



2023

Racial Equity Summit

Creating Alignment and Collaboration for Change

Panelist, Presenter, and Speaker Biographies

Land Acknowledgment & Song



Alexanderia Russell (White Mountain Apache)

Human Services Specialist, Department of Human Assistance (DHA)

Alexanderia Russell (White Mountain Apache). I have worked for 32 years with the County of Sacramento. My career has spanned across various departments including Public Health and most recently Human Assistance, I'm also a long-time member of the Native American Caucus. I am active in the Sacramento Region my whole life, participating in local Indian Education Programs and volunteering with local Tribes and student organizations. I'm a loving wife, mother, grandmother, aunty, and Elder. With my husband Larry we share our love for our culture by teaching Southwest Pottery classes to children, families and elders.

Master of Ceremonies (MCs)



Michael Amenyro

*Human Services Program Planner,
Department of Health Services (DHS)*

Michael Amenyro is a Human Services Program Planner with the DHS Behavioral Health Services Administration Unit. A dedicated public servant, Michael has 18 years of experience in the human services field. Michael began his career as a case manager serving families and adults in public assistance programs. Michael served as the Sacramento County Latino Caucus Chair from 2011 to 2020. In this role, he was a civil rights advisor and liaison to the directors of DHA, DHS, and DCFAS, and coordinated cultural competency training events with fundraising components. Through this effort, the Latino Caucus issued \$57,000 in college scholarships to Sacramento County low-income, Latinx high school students from 2011 to 2020. In his current role, Michael is part of the Behavioral Health Racial Equity Collaborative and has served as implementation manager for adult specialty mental health programs.



Allison Keene

*Human Services Supervisor,
Department of Human Assistance (DHA)
LGBTQ Caucus Chair*

Allison Keene graduated from West Texas A & M University with a degree in Public Administration. She is currently a Human Services Supervisor with the Department of Human Assistance. Allison has performed many roles in the ten plus years that she has been with Sacramento County. She has served as an eligibility worker, trainer, and supervisor. As a trainer with Sacramento County, Allison was responsible for training Sexual Orientation and Gender Identity as well as Building Cultural Competency. In addition to these roles, Allison has been a Chairperson for the LGBTQ Caucus for the last 7 years. Allison has participated in the Racial and Health Equity Interdepartmental meetings as well as the Racial Health Summit planning committee. Allison currently sits on Sacramento County's Diversity Equity and Inclusion Cabinet.

Welcome



Jennifer Norman, DM, MHROD, PROSCI® CCMP (She/Her/Hers)

Senior Personnel Analyst, Sacramento County Department of Personnel Services

Dr. Jennifer Norman works on the Training and Organization Development team with the County of Sacramento. Her primary focus is on managing the Leadership Development Academy (LDA), which recently won a National Association of Counties Achievement Award. She also works on transforming the entire County of Sacramento's culture as one of eleven central members on the Culture Shift Coalition.

Dr. Jennifer Norman received her bachelor's degree in Speech Communications, her master's degree in human resources and Organization Development, and her Doctorate in Management and Organizational Leadership. Dr. Norman is also a Prosci® Certified Change Management Professional, and an Advanced Certified Facilitator.

Prior to coming to the County of Sacramento six years ago, Dr. Norman worked with a global consulting firm as the Director of Team Development and Member Services Manager for the Americas. She assisted over 300 businesses with organization strategies to sustain and grow team members in an industry known for constant turnover.

Dr. Jennifer Norman was a contributory author to a book entitled *Business Success*, and she is also the creator of the S-Wellbeing Model™, which is a business model on sustaining organizational wellbeing despite industry pressures.

She enjoys spending down time with her family, reading, and traveling.

Opening Remarks



Phil Serna

Sacramento County Supervisor, First District

Supervisor Phil Serna was elected to the Sacramento County Board of Supervisors in 2010 and re-elected to a Fourth term in 2022. A native Sacramentan, he attended California State University Sacramento before receiving his Master's in City and Regional Planning from Cal Poly, San Luis Obispo.

