

## Christina Michaud

### Objective.

I have been giving my time to the community since my first child started kindergarten. With 7 years listening to parents and members in the community I am excited to continue this work. With 10 years of customer service experience, I wish to gain a position providing energetic service and friendly customer service within a fast-paced community environment.

### Skills & Qualifications.

- 5 year Chairperson of Parent Policy Council
- Ability to work in a fast paced environment
- Cashier
- Trained in preparing food and slicing meats

### Experience

2017-2022

**City of Oakland Head Start Early Head Start Parent Policy Council, Oakland** - *Chairperson*

- The Chairperson is responsible for making sure that each meeting is planned effectively, conducted according to the constitution and that matters are dealt with in an orderly, efficient manner.

2017-2020

**Postmates, San Francisco** - *Delivery Driver*

- Pick up and drop off orders
- Customer service
- All types of people and restaurants

2016-2017

**Sandwich Spot, San Francisco** - *Sandwich Artist*

- Food prep
- Cashier
- Dishwasher
- Opening and closing tasks

2016

**Amnesty International, Oakland** - *Canvasser*

- Used interpersonal skills to persuade public donations
- Reached daily goals/quotas

2011 - 2016

**The Sink Factory, Berkeley** - *Front End Manager*

- Opening & closing tasks
- Received & recorded phone calls and messages
- Visual merchandising- set-up & break down of displays
- Administrative tasks
- Prepared and shipped online and phone sales
- Key holder

**Education**

2020

**Peralta College**

Oakland, CA - *Early Childhood Education*

2009

**Berkeley Adult School**

Berkeley, CA - *General Education Diploma*

# Julia Forte Frudden

Oakland, CA •

## HIGHLIGHTS

**Master of Public Affairs at University of California, Berkeley, Goldman School of Public Policy**  
Graduated May 2021 with 3.96 GPA

**Social Policy Research Associates**  
Associate, 2021-Present

**BANANAS Board of Directors**  
Board Chair, 2018-Present

## EDUCATION

**University of California, Berkeley, Goldman School of Public Policy**  
*Master of Public Affairs, 3.96*

May 2021

- **Activities & Leadership Roles:**  
GSPP Graduation Commencement Speaker; Restorative Justice Center Graduate Student Inclusivity Program; Graduate Assembly Census Task Force; UAW Local 2865 MPA Union Steward; Graduate Assembly Department Climate Advocate; Graduate Assembly Delegate; American Cultures Engaged Scholarship Program Graduate Scholar-Activist; Students of Color in Public Policy Steering Committee; MPAs for Justice and Empowerment Founding Member and Leadership Team; GSPP Restorative Justice Work Group; MPA Class Representative
- **Relevant Coursework:**  
Advanced Civil Rights (Law School); Research Advances in Race, Diversity and Educational Policy (Education School); Race, Whiteness Studies and Education (Education School); Design Thinking for Policymakers; The Political Economy of Inequality; School-to-Prison Pipeline (Law School); Data Visualization for Public Policy; Research Methods for Policy Leaders; Public Management and Policy Implementation; Leader as Coach (Business School); Active Communicating (Business School)

**Metropolitan State University**

2014

*Teacher in Residence Licensure, 4.0*

**Pepperdine University**

2009

*B.A. Political Science, 3.897, Magna Cum Laude with Honors*

## EXPERIENCE

**Social Policy Research Associates**

2021-Present

*Associate, Equity, Education and Community Change Division*

- Manage coordination of quantitative and qualitative data collection, as well as collect data independently
- Provide detailed written documentation and analysis from data collection activities
- Manage development of reports for government, foundation, non-profit, and grassroots clients
- Facilitate small and large convenings of stakeholders
- Apply relevant content expertise in the following areas: California early care and education system, child care law, tenants' rights and land use, family child care, community organizing, child care subsidies

**Oakland Unified School District & Oakland Starting Smart and Strong**

2021

*Research Consultant*

- Conduct interviews with expert and community informants
- Analyze quantitative and qualitative data to assess community needs and strengths
- Develop neighborhood data profiles to support community policy advocacy
- Identify programmatic recommendations to improve early childhood data tools and build community trust

