

MEMORANDUM

TO: City Council Members

FROM: Office of the Mayor

DATE: September 10, 2025

RE: Appointment of Members to the Children's Initiative Commission (Measure AA)

The Children's Initiative Commission has been fully vacant and requires immediate attention to resume its important work supporting our community's youngest residents. This commission plays a vital role in advising the city on policies and programs that impact children and families.

Proposed Actions:

- Authorize the appointment of qualified community members to fill all vacant positions
- Establish staggered terms to ensure continuity of service going forward
- Hold the commission's first meeting within 30 days of appointments

Next Steps: The Mayor's Office will present candidate recommendations at the next Council meeting. All proposed appointees meet the qualifications outlined in the municipal code and represent diverse community perspectives.

Restoring this commission will enable the city to move forward with pending children's programs and policy reviews that have been delayed due to the vacancy.

We appreciate the Council's prompt consideration of these appointments.

Profile

Rickey

First Name

Jackson

Last Name

Pronouns

Email Address

Street Address

City

Suite or Apt

State

Postal Code

What City Council district do you live in?

None Selected

Primary Phone

Alternate Phone

Webcor

Employer

Project manager

Job Title

Which Boards would you like to apply for?

Children's Initiative Oversight Commission: Submitted

Interests & Experiences

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

I am a local resident, so I can speak to the communities needs. I am well known in the community, I can use that to encourage the citizens to be involved. I can use my background in finance to support the Team.

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.

Rickey Jackson 160

Education Work
Experience First Republic Bank; San Francisco, Ca June 2021 – Present Project Manager ●
Implemented cornerstone projects involving CMS transition for our Digital Account
Applications (\$2M of est. value) ● Resolved numerous interdepartmental workplace disputes

amicably, increasing overall team, efficiency by 25% ● Identified potential roadblocks in key moments of the project, effectively diverting workflow elsewhere as needed and ensuring 90% deadline adherence ● Utilized foresight and math skills to deliver projects under budget East Oakland Youth Development Center; Oakland, CA June 2020 – Jan 2021 Finance Intern ● Collaborate with program supervisors, executive management, and finance team. ● Assisted in the implementation of remote accounts payable project. ● Coordinated outside vendor contracts and payments with executive team and accounting department. ● Participated in the preparation of materials needed for annual audit. ● Aid in daily office administration and on boarding of new hires. Men's Wearhouse; Emeryville, CA Apr 2017 — June 2020 Assistant Manager ● Collaborate weekly with management team to continually improve policies and best practices to increase customer satisfaction and in-store sales. ● Coordinate requests with the corporate office and suppliers in order to maintain in-store stock. ● Interact professionally and knowledgeably with customers to develop rapport and promote sales. ● Courteously address customer service inquires and resolve complaints. Agilent Technology; Santa Clara, CA May 2019 — June 2019 Treasurer Intern ● Oversaw credit pool project between the company and outside financiers. ● Scheduled and managed various working group calls to identify and strategize issue resolutions. ● Analyzed market trends and presented findings to committees and board. ● Provided guidance regarding mutual fund investments. ● Supported the acquisition of BioTek Instruments. Brooklyn Nets; Las Vegas, NV Summer 2019 NBA Summer League Analyst ● Collected and analyzed data for the coaching staff in order to assist in the development of talent. ● Assisted in the formulation of plan to positively increase team outcomes. Boxer & Gerson LLP; Oakland, CA Dec 2015 — Aug 2016 Law Clerk ● Aided firm in the transition to digital record retention via Law A1 case management software. ● Completed and submitted comprehensive and timely reports to supervisors and staff. ● Carried out daily office functions such as photocopying briefs, collating materials for court proceedings, coordinating mailings, and filings. Notable Mentions ● Named in the New York Times article Boys Matter by Patricia Leigh Brown focusing on African American students achieving academic excellence through a support program offered by Oakland Unified School District. ● AJ+: Changing the Game for African American Males in Oakland, a documentary featuring students participating in a unique program in Oakland Unified School District promoting a path of academic excellence. Technical Experience ● Microsoft Office Suite ● Adobe Acrobat ● SportsCode Rickey Jackson 160 14th Street, Oakland, CA 94612 || 510-688-3578 rickey.jackson59@gmail.com || www.linkedin.com/in/RickeyRjackson Education Work Experience East Oakland Youth Development Center; Oakland, CA June 2020 – Present Finance Intern ● Collaborate with program supervisors, executive management, and finance team. ● Assisted in the implementation of remote accounts payable project. ● Coordinated outside vendor contracts and payments with executive team and accounting department. ● Participated in the preparation of materials needed for annual audit. ● Aid in daily office administration and on boarding of new hires. 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Notable Mentions ● Named in the New York Times article Boys Matter by Patricia Leigh Brown focusing on African American students achieving academic excellence through a support program offered by Oakland Unified School District. ● AJ+: Changing the Game for African American Males in Oakland, a documentary featuring students participating in a unique program in Oakland Unified School District promoting a path of academic excellence. Technical Experience ● Microsoft Office Suite ● Adobe Acrobat ● SportsCode

