (2012, April). *Religion & organ donation behavior: Diversity within non-Catholic Christians*. Poster presented at the Appalachian State University 15<sup>th</sup> annual Celebration of Student Research and Creative Endeavors, Boone, NC.
- Dobbins, E., **Sale, R.**, Draper, R., & Rocheleau, C. (2012, April). *Understanding donation decisions; Why political views may not matter*. Poster presented at the Appalachian State University 15<sup>th</sup> annual Celebration of Student Research and Creative Endeavors, Boone, NC.
- Sale, R.**, Dobbins, E., & Rocheleau, C. A. (2012, April). *Christian absolutism: Validation of a new scale*. Poster session presented at the annual Appalachian State University Rural Mental Health Conference, Boone, NC. Abstract requested for print in the National Association of County Behavioral Health & Developmental Disability Directors monthly newsletter.
- Sale, R.**, Dobbins, E., & Rocheleau, C. A. (2012, February). *Christian absolutism: A new scale*. Presentation at the annual meeting of Southeastern Psychological Association, New Orleans, LA.
- Toomey, K. J., Rocheleau, C. A., & **Sale, R.** (2012, January). *Breast self-examination among college-aged females: An intervention study*. Poster presented at the 13<sup>th</sup> annual convention for the Society of Personality and Social Psychology, San Diego, CA.

- Sale, R.,** Dobbins, E., & Rocheleau, C. A. (2011, April). *Religious absolutism: Literal vs. metaphorical interpretations of non-Catholic Christians*. Poster presented at the annual meeting of the North Carolina Psychological Association, Chapel Hill, NC.
- Sale, R.,** Dobbins, E., & Rocheleau, C. (2011, April). *Religious absolutism: Literal vs. metaphorical interpretations of non-Catholic Christians*. Poster presented at the Appalachian State University 14<sup>th</sup> annual Celebration of Student Research and Creative Endeavors, Boone, NC.
- Daniel, R., Toomey, K. J., Rocheleau, C. A., **Sale, R.,** Colón, C., & Benadom, B. (2011, April). *Effects of anxiety on breast self-examination in college-aged women*. Poster presented at the Appalachian State University 14<sup>th</sup> annual Celebration of Student Research and Creative Endeavors, Boone, NC.
- Daniel, R., Toomey, K., Rocheleau, C., **Sale, R.,** Colón, C., & Benadom, B. (2010, December). *Anxiety and breast self-examination in college age women*. Poster presented at the annual Anxiety Disorders Association of America Conference, New Orleans, LA.

### PRESENTATIONS to a Community Audience

- Southam-Gerow, M., **Sale, R.,** Robinson, A., & Sandman, A. (2023, October). Center for Evidence-based Partnerships in Virginia: Children's Service Act. Invited presentation to local service coordinators and providers at the Commonwealth of Virginia Children's Services Act Conference, Roanoke, VA.
- Sale, R.** (2023, May). *First year of Family First Prevention Services Act and workforce opportunities*. Invited presentation to state and local child-serving agencies (child welfare, juvenile justice) at the Virginia Association of Community Service Boards Conference, Norfolk, VA.
- Southam-Gerow, M., & **Sale, R.** (2022, November). *Leveraging partnerships in the continued development of Virginia's behavioral health system*. Invited presentation to child service coordinators at the Commonwealth of Virginia Children's Services Act Conference, Roanoke, VA.
- Sale, R.** (2022, June). *Family First service expansion and the Center for Evidence-based Partnerships*. Invited presentation to child service coordinators and provider companies at the 21<sup>st</sup> Annual Northern Virginia CSA Symposium & Provider Expo in Annandale, VA.
- Sale, R.** (2020, September). *Introduction to parent child interaction therapy*. Invited presentation to first-year mental health counseling graduate students enrolled at The Citadel, Charleston, South Carolina.
- Sale, R.** (2019, December). *Bless this mess: Use of measurement and feedback in therapy within the community mental health setting for youth*. Presentation given to clinical faculty of the David Geffen School of Medicine at UCLA.
- Sale, R.** (2018, July). *Executive dysfunction and associated impairments in older adults with memory problems*. Presentation provided to staff and physicians at Neurologic International, Pichicha Province, Quito.
- Sale, R.,** Carol, K., & Mundy, E. (2017, July). *Técnicas para maestras: Ayudar a manejar a los niños en el aula*. Workshop training provided to teachers within the Pichicha Province, Quito.
- Carol, K., **Sale, R.,** Mundy, E., & Manes, N. (2017, July). *Las intervenciones académicas y estrategias para aumentar la motivación para aprendizaje*. Workshop training provided to teachers within the Pichicha Province, Quito.
- Michael, K. D., & **Sale, R.** (2015, June). *Promoting PEACE: Implementing suicide crisis intervention protocols in the school environment*. Presentation at the annual Montana Behavioral Initiative Meeting, Helena, Montana.
- Massey, C., Murphy, M., **Sale, R.,** & Michael, K. (2012, June). *Mood disorders and suicide in teens*. Presentation at the North Carolina Healthy Schools Summer Institute, Wilmington, NC.

### Grants

University of Texas at Austin, College of Education

Professional Development Travel Award (\$675)	2019
Decentralized Graduate School Continuing Fellowship (\$16,000)	2017 – 2018
Oliver H. Bowen Endowed Fellowship (\$2,000)	2017
Joe R. & Teresa Lozano Long Graduate Fellowship (\$2,000)	2016
Graduate School Recruitment Fellowship (\$25,000)	2014 – 2015

## Sale

Ecuador Professional Preparation Program in Quito, Ecuador	
Small Team Director Travel Grant (est. \$4,000)	2018
Dr. Thomas Oakland Scholarship (\$1,800)	2017
Appalachian State University, Department of Psychology	
Office of Student Research: Travel Grant (\$200)	2015
Office of Student Research: Travel Grants (\$600, 2 awards)	2012
Office of Student Research: Research Grants (\$500, 3 awards)	2012
Graduate Student Association Senate Travel Grant (\$200)	2012
Outstanding Graduate Student Teacher Award (\$250)	2012

**Unpublished Scholarly Work**

- CARDIS Equity Project Writing Group. (in preparation). Antiracism and the peer review process: Who gets to decide? *Implementation Science Communications*.
- Sale, R.**, Baker, N., Bowling, A., Woo, R., & Bearman, S. K. (resubmitted). Refining how we define treatment retention failure in a community context. *Child and Adolescent Mental Health*.
- Legha, R., Gordon, K., & **Sale, R.** (accepted & retracted by authors). An antiracist approach to psychological practice. *American Psychologist, Special edition: How Psychologists Can Help Achieve Equity in Health Care*.
- Legha, R., Lanser, I., **Sale, R.**, Gammada, E., Minero, L., Martinez, R., & Kroll, J. (accepted & retracted by authors). A call to action: An anti-racist approach to clinical supervision. *American Psychologist*.

**TEACHING & MENTORSHIP**

<p><i>Lab Mentor / Projects Lead</i>  Evidence-Based Practice Lab  Department of Psychology, Virginia Commonwealth University  <i>Faculty Mentor:</i> Michael Southam-Gerow, Ph.D.</p> <ul style="list-style-type: none"> <li>▪ Provide masters and doctoral-level research project support to three doctoral graduate students and three to five undergraduate assistants through weekly individual meetings</li> <li>▪ Develop and maintain the performance assessment operations for center lab members that includes twice a year reviews of individualized role expectation agreements and professional-personal goals set by each student</li> <li>▪ Build syllabus and facilitate weekly Journal Club meetings: Invited speakers and select publications must center topics of racial equity and the child welfare population</li> <li>▪ Designate and monitor sub-project leaders and tiered teams to produce technical assistance materials and support requested by state and local partners</li> </ul>	<p>2021 – Current</p>
<p><i>Peer Supervisor (volunteer)</i>  Individual Testing Course  Department of Educational Psychology, University of Texas-Austin  <i>Instructor of Record:</i> Timothy Keith, Ph.D.</p> <ul style="list-style-type: none"> <li>▪ Reviewed first-year school psychology students recorded administrations of WJ-IV and WISC-V assessment batteries conducted with participant children</li> <li>▪ Provided developmentally-appropriate verbal and written feedback to students with the goal to improve delivery and standardization of test administration</li> </ul>	<p>Spring 2018</p>
<p><i>Peer Supervisor (tiered training model)</i>  Supervision, Consultation, &amp; Collaboration Course  Department of Educational Psychology, University of Texas-Austin  <i>Instructor of Record:</i> Cindy Carlson, Ph.D.</p> <ul style="list-style-type: none"> <li>▪ Assigned to provide supervision to 2 first-year counseling graduate students that included development of a supervision contract, video review of therapy sessions conducted with volunteer undergraduate students, and bi-weekly individual supervision meetings</li> <li>▪ Developed a system to graph supervisees' delivery of non-specific practice strategies (e.g., reflection, summarization) over a semester to aid supervisee learning</li> <li>▪ Provided feedback and coaching through developmental supervision model and use of experiential learning strategies (e.g., modeling, role-play)</li> </ul>	<p>Spring 2018</p>
<p><i>Lead Teaching Assistant</i>  Department of Psychology, University of Texas-Austin  Introduction to Psychology-Synchronous Massive Online Course  ~1000 students/section; Team of 6 TAs</p>	<p>Fall 2018, Spring 2019</p>
<p><i>Teaching Assistant</i>  Department of Psychology, University of Texas-Austin  Introduction to Human Sexuality  Psychosocial Issues in Women's Health (capstone)  Abnormal Psychology  Introduction to Human Sexuality</p>	<p>Fall 2017, Spring 2018  Fall 2017  Spring 2017  Fall 2015, Spring 2016</p>
<p><i>Adjunct Faculty / Instructor of Record</i></p>	

