

# CITY OF OAKLAND



CITY HALL • 1 FRANK H. OGAWA PLAZA, 3<sup>rd</sup> FLOOR • OAKLAND,  
CALIFORNIA 94612

Office of the Mayor  
Honorable Libby Schaaf  
Mayor

(510) 238-3141  
Fax (510) 238-4731

## Letter of Appointment

November 5, 2020

The Honorable City Council  
One Frank H. Ogawa Plaza, Second Floor  
Oakland, CA 94612

Dear President Kaplan and members of the City Council:

Pursuant to City Charter Section 601, the Mayor has reappointed the following persons as members of the following board or commission, subject to City Council confirmation:

### **AFFORDABLE HOUSING & INFRASTRUCTURE (MEASURE KK) PUBLIC OVERSIGHT COMMITTEE**

**Gloria Bailey-Ray** to serve the three-year term that began on January 1, 2020 and ends December 31, 2023 filling the seat previously held by herself.

**Anne Griffith** to serve the three-year term that began on January 1, 2020 and ends December 31, 2023 filling the seat previously held by Carroll Fife.

Thank you for your assistance in this matter.

Sincerely,

A handwritten signature in black ink, appearing to read "Libby Schaaf".

Libby Schaaf  
Mayor

**Profile**

Gloria \_\_\_\_\_ Bailey-Ray \_\_\_\_\_  
First Name Middle Initial Last Name

\_\_\_\_\_  
Email Address

\_\_\_\_\_  
Street Address

\_\_\_\_\_  
Suite or Apt

Oakland \_\_\_\_\_ CA \_\_\_\_\_ 94605  
City State Postal Code

Home: \_\_\_\_\_ Mobile \_\_\_\_\_  
Primary Phone Alternate Phone

\_\_\_\_\_  
Employer Job Title

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

Affordable Housing & Infrastructure Bond Public Oversight Committee : Submitted

**Interests & Experiences**

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

My professional experience has afforded me the opportunity to gain skills in the areas of fiscal responsibility/management and reporting. I am extremely interested in the dialogue around affordable housing and the impact that having affordable housing will have on the community. Having sound oversight/input on the bond proceeds/disbursements is a critical part of ensuring that the goals of the bond measure goals are met, which also includes social equity, anti-displacement, and affordable housing.

***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.***

Business Consultant Resume 2017.doc

Upload a Resume

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

Gloria Bailey-Ray, MPA, CPC Oakland, CA 94609

EXECUTIVE-LEVEL MANAGEMENT/CONSULTING • Highly skilled in evaluating business practices, identifying flaws in work processes and the ability to make recommendation for options and/or solutions through critical thinking and creativity • Dynamic speaker, trainer and presenter; skilled in delivering straightforward effective presentations in conflict resolution, dysfunctional team dynamics, DISC profiles, leadership and communication • Strong communication skills demonstrated by providing clear, strategic vision to stakeholders • Highly effective in boosting sales revenues and impacting employee recognition, and productivity through advanced leadership and implementations • Superior capabilities in selection, recruitment/retention, training, and development of top performing talents CORE COMPETENCIES • Operations Management: Team Building, Human Resources, Personnel Benefits, Team Facilitation, Training/ Development • Research & Development: Strategic/Tactical Planning, Competitor Analysis Marketing Strategies, Policy/ Procedure Development, Problem Resolution and Risk Management • Organizational: P&L Management, Financial Reporting, Budget Planning/Preparation Expense Reductions, and Cost Control • Public/Business Relations: Seminars, Board Participation, Community Presentations and Team Facilitation PROFESSIONAL EXPERIENCE Business Consultant It's Essential, LLC (1/2013-present) • Proven expertise in functional area business processes and understands assigned and cross functional areas. • Develops cross-initiative integration plans while identifying duplicate initiatives that may exist and ensures that efforts are not duplicated. • Identifies opportunities for increasing business efficiency through improved manual and automated process systems. • Plans, coordinates and conducts the analysis of client business processes and functional requirements and the preparation of appropriate documentation to communicate and validate the information. • Provides on-going project management and status reporting at all levels. • Highly skilled in needs assessment, organization development, strategic planning, establishing priorities and delegating tasks • Strong collaborator employing a consultative approach with internal and external customers Gloria Bailey-Ray, MPA, CPC Résumé Page 2 Professional Experience (continued) Certified Professional Life Coach (2014-present) District Director of Sales & Marketing Kindred Healthcare (2012-2013) District Business Manager Valeant Pharmaceuticals (2012-2012) District Manager Novartis Pharmaceuticals Inc. (2006-2011) Account Manager/District Business Manager NitroMed Inc. (2004-2006) EDUCATION & TRAINING Master of Public Administration/Health Services Administration-USF-San Francisco, CA Bachelor of Arts /Humanities- New College of California-San Francisco, CA Assoc. Degree of Nursing- Garland County Community College-Hot Springs, AR Certified Professional Coach-Fowler Institute Academy Honors/Awards Women In Leadership-Lead for SF Bay Area (2010) Business Woman in Industry Award-City of Oakland (2003) Co-Chair for company's National Diversity Committee (2003) Community Outreach Executive Board Member Oakland Branch NAACP (2015-Present) Board vice-president of homeowner's association (2013-2015) Ambassador for American Stroke Association Multicultural Committee (2013) Board member for the San Leandro African American Council (2010-2012 Moderated health care panels for American Heart Association & American Stroke Association (2010-2013) Member of Toast Master International (2013) Participant & Supporter of Oakland YMCA-Youth & Government Program (2010-2013) Board Member of San Leandro AA Business Council (Sept. 2010-2012) Founder/Executive Director of Bay Area Networking Consortium (May 2009-May 2013) Business References Provided Upon Request Oakland, CA 94605 (