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 *

Profile

Edgar

First Name

Rodriguez-Ramirez

Last Name

Pronouns

Email Address

Street Address

City

Suite or Apt

State

Postal Code

What City Council district do you live in?

☒ N/A

Primary Phone

Alternate Phone

Oakland Unified School
District

Employer

Coordinator, Academics

Job Title

Which Boards would you like to apply for?

Children's Initiative Oversight Commission: Submitted

Interests & Experiences

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

Over the last 15 years, I've dedicated my work to serving the children of Oakland, in the after-school space, as a teacher, and school leader. Through the work, I've come to understand the immense potential and drive that our Oakland youth carry with them, and the hunger that they and their family have to maintain college as a choice. As an Oakland educator and school leader, I've come to understand the importance of eliminating the kinder readiness gap, and the importance of partnering with families and parents to work as team to support their students, a critical work of this initiative and Comission. I'm a first-generation latinx-American, an uncle, a brother, and a son who loves his mom. I moved to the Bay Area 10 years ago when I started attending UC Berkeley and found my home away from home in Berkeley/Oakland. Like many of our migrant families in Oakland, my parents met in a small town in Mexico and came to Los Angeles, CA for a better life for themselves and their future children. At a very young age, I found a love for books and learning. I also got energy from seeing others learn and would spend my summers in preschool classrooms volunteering in elementary school, learning from community college professors in high school, and developing leadership skills in high school students during my college years. I've come to deeply understand that education is the tool towards true liberation-- especially in communities of color that continue to be farthest from opportunity. I do this work because I'm deeply motivated by seeing others learn and transform into better versions of themselves, and it would be an honor to continue to serve our Oakland community--students and families--through this Comission.

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.

[RODRIGUEZRAMIREZ.EDGAR.RESUME.doc](#)

Upload a Resume

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

Please click the acknowledgement below.

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☒ I Agree *

Edgar Rodriguez-Ramirez

Education/ Development

2017-2020	NEW LEADERS/REACH INSTITUTE <i>Emerging Leaders Program/Aspiring Principals Program; Tier 1 Administrative Services Credential</i>	OAKLAND, CA
2016-2017	NEW LEADERS <i>Leading Instruction Fellowship</i>	OAKLAND, CA
2015-2016	NEW LEADERS. <i>Instructional Leadership Fellowship</i>	OAKLAND, CA
2013-2015	LOYOLA MARYMOUNT UNIVERSITY <i>Master of Arts in Urban Education: Policy and Administration, Clear Multiple Subjects Teaching Credential</i> Activities: Kappa Delta Pi Honors Society in Education	OAKLAND, CA
2008-2012	UNIVERSITY OF CALIFORNIA, BERKELEY <i>Bachelors of Arts in Spanish and Portuguese</i>	BERKELEY, CA