Department of Psychology, Appalachian State University  
Introduction to Health Psychology (upper-level undergraduate course)  
Introduction to Psychology (lower-level undergraduate course)

Fall 2012  
Fall 2011, Spring 2012

## CLINICAL EXPERIENCE

### Areas of specialized training relevant to the clinical setting:

- systems and mental health services delivery research
- pediatric neuropsychology and psychoeducational testing
- evidence-based assessment and cross-discipline measurement design
- teacher and parent behavior management training (e.g., TCIT, PCIT)
- school-based behavioral health programming

<p>Medical Psychology Assessment Center (MPAC) UCLA Semel Institute for Neuroscience and Human Behavior Clinical Psychology Intern, Pediatric Neuropsychology Track Direct Supervisor: Sandra Loo, Ph.D.</p>	<p>Jul 2019 – Jun 2020</p>
<p>Parenting &amp; Children’s Friendship Program UCLA Semel Institute for Neuroscience &amp; Human Behavior Clinical Psychology Intern / Co-facilitator for Behavioral Parent Training Supervisors: Cynthia Whitham, L.C.S.W., Shilpa Baweja, Ph.D.</p>	<p>Jan 2020 – Jul 2020</p>
<p>Child &amp; Adolescent Mood Disorders (CHAMP) Clinic UCLA Semel Institute for Neuroscience &amp; Human Behavior Intern Clinician and Peer Supervisor-Trainee Supervisor: David Miklowitz, Ph.D.</p>	<p>Jul 2019 – Dec 2019</p>
<p>Comprehensive Autism Program (CAP) Developmental Pediatrics, Dell Children’s Medical Group, Austin TX Advanced Practicum Diagnostician Supervisors: Meredith Brinster, Ph.D.; Sherri Ravenscroft, MD.</p>	<p>Sept 2018 – Jun 2019</p>
<p>Child Chronic Disease Program Developmental-Behavioral Pediatrics, Dell Children’s Medical Center Advanced Practicum Clinician Supervisor: Samantha Miller, Ph.D., ABPP</p>	<p>Aug 2018 – Jun 2019</p>
<p>NeuroLogic International (Quito, Ecuador) Ecuador Professional Preparation Program (EPPP) Small Team Director Supervisors: Tara Raines, Ph.D.</p>	<p>May 2018 – Aug 2018</p>
<p>Behavioral Health Concussion Clinic Dell Children’s Medical Center of Central Texas Advanced Practicum Diagnostician Supervisor: Kelly Jones, Ph.D., ABPP-NP</p>	<p>Dec 2017 – Jun 2018</p>
<p>Austin Child Guidance Center (ACGC) Advanced Practicum Student Supervisor: Julia Hoke, Ph.D.</p>	<p>Aug 2017 – May 2019</p>
<p>Pediatric Acute Inpatient Rehabilitation Unit/Pediatric Specialty Services Dell Children’s Medical Center of Central Texas Advanced Practicum Diagnostician Supervisor: Kelly Jones, Ph.D., ABPP-NP</p>	<p>Aug 2017 – Jun 2018</p>

Fundación de la Maria de los Niños (Quito, Ecuador) Ecuador Professional Preparation Program (EPPP) Teacher Aid / Volunteer Consultant Supervisors: Tara Raines, Ph.D.; Anton Bevins, Psy.D.	May 2017 – Aug 2017
Children’s Blood and Cancer Center Dell Children’s Medical Center of Central Texas Advanced Practicum Diagnostician Supervisor: Rosario DeLeon, Ph.D.	Aug 2016 – May 2017
Knowledge is Power Program (KIPP) Public Charter Schools Advanced Practicum Student Supervisors: Katie Hartmann, Ph.D., Lisa Lasater, Ph.D., Erin Rodriquez, Ph.D.	Aug 2015 – Jul 2016
Assessment, Support, & Counseling (ASC) Center Licensed School-based Clinician; Case Coordinator Supervisors: Kurt Michael, Ph.D.; John Paul Jameson, Ph.D.	Aug 2012 – Jul 2014
Appalachian State University Psychology Clinic Graduate Student Clinician Supervisors: Josh Broman-Fulks, Ph.D., Will Canu, Ph.D.	Aug 2011 – Jul 2012
Inpatient Psychiatric Unit Charles A. Cannon, Jr. Memorial Hospital (Linville, NC) Practicum Student Supervisor: Wayne Braffman, Ph.D.	Aug 2011 – Jun 2012

**MISC.****Past Leadership Positions**

*Peer Mentor*, APA Div. 53 Society of Clinical Child & Adolescent Psychology, 2022 – 2023

*Elected Member*, APA Continuing Education Committee, 2020 – 2022

Standards and Criteria Revisions Policy Workgroup

Research Subcommittee, Continuing Education Sponsor Approval

Journal Club Organizer, Austin Neuropsychological Society, 2018 – 2019

Cohort Representative, School Psychology Doctoral Program, 2018 – 2019

Secretary & Board Member, Austin Neuropsychological Society, 2016 – 2018

Cohort Representative, School Psychology Doctoral Program, 2014– 2015

**Past Select Memberships**

APA Div. 5 Quantitative and Qualitative Methods, 2020 – 2022

APA Div. 31 State, Provincial, and Territorial Psychological Association Affairs, 2020 – 2021

APA Div. 18 Psychologists in Public Service, 2020 – 2021

National Association of School Psychologists (NASP), 2016 – 2018

Carolina Network for School Mental Health, 2012 – 2017

Mental Health Education Integration Consortium, 2012 – 2014

**Select Awards** (for Grants, see *Research Experience*)

Outstanding Graduate Student Teacher Award (university-wide), Appalachian State University, 2013

Best Graduate Student Poster Presentation, Fifteenth Annual Celebration of Student Research and

Creative Endeavors, Appalachian State University, 2012



## REFERENCES

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**Kurt Michael, Ph.D.**

Stanley R. Aeschleman Distinguished Professor  
Department of Psychology  
Appalachian State University  
100C Smith Wright Hall  
Boone, NC 28608  
michaelkd@appstate.edu  
(828) 262-8955

**Sarah Kate Bearman, Ph.D.**

Assistant Professor  
Educational Psychology Department  
University of Texas at Austin  
1912 Speedway D5800  
Austin, TX 78705  
skbearman@austin.utexas.edu  
(512) 471-0287

**Michael Southam-Gerow, Ph.D.**

Professor and Chair  
Department of Psychology  
Virginia Commonwealth University  
806 W. Franklin St.  
Richmond, VA 23284  
masouthamger@vcu.edu  
(804) 828-8089



Form Name: Civilian Review Board  
Submission Time: July 4, 2024 7:40 am  
Browser: Chrome Mobile 126.0.6478.153 / iOS  
IP Address: 73.152.80.59  
Unique ID: 1241631969  
Location:

## Civilian Review Board

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**Are you currently or have you previously been employed as a law-enforcement officer as defined in Code of Virginia, 9.1-101?** No

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**Is any family or household member of yours currently employed as a law-enforcement officer or previously worked as a law-enforcement officer as defined above in Code of Virginia, 9.1-101?** No

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**Are you a family or household member of a person who has a pending complaint against the Department of Police or litigation pending against the city?** No

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**Do you have a complaint pending against the Department of Police or litigation pending against the city?** No

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**Name** David Scates

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**Address** 1901 Rogers Street  
Richmond 23223

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**Home Phone** (804) 764-8659

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**Personal Email Address** scatesdavid4@gmail.com

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**In what City Council Voter District do you reside?** East end

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**How long have you been a resident of the city of Richmond?** 60 years

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**Have you ever been convicted of a felony?** Yes

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**If yes, please explain.**

I have several convictions. Served a 293 month sentence in the federal jurisdiction. Longstanding criminal behavior has been eradicated and abrogated. I understand the criminal justice system in addition to fairness in all realms.