Phil is passionate about sustainable transportation and land use planning, public health, social services, public safety and environmental protection. In addition to his service on the Board of Supervisors, Phil participates on numerous local boards and commissions including the First 5 Sacramento Commission, Sacramento Regional Transit District, Sacramento Area Flood Control District and the Sacramento Metropolitan Air Quality Management District, just to name a few

In 2013, California Governor Edmund G. Brown, Jr. appointed Phil as the first Sacramento area representative to the California Air Resources Board. Phil ended his term in December 2022 after serving on the Board for 10 years.

In his spare time, Phil enjoys fly fishing, cooking, photography and playing bass guitar and drums with his bands. He and his wife, Roxanna, live in Sacramento's North Natomas area.

Keynote Speaker



Dr. Rohan Radhakrishna

Deputy Director, Chief Equity Officer, and Tribal Liaison for the California Department of Public Health (CDPH)

Rohan Radhakrishna (Ro-hawn Raw-the-krish-nuh) was appointed by Governor Gavin Newsom and confirmed by the California Senate to lead the Office of Health Equity (OHE). He serves as a Deputy Director, Chief Equity Officer, and Tribal Liaison for the California Department of Public Health (CDPH). He believes that inequity in a world of abundance is morally and socially unacceptable. He aims to advance partnerships to change narratives and power structures to help create a California for All.

Rohan leads OHE's broad portfolio: an internal racial equity initiative called HEART (Healing, Equity for All, Anti-Racism, Trauma Responsive Transformation), advancing external Health in All Policies and cross-sector collaboration to address the social drivers of health by serving on the Strategic Growth Council and leading the Climate Change and Health Equity Section, advancing behavioral wellness and resiliency for diverse populations through the prevention and early intervention California Reducing Disparities Project, and supporting California's COVID-19 equity work. He also serves as Co-Chair of the CalHHS Agency JEDI Committee (Justice, Equity, Diversity, and Inclusion) and was an executive sponsor for the Capitol Collaborative on Race and Equity, a community of government leaders integrating racial equity into institutional culture, policies, and practices. He is a board member of the National Association of State Offices of Minority Health (NASOMH) representing Region 9 in the West.

Rohan has 20 years of experience learning from and working with impacted communities. He spent 10 years as a family physician in community safety-net clinics at a local health department serving as Co-Chair of the Health Equity Committee at the California Conference of Local Health Officers since 2019, Deputy Health Officer for Contra Costa County since 2018, and Chair of the Department of Family and Adult Medicine from 2015 to 2019. His experience responding to the COVID-19 pandemic, power shutoffs, wildfire smoke, and heat emergencies has solidified his commitment to addressing the overlapping public health crises of climate change and structural racism.

Rohan brings a global perspective to California's diverse population having lived and worked abroad. As a Fulbright Scholar in Ecuador from 2002 to 2004 he worked with the Ministry of Health's Indigenous Health Bureau on disparity reduction regarding

nutrition, chronic disease, and maternal-child health. In 2005 he was Assistant to the U.S. Ambassador at Doctors Without Borders. He was a Public Health Consultant with UNICEF in 2006 and the Norwegian Refugee Council in 2007 addressing the health impacts of displacement amongst vulnerable youth via rapid community based participatory research. In 2009 and 2010 he was a Rotary Ambassador Scholar in India focused on rural inequities of chronic disease. His efforts always focus on building healthy communities in partnership with impacted populations.

Rohan graduated from Stanford University (B.A. in Human Biology, Concentration in Cross-Cultural Medicine, and Honors in Latin American Studies), University of California, Berkeley (M.P.H and M.S), Christian Medical College in Vellore, India (certificate in Infectious Disease), and University of California, San Francisco (M.D.).

Presentation

Planning for Racial Equity in Partnership with Our Beloved Communities

About the presenter:



Dr. Tamu Green

CEO, The Equity and Wellness Institute

Dr. Tamu Green brings expertise and lived experience in communities facing inequities in her pursuit of social justice through institutional and systems change. She is the CEO of the Equity and Wellness Institute, which has guided numerous organizations and institutions in their aspirations of advancing equitable internal and external practices.