Experience

July 2018-present	GARFIELD ELEMENTARY OAKLAND UNIFIED Principal. Effectively supervises a team of 50+ educators and support staff and over 670 students; consistently monitored staff performance to maintain high standards for all adults and students; oversee PLCs through data-driven cycles of inquiry; develops and facilitates professional development cycles of inquiry alongside instructional coaches; coordinates school operations, oversees safety, and coordinates 504 plans.	OAKLAND, CALIFORNIA
July 2016-June 2018	REACH ACADEMY-OAKLAND UNIFIED SCHOOL DISTRICT Teacher On Special Assignment. PBIS/Culture Lead; School Redesign Team Member; School Site Council; manages school-wide data and technology. Restructured PBIS behavior matrix and school wide expectations. Member of Instructional Leadership Team. Develops yearly theory of action for school-wide instruction and professional learning. Supports teachers with classroom behavior management using PBIS/No-nonsense nurturer model. 2 nd and 3 rd grade PLC team lead; co-creates yearly professional learning arc.	OAKLAND, CALIFORNIA
Summer 2016 Summer 2017	TFA Bay Summer Training Manager of School Operations and Culture. Developed and oversaw operations, data, and systems at the school site in order to maximize school-site efficiency. Cultivated strong partnerships with school administration, advisors, students, families, corps members, and staff in order to coordinate their efforts on the summer campus. Assisted with general institute support, including clerical, administrative, logistical, and manual tasks	BAY AREA, CALIFORNIA
Oct2013-May2016	TEACH FOR AMERICA OAKLAND Alumni Community Organizer. Part of an alumni leadership team that set vision for alumni engagement and is seeing demonstrated progress in shifting culture among our recent alumni community. Helped set strategy for engaging a community of alumni educators and recent alumni. Designed facilitation materials for adult learning and reflection at events. Executed a number of strategies to build investment and drive attendance among target engagement groups. Organize and execute community events to support educators. Collaborate biweekly to analyze data, key trends, and adjust strategy as relevant. Utilized social media and multimedia to strengthen our coalition at the 25 th Anniversary Summit	OAKLAND, CALIFORNIA
2013-2016	REACH ACADEMY 3rd Grade Teacher. Created a rigorous and student-centered environment for students to tap into their brilliance. Grade-level teacher leader. Created theory of action alongside ILT and redesigned school culture plan/school-wide expectations; Implemented standards-based units across content areas; piloted blended learning program and small-	OAKLAND, CALIFORNIA

group instruction in all content areas; administered home visits throughout the year.