**Please click the acknowledgement below.**

**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.**

I Agree \*

# Gloria Bailey-Rav. MPA. CPC

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## EXECUTIVE-LEVEL MANAGEMENT/CONSULTING

- Highly skilled in evaluating business practices, identifying flaws in work processes and the ability to make recommendation for options and/or solutions through critical thinking and creativity
- Dynamic speaker, trainer and presenter; skilled in delivering straightforward effective presentations in conflict resolution, dysfunctional team dynamics, DiSC profiles, leadership and communication
- Strong communication skills demonstrated by providing clear, strategic vision to stakeholders
- Highly effective in boosting sales revenues and impacting employee recognition, and productivity through advanced leadership and implementations
- Superior capabilities in selection, recruitment/retention, training, and development of top performing talents

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## CORE COMPETENCIES

- **Operations Management:** Team Building, Human Resources, Personnel Benefits, Team Facilitation, Training/ Development
- **Research & Development:** Strategic/Tactical Planning, Competitor Analysis Marketing Strategies, Policy/ Procedure Development, Problem Resolution and Risk Management
- **Organizational:** P&L Management, Financial Reporting, Budget Planning/Preparation Expense Reductions, and Cost Control
- **Public/Business Relations:** Seminars, Board Participation, Community Presentations and Team Facilitation

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## PROFESSIONAL EXPERIENCE

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### **Business Consultant It's Essential, LLC**

**(1/2013-present)**

- Proven expertise in functional area business processes and understands assigned and cross functional areas.
- Develops cross-initiative integration plans while identifying duplicate initiatives that may exist and ensures that efforts are not duplicated.
- Identifies opportunities for increasing business efficiency through improved manual and automated process systems.
- Plans, coordinates and conducts the analysis of client business processes and functional requirements and the preparation of appropriate documentation to communicate and validate the information.
- Provides on-going project management and status reporting at all levels.
- Highly skilled in needs assessment, organization development, strategic planning, establishing priorities and delegating tasks
- Strong collaborator employing a consultative approach with internal and external customers

# **Gloria Bailey-Ray, MPA, CPC**

Résumé • Page 2 Professional Experience (continued)

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<b>Certified Professional Life Coach</b>	<b>(2014-present)</b>
<b>District Director of Sales &amp; Marketing Kindred Healthcare</b>	<b>(2012-2013)</b>
<b>District Business Manager Valeant Pharmaceuticals</b>	<b>(2012-2012)</b>
<b>District Manager Novartis Pharmaceuticals Inc.</b>	<b>(2006-2011)</b>
<b>Account Manager/District Business Manager NitroMed Inc.</b>	<b>(2004-2006)</b>

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## **EDUCATION & TRAINING**

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Master of Public Administration/Health Services Administration-USF-San Francisco, CA  
Bachelor of Arts /Humanities- New College of California-San Francisco, CA  
Assoc. Degree of Nursing- Garland County Community College-Hot Springs, AR  
Certified Professional Coach-Fowler Institute Academy

### **Honors/Awards**

Women In Leadership-Lead for SF Bay Area (2010)  
Business Woman in Industry Award-City of Oakland (2003)  
Co-Chair for company's National Diversity Committee (2003)