Dr. Green's passion for engaging the public in solutions that benefit us all has landed her in TIME Magazine, several podcasts, and the TEDxFolsom stage. Her efforts have been aided by her networks, including the Robert Wood Johnson Foundation and American Leadership Forum, of which she is a senior fellow.

Sessions

Environmental Justice Element – Creating an Equitable Sacramento County

Sacramento County's Environmental Justice Element has been developed to address public health risks and environmental justice concerns of those living in disadvantaged communities, which often stems from geographic and procedural inequities. In alignment with SB 1000, the County has committed to establishing, and implementing the Environmental Justice Element.

Sacramento County's Planning Director, Todd Smith, will offer an overview of Sacramento County's Environmental Justice Element, detailing the implementation measures that are being undertaken, and sharing valuable insights learned from the development and implementation of this important work. Join us in this session as we explore the path toward creating a more equitable Sacramento County.

Presented by Todd Smith

About the presenter:



Todd Smith

Planning Director, County of Sacramento - Planning & Environmental Review

Todd Smith has over two decades of dedicated service to the County, Todd currently serves as a Planning Director at the Planning and Environmental Review. His extensive expertise encompasses land use planning, environmental review, and the successful advancement of both private and public projects through collaborative stakeholder engagement. Todd's work at the County includes major undertakings such as overseeing the County's Master Plans, the Climate Action Plan, and the development of the Environmental Justice Element. A graduate of UC Davis, Todd's educational foundation complements his commitment to public service and leadership in the realm of land use planning and environmental initiatives.

Behavioral Health Services Racial Equity Initiatives

Learn more about the targeted universalism approach that Behavioral Health Services is implementing to ensure that all residents thrive and have equitable access to optimal behavioral and emotional wellness, and that race no longer predicts one's success.

We envision a Sacramento County where:

- Communities of people who identify as African/Black/of African Descent have equitable opportunities for emotional health and wellness,
- Communities of people who identify as African American/Black/of African Descent communities are supported to prosper to their fullest potential,
- Sacramento County Division of Behavioral Health Services fully integrates a racial equity lens in organizational hiring and other practices,
- Sacramento County Division of Behavioral Health Services and the community work together to ensure equity through continued examination of the systems that shape service provision and, in the collection, and disaggregation of data to define goals and evaluate outcomes,
- Community-led strategies, as well as transparency and accountability in decision-making, are prioritized.

Presenters: Leslie Napper, Alondra Thompson

About the presenters:



Leslie Napper

Senior Advocate for Disability Rights California (DRC)

Leslie Napper (a.k.a. Ms. Leslie) is a proud native of Sacramento, CA, and a dedicated advocate for disability rights. She currently serves as a Senior Advocate for DRC and has previously worked as a Patients' Rights Advocate in various counties, including Sacramento, Yolo, Napa, and San Joaquin.

Leslie has an impressive track record of leadership and service in the field of mental health advocacy. She has held the position of Chair on the Protection and Advocacy for Individuals with Mental Illness (PAIMI) Advisory Council, Disability Rights California's

Board of Directors, CalMHSA Advisory Council and served on Sacramento County's Mental Health Board.

Presently, Leslie is actively involved in several committees related to mental health in Sacramento County, including the MHSA Steering Committee representing Adult Mental Health Consumers, the Cultural Competence Committee, and the Behavioral Health Race Equity Committee.

Her contributions extend beyond Sacramento, as she has worked as a consultant for the California Institute for Behavioral Health Solutions (formerly CIMH), where she developed and led a statewide African American Mental Health Consumer Leadership training. Additionally, Leslie provided technical advice and assistance in the development of trainings for California's Local Behavioral Health Boards/Commissions.

Leslie's passion lies in empowering individuals to advocate for themselves and others, with the ultimate goal of eliminating the stigma associated with serious mental illness and driving positive change in mental health care. With over 20 years of experience as a Mental Health Peer Advocate, she has been a respected voice in the community.