Summer 2013	GABRIELLA CHARTER SCHOOL Summer School Teacher. Selected from more than 45,000 applicants nationwide to join national teacher corps who commit two years to teach in under-resourced public schools. Taught in a summer school program for students in Los Angeles area public schools, under the supervision of a faculty of experienced teachers. Engaged in a full schedule of professional development, including: seminars, workshops, individual and group reflections, readings, and 'learning teams' specific to teaching license area.	LOS ANGELES, CALIFORNIA
2009-2012	UC BERKELEY PUBLIC AFFAIRS Campus Ambassador. Represented university on behalf of students to visiting middle school, high school, community college, and international visitors. Led 25-50-person group tours around campus grounds and focused content on university admissions, academics, financial aid, and student life. Served as support for year-round university programs, including but not limited to Homecoming/Parent's Weekend, CalDay, and Visitor Info Booths. Assisted in the yearly hiring process for incoming Visitor Services employees assessing their qualifications along Visitor Services leadership team and staff directors.	BERKELEY, CA
Summers 2008,2011, 2012	C5 YOUTH FOUNDATION OF SOUTHERN CALIFORNIA Camp Counselor. Influenced leadership development of 72 high-achieving youth through high-adventure/experiential activities over the course of two months. Served as <i>en loco parentis</i> for campers, ensuring their mental, physical, and emotional well being throughout camp experience. Managed health and safety in high-adventure activities: horseback riding, rappelling/rock climbing, white-water rafting, and hiking. Directed Social Awareness Program and Camp Music program for campers, delegating and appointing tasks to other staff. Assisted leadership staff and designed development of leadership and social-awareness programming for the foundation.	LOS ANGELES, CA
2010-2012	COLLEGE TRACK OAKLAND Brotherhood Workshop Instructor. Facilitated workshop for 20 high-risk, high-performing high school males from the Oakland area. Developed curriculum for workshop topics and provided a safe space for youth to explore healthy academic and social topics through peer-to-peer conversation/support and self-exploration. Mediated and discussed topics focused on gender roles, male privilege, STD/STIs, social stereotypes, college transition, money budgeting, etc. over the course of 12 weeks per academic semester.	OAKLAND, CA
Community 2015-2017	GO PUBLIC SCHOOLS OAKLAND Senior Teacher Policy Fellow. The teacher policy fellowship provides teachers with the opportunity to get a boarder view of the system and learn, listen, think, and lead to help the OUSD come up with solutions to the issues before us. I support the fellowship through the fellow's learning arc to learn about the educational landscape (local, state, and national), listen to other educators about the issues affecting their students, think about best practices in order to write policy, and lead the community through organizing to change the status quo in Oakland.	OAKLAND, CA
2014-present	INNER EXPLORER Advisory Board. I support in the implementation of mindful awareness practices in schools and classrooms; analyze user data to enhance experience and set goals to scale program; record daily lessons and provides feedback on lesson series and school-wide implementation best-practices; support teachers deepen their practice in mindful awareness and classroom implementation; develop languages to support mindful awareness practices in the classroom; provide feedback in technology integration and community impact.	NATIONAL
2008-Present	C5 LOS ANGELES Alumnus/Volunteer. Provide support for pathway events and serve as mentor for over 280 high school youth from the greater Los Angeles Area—advising them in their development as members of the foundation with the goal of having them graduate from high school and making college their choice.	LOS ANGELES, CA
2009-2012	CHICAN@/LATIN@ STUDENT DEVELOPMENT Caucus Director. Advised and administered communication between 52+ Latino-based student organizations on the UC Berkeley campus. Facilitated bi-monthly meetings with student leaders and provided leadership development for their membership. Served as liaison for student organizations and planned yearly meeting with campus Chancellor.	BERKELEY, CA
Personal	Teach for America Alumnus; Fluent in Spanish; some Portuguese. Adult/Child First-Aid/CPR Certified. Avid reader. News enthusiast. Member, Lambda Theta Phi Latin Fraternity, Inc., Teach to Lead (DOE initiative) Fellow; School Retool Fellow	

Profile**Sam**

First Name

Davis

Last Name

Pronouns

he/him

Email Address

Street Address

City

Suite or Apt

State

Postal Code

What City Council district do you live in?

☒ District 1

Primary Phone

Alternate Phone

self-employed

Employer

consultant

Job Title

Which Boards would you like to apply for?

Children's Initiative Oversight Commission: Submitted

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

I was elected to serve on the Oakland Board of Education representing District 1 from 2020-2024 and have a deep relationship with our school district, having also taught in OUSD for 8 years and my child attended K-12, graduating from Oakland Tech in 2024. Violence prevention begins in our high schools since getting young people on the right track is essential to community health and safety. I also served on the board of Oakland Community Organizations, later Faith in Action East Bay, from 2012-2019, where I developed a great appreciation for the Ceasefire strategy and how it drastically reduced homicides in Oakland over that period. Finally, as a member of Kehilla Community Synagogue, I have advocated forcefully for immigrant rights and for sanctuary policies in Oakland and the East Bay, as well as the ACILEP hotline. Our most successful campaign was to close the ICE detention center at the West County Detention Center in Richmond in 2019. For my application to serve on the Children's Initiative Oversight Commission, I would fulfill the categories of: professional experience in TK-12 education, experience in budgeting, Oakland homeowner, and professional experience in support for traditionally underrepresented college students. With respect to the last category, I led the successful campaign to renew the College and Career For All initiative in OUSD, which passed on the November 2022 ballot with over 80% yes votes, and I have worked for 11 years on the UC Compass project with the UC Office of the President, which provides school districts across the state with data to increase college access for underrepresented communities.