My entire criminal background has been reviewed prior to receiving a commutation by then President Obama, who indicated his belief in me. I currently have a pardon before President Biden ( final stage ) as well as I have had my rights restored by current Governor Youngkin.

I provide a different and unique perspective which yields an opportunity to assist, particularly and specifically with this important task.

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**Have you even been convicted of a misdemeanor involving moral turpitude (stealing, lying, etc.)?**

Yes

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**If yes, please explain.**

See above. I am happy to discuss this as well.

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**Employer**

GRTC

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**Job Title**

Bus Operator

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**Business Address**

301 E Belt Blvd  
Richmond, VA 23223

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**Business Phone**

(804) 358-4782

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**Business Email Address**

webcustomerservice@ridegrtc.com

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**Please list your educational background and/or other expertise or qualifications you will be bringing to this board.**

High school graduation or equivalent. S plethora of on life experience with a vast variety of individuals, including yet not limited to the Richmond region and its diverse community. Life experiences and criminal background which provided erudition and personal opportunity to delve deeply into the mechanics and mechanisms of justice and fairness.

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**List other city of Richmond Authorities, Boards, Commissions or Task Forces you currently or have previously served.**

None.

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**Other Community Involvement**

Always involved in a plethora of community activities which can be detailed.

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**Why do you want to be a part of the Civilian Review Board?**

My unique perspective a transformation from my past until this day would likely be a cornerstone which provides not only hands on experience but would certainly be inclusive of one who is proven to be dedicated to fairness and change. This conclusion would be supported by evidentiary documentation and independent observations.

**I attest that the information transmitted Yes  
and answers provided in this  
application are true, accurate, and  
complete to the best of my knowledge.**

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Form Name: Civilian Review Board  
Submission Time: August 30, 2024 7:22 pm  
Browser: Chrome 127.0.0.0 / Windows  
IP Address: 72.84.211.212  
Unique ID: 1260757701  
Location:

## Civilian Review Board

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**Are you currently or have you previously been employed as a law-enforcement officer as defined in Code of Virginia, 9.1-101?** No

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**Is any family or household member of yours currently employed as a law-enforcement officer or previously worked as a law-enforcement officer as defined above in Code of Virginia, 9.1-101?** No

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**Are you a family or household member of a person who has a pending complaint against the Department of Police or litigation pending against the city?** No

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**Do you have a complaint pending against the Department of Police or litigation pending against the city?** No

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**Name** Charlie Schmidt

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**Address** 4310 Dorset Road  
Richmond 23234

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**Home Phone** (804) 402-0767

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**Personal Email Address** charlieschmidtrva@gmail.com

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**In what City Council Voter District do you reside?** 8th

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**How long have you been a resident of the city of Richmond?** 25 years

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**Have you ever been convicted of a felony?** No

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**Have you ever been convicted of a misdemeanor involving moral turpitude (stealing, lying, etc.)?** No

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**Employer** City of Richmond

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<b>Job Title</b>	Law Librarian
<b>Business Address</b>	101 E. Franklin Street Richmond, VA 23234
<b>Business Phone</b>	(804) 646-6500
<b>Please list your educational background and/or other expertise or qualifications you will be bringing to this board.</b>	Licensed Virginia Attorney
<b>Other Community Involvement</b>	Serve on the board of two local arts organizations Active in Richmond Public Schools, where children attend Teach workshops on legal topics/access to justice
<b>Why do you want to be a part of the Civilian Review Board?</b>	I would like to be involved in ensuring that our police are held accountable and given due process
<b>I attest that the information transmitted and answers provided in this application are true, accurate, and complete to the best of my knowledge.</b>	Yes



Form Name: Civilian Review Board  
Submission Time: July 4, 2024 8:35 pm  
Browser: Mobile Safari 17.5 / iOS  
IP Address: 104.28.39.158  
Unique ID: 1241773209  
Location:

## Civilian Review Board

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**Are you currently or have you previously been employed as a law-enforcement officer as defined in Code of Virginia, 9.1-101?** No

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**Is any family or household member of yours currently employed as a law-enforcement officer or previously worked as a law-enforcement officer as defined above in Code of Virginia, 9.1-101?** No

---

**Are you a family or household member of a person who has a pending complaint against the Department of Police or litigation pending against the city?** No

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**Do you have a complaint pending against the Department of Police or litigation pending against the city?** No

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**Name** Hannah Shambley

---

**Address** 17 W 29th St  
Richmond 23225

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**Home Phone** (804) 510-8861

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**Personal Email Address** shambleyh@gmail.com

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**In what City Council Voter District do you reside?** 5

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**How long have you been a resident of the city of Richmond?** 8 years

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**Have you ever been convicted of a felony?** No

---

**Have you even been convicted of a misdemeanor involving moral turpitude (stealing, lying, etc.)?** No

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**Employer** Richmond Public Schools

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**Job Title**

Teacher

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**Business Address**

Richmond, VA

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**Please list your educational background and/or other expertise or qualifications you will be bringing to this board.**

Summary

As an educator, writer, and multidisciplinary creative, I excel in translating ideas into engaging narratives and transforming learning into dynamic experiences. My journey is driven by a commitment to authentic living, bringing adaptability, resilience, and creativity to every project. I aim to seamlessly merge my passions into a fulfilling career.

Professional Highlights

- Educator: Leveraged teaching experience to master instructional design and pedagogy, creating captivating and informative learning experiences.
- Innovative Storyteller: Developed a modern approach to storytelling, using words to communicate ideas and concepts effectively, crucial for designing resonant training programs.
- Detail-Oriented Planner: Passionate about detailed planning, ensuring learning initiatives are thoughtfully structured and aligned with organizational goals.

Experience

Teacher

Richmond Public Schools

Aug 2022 - Present

Teacher

Henrico County Public Schools

Jul 2020 - Jun 2022

- Designed curriculum via a grant program for communications instruction.
- Advised students in editing, writing, and production.
- Engaged stakeholders to drive performance improvement.
- Developed and managed progress data to customize strategic plans.

Editorial Assistant

Virginia Living

Jan 2020 - Apr 2020

- Managed written content, researched, and interviewed for "Best of Virginia".
- Provided proposals, research, and content for feature stories.
- Scheduled and led daily interviews with winners for "Best of Virginia".

Poetry Editor

Plain China Literary Journal

Jan 2019 - May 2019

- Proofread accepted poetry submissions.
- Coordinated with authors and teammates to meet tight deadlines.

Documentary & Critical Editor

British Virginia

Aug 2017 - May 2019

- Transcribed and encoded 16th and 17th-century literature for digital archives.

Education

Virginia Commonwealth University

Bachelor of Arts (BA), English Language and Literature

Aug 2016 - May 2019

Skills

Writing • E-Learning • Project Management • Strategic Communications •  
Research • Copy Editing • Social Media • Adobe Creative Suite •  
Storytelling • Teaching

**List other city of Richmond Authorities, Boards, Commissions or Task Forces you currently or have previously served.** Richmond Public Schools Teacher Advisory Council

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**Other Community Involvement** Richmond Public Library YAVA Committee

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**Why do you want to be a part of the Civilian Review Board?**

I am deeply committed to fostering a just, transparent, and equitable relationship between law enforcement and the community it serves.

My career has been driven by a passion for continuous improvement and a dedication to ensuring that all individuals are treated with fairness and respect. Through my experience in educational settings, I have developed a keen understanding of the importance of impartiality and thoroughness in investigations, which are crucial for maintaining public trust.

Joining the civilian review board represents an opportunity to apply my skills in a meaningful way, ensuring that internal investigations conducted by the Richmond Police Department are conducted with the utmost integrity and transparency. I am eager to bring my multidisciplinary expertise and commitment to ethical standards to this important work, helping to enhance the relationship between law enforcement and the community and promoting a culture of accountability and trust.