**University of California, Berkeley**

2021

*Graduate Student Instructor*

- Developed lesson plans for former US Labor Secretary Robert Reich's course, "Wealth and Poverty"
- Co-constructed an enriching and humanizing online learning environment with students
- Taught and provided support to a total of 50 undergraduates

**Child Care Law Center**

2016-2020

*Director of Community Advocacy (2018-2020)*

- Led a community-focused legislative campaign resulting in the passing of California Senate Bill 234
- Collaborated with community members, non-profits, and local governments to change ordinances in over 12 municipalities and remove unlawful fees
- Analyzed state law, local ordinances and zoning requirements to develop and advocate for policy solutions
- Organized over 200 community stakeholders to advocate for SB 234
- Facilitated an ad hoc task-force comprised of community leaders from across California
- Developed messaging and managed campaign web page directed towards community advocates
- Organized and led lobby visits in Sacramento and district offices
- Created community profiles and data fact sheets to educate policymakers
- Led Know Your Rights trainings and facilitated listening sessions with community members

*Communications and Development Manager (2017-2018)*

- Organized roundtables to discuss and analyze early childhood education policy solutions
- Created content to inform subscribers of policy changes thereby increasing e-mail engagement
- Developed and distributed Know Your Rights resources in multiple languages and for multiple audiences
- Streamlined tracking systems, monitored goals, and wrote performance reports for grantors

*Associate Project Manager (2016-2017)*

- Developed and administered surveys to licensed child care providers to identify legal issues and barriers
- Analyzed state building codes and local municipal codes to identify barriers for clients
- Connected parents and licensed providers with legal tools and Know Your Rights resources
- Created and executed an outreach plan for legal aid attorneys to increase awareness of child care laws
- Analyzed child care data and developed advocacy fact sheets for local and state officials

**Aspire East Palo Alto Charter School**

2015-2016

*Teacher, 1<sup>st</sup> Grade*

- Coordinated and collaborated with Behavior-Wellness Team, special educators, and administrators
- Created individualized student goals, provided targeted supports, and monitored students' progress
- Analyzed student data to create differentiated small group lessons

**University Preparatory School**

2012-2015

*Teacher, 1<sup>st</sup> Grade Literacy*

- Planned and facilitated staff-wide professional development sessions
- Led teacher committee on staff sustainability and career progression to inform school-wide changes
- Developed curriculum, analyzed student performance, and communicated with families

**College Track**

2011-2012

*Workshop Instructor, Tutor, & Academic Interventionist*

- Monitored students' progress and created academic plans with students and provided counseling
- Developed and executed lesson plans for creative writing and presidential election workshops

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## COMMUNITY

<b>BANANAS Board of Directors</b> <i>Board Chair</i>	2018-Present
• Provide oversight for a nonprofit child care resource and referral agency serving Northern Alameda County	
• Advise Executive Director on organizational strategy, as well as financial, legal, and personnel matters	
<b>Child Care Law Center</b> <i>Capacity Building Core Team Member</i>	2019-2020
• Provided feedback and guidance to the organization as it embarked on a capacity building initiative	
• Analyzed qualitative data (surveys, interviews, etc.) to determine the state of the organization and make recommendations to the Executive Director	
<b>Hai Doung Orphanage</b> <i>Live-in Volunteer</i>	2009
• Designed and executed play-based instruction for children diagnosed with physical and cognitive disabilities	
<b>The Office of Senator Tom Harkin</b> <i>Education Policy Summer Intern</i>	2008
• Briefed legislative aids on education policy hearings to assist with policy analysis and development	
<b>Camp Kilpatrick &amp; Camp David Gonzales</b> <i>Volunteer Tutor</i>	2005-2006 & 2008-2009
• Provided support for young men obtaining their GEDs while incarcerated in juvenile detention centers	

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## INTERESTS

<b>East Bay Womxn of Color Book Club</b>
• Founding member of a monthly book club comprised of over 30 womxn of color that discuss literature written by womxn of color
<b>Hipline</b>
• Woman of color-owned dance fitness studio for womxn with a focus on diversity, creativity, and community
<b>Left Coast Power Yoga</b>
▪ Woman of color-owned community yoga studio

## **SUMMARY OF QUALIFICATIONS**

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Experienced program administrator and leader of the Alameda County Fathers Corps, a cross-systems collaboration of public systems and community-based organizations focused on ensuring that our systems of care and support, organizations, and programs are intentionally and effectively serving and supporting the needs of fathers and father-figures. Leader in the development, promotion, and implementation of the Fathers Corps model on local, statewide, and national platforms. Experienced trainer, facilitator, and grants manager; currently overseeing all aspects of the Alameda County Fathers Corps.