***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.***

[Davis Resume 2025.pdf](#)

Upload a Resume

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

S [REDACTED]
E [REDACTED] EXPERIENCE Community Engagement Expert: Alameda County Office of
E [REDACTED] Consulted with school leaders across Oakland to engage with them on the long-term fiscal challenges confronting the Oakland Unified School District, and to gather feedback on plans to restructure central administration and reimagine the district footprint. School Board Trustee: Oakland Unified School District, 2021–2025 [REDACTED] Developed policy, jointly supervised the Superintendent and General Counsel, and prioritized among myriad high-stakes issues as an elected official in the 11th largest school district in California. [REDACTED] Elected Vice President of the Board for 2021 and 2022, and President for 2024. [REDACTED] Led the campaign for the renewal of the College & Career for All initiative as Measure H on the November 2022 ballot, overwhelmingly passed by Oakland voters 82% to 18%, which continues to dramatically increase graduation rates for all students, from 61% in 2014 to 80% today, while shrinking opportunity gaps for multiple focal groups. [REDACTED] As Chair of the Facilities Committee in 2023, collaborated with staff to develop a consensus spending plan to reallocate tens of millions of dollars in construction funds equitably to address urgent building renovation needs at Title I schools to whom promises had been broken by previous administrations, approved unanimously by the full Board. [REDACTED] Wrote highly-regarded monthly newsletters updating constituents on the latest developments in the District, which were widely circulated among families, staff, and district leaders seeking reliable and unbiased information. [REDACTED] Navigated multiple high-conflict and high-leverage crises, including the return to in-person learning after the pandemic, intense controversy over school closures, the occupation of a closed campus, an 8-day teacher strike, and several intense debates over structural deficits, while prioritizing progressive, responsible, and sustainable stewardship of public dollars. [REDACTED] Advocated successfully in partnership with the Oakland Youth Vote Coalition at the City Council and County Board of Supervisors to win full implementation of Measure QQ, allowing 16- and 17-year-olds to vote for school board members for the first time in a large California city in the November 2024 election. [REDACTED] Developed strong relationships with other local and state elected officials, represented Oakland Unified in numerous media interviews, public events, and panel discussions, and lobbied in Sacramento on behalf of the District. Analyst: University of California Office of the President, 2016–2024 [REDACTED] Designed and maintained reports in Tableau to assist school district and University of California end-users in interpreting data on the college eligibility on-track status for over 700,000 high school students at over 600 schools participating in the UC Transcript Evaluation Service from across the state. [REDACTED] Wrote code in SQL and Python, redesigned data model in SQL Server, and acted as system administrator for a cluster of 24 servers on AWS, as well as database administrator for dev, QA, and production MS-SQL Server systems. [REDACTED] Established systems for end-to-end and regression testing, anonymization of data, data security, and dynamic validation rules for submitted files of student transcripts. [REDACTED] Performed business analysis and data analysis for the University, and provided customer service to school district end-users to aid them in promoting increased college eligibility. Data Visualization Analyst: Schoolzilla, 2014–2015 [REDACTED] Designed reports in Tableau, wrote code in SQL and Python, and provided end-user support for UC’s Transcript Evaluation Service as well as school district clients of an education data startup company. Math Instructor: Laney, Patten, and Contra Costa Colleges, and Cal State East Bay, 2011–2014 Family Outreach Coordinator: Manzanita SEED Elementary School, 2011–2014 Teacher: Oakland Adult and Career Education, 2003–2011 EDUCATION [REDACTED] MS in Applied Mathematics, with certificate in Statistics, Cal State East Bay, 2013. [REDACTED] Graduate credential courses in Education, CSU Los Angeles, 1998–2000. [REDACTED] BA in Mathematics with Honors, UC Berkeley, 1994. OTHER SKILLS AND COMMUNITY INVOLVEMENT [REDACTED] Fluent in Spanish, written and oral. [REDACTED] Treasurer, Patrice Berry for Oakland School Board campaign, 2024. [REDACTED] Treasurer, Friends of Oakland Public Schools, 2023–present. [REDACTED] Executive Team member, Oakland Thrives, 2023. [REDACTED] Member, Kehilla Community Synagogue Immigrant Rights Committee, 2017–present. [REDACTED] Officer of the Board of Directors, Faith in Action East Bay (formerly OCO), 2011–2020.