Aside from her professional endeavors, Leslie finds joy and adventure in her roles as a proud mother, aunt, and grandmother to six.

It's important to recognize and celebrate the valuable work that Leslie Napper has done and continues to do in the field of mental health advocacy and disability rights. Her dedication and commitment to making a difference are evident in her extensive contributions and achievements over the years.



Alondra L. Thompson, LCSW

*Community and Outreach Health Program Manager for Behavioral Health Services,
Sacramento County*

Alondra has devoted over two years of her managerial skills to support both the Community Wellness Response Team (CWRT) and Community Support Team (CST). She has over 20 years as a Clinical Social Worker that supports her private practice. Working for Behavioral Health Services has given her the opportunity to be of service to the Behavioral Health Racial Equity Collaborative (BHREC).

Advancing Racial Equity Through Parent Partnerships

In February 2021, First 5 Sacramento passed a resolution on racial equity and social justice, which includes the goal of *“providing opportunities for community members of color to become a voice within our organization through education, training and fellowship opportunities; creating a pathway to leadership that promotes diversity and equality in decision making for children and families.”*

As a result, First 5 is embarking on a journey to create partnerships with parents and caretakers, grassroots groups, and BIPOC non-profit organizations through capacity building and funding opportunities.

One strategy that First 5 is building the capacity of parents to have their voice heard in program development and policy making is through the Parent Leadership Training Institute (PLTI), an initiative that focuses on community building, personal leadership skills, and civic knowledge.

Presenters: Alejandra Labrado, Crystal Harding-Jenkins, Jennifer Mohammad, Samantha Sutherland, Dr. LaWanda Wesley

About the Presenters:



Alejandra Labrado

Parent Liaison Manager, Program Planner, First 5 Sacramento

Alejandra has 5 children and 5 grandchildren. She has worked for Sacramento County for 27 years. Her primary role at First 5 is developing and implementing programs impacting children and families and she is especially passionate about working with community and immigrant populations. Alejandra believes that her lived experience guides her work in giving parents a voice to share their stories. She also believes that parents of all backgrounds have the expertise and the amazing potential to make lasting change but lack the opportunities to do so. Her goal is to create these pathways in a way that systems can learn from.



Crystal Harding-Jenkins
Parent Leader and PLTI Alumni

Crystal Harding-Jenkins is a first-generation immigrant who arrived from Liberia at the age of seven. She has lived in the North Highlands community of Sacramento for 27 years and is a wife and mother of 4, ages 6-19.

Her passion and profession as a master-level social worker have empowered her to serve children, youth, adults, and senior citizens. She currently sits on the board of the North Highlands Recreation and Park District and works with a nonprofit public health organization.

She is also a proud PLTI and Sacramento State graduate who actively volunteers locally with her children's schools and church.



Jennifer Mohammad
Parent Leader/ PLTI Cohort 1 Alumni

Jennifer is a wife and a mother of 3, including one in heaven. She is a college student and an active parent representative in multiple committees including First 5, the Prevention Cabinet, and Birth & Beyond (co-chair), among others. Earlier this year she became certified on Healthy Outcomes from Positive Experiences (HOPE), graduated from the first Sacramento's Parent Leadership Training Institute (PLTI) cohort, and was the Parent Leadership Award recipient of the California Office of Child Abuse.

Jennifer's passion is to help others overcome the impact of childhood trauma so they can be better parents for their children.



Samantha Sutherland

Parent Leader and PLTI Facilitator/Program Manager

Sam Sutherland is a mother of four, foster mother, adoptive mother, and social worker. She has worked in child welfare for over 15 years. Sam was a First 5 Community Connections Grant recipient and co-founder of the Sacramento Pouch Project which provided free baby carriers and education to caregivers throughout Sacramento. Sam has been passionate about the power of parent leadership and engagement to make our community a better place. She was a PLTI Phase 2 facilitator in Cohort 1 and is thrilled to be working as a program manager to help PLTI continue to grow and impact all areas in Sacramento.