## **PROFESSIONAL EXPERIENCE**

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### **Program Administration**

- Founded of the Alameda County Fathers Corps, an interagency fatherhood initiative focused on systems change, capacity building, and research and assessment
- Provides comprehensive planning, organization, and direction for the Fathers Corps program
- Develops, regularly evaluates, and revises the program and its policies and procedures
- Performs detailed and complex management functions including the development, administration and monitoring of the program's services, impact, and service gaps
- Established and facilitates Interagency Fatherhood Workgroup, focused on county-wide implementation of the Father-Friendly Principles
- Provides timely and effective reporting and communication on program status to all internal and public system stakeholders
- Reviews and determines the appropriate allocation of staff resources to achieve targeted cost-neutral outcomes and goals
- Represents First 5 Alameda County and the Alameda County Fathers Corps at public meetings
- Presents and models the Fathers Corps program on local, state, and national platforms
- Facilitates Fathers Corps' subcommittee meetings
- Oversaw the planning, fund development, program development, promotion and outreach, volunteer recruitment, and day-of activities for the inaugural 2019 Fatherhood Summit attended by over 600 fathers, father-figures, and allies
- Developed the concept and implemented the use of the Diversity of Fatherhood Photo Bank that is accessed by organizations throughout the country and world

### **Grant Management**

- Reviewed submitted proposals, evaluating them for soundness of program delivery model and adequacy of program evaluation and sustainability
- Assisted in preparation of recommendations to agency leadership
- Coordinated development of contracts, budgets and scopes of work for grantees
- Implemented program monitoring methods, including use of online database to track objectives and review grantee reports and supplemental documentation
- Reviewed grant reports, scope revisions and other data collection and compliance efforts
- Provided technical assistance and feedback on performance and grant compliance to grantee organizations
- Conducted site visits as needed to determine compliance and program effectiveness, and put remediation plans in place when necessary
- Provided written performance feedback for each reporting period

- Evaluated the scope of capital improvement projects to determine consistency with the approved scope of work and expenditures
- Audited files to ensure that proper documentation was submitted to support all expenditures; followed up by phone and in writing with grantees requesting missing and additional project information as well as the return of unspent or misappropriated grant proceeds

## **EMPLOYMENT HISTORY**

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2014-present	Fathers Corps Administrator	First 5 Alameda County
2010-2014	Program Officer	First 5 Alameda County
2003-2010	Associate	First 5 Alameda County
2001-2003	Business Partner	Corporate Limousine Services
1999-2001	Petty Officer Third Class (Personnelman)	United States Navy (Active Duty)

## **EDUCATION**

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Bachelor of Science, Business Management

University of Phoenix

May, 2009

## **AFFILIATIONS AND AWARDS**

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- Recipient, Certificate of Special Congressional Recognition, the Honorable Barbara Lee
- Recipient, State of California Senate Certificate of Recognition, Assemblymembers Rob Bonta and Buffy Wicks, Senator Nancy Skinner
- Member, Aspen Institute and Kresge Foundation, National Fatherhood Learning and Action Community
- Board Member, East Oakland Community Project

**Profile**

Gabriela

First Name

Aranda

Last Name

**Pronouns**

Email Address

Street Address

Suite or Apt

City

State

Postal Code

**What City Council district do you live in?** District 4

Primary Phone

Alternate Phone

Retired

Employer

Senior Financial Analyst

Job Title

**Which Boards would you like to apply for?**

Head Start Advisory Board: Submitted

**Interests & Experiences**

**Please tell us how your qualifications and participation will relate to the requested board and/or commission's mission.**

Worked 5 years as a financial management specialist for Region 9 HHS/Administration for Children and Families, Head Start

**Please submit your resume or curriculum vitae. You may upload a document. (A Word format is preferred.) Alternatively, you may paste the text of your resume in the field provided below.**