Please click the acknowledgement below.

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☒ I Agree *

Sam Davis

EXPERIENCE

Community Engagement Expert: *Alameda County Office of Education, 2025–present*

- Consulted with school leaders across Oakland to engage with them on the long-term fiscal challenges confronting the Oakland Unified School District, and to gather feedback on plans to restructure central administration and reimagine the district footprint.

School Board Trustee: *Oakland Unified School District, 2021–2025*

- Developed policy, jointly supervised the Superintendent and General Counsel, and prioritized among myriad high-stakes issues as an elected official in the 11th largest school district in California.
- Elected Vice President of the Board for 2021 and 2022, and President for 2024.
- Led the campaign for the renewal of the College & Career for All initiative as Measure H on the November 2022 ballot, overwhelmingly passed by Oakland voters 82% to 18%, which continues to dramatically increase graduation rates for all students, from 61% in 2014 to 80% today, while shrinking opportunity gaps for multiple focal groups.
- As Chair of the Facilities Committee in 2023, collaborated with staff to develop a consensus spending plan to reallocate tens of millions of dollars in construction funds equitably to address urgent building renovation needs at Title I schools to whom promises had been broken by previous administrations, approved unanimously by the full Board.
- Wrote highly-regarded monthly newsletters updating constituents on the latest developments in the District, which were widely circulated among families, staff, and district leaders seeking reliable and unbiased information.
- Navigated multiple high-conflict and high-leverage crises, including the return to in-person learning after the pandemic, intense controversy over school closures, the occupation of a closed campus, an 8-day teacher strike, and several intense debates over structural deficits, while prioritizing progressive, responsible, and sustainable stewardship of public dollars.
- Advocated successfully in partnership with the Oakland Youth Vote Coalition at the City Council and County Board of Supervisors to win full implementation of Measure QQ, allowing 16- and 17-year-olds to vote for school board members for the first time in a large California city in the November 2024 election.
- Developed strong relationships with other local and state elected officials, represented Oakland Unified in numerous media interviews, public events, and panel discussions, and lobbied in Sacramento on behalf of the District.

Analyst: *University of California Office of the President, 2016–2024*

- Designed and maintained reports in Tableau to assist school district and University of California end-users in interpreting data on the college eligibility on-track status for over 700,000 high school students at over 600 schools participating in the UC Transcript Evaluation Service from across the state.
- Wrote code in SQL and Python, redesigned data model in SQL Server, and acted as system administrator for a cluster of 24 servers on AWS, as well as database administrator for dev, QA, and production MS-SQL Server systems.
- Established systems for end-to-end and regression testing, anonymization of data, data security, and dynamic validation rules for submitted files of student transcripts.
- Performed business analysis and data analysis for the University, and provided customer service to school district end-users to aid them in promoting increased college eligibility.

Data Visualization Analyst: *Schoolzilla, 2014–2015*

- Designed reports in Tableau, wrote code in SQL and Python, and provided end-user support for UC's Transcript Evaluation Service as well as school district clients of an education data startup company.

Math Instructor: *Laney, Patten, and Contra Costa Colleges, and Cal State East Bay, 2011–2014*

Family Outreach Coordinator: *Manzanita SEED Elementary School, 2011–2014*

Teacher: *Oakland Adult and Career Education, 2003–2011*

EDUCATION

- MS in Applied Mathematics, with certificate in Statistics, Cal State East Bay, 2013.
- Graduate credential courses in Education, CSU Los Angeles, 1998–2000.
- BA in Mathematics with Honors, UC Berkeley, 1994.

OTHER SKILLS AND COMMUNITY INVOLVEMENT

- Fluent in Spanish, written and oral.
- Treasurer, Patrice Berry for Oakland School Board campaign, 2024.
- Treasurer, Friends of Oakland Public Schools, 2023–present.
- Executive Team member, Oakland