Dr. LaWanda Wesley,

Director of Government Relations
Childcare Resource Center
Parent Leader and PLTI Facilitator/Program Manager

Dr. LaWanda Wesley is a former preschool teacher and administrator. She co-founded Black Californians United for Early Care and Education, centered on a 10-point plan inspired by the Black Panthers. She was the Co-Director of Black Women in Early Childhood Collective, formerly the Center for Equity in Early Childhood Education (CEECE). In 2021, Dr. Wesley was appointed to the California-Hawaii NAACP State Executive Committee and selected by the National Black Child Development Institute as “The OpEd’s Public Voices” Fellow. Lastly, she co-authored both Culturally Responsive Self-Care Practices for Early Educators and Trauma-Responsive Practices for Early Childhood Leaders: Creating and Sustaining Healing Engaged Organizations. Dr. Wesley is a First 5 Commissioner and continues to advocate and remain in service of children and families most impacted by historical and structural oppression yet are most at-promise.

**Sacramento County Department of Child, Family and Adult Services (DCFAS),
Cultural Broker Program – Navigating the Child Welfare System and the Critical
Need for Culturally Responsive Advocacy.**

The Sacramento County Cultural Broker (SCCB) Program is specifically designed to address issues of African American disparities and disproportionality in the child welfare system by providing culturally responsive advocacy and liaison services for families referred to and/or involved with the child welfare system. This presentation will demonstrate how the SCCB model can:

- 1) Safely reduce entry rates.*
- 2) Increase Kinship Placements*
- 3) Reduce Length of Time in Care (Time to Reunification)*

Additionally, the presentation will highlight that working alongside community, stronger safety nets are built, there is an increased ability with the engagement of fathers, enhanced linkages to culturally responsive services, and how the model amplifies and lifts up the need for equity in services for African American families – including in the prevention of foster care entries.

Presenters: Tiffany Glass, LaDonna M. Lee, Kim Pearson

About the Presenters:



Tiffany Glass

Program Planner, Department of Child, Family and Adult Services Child Protective Services (CPS) division

Tiffany Glass has 14 years of experience in social services and most recently 5 years in CPS. She has worked in community-based organizations throughout Alameda and Sacramento County focusing on mental health services, foster care and group home administration. As a CPS Program Planner, Tiffany monitors multiple contracts and has an integral role in the implementation of programs that support the successful reunification of families, including the Cultural Broker program. In her role, Tiffany ensures program fidelity, data collection, quality improvement, and provides case consultation as needed while acting as a liaison between the Cultural Brokers and Department staff.



LaDonna M. Lee

Cultural Broker, Better Life Children Services

LaDonna Lee is a full-time Cultural Broker with Better Life Children Services in Sacramento, California. This program is part of the collaborative effort of the Black Child Legacy Campaign of Sacramento County.

LaDonna's expertise is in the areas of effective engagement, advocacy, and support of African American families navigating through Child Welfare. In addition, LaDonna is proficient in the culturally responsive facilitation of case conferences, community team meetings, and staffing with families, attorneys, and social workers.

LaDonna is a mother of four, a certified grief recovery specialist, and a trainer in the method of Effective Black Parenting. LaDonna holds an Associate Degree in Behavioral Studies from Cerro Coso Community College and is pursuing a Bachelor of Arts at California State University, Sacramento.



Kim Pearson

Division Manager, Department of Child, Adult and Family Services (DCFAS), Child Protective Services (CPS)

Kim Pearson has worked for DCFAS, CPS, for close to 25 years. Her career with the agency began as a supervisor in placement services and since that time she has held positions in leadership roles throughout the agency including Foster Home Licensing, Quality Assurance (QA), prevention programs, voluntary services programs, Emergency Response (ER), Court Investigations, Permanency and Adoptions. Her current area of purview is the newly formed Program Implementation Team (PIT). In 2014, Kim was the recipient of the Guardian of Hope Award for her leadership in the collaboration with A Community for Peace (ACFP) and the Citrus Heights Police Department in launching the Domestic Violence Response Team-Children Exposed to Domestic Violence