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**I attest that the information transmitted and answers provided in this application are true, accurate, and complete to the best of my knowledge.** Yes

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Form Name: Civilian Review Board  
Submission Time: July 13, 2024 8:03 pm  
Browser: Mobile Safari 17.5 / iOS  
IP Address: 73.177.167.230  
Unique ID: 1244596514  
Location:

## Civilian Review Board

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**Are you currently or have you previously been employed as a law-enforcement officer as defined in Code of Virginia, 9.1-101?** No

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**Is any family or household member of yours currently employed as a law-enforcement officer or previously worked as a law-enforcement officer as defined above in Code of Virginia, 9.1-101?** No

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**Are you a family or household member of a person who has a pending complaint against the Department of Police or litigation pending against the city?** No

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**Do you have a complaint pending against the Department of Police or litigation pending against the city?** No

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**Name** Shamonique Simons

---

**Address** 3020 Q STREET  
Richmond 23223

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**Home Phone** (804) 213-6723

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**Personal Email Address** simons10025@gmail.com

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**In what City Council Voter District do you reside?** Richmond2  
**7**

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**How long have you been a resident of the city of Richmond?** 3 years

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**Have you ever been convicted of a felony?** No

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**Have you even been convicted of a misdemeanor involving moral turpitude (stealing, lying, etc.)?** No

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**Please list your educational background and/or other expertise or qualifications you will be bringing to this board.**

MBA in business administration

BA healthcare administration

15 year as a parent

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**Why do you want to be a part of the Civilian Review Board?**

As a parent I know what our community needs

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**Upload your resumé here. (optional)**

<https://www.formstack.com/admin/download/file/16622667434>

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**I attest that the information transmitted and answers provided in this application are true, accurate, and complete to the best of my knowledge.**

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Yes



# SHAMONIQUE SIMONS

(804) 213- 6723 | simons10025@gmail.com | <https://www.linkedin.com/in/shamonique-simons/>

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## EDUCATION

Capella University - MBA / Healthcare Management

September 2023

Penn Foster – Medical Billing and Coding

March 2021

Southern New Hampshire University- BS Healthcare Administration

December 2020

Long Island Business Institute – AA Medical Office Technology

May 2018

## EXPERIENCE

### **Customer Service Rep / Fresenius Inc /Richmond , VA/April 2024 –June 2024**

- Kept records of customer interactions and transactions, recording details of inquiries, complaints, and comments, as well as actions taken.
- Managed a high volume of incoming calls, averaging over 100 calls per day.
- Provided excellent customer service by actively listening to customers' needs and finding appropriate solutions

### **Customer Service Rep / Verida Inc / Richmond , VA/November 2021- December 2023**

- Assists callers efficiently and in a polite, courteous, and professional manner always
- Conducts appropriate screening and eligibility functions.
- Obtains correct information to schedule appropriate modes of transportation.

### **Remote Health care Advocate Representative /Teleperformance / SALT LAKE CITY, UT/August 2021 – October 2021**

- Respond to and resolve, on the first call, customer service inquiries.
- Help guide and educate customers about the fundamentals and benefits.
- Assist customers in navigating myuhc.com and other UnitedHealth Group websites and encourage and reassure them to become self-sufficient.

### **Alorica Inc. Remote Call Center Customer Service Representative / /Fort Myers, FL /June 2021 – July 2021**

- Received inbound calls with customers over the phone, email, online chat.
- Responds to requests for assistance and/or processing of credit card authorizations.
- Calmly attempts to resolve and de-escalate any issues.



Form Name: Civilian Review Board  
Submission Time: July 2, 2024 12:11 pm  
Browser: Chrome 124.0.0.0 / Windows  
IP Address: 161.69.116.10  
Unique ID: 1240996410  
Location:

## Civilian Review Board

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**Are you currently or have you previously been employed as a law-enforcement officer as defined in Code of Virginia, 9.1-101?** No

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**Is any family or household member of yours currently employed as a law-enforcement officer or previously worked as a law-enforcement officer as defined above in Code of Virginia, 9.1-101?** No

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**Are you a family or household member of a person who has a pending complaint against the Department of Police or litigation pending against the city?** No

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**Do you have a complaint pending against the Department of Police or litigation pending against the city?** No

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**Name** Lashawnda Singleton

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**Address** 803 Louisiana Street  
Richmond 23231

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**Home Phone** (804) 297-2276

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**Personal Email Address** singletonls@vcu.edu

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**In what City Council Voter District do you reside?** 7th

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**How long have you been a resident of the city of Richmond?** 5

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**Have you ever been convicted of a felony?** No

---

**Have you even been convicted of a misdemeanor involving moral turpitude (stealing, lying, etc.)?** No

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**Employer** Virginia Commonwealth University

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<b>Job Title</b>	Adjunct Professor
<b>Please list your educational background and/or other expertise or qualifications you will be bringing to this board.</b>	I have a Bachelor of Social Work and a Master of Public Administration. I have knowledge of Substance Abuse and Mental Health Disorders effecting our citizens. I am trained as a Circle Keeper and completed training as a Peer Recovery Specialist, Integrated-Forensic Peer Recovery Specialist (i-FPRS) and facilitator of Community Conferences.
<b>List other city of Richmond Authorities, Boards, Commissions or Task Forces you currently or have previously served.</b>	Mayor's Taskforce: Reimagining Police-The Development of the Marcus Davis Peters
<b>Other Community Involvement</b>	President Richmond Restorative Justice
<b>Why do you want to be a part of the Civilian Review Board?</b>	I would like to work with other community members and leaders to ensure safety and accountability in and for our communities.
<b>Upload your resumé here. (optional)</b>	<a href="https://www.formstack.com/admin/download/file/16571386211">https://www.formstack.com/admin/download/file/16571386211</a>
<b>I attest that the information transmitted and answers provided in this application are true, accurate, and complete to the best of my knowledge.</b>	Yes

## Summary of Qualifications

Optimizing and Leveraging of Resources; Budget Controls, & Strategic Collaborations—develop strong community alliances and work closely with both internal and external stakeholders in mutually beneficial workforce development projects and activities that achieved optimal results.

Policy and Program Design, Development, Implementation, Monitoring, and Evaluation/Regulatory Compliance and Program Quality and Fidelity Assurance — consistently design and implement need-based and result-oriented programs in the most cost efficient and effective manner utilizing best practices and methodologies. Work with administration, committees, staff, and other stakeholders to design and implement programs consistent with funding mandates and other regulatory dictates.

Technological Integration, Research Design, Data Collection, Analysis, & Evaluation—identify and improve participants' proficiency in the use of technologies deemed critical to the achievement of overall program goals and objectives, Utilize data from national, state, agency, and specific institutions to make programming and other administrative decisions.

## Professional Experience

### *Resource Mapping Specialist, Richmond Henrico Health District October 2023-Present*

- Undertake research into models for client mapping and patient journey maps.
- Assist in the documentation and mapping of substance use disorder resources. This mapping will include accurate listings of services to include local, state and national resources.
- Mapping will be specific to City of Richmond and Henrico County community resources related to prevention, harm reduction and recovery. It will be utilized as a tool by the Health Department and other community partners.
- Work with community partners to understand entry points and aspects of the criminal justice system.
- Work to understand the journey and how individuals are connected to substance use disorder resources.
- Develop an internal and external tool for a variety of stakeholders.
- Connecting with community partners and agencies to establish relationships and become informed on their services.