Upload a Resume

**Please paste the text of your resume or curriculum vitae below.**

**Please click the acknowledgement below.**

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**Service on City of Oakland boards, commissions, and committees may require filings of the FPPC's Statements of Economic Interest (Form 700). Upon appointment and determination of filing status, I will comply with all filing obligations.**

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I Agree \*

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**Profile**

Rev To Niya M  
First Name

Scott-Smith  
Last Name

**Pronouns**

She/her/them

Email Address

Street Address

City

Suite or Apt

State

Postal Code

**What City Council district do you live in?**

District 6

Primary Phone

Alternate Phone

Alameda County  
Employer

Resource Family Advocate  
Job Title

**Which Boards would you like to apply for?**

Head Start Advisory Board: Submitted

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**Interests & Experiences**

**Please tell us how your qualifications and participation will relate to the requested board and/or commission's mission.**

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Rev. To Niya M. Scott-Smith 7875 Garfield Avenue Oakland, CA 94605-3244 August 11, 2025  
Mayor Barbara Lee City of Oakland 1 Frank H. Ogawa Plaza Oakland, CA 94612 Dear Mayor Lee, I am writing to express my interest in serving on the City of Oakland Head Start Advisory Board. As an Oakland resident, community organizer, advocate, and minister, I bring over four decades of leadership and service to children, families, and communities. I currently serve as Chairwoman of the Oakland Head Start Parent Policy Council and am the former President of the Saint Vincent's Day Home Parent Advisory Board. My past governance experience includes serving on the boards of Revelation Economic Empowerment and Development Corporation and Lifelong Trust's Advisory Board. I have also represented the San Antonio Community Development Board of Directors and the West Oakland Enhanced Enterprise Community (EEC) Community Building Team. In addition, I served on a School Site Council for the Oakland Unified School District during the 2023-24 and 2024-25 school years. My community involvement extends across faith, family, and civic engagement. I am a member of the Interfaith Council of Alameda County, the Home and Foreign Mission District, and the Alameda County Foster Parent Association. I am also a former Oakland Unified School District (OUSD) and Peralta Community College District (PCCD) student, a former Superior Court clerk, and—most proudly—a mother, grandmother, and great-grandmother. Youth and the unsheltered are my deepest passions. Through my leadership, I have consistently championed parent governance, cultural responsiveness, trauma-informed care, and advocacy for Oakland's most vulnerable children and families. Serving on the Head Start Advisory Board would allow me to continue this work in a formal capacity, ensuring that policies reflect the lived experiences and urgent needs of our communities. Thank you for considering my application. I would be honored to contribute my voice, my passion, and my experience to the Head Start Advisory Board, working alongside you and other leaders to uplift Oakland's children and families. Sincerely, Rev. To Niya M. Scott-Smith

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***Please submit your resume or curriculum vitae. You may upload a document. (A Word format is preferred.) Alternatively, you may paste the text of your resume in the field provided below.***

[Rev\\_To\\_Niya\\_CV.docx](#)

Upload a Resume

**Please paste the text of your resume or curriculum vitae below.**

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Rev. To Niya M. Scott-Smith Community Leader | Parent Governance Advocate | Early Childhood Education Professional --- Summary With over four decades of experience in community organizing, faith-based leadership, and family advocacy, I specialize in empowering parents, strengthening governance in Head Start, and advancing social-emotional learning (SEL). My leadership is rooted in dismantling harmful systems, promoting trauma-informed care, and building inclusive, culturally responsive environments for children, families, and communities. Education Atlanta Christian College - Bachelor of Science in Psychology with an emphasis in Human Counseling Stanford University - Love as a Force for Social Justice (2024) University of Pennsylvania - Positive Psychology Certification (expected July 2025) University of Colorado, Boulder - Managing ADHD, Autism, Learning Disabilities, and Concussion in School (2024) Chabot College - Infant Stimulation (Oct 2024), Nutrition (Oct 2024), HIV/AIDS (Sep 2024), Positive Discipline Strategies (2024) Southern Arkansas University, Eldorado Branch - Computer Information Sciences; Geology Other Coursework - Deep Teaching Solutions: Learning How to Learn; Age of Jefferson (University of Virginia); Ancient Egypt and Its Civilization (University of Pennsylvania); Psychological First Aid (Johns Hopkins University) Governance & Leadership City of Oakland Head Start Parent Policy Council Chairwoman (2022-2025) Parliamentarian (2020-2022) Applicant - City of Oakland Human Services Advisory Board --- Professional Development & Training The Art of Self Coaching - Successful Strategies Coaching (Oct 2022) Positive Solutions for Families Facilitator Training - WestEd & Teaching Pyramid (Oct 2022) Boosting Recipient Enrollment with an 8-Step Recruitment - National PFCE Collaboration (Oct 2022) Head Start Forward - Office of Head Start Region IX (Oct 2022) Discovering and Creating the Stories of Family Hope and Growth - Head Start Family Cultural Engagement Conference (Oct 2022) Supporting Mothers of Color During Postpartum - Early Head Start (Oct 2022) Core Competencies Parent Governance & Advocacy Social-Emotional Learning (SEL) Integration Early Childhood Education Faith-Based & Community Leadership Trauma-Informed Care Policy & Systems Change Cultural Responsiveness