(DVRT-CEDV) Program that helped align CPS with ACFP to work more cohesively with children and families who are victims of domestic violence. Prior to this, in 2011 and 2012, Kim was honored as a recipient of the Outstanding Service Award presented by the Sacramento County Foster Parent Association for her ongoing support and teamwork throughout the years with County Foster Parents. In addition to the aforementioned areas of oversight, Kim has also led key initiatives and practice implementation, including her most recent work on the Steering Committee for the Black Child Legacy Campaign (BCLC), also known as the Reduction of African American Child Deaths (RAACD). In 2017, in recognition of this and additional community work, Kim was the recipient of an Exceptional Woman of Color (EWOC) award presented from the community as well as the most recent Innovation for Children Award in 2023 presented by the Sierra Health Foundation for DCFAS role with the Black Child Legacy Campaign (BCLC). Kim takes great care in leading the work through valued collaboration and has been instrumental in bringing forth pivotal change in both practice and outreach that lifts the voice of the child, youth, family and community.

Panelists



Dr. Mia Settles Tidwell

*Vice President for Inclusive Excellence, Sacramento State University
Panel Moderator*

Dr. Mia Settles-Tidwell is currently the Vice President for Inclusive Excellence and University Diversity Officer at Sacramento State. Earning three degrees: her bachelor's from the University of California, Berkeley and her Masters and Doctorate from California State University, East Bay. She is a self-proclaimed, *At the Table Activist*, with over 30 years of educational leadership expertise in both K-12 and higher education systems. Mia is leading the implementation of Sac State's Antiracism and Inclusive Campus Action Plan, and co-leads efforts like the Black Success Initiative, Title IX Assessment Implementation Team, and the CSU Juneteenth Symposium to name a few. She is known for her effective and stealth approach to challenging institutions to examine inequitable practices and remove barriers that impede success for underserved groups. Mia believes strongly that we have all inherited "isms" and "phobias" yet we are situated very differently to address them. Therefore, she models

an unwavering commitment to use her position of influence to elevate the voices of those who have been silenced. She applies innovative and equity-centered strategies to common educational equity-centered dilemmas, and nurtures strong cultural, racial, and social partnerships amongst diverse groups. In her spare time, she enjoys spending time with her husband and family, writing poetry, fine dining, and watching reality shows.



Nathan Blacksmith, MBA

Chief Traditional Health Officer, Sacramento Native American Health Center's

Tribal Affiliation: Sisseton Wahpeton Oyate

Nathan Blacksmith is an enrolled member of the Sisseton Wahpeton Oyate of Lake Traverse South Dakota. Nathan is a second-generation urban American Indian. A result of his grandparents' Elmer & Martha St. John's, participation in the Indian re-location act of 1956, which moved his family from the Lake Traverse reservation to Oakland, Ca. Nathan holds a master's degree in business administration (MBA) with an emphasis in leadership, a bachelor's degree in psychology, and possess extensive experience and education in traditional healing practices and the substance use disorder field.

Nathan currently serves as the Sacramento Native American Health Center's, Chief Traditional Health Officer, where he leads the integration of American Indian Traditional Medicines, values and teachings into all programs & services offered as SNAHC. Nathan previously served on the Board of Directors for the Bay Area Native American Health Center, served as Deputy Director for Friendship House Association of American Indians and provides consulting services focused on culture and traditional healing practices.



Ryan Curren

Director of Housing, Land and Development at Race Forward

Ryan Curren serves as the Director of Housing, Land and Development at Race Forward. He brings 14 years of experience working in local government, having worked at the City of Portland and City of Seattle managing community planning and development programs to achieve communities' visions for an equitable future. He worked at Portland's Office of Equity and Human Rights stewarding the creation of racial equity plans for all city departments. He also worked for Seattle's Race and Social Justice Initiative to co-found Seattle's Equitable Development Initiative, the nation's first program in a city department dedicated to investing in communities of color-led anti-displacement projects. Email: rcurren@raceforward.org



Dr. Sylvester Fadal

Director of Personnel Services, Sacramento County

Dr. Fadal is currently the Director of Personnel Services at the County of Sacramento where under broad policy direction, plans, organizes, evaluates, and directs the operations and activities of the Department of Personnel Services. As the appointing authority of the department, he is responsible for all divisions within the department including Office of Labor Relations, Employee Benefits, Employment Services and talent acquisition, Equal Employment Opportunity, Department Services, Disability Compliance, Safety and Risk Management, Workers' Compensation, and other matters assigned to the Department.