### *Case Manager, Help Me Help You (HMHY) Foundation September 2021-Present*

- Perform Assessments
- Develop Comprehensive Support Plans
- Complete and submit referrals for services
- Complete and submit all DOC Extension request

### *Adjunct Professor, Virginia Commonwealth School of Social Work, August 2021-Present*

- Introduce students to Policy (development, implementation, reevaluation and elimination)
- Explore controversial topics in a safe space
- Create thought provoking conversations and debates on relevant issues
- Expose students to cultural norms, discuss taboos, clarify misinformation, stigmas and discuss bias
- Explore policy through current and past policy outcomes and intentions
- Research race, ethnicity, gender, sexual orientation, etc. through the lens of discriminatory practices and policies
- Evaluate and Assess grades
- Establish an open and safe environment for students to share their thoughts and perspectives

### *Restorative Justice Grant Coordinator, Richmond City Office of the Commonwealth's Attorney February 2022-July 2023*

- Set up trainings

- Secure a trained restorative justice facilitator for each accepted referral.
- Process invoice submissions for grant-funded expenditures with the City budget office.
- Update and maintain RJ Referral data in a shared spreadsheet.
- Develop and administer surveys for data collection.
- Contact participants pre, during, and post restorative justice conferences as appropriate to explain the process and evaluate their experiences.
- Meet weekly with Kelli Burnett, the Restorative Justice Program Director for OCA

***Reentry Outreach Coordinator, Department of Corrections, Re-Entry Unit  
September 2019-January 2022***

- Working on development of Reentry Council Manual
- Lead in the organization and project assessments and organizational strategic planning of the Reentry Councils and all marketing materials
- Developing workgroup to develop manual
- Coordinating collaboration between Department of Corrections and Department of Social Services, community partners, faith leadership and justice involved persons and support systems.
- Evaluate, Assess and Maintain 46 Reentry Councils
- Create new Reentry Councils where necessary
- Connect community partners with Reentry Councils
- Establish returning citizens presence at Reentry Councils
- Serve as the main point of contact for Virginia's Statewide Reentry Councils
- Developed a Statewide Peer Recovery Specialist Program to cover 43 Districts & 6 Community Correction Facilities
- Developed all marketing and branding material
- Established professional development opportunities
- Served as main point of contact for Department of Correction's Peer Recovery Specialist
- Managed the on boarding of all Peer Recovery Specialist Vendors
- Set up 72-hour trainings for Peer Recovery Specialist candidates
- Supervised all Peer Recovery Specialist and Peer Recovery Specialist Supervisors
- Assisted with the development of a Statewide Employment Manual for the Reentry Department
- Developed and Implemented a position of Statewide Peer Recovery Specialist Coordinator

***Community Relations Specialist, Restoration of Rights, Virginia Office of the Secretary of the Commonwealth  
January 2018 -September 2019***

- Organized community events including resource fairs at institutions and community outreach events
- Presented workshops with Universities and Human Service agencies on Restoration of Rights
- Served as the main point of contact for Virginia's Restoration of Rights program
- Processed over 180,000 rights requests for the restoration of returning citizens
- Supervised part-time employees and Restoration of Rights interns
- Performed as Field Instructor for Virginia Commonwealth Social Work BSW Interns
- Worked with multidisciplinary teams such as Virginia's Secretary of Public Safety and Homeland Security, Virginia State Police, courts, attorneys, and legal aid community partners to achieve effective outcomes
- Attended committee meetings on agendas affecting communities

***Communications Manager, Restoration of Rights, Virginia Office of the Secretary of the Commonwealth  
- December 2018*** ***June 2015***

- Provided communications for the Restoration of Rights department in the Office of the Secretary of the Commonwealth
- Assisted in creation of general one-pager with information for Restoration of Rights
- Processed development of Restoration of Rights program
- Assisted in creation of website, including testimonials from returning citizens

***Court Appointed Special Advocate (CASA), Volunteer, Richmond City, Virginia  
August 2019-December 2019***

- Advocated for abused and neglected children in Richmond City
- Collaborated with community partners to assist with resources
- Managed the tracking of confidential information
- Monitored follow up calls to youth and referral partners
- Performed case management duties to assist in the development of an effective case plan

- Developed genuine and meaningful relationships with youth
- Established positive relationships with youth to by developing respect and trust
- Identified youth needs and barriers to successful reentry
- Identified make connections and learn from other youth serving organizations doing similar work
- Researched best practices for supporting youth navigating the juvenile justice system and youth receiving services
- Supported data collection for evaluation and proof of concept purposes Provided detail reports to Judges advocating for the youth's best interest

***Re-entry Group Facilitator, Volunteer, Opportunity, Alliance, Reentry, (OAR) Virginia***

***April 2013- December 2014***

- Identified the needs of reentry stakeholders including returning citizens, employers, and other community resource partners.
- Matched up resources and facilitated successful job placement of returning citizens by conducting effective resource/job fairs.
- Equipped clients with knowledge imperative to achieving their financial, housing, and educational goals
- Facilitated topical seminars and workshops aimed at educating groups of returning citizens focusing on ways to access available community resources prior to their release
- Developed interactive lessons to describe the different types of abuse and their role in the cycle of violence
- Identified legal remedies and community resources to help prevent and mitigate violence
- Assisted in Family Reunification

***Facilitator, Henrico County Jail, Henrico, Virginia***

***April 2012- December 2014***

- Established constructive relationships with clients to discuss the challenges they face upon re-entry into their community
- Encouraged positive transition from incarceration to community
- Facilitated conflict resolution and anger management discussions

***Intake and Implementation Team Member, Henrico County Drug Court, Henrico, VA***

***April 2012- December 2014***

- Assisted in the recruitment process of potential candidates for entry into reentry programs
- Worked with the Henrico County Drug Court, judges, sheriffs, and participants to assist with successful completion of re-entry programs
- Assisted participants with behavioral modification, motivational interviewing skills, and more
- Provided suggestions for current participants based on previous experience with program

***Intern, Mindset Agency***

***August 2012- May 2014***

- Evaluated clients for mental health services using Medicaid policies and guidelines
- Coordinated client care with mental health support workers for therapeutic support consultations
- Developed work plans containing goals and objectives to be met by clients while developing interpersonal relationships

***Certified Pharmacy Technician, MCV Hospital,***

***November 2007- June 2015***

- Gained knowledge and understanding of medication use and abuse
- Organized medication for pharmacist to dispense by reading medication orders and prescriptions
- Prepared labels, calculated quantities and dosages, and assembled intravenous solutions and other pharmaceutical therapies
- Performed medication reconciliation for patients with multiple medical and mental diagnoses

**Education & Training**

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Master of Public Administration

Virginia Polytechnic Institute & State University Richmond, Virginia,

May 2020

Graduate Certificate in Nonprofit & Nongovernmental Organization Management

Virginia Polytechnic Institute & State University Richmond, Virginia

May 2020

Bachelor of Social Work & Psychology Minor

Virginia Commonwealth University Richmond, Virginia

May 2014

Associate Degree in Business Administration

Plaza College Elmhurst, New York

June 1995

**Boards & Taskforce**

Storefront for Community Design/6 Points Innovation Center

2018-2023

Virginia Center for Restorative Justice

2018-2024

Mayor’s Taskforce: Reimagining Police-The Development of the Marcus Davis Peters Alert

(A statewide community response team)

Since 2021

**Certifications**

Forensic Peer Support

2019

Peer Recovery Specialist-T

2021

Restorative Practices

Virginia Center for Restorative Justice 2017

Community Conferencing

Virginia Commonwealth Attorney Office 2022

**Publications**



Form Name: Civilian Review Board  
Submission Time: July 2, 2024 2:01 pm  
Browser: Chrome Mobile 126.0.6478.134 / Android  
IP Address: 71.176.238.133  
Unique ID: 1241046227  
Location:

## Civilian Review Board

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**Are you currently or have you previously been employed as a law-enforcement officer as defined in Code of Virginia, 9.1-101?** No

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**Is any family or household member of yours currently employed as a law-enforcement officer or previously worked as a law-enforcement officer as defined above in Code of Virginia, 9.1-101?** No

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**Are you a family or household member of a person who has a pending complaint against the Department of Police or litigation pending against the city?** No

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**Do you have a complaint pending against the Department of Police or litigation pending against the city?** No

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**Name** Philip Sledd

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**Address** 4615 W Grace St  
Richmond 23230

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**Home Phone** (804) 353-9582

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**Personal Email Address** philipsld@aol.com

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**In what City Council Voter District do you reside?** ~~2~~ 1

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**How long have you been a resident of the city of Richmond?** 24

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**Have you ever been convicted of a felony?** No

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**Have you even been convicted of a misdemeanor involving moral turpitude (stealing, lying, etc.)?** No

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**Employer** Retired

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<b>Job Title</b>	Retired
<b>Business Address</b>	Na
<b>Please list your educational background and/or other expertise or qualifications you will be bringing to this board.</b>	Highland Springs High School class of 1978 valedictorian, AB 1983 Harvard University in Economics, 25 years seeing on the board of the Richmond Choral Society
<b>List other city of Richmond Authorities, Boards, Commissions or Task Forces you currently or have previously served.</b>	None
<b>Other Community Involvement</b>	Actively involved in MCC Richmond church community outreach efforts
<b>Why do you want to be a part of the Civilian Review Board?</b>	Recently fully retired and would like to contribute to making Richmond an even better place in which to live
<b>I attest that the information transmitted and answers provided in this application are true, accurate, and complete to the best of my knowledge.</b>	Yes

Form Name: Civilian Review Board  
Submission Time: July 13, 2024 2:05 pm  
Browser: Mobile Safari 17.5 / iOS  
IP Address: 73.251.139.82  
Unique ID: 1244538404  
Location:

## Civilian Review Board

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**Are you currently or have you previously been employed as a law-enforcement officer as defined in Code of Virginia, 9.1-101?** No

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**Is any family or household member of yours currently employed as a law-enforcement officer or previously worked as a law-enforcement officer as defined above in Code of Virginia, 9.1-101?** No

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**Are you a family or household member of a person who has a pending complaint against the Department of Police or litigation pending against the city?** No

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**Do you have a complaint pending against the Department of Police or litigation pending against the city?** No

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**Name** Jennifer Summers

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**Address** 605 Bancroft Ave  
Richmond 23222

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**Home Phone** (864) 872-1773

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**Personal Email Address** jennsummers19@gmail.com

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**In what City Council Voter District do you reside?** 6

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**How long have you been a resident of the city of Richmond?** 2

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**Have you ever been convicted of a felony?** No

---

**Have you even been convicted of a misdemeanor involving moral turpitude (stealing, lying, etc.)?** No

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**Please list your educational background and/or other expertise or qualifications you will be bringing to this board.** PhD in ecology, well-versed in climate change risk and causes  
Project management professional certified  
Experienced in applying for and managing federal grants  
Generally informed about transit and housing issues  
Evidence-based policy making  
Bachelors in Biology  
Background in teaching and pedagogy

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**List other city of Richmond Authorities, Boards, Commissions or Task Forces you currently or have previously served.** N/a

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**Other Community Involvement** RVA community fridges volunteer

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**Why do you want to be a part of the Civilian Review Board?** I want to be more involved in the Richmond community and learn more about the challenges the city of Richmond faces while helping to find solutions to these problems. I have experience gathering community input and feedback and working to respond to it meaningfully. I want to help RVA become more resilient, more welcoming, safer, and more equitable.

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**I attest that the information transmitted and answers provided in this application are true, accurate, and complete to the best of my knowledge.** Yes

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Form Name: Civilian Review Board  
Submission Time: July 19, 2024 6:36 pm  
Browser: Chrome Mobile 126.0.0.0 / Android  
IP Address: 74.110.143.133  
Unique ID: 1246617150  
Location:

## Civilian Review Board

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**Are you currently or have you previously been employed as a law-enforcement officer as defined in Code of Virginia, 9.1-101?** No

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**Is any family or household member of yours currently employed as a law-enforcement officer or previously worked as a law-enforcement officer as defined above in Code of Virginia, 9.1-101?** No

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**Are you a family or household member of a person who has a pending complaint against the Department of Police or litigation pending against the city?** No

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**Do you have a complaint pending against the Department of Police or litigation pending against the city?** No

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**Name** Michele Vento

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**Address** 1907 Carter St  
Richmond, VA 23220

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**Home Phone** (804) 901-2049

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**Personal Email Address** miche.vento@gmail.com

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**In what City Council Voter District do you reside?** 5th

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**How long have you been a resident of the city of Richmond?** 17 years

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**Have you ever been convicted of a felony?** No

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**Have you even been convicted of a misdemeanor involving moral turpitude (stealing, lying, etc.)?** No

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**Employer** VA Employment Commission

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<b>Job Title</b>	Adjudication manager and trainer.
<b>Business Address</b>	6606 West Broad St Henrico, VA 23230
<b>Business Phone</b>	(804) 371-4462
<b>Business Email Address</b>	michele.vento@vec.virginia.gov
<b>Please list your educational background and/or other expertise or qualifications you will be bringing to this board.</b>	Over the last 10 years and my professional career, I have been responsible for reviewing state rules and regulations as well as federal guidelines in order to properly assess state unemployment claims to objectively allow or deny benefits to applicants. In my supervisory roles, I provide constructive feedback and training to direct reports so that they may develop a positive growth track within my department. I am comfortable asking probing questions in order to gain an understanding of a topic to then be able to make a sound assessment for recommendations.
<b>List other city of Richmond Authorities, Boards, Commissions or Task Forces you currently or have previously served.</b>	N/a
<b>Other Community Involvement</b>	N/a
<b>Why do you want to be a part of the Civilian Review Board?</b>	I value fairness and impartiality in government and wish to have a deeper connection to fellow community members and community leaders in order to influence more positive outcomes with lasting impact.
<b>I attest that the information transmitted and answers provided in this application are true, accurate, and complete to the best of my knowledge.</b>	Yes

Form Name: Civilian Review Board  
Submission Time: July 1, 2024 6:36 pm  
Browser: Chrome 126.0.0.0 / OS X  
IP Address: 73.152.39.31  
Unique ID: 1240778482  
Location:

## Civilian Review Board

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**Are you currently or have you previously been employed as a law-enforcement officer as defined in Code of Virginia, 9.1-101?** No

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**Is any family or household member of yours currently employed as a law-enforcement officer or previously worked as a law-enforcement officer as defined above in Code of Virginia, 9.1-101?** No

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**Are you a family or household member of a person who has a pending complaint against the Department of Police or litigation pending against the city?** No

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**Do you have a complaint pending against the Department of Police or litigation pending against the city?** No

---

**Name** stephen wade

---

**Address** 16 N ALLEN AVE  
Richmond 23220

---

**Home Phone** (804) 929-4371

---

**Personal Email Address** swade3000@gmail.com

---

**In what City Council Voter District do you reside?** 2nd

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**How long have you been a resident of the city of Richmond?** 7 years

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**Have you ever been convicted of a felony?** No

---

**Have you even been convicted of a misdemeanor involving moral turpitude (stealing, lying, etc.)?** No

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**Employer** virginia department of social services

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<b>Job Title</b>	health equity project manager
<b>Business Address</b>	5600 cox road glen allen, VA 23060
<b>Business Phone</b>	(804) 929-4371
<b>Business Email Address</b>	stephen.wade@dss.virginia.gov
<b>Please list your educational background and/or other expertise or qualifications you will be bringing to this board.</b>	Master's in Urban Planning - focus on housing and community development Experience Affordable Housing Community Engagement Health Equity Substance Use
<b>List other city of Richmond Authorities, Boards, Commissions or Task Forces you currently or have previously served.</b>	Richmond Affordable Housing Trust Fund Advisory Board
<b>Other Community Involvement</b>	Member of Temple Beth El Two children in Richmond Public Schools sit on the board of the partnership for smarter growth
<b>Why do you want to be a part of the Civilian Review Board?</b>	I care deeply about the health and safety of my neighbors and fellow community members. I'm deeply active in justice issues for residents throughout the city. I have deep experience in affordable housing, health equity, community engagement and substance use.
<b>Upload your resumé here. (optional)</b>	<a href="https://www.formstack.com/admin/download/file/16568130045">https://www.formstack.com/admin/download/file/16568130045</a>
<b>I attest that the information transmitted and answers provided in this application are true, accurate, and complete to the best of my knowledge.</b>	Yes



## STEPHEN WADE

16 N Allen Avenue • Richmond, VA 23220 • 804-929-4371 • [swade3000@gmail.com](mailto:swade3000@gmail.com)

### EMPLOYMENT

**Virginia Department of Social Services, Richmond, VA** October 2019-Present  
*Health Equity Project Manager*

- Led the development of substance use disorder (SUD) data analyses, policy changes, and coalition building with local staff, and state and community leaders with a particular focus on the social determinants of health.
- Conceived and built the VDSS SUD Ally Training Hub ([www.RecoveryAllyVDSS.com](http://www.RecoveryAllyVDSS.com)) that provides public training videos, technical assistance materials, and capacity building resources to support local staff and community partners related to connecting clients to treatment, racial equity, and incorporating people with lived experience.
- Created a network of Peer Recovery Specialists (PRS) and identified necessary policy changes and funding streams to integrate the work of people with lived experience into VDSS.

**Institute for Public Health Innovation, Richmond, VA** June 2019-Present  
*Equity Trainer (Contractor)*

- Planned and facilitated Healthy and Equitable Communities workshops for public health leaders.

**ATCS, P.L.C., Richmond, VA** July 2017-September 2019  
*Senior Urban Planner*

- Developed strategic capability improvements for the U.S. Department of Housing and Urban Development around personnel, doctrine, and training for resilient community disaster recovery.

**Washtenaw County Public Health, Ypsilanti, MI** July 2015-July 2017  
*Health Equity Policy Analyst*

- Managed the development of Washtenaw County's Community Health Improvement Plan with a focus on health equity, social determinants of health, and community engagement with underserved populations.
- Assembled and advanced an equity agenda for Washtenaw County that included the creation of a GIS-based Opportunity index, a cross-sector policy approach, and a health-in-all policies framework for the Board of Health.