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**Please click the acknowledgement below.**

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I Agree \*

# Curriculum Vitae

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Rev. To Niya M. Scott-Smith  
Oakland, CA •

## Professional Summary

Dynamic community leader, pastor, and advocate with extensive experience in governance, outreach, and program development. Committed to advancing Diversity, Equity, and Inclusion while dismantling the Cradle to Carceral System and building pathways of opportunity for marginalized families. Dedicated to healing and empowering survivors of abuse through trauma-informed, culturally responsive approaches. Known for strategic vision, collaborative leadership, and the ability to bridge faith, policy, and community organizing. Passionate about leaving a legacy of leadership rooted in justice, compassion, and transformation.

## Professional Experience

### Chairwoman, Parent Policy Council

City of Oakland Head Start — Oakland, CA  
2022 – 2025

- Led governance body overseeing multimillion-dollar federal early childhood education program.
- Advocated for family-led governance, lifting policy barriers, and expanding services to unsheltered and low-income families.
- Directed initiatives such as mobile classrooms, wraparound services, and culturally responsive training for staff.
- Served as liaison between parents, staff, and city officials, ensuring compliance with HSPPS (Head Start Program Performance Standards).

### Parliamentarian, Parent Policy Council

City of Oakland Head Start — Oakland, CA  
2020 – 2022

- Ensured adherence to parliamentary procedure and democratic process in policy council meetings.
- Trained parents on governance, leadership, and advocacy to increase civic engagement.
- Played a key role in decision-making on budgeting, program design, and community partnerships.

## **Outreach Pastor**

Independent Ministry — Oakland, CA  
2015 – Present

- Preaches and teaches with a focus on healing, empowerment, and social justice.
- Integrates Social Emotional Learning (SEL) into youth and family ministry.
- Provides counseling, mentorship, and advocacy for survivors of abuse, trauma, and systemic injustice.
- Organizes grassroots initiatives that uplift marginalized voices and strengthen community resilience.

## **Education & Certifications**

Bachelor of Science, Psychology — ACC

Positive Psychology Certification — University of Pennsylvania, July 2025  
Infant Stimulation — Chabot College, Oct 2024  
Nutrition — Chabot College, Oct 2024  
HIV/AIDS — Chabot College, Sep 2024  
Positive Discipline Strategies — Chabot College, 2024  
Managing ADHD, Autism, Learning Disabilities, and Concussion in School — University of Colorado, Aug 2024  
How to Work with Child Welfare Staff — June 2024  
Love as a Force for Social Justice — Stanford University, June 2024  
(Dozens of additional courses available upon request — grouped for continuity)

## **Leadership & Advocacy Highlights**

- Spearheaded efforts to lift moratoriums on group homes and shelters, expanding housing for unsheltered families.
- Successfully advanced parent-led governance as a national model for Head Start.
- Delivered training on professionalism, cultural responsiveness, and governance for staff and families.
- Developed spiritual, educational, and advocacy frameworks to dismantle systemic racism and inequity.

## **Core Competencies**

- Governance & Policy Advocacy
- DEI Leadership
- Trauma-Informed Care

- Faith-Based Organizing
- Social Emotional Learning (SEL)
- Early Childhood & Family Engagement
- Public Speaking & Training Facilitation
- Community Outreach