Prior to the County, he held several executive level positions in Silicon Valley where he had executive leadership oversight of procurement and contracts, technology, human resources and civil rights groups, including the following departments: benefits management and administration, health and welfare, retirement services, recruitment and selection, classification and compensation, and the offices of civil rights & EEO, ADA, bus and rail maintenance training, and small business enterprises, substance abuse management and mitigation, etc. Dr. Fadal has served as trustee on several pension and Deferred Compensation boards.

Dr. Sylvester Fadal embraced business optimization and efficiency building within corporations, years ago. His published doctoral dissertation study on Fortune 500

corporations titled “Employee Empowerment as a Business Optimization Strategy” was widely received by training and organizational development professionals and a synopsis published in the American Training Development (ATD) magazine in 2003.

A sought-after speaker in the field of business optimization and efficiency building. Dr. Fadal has served as a subject matter expert/keynote presenter and publisher with the American Public Transportation Association (APTA), the National Transit Institute (NTI), American Progressive Railroading, California Transportation Association (CTA), International Association of Administrative Professionals, and several universities among others. He has led major implementations of comprehensive organizational changes. He is a strong proponent of succession planning within corporations.

Dr. Fadal is the author of “Are You Lost or Found? Recognizing the wake-up call,” a personal development book available at Barnes and Noble, Google, Amazon, etc. According to Dr. Fadal’s research findings, 62% of Americans (those surveyed) are lost and in need of personal and professional change. He was an adjunct professor of graduate business at the University of Phoenix's Graduate School of Business for 18 years and DeVry University, Keller Graduate School of Business for 2.5 years.

Dr. Fadal holds a BS in Organizational Management, Master of Public Administration in Organizational Change and a Doctorate in Business Administration. He is a trained Negotiator and Conflict Resolution Specialist and a Certified Human Resources and Instructional Designer.



Dr. Olivia Kasirye
Public Health Officer, Sacramento County

Dr. Olivia Kasirye is the Public Health Officer for Sacramento County since 2012. As Health Officer, she provides medical expertise and oversight on a variety of community-wide public health issues impacting County residents, including communicable disease control, maternal and child health issues, chronic diseases, health equity and emergency preparedness and oversaw the COVID-19 pandemic response in Sacramento. Dr. Kasirye received her medical degree in Uganda and holds a master’s

degree in epidemiology from UC Davis. She is board certified in Public Health and Preventive Medicine.



Ann Edwards

County Executive Officer at Sacramento County

The County Executive position was established in the 1933 Charter for Sacramento County. As the chief executive officer, the County Executive is responsible to the Board of Supervisors for planning, organizing, directing, controlling, and coordinating county activities. This includes serving in an advisory capacity to the Board of Supervisors with respect to the functions of officials and boards not under the direct jurisdiction or control of the County Executive. The functions and activities of the County Executive are mandated by the County Charter. [Office of the County Executive \(saccounty.gov\)](http://saccounty.gov)



Dr. Walter Wilson

*CEO at Silicon Valley Minority Business Consortium
Panelist*

Walter is a Husband, a Father, a Grand Father, and a Great Grand Father. Life long Civil Rights activists. Professional Businessman for over 50 years. Working to develop business opportunities for Diverse and underrepresented communities. Walter is currently Senior Project Supervisor of the African-American Cultural Center development. He is also Co founder of the Minority Business Consortium.