**Washtenaw County Office of Community and Economic Development, Ypsilanti, MI** October 2012-July 2015  
*Management Analyst*

- Led the implementation of the HUD Sustainable Communities Planning grant, facilitated collaboration across grant-funded projects, directed community engagement with traditionally underrepresented populations, created educational video, and organized large public forum to advance Sustainable Communities' goals.
- Managed HUD CDBG, HOME, and ESG Entitlement Programs; supervised the elected officials' Executive Committee; wrote annual plans and performance reports; advanced infrastructure investments to align with Sustainable Communities' goals; and ensured compliance with Federal requirements.

### EDUCATION

**University of Virginia, Charlottesville, VA** M.U.P., May 2004  
*Concentration: Housing and Community Development; Studies abroad, University of Cape Town, South Africa, Local Transport Planning and University of Witwatersrand, South Africa, Housing Policy*

**Emory University, Atlanta, GA** B.A., May 2001  
*Anthropology Major; Study abroad, School for International Training, India, Rural Development*

### BOARD MEMBERSHIP

**Richmond's Affordable Housing Oversight Board** November 2021-Present  
**Partnership for Smarter Growth, Vice-President** January 2020-Present  
**Ann Arbor Area Transportation Authority, Secretary** July 2015-July 2017  
**Washtenaw County Continuum of Care** July 2015-July 2017

### PUBLICATIONS

[Affordable Housing for the Richmond Region](#), Partnership for Smarter Growth (author) 2021  
[Advancing Public Health Narrative for Health Equity and Social Justice](#), NAACHO (co-producer) 2018  
[Health Equity and Community Voice](#), Washtenaw County Public Health (author) 2017  
[Reducing Youth Arrests Keeps Kids Healthy and Successful](#), Human Impact Partners (partner) 2017



Form Name: Civilian Review Board  
Submission Time: August 27, 2024 2:07 pm  
Browser: Chrome 126.0.0.0 / Windows  
IP Address: 71.251.228.149  
Unique ID: 1259537257  
Location:

## Civilian Review Board

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**Are you currently or have you previously been employed as a law-enforcement officer as defined in Code of Virginia, 9.1-101?** No

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**Is any family or household member of yours currently employed as a law-enforcement officer or previously worked as a law-enforcement officer as defined above in Code of Virginia, 9.1-101?** No

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**Are you a family or household member of a person who has a pending complaint against the Department of Police or litigation pending against the city?** No

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**Do you have a complaint pending against the Department of Police or litigation pending against the city?** No

---

**Name** Brian Warren

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**Address** 17 N. Arthur Ashe Blvd Apt 2  
Richmond 23220

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**Home Phone** (702) 861-8633

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**Personal Email Address** brianjrwarren@gmail.com

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**In what City Council Voter District do you reside?** ~~X~~st (Museum District)  
**2nd**

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**How long have you been a resident of the city of Richmond?** Since July 2024 but lived in central VA for the past year.

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**Have you ever been convicted of a felony?** No

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**Have you even been convicted of a misdemeanor involving moral turpitude (stealing, lying, etc.)?** No

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**Employer** Virginia Indigent Defense Commission

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<b>Job Title</b>	Assistant Public Defender
<b>Business Address</b>	701 E. Franklin St Suit 600 Richmond, VA 23219
<b>Please list your educational background and/or other expertise or qualifications you will be bringing to this board.</b>	J.D. - Washington & Lee School of Law - 2023 B.A. - University of Nevada, Las Vegas - 2019
<b>List other city of Richmond Authorities, Boards, Commissions or Task Forces you currently or have previously served.</b>	N/A
<b>Other Community Involvement</b>	N/A but hoping to get more involved in the community.
<b>Why do you want to be a part of the Civilian Review Board?</b>	Because I want to have a voice in how this City is policed. I want to be able to take concrete actions to remedy injustice in Richmond. This is a valuable way to make my voice heard.
<b>I attest that the information transmitted and answers provided in this application are true, accurate, and complete to the best of my knowledge.</b>	Yes

Form Name: Civilian Review Board  
Submission Time: July 26, 2024 3:37 pm  
Browser: Chrome 126.0.0.0 / Windows  
IP Address: 73.31.233.123  
Unique ID: 1248932686  
Location:

## Civilian Review Board

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**Are you currently or have you previously been employed as a law-enforcement officer as defined in Code of Virginia, 9.1-101?** No

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**Is any family or household member of yours currently employed as a law-enforcement officer or previously worked as a law-enforcement officer as defined above in Code of Virginia, 9.1-101?** No

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**Are you a family or household member of a person who has a pending complaint against the Department of Police or litigation pending against the city?** No

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**Do you have a complaint pending against the Department of Police or litigation pending against the city?** No

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**Name** Jeremy Yorke

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**Address** 2709 Hanover Ave  
Apt 6  
Richmond 23220

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**Home Phone** (804) 822-6848

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**Personal Email Address** jyorke8@outlook.com

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**In what City Council Voter District do you reside?** DISTRICT 2

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**How long have you been a resident of the city of Richmond?** 5 years

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**Have you ever been convicted of a felony?** No

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**Have you even been convicted of a misdemeanor involving moral turpitude (stealing, lying, etc.)?** No

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**Employer** The Yorke Agency, Inc.

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<b>Job Title</b>	Vice President
<b>Business Address</b>	9127 Dickey Dr Mechanicsville, VA 23116
<b>Business Phone</b>	(804) 569-6033
<b>Business Email Address</b>	Office@yorkeagency.com
<b>Please list your educational background and/or other expertise or qualifications you will be bringing to this board.</b>	I'm from the region, grew up in Hanover County. Richmond resident since March 2019. I went to Hanover High School and graduated from Christopher Newport University with a major in Communication Studies. I consider myself to be a active young professional and engaged community member.
<b>List other city of Richmond Authorities, Boards, Commissions or Task Forces you currently or have previously served.</b>	No Richmond Authorities, Boards, Commissions or Task Forces but multiple in Hanover County, VA.
<b>Why do you want to be a part of the Civilian Review Board?</b>	I am a true believer in accountability. Mistakes happen, we are human, it's what happens after the mistake that matters. After a mistake, most people go one of two ways - deflect responsibility and blame others or own responsibility and work towards correcting the issue. This belief of accountability and responsibility is not as common in our current society. I try to listen, and bring a non-partial mindset to things.
<b>Upload your resumé here. (optional)</b>	<a href="https://www.formstack.com/admin/download/file/16680491558">https://www.formstack.com/admin/download/file/16680491558</a>
<b>I attest that the information transmitted and answers provided in this application are true, accurate, and complete to the best of my knowledge.</b>	Yes

# Jeremy O. Yorke

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2709 Hanover Ave Richmond VA 23220 | (804) 822-6848 | jyorke8@outlook.com | www.linkedin.com/in/jeremy-yorke

## Profile

Active young professional and engaged community member of the central Virginia region.

## Employment

### **VICE PRESIDENT | THE YORKE AGENCY, INC | JULY 2014 - PRESENT**

- The Yorke Agency is an independent insurance agency located in Mechanicville, VA.
- We protect business and individual clients from financial hardship through comprehensive and affordable insurance coverages
- Property, Casualty, Life, Health, Annuity licensed in the states of Virginia & North Carolina

### **GROUP FITNESS INSTRUCTOR | BURKWOOD SWIM & RACQUET CLUB | MARCH 2016 – PRESENT**

- Certified Body Balance Instructor

## Education

### **CHRISTOPHER NEWPORT UNIVERSITY | CLASS OF 2014**

- Bachelor of Arts - Communication Studies
- History Minor
- 4 Year Member of NCAA Football Team – Go Captains

### **HANOVER HIGH SCHOOL | CLASS OF 2010**

- Multi Sport Letterman
- National Honor Society, DECA Member
- Hanover County Citizenship Award Recipient – 2010

## Other Involvement

- Hanover Chamber of Commerce – 2014 – Present
  - Board Member – September 2023 – Present
  - Airpark Committee – 2019 – 2023
    - Committee Chair – 2022
  - New Era Committee – 2019 – Present
    - Committee Chair – 2018, 2019
  - Civil Engagement Committee – 2023 - Present
  - Director Committee – 2014-2016
- Christopher Newport University Richmond Alumni Chapter Board Member -2018 - Present
  - Chapter President 2022, 2023
- JOY4VA – 2024 - Present
  - Grassroot, citizen initiative to promote voting registration and early voting
- Airpark Tomorrow – President – 2018-2022
  - AirPark Tomorrow is a 501c6 non-profit organization that was established in November 2018.