### **Community Outreach**

Executive Board Member Oakland Branch NAACP (2015-Present)  
Board vice-president of homeowner's association (2013-2015)  
Ambassador for American Stroke Association Multicultural Committee (2013)  
Board member for the San Leandro African American Council (2010-2012)  
Moderated health care panels for American Heart Association & American Stroke Association  
(2010-2013)  
Member of Toast Master International (2013)  
Participant & Supporter of Oakland YMCA-Youth & Government Program (2010-2013)  
Board Member of San Leandro AA Business Council (Sept. 2010-2012)  
Founder/Executive Director of Bay Area Networking Consortium (May 2009-May 2013)

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**Business References Provided Upon Request**

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Oakland, CA 94605 •

# ANNE E GRIFFITH

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## PROFESSIONAL SUMMARY

Versatile professional skillful in navigating politically-charged environments including a wide range of technical and community-based perspectives. Effective leader and problem-solver who leads with equity to advance a human-centered, highly-congruent professional environment to advance systemic change.

## WORK HISTORY

**Director – Economic Mobility and Public Housing, 03/2019 to Present**

**Senior Program Director – National Initiatives, Economic Mobility, 07/2018 to 03/2019**

**Senior Program Director - Public Housing, 06/2012 to 03/2019**

**ENTERPRISE COMMUNITY PARTNERS – San Francisco, CA**

Responsible for coordinating, facilitating and delivering technical assistance to the San Francisco Housing Authority, Mayor's Office of Housing and Community Development, affordable housing developers, tenant advocates and public housing residents. Responsible for supporting launch of National economic mobility initiative leveraging affordable housing within larger multi-stakeholder collaborations. Created cross-entity collaboration within Enterprise to support technical assistance for troubled Limited Equity Cooperatives.

Supports the funding, development and implementation of strategy for HOPE SF, a public-private partnership rebuilding four severely dilapidated and isolated public housing developments without displacement and supporting improved resident outcomes. Supports budding sister effort in Marin City.

Supports the development of a National network of partners supporting economic mobility and a framework to support local pilot efforts. Primarily responsible for supporting local pilots in implementing new economic mobility collaborations.

Anchor contributor to office and national racial equity efforts and frequent facilitator of office conversations, including mini-retreat.

### **Major Accomplishments:**

- Architect of collaboration and problem-solving model for the smooth transfer of 29 public housing developments in San Francisco to private affordable housing developers using HUD's Rental Assistance Demonstration (RAD) program, in the largest portfolio-wide transfer in the country.
- Designed and implemented model learning community for affordable housing operators utilizing healing and power-sharing practices.
- Responsible for co-designing economic mobility strategy for HOPE SF focused on co-learning between anchor institutions and workforce development providers.
- Co-designer in the launch and implementation of five new economic mobility collaborations associated with Enterprise markets; co-coordinator of partnership with StriveTogether education-focused initiative; and partnerships with the Urban Institute, EMPATH and Stewards of Affordable Housing for the Future.
- Implemented first place-based Cultural Resilience program within Enterprise.

**Senior Program Associate and Oakland Community Land Trust Executive Director, 08/2007 to 06/2012**

**URBAN STRATEGIES COUNCIL – Oakland, CA**

Worked closely with research and data staff to design and implement equitable economic development programs,

including development of the Oakland Community Land Trust and navigated Oakland and San Francisco political systems to advocate for these equity-based opportunities.

**Major Accomplishments:**

- Responsible for the creation, financing, operation and management of a community land trust, an independent nonprofit formed to turn vacant foreclosed properties into permanently affordable housing in Oakland.
- Coordinated the Bayview Hunters Point Economic Development Education and Advocacy Project, a technical assistance, capacity and alliance building project to promote resident engagement in, and community benefits from, development.

**Associate Attorney, 04/2005 to 03/2007**

**FARELLA BRAUN + MARTEL LLP** – San Francisco, CA

Coordinated the acquisition and disposition of multifamily, office, research and development properties, and an entertainment complex in San Francisco. Drafted commercial lease agreements and various financing documents.

**Associate Attorney, 03/2003 to 04/2005**

**GUBB & BARSHAY LLP** – San Francisco, CA

Assisted in the representation of nonprofit affordable housing developers in low-income housing tax credit, tax-exempt bond, municipal, redevelopment, state, and federal financing transactions.

**Associate Attorney, 09/1998 to 03/2003**

**PAUL, HASTINGS, JANOFSKY & WALKER LLP (BATTLE FOWLER LLP - combined with PHJW in 2000)** –

New York, NY, and San Francisco, CA

Assisted in negotiations, prepared documentation for, and performed due diligence in connection with the representation of:

- owners/developers of multi-family housing in credit-enhanced bond financing, commercial, municipal, state, and federal financing and low-income housing tax credit transactions;
- joint ventures redeveloping historic sites and developing entertainment centers;
- purchasers and sellers of commercial and residential properties and lenders.

## EDUCATION

**Juris Doctorate:** School of Law, May 1998

**NEW YORK UNIVERSITY** - New York, NY

**Master of Urban Planning:** Robert F. Wagner Graduate School of Public Service, May 1998


**NEW YORK UNIVERSITY** - New York, NY

**Bachelor of Arts:** May 1993

**UNIVERSITY OF CALIFORNIA** - Berkeley, CA

## ADDITIONAL COMMUNITY INVOLVEMENT

- Oakland Housing Authority, Commissioner (2017- Present); Vice Chair (07/2019-Present)
- Oakland Economic Development Corporation, Member (2006-present);
- Los Angeles Local Development Corporation, Bay Area Representative (2013-Present);
- Oakland YMCA, Annual Campaign Co-Chair, Captain and Campaigner (2016, 2015, 2014, respectively)



City Attorney's Office

## OAKLAND CITY COUNCIL

RESOLUTION NO. \_\_\_\_\_ C.M.S.

INTRODUCED BY MAYOR LIBBY SCHAAF

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**RESOLUTION CONFIRMING THE MAYOR'S APPOINTMENT OF ANNE GRIFFITH AND REAPPOINTMENT OF GLORIA BAILEY-RAY AS MEMBERS OF THE AFFORDABLE HOUSING & INFRASTRUCTURE (MEASURE KK) PUBLIC OVERSIGHT COMMITTEE**

**WHEREAS**, on July 19, 2016, the City Council of the City of Oakland ("City") adopted Resolution No. 86335 C.M.S., which submitted to the November 8, 2016 statewide general election a proposed ordinance to authorize the issuance of \$600 million in general obligation bonds to fund various City infrastructure and affordable housing projects ("Measure KK"); and

**WHEREAS**, Measure KK was passed by Oakland voters on November 8, 2016; and

**WHEREAS**, Measure KK requires that the City Council establish a new Board or Commission or assign to an existing Board or Commission the responsibility for citizen oversight of Measure KK; and

**WHEREAS**, section 601 of the Charter of the City of Oakland authorizes the City Council to create by ordinance such boards and commissions as may be required for the proper operation of any function or agency of the City and prescribe the board's function, duties, powers, jurisdiction, number of members, and membership terms; and

**WHEREAS**, on October 20, 2020, the City Council adopted Ordinance No. 13619 C.M.S, which established pursuant to Charter Section 601 the Affordable Housing & Infrastructure Public Oversight Committee (Measure KK Committee) and prescribed the functions, duties, powers and terms of its members; and

**WHEREAS**, pursuant to Ordinance No. 13619 C.M.S., the Measure KK Committee shall be comprised of nine members that are appointed by the Mayor and confirmed by the City Council in accordance with Charter Section 601; and

**WHEREAS**, pursuant to Ordinance No. 13619 C.M.S., each Councilmember may nominate one Committee member to be appointed by the Mayor; and



**WHEREAS**, the Honorable Mayor Libby Schaaf hereby appoints **Anne Griffith** and reappoints **Gloria Bailey-Ray** as members of the Measure KK Committee; subject to confirmation by the City Council; now, therefore, be it

**RESOLVED**: That pursuant to City Charter section 601, the City Council confirms the Mayor's appointment of **Anne Griffith** to the Affordable Housing & Infrastructure (Measure KK) Public Oversight Committee to serve a three-year term beginning January 1, 2020 and ending December 31, 2023, filling the seat previously held by Carroll Fife; and be it

**FURTHER RESOVLED**: That pursuant to City Charter section 601, the City Council confirms the Mayor's reappointment of **Gloria Bailey-Ray** to the Affordable Housing & Infrastructure (Measure KK) Public Oversight Committee to serve a three-year term beginning on January 1, 2020 and ending December 31, 2023, retaining the seat she currently holds; and be it

**FURTHER RESOLVED**: That this Resolution shall take effect immediately upon its passage.

2995048v1

IN COUNCIL, OAKLAND, CALIFORNIA,

PASSED BY THE FOLLOWING VOTE:

AYES - FORTUNATO BAS, GALLO, GIBSON MCELHANEY, KALB, REID, TAYLOR, THAO AND  
PRESIDENT KAPLAN

NOES -

ABSENT -

ABSTENTION -

ATTEST: \_\_\_\_\_

ASHA REED

City Clerk and Clerk of the Council of the  
City of Oakland, California