MEMBERSHIPS

- NAACP, Life Member
- Silicon Valley NAACP
- Former NAACP State Vice President
- Silicon Valley Black Leadership Kitchen Cabinet
- Silicon Valley Black Chamber of Commerce
- Silicon Valley Metro Chamber of Commerce

Former and current Board memberships

- African-American Community Service Agency, San Jose, CA.
- African-American Cultural Center, Senior Project Supervisor
- Founder and Board member, African-American Internet Association
- Founder African-American.com
- UGMX Board of Directors
- Roots Community Health Center
- Building Futures CA. Board
- Co-Chair of California based, National Campaign against Racial Profiling

Black Leadership Kitchen Cabinet- Active member and Program Ignitor .

Walter Wilson, worked with a dedicated group of Community Leaders and Volunteers alongside the Santa Clara County Public Health Departments, Health Communities Group, worked on and developed a 2.5 year study on the health of African/African Ancestry people of Santa Clara County. This revealing and surprising study, showed that the Health disparities of African people in Santa Clara County had the greatest disparities, even here in affluent Santa Clara County. The outcome of this study led to a call to action list, which informed and produced the roots Health care center South Bay, an historic first, African/African Ancestry primary health care facility. Santa Clara County Children's Health Care initiative and Black Family Day celebrations. Additionally, he also Co-Chaired the Santa Clara County, pre-K thru 12 Education study, sponsored by the Black Leadership Kitchen Cabinet.

- San Jose Mayors Gang Task Force, 1991
- Santa Clara County General Plan Review Committee member, 1991-1994
- AACSA - Board of Directors 1991-1995
- Jose Valdez Math Institute Volunteer 1990-1992
- Dr. Martin Luther Kings Jr. Association Santa Clara Valley, Board Member
- Founding member "African-American Internet Association" 1995
- NAACP National Technology Chair, 1995
- NAACP Western Region Technology Chair, 1995
- Vice President California State NAACP, 1997-1999
- NAACP California State Legislative Chair, 2000
- NAACP Western Regional Political Action Chair, 2001
- Hurricane Katrina Relief organizer, "Helping Hands Healing Hearts", 2005. Providing housing, food to 350 Katrina families
- 2007-Current AACSA -Board of Directors

- Silicon Valley, African-American Cultural Center Project- Project Manager, Economic Development Officer (Current)
- Over 20 years, Walter served on several committees to interview and select Police Chiefs, Fire Chiefs and Deputies for the City of San Jose CA.

AWARDS, RECOGNITIONS AND APPOINTMENTS

- RECENTLY RECEIVED ACCOMODATIONS FROM 13 ORGANIZATIONS FOR SAVING THE LIFE OF A STRANDED PERSON IN NEED
- NAACP SOCIAL JUSTICE
- SAN JOSE GANG TASK FORCE, CERTIFICATE OF RECOGNITION
- NAACP FREEDOM FIGHTER AWARD
- NATIONAL SOCIETY OF BLACK ENGINEERS, RECOGNITION AWARD
- NAACP, PRESIDENT'S SPECIAL AWARD
- SANTA CLARA COUNTY GENERAL PLAN REVIEW COMMITTEE, CERTIFICATE OF APPRECIATION
- SANTA CLARA UNIFIED SCHOOL DISTRICT, PARTNERSHIP AWARD
- STATE OF CALIFORNIA, SENATE LEADERSHIP RECOGNITION AWARD
- NORTHERN CALIFORNIA SOCIETY OF BLACK ENGINEERS AWARD
- DR. MARTIN LUTHER KING JR. DRUM MAJOR AWARD
- Assemblyperson Ash Kalra, Minority Business of the year recognition
- Santa Clara County Board of Supervisors, Mike Wasserman, recognition for increasing Diversity in contracting in Santa Clara County
- California Transportation Advisory Board , appointed by Senator Jim Beale
- Santa Clara County Children's Health Improvement Plan 3 years
- 2021 Chair Citizens Correctional Law Enforcement Monitoring Oversight Committee current
- Metropolitan Transportation Commission Advisory Board current
- MTC Equity Board current
- Minority Business Consortium, CEO
- African American Cultural Center Project Manager 2007- present
- BART/VTA DBE Consultant 2021-present
- Related Development Santa Clara, DBE consultant 2022-present
- Webcor/Google Development, DBE, Local hire, Workforce Consultant 2022-present