AirPark Tomorrow is responsible for the oversight and maintenance of the Hanover Airpark security project. In this project, we work hand-in-hand with the local sheriff's department to help secure the Hanover Industrial Airpark through various means.

- Chickahominy Middle School – Assistant Track & Field Coach - 2019 – 2022
- American Cancer Society – Area Lead Representative – 2016-2018
  - Worked to promote cancer awareness and plan fundraising events in Mechanicsville, VA. Planned and executed the 2017 Mechanicsville Relay For Life in which we saw a 130% increase in raised funds compared to the year before.
- Hanover Youth Basketball League - Coach – 2014 – 2018
  - Worked with 7th, 8th & 9th grade boys



Form Name: Civilian Review Board  
Submission Time: July 3, 2024 1:14 pm  
Browser: Safari 17.5 / OS X  
IP Address: 108.4.1.142  
Unique ID: 1241393905  
Location:

## Civilian Review Board

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**Are you currently or have you previously been employed as a law-enforcement officer as defined in Code of Virginia, 9.1-101?** No

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**Is any family or household member of yours currently employed as a law-enforcement officer or previously worked as a law-enforcement officer as defined above in Code of Virginia, 9.1-101?** No

---

**Are you a family or household member of a person who has a pending complaint against the Department of Police or litigation pending against the city?** No

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**Do you have a complaint pending against the Department of Police or litigation pending against the city?** No

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**Name** Jacquelin Young

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**Address** 5512 Riverside Heights Way  
Richmond 23225

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**Home Phone** (703) 395-3356

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**Personal Email Address** jsyoung1964@icloud.com

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**In what City Council Voter District do you reside?** 4

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**How long have you been a resident of the city of Richmond?** 4 years, 4 months

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**Have you ever been convicted of a felony?** No

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**Have you even been convicted of a misdemeanor involving moral turpitude (stealing, lying, etc.)?** No

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**Employer** Avison Young

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<b>Job Title</b>	Director, Real Estate Management Services
<b>Business Address</b>	1 South Wacker Drive, Suite 3000 Chicago , IL 60606
<b>Business Phone</b>	(703) 395-3356
<b>Business Email Address</b>	jacquelin.young@avisonyoung.com
<b>Please list your educational background and/or other expertise or qualifications you will be bringing to this board.</b>	Education: BS of Business Administration Key areas of expertise: Managerial courage Planning and Organization Time Management Objective problem- solving abilities Financially astute
<b>List other city of Richmond Authorities, Boards, Commissions or Task Forces you currently or have previously served.</b>	N/A
<b>Other Community Involvement</b>	Park clean up events, volunteering at the many sporting events in the community, participating in Richmond signature events like the Richmond Monument 10K, River Rock event and the like.
<b>Why do you want to be a part of the Civilian Review Board?</b>	I believe to my core, a citizen has a responsibility to make their community, frankly, a better place for all! I believe that any unjust actions should be corrected and everyone in any community should aspire to achieve that.
<b>Upload your resumé here. (optional)</b>	<a href="https://www.formstack.com/admin/download/file/16577196843">https://www.formstack.com/admin/download/file/16577196843</a>
<b>I attest that the information transmitted and answers provided in this application are true, accurate, and complete to the best of my knowledge.</b>	Yes

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**JACQUELIN S. YOUNG**

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5512 Riverside Heights Way  
Richmond, Virginia 23225  
OPEN TO RELOCATION

jsyoung1964@icloud.com  
(703) 395.3356

**CAREER HIGHLIGHTS**

- 
- Brings a combined thirty years of retail experience inclusive of the retailer, developer/landlord and client management service perspectives in all environments including mainline, big box centers, and outlets
  - Oversees all facets of retail property management with an emphasis on adaptability
  - Focuses and commits to the notion of being wholly responsible for the asset ensuring optimal functionality within each discipline (management, marketing, leasing, accounting) along with maximizing the return on the investment for all stakeholders

**KEY EXPERTISE**

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Managerial Courage  
Planning and Organizing  
Time Management

Problem Solving Abilities  
Motivating | Developing Others  
Financially Astute

**PROFESSIONAL EXPERIENCE**

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**Avison Young      Chicago, IL**

**May 2014 - Present**

Director Real Estate Management Services (previous title of Vice President eliminated due to nomenclature change)

**Core Accountabilities**

- Oversees and directs the safety and integrity of assets including building/s, systems, equipment, personnel, tenants and all stakeholders affiliated with each respective property (collectively over 2.5M sf, 60 plus personnel, 510 tenants)
- Prepares annual strategic plans and operations, marketing, and capital budgets totaling over \$26.1 million
- Develops and administers contracting procedures including RFPs, analysis, negotiation, monitoring, inspecting, and payment applications
- Engages and supports all phases of the established marketing plans with onsite manager/s
- Establishes and maintains effective 3<sup>rd</sup> party relationships which allows for optimal efficiencies and increased revenue
- Monitors all center and tenant build out processes

**Leasing**

- Partners with Leasing to execute new/renewal leases, generally exceeding Ownerships goals
- Directs Specialty Leasing opportunities at the center level, development of SL Operating Manual
- Supports all leasing efforts with comprehensive reporting including lease administration including abstracts, rent rolls and sales reports

**Financial Performance and Reporting**

- Prepares, directs, and implements all annual & monthly financial reports including budgets, strategic management and marketing plans, and annual reports (where applicable)
- Directs the preparation and submission to Ownership/stakeholders monthly executive summaries, traffic, and sales reports
- Monitors monthly accounts receivables ensuring timely posting of applied receipts and when needed, appropriately directs default plan/s to Ownership

**Employee Motivation and Development**

- Motivates, directs and supervises more than sixty (60) property employees, including various combinations of General Managers and Assistant General Managers, Operations Managers, Marketing and Specialty Leasing Managers and supporting team members
- Provides regular feedback to employees via mid-year and annual performance objectives
- Coordinates and provides appropriate training for all employees

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**JACQUELIN S. YOUNG**

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Page 2 | (703) 395.3356 | jsyoung1964@icloud.com

**EWB Development, LLC**

**United States**

**September 2011 – May 2014**

Vice President of Property Management and Operations

- Established and managed Property Management Division. Led, directed, and supervised 3<sup>rd</sup> party field staff/employees in seven centers comprising 2.4 million sf, including Lease Administration and Accounting
- Developed and managed budgets totaling \$16.2 million, operating plans, purchase orders, and other control functions; established maintenance standards and center policies
- Coordinated with construction and leasing regarding tenant improvement and/ build-out initiatives to avoid disruption while meeting standards, financial goals and deadlines
- Established communication and reporting processes for all short and long-term goals for on-site maintenance, janitorial service, and tenant improvement activities for field staff
- Developed and maintained budgets and financial monthly reporting for each shopping center
- Managed tenant relations, in cooperation Leasing and Lease Administration departments
- Oversaw the creation of all shopping center marketing/branding
- Primary participant in all leases for new leases and lease renewals; interact directly with legal counsel
- Managed lease compliance and lease abstracting
- Directed all HR policies and procedures

**EARLY CAREER**

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**Dulles Town Center, LERNER**

**Dulles, VA**

**June 2008-September 2011**

Director of Marketing | Retail

**Prime Outlets International, PRIME RETAIL**

**Orlando, FL**

**May 2006-March 2008**

General Manager with Development, Renovation & Expansion experience

**Potomac Mills Mall, THE MILLS CORP**

**Prince William, VA**

**September 2002-May 2006**

General Manager/Marketing Director of a 2.5 million sf super-regional value center

**St. Charles Town Center, SIMON**

**Waldorf, MD**

**September 2000-September 2002**

Marketing Director/Mid Atlantic Regional Marketing Trainer

**Easter Seals Virginia**

**Falls Church, VA**

**April 1998 to September 2000**

Regional Development Director

**Nordstrom, Inc.**

**Northeast US**

**September 1988 to April 1996**

East Coast Fashion Buyer

**SOFTWARE KNOWLEDGE/APPLICATION**

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Microsoft Office

HubSpot

AVID

MRI

Concur

rAbstract

Kardin

Yardi

DealSumm

**EDUCATION & AFFILIATIONS**

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**Franklin University**

Columbus, Ohio

BS, Business

**ICSC**

Member

Will seek and attain required license/accreditation for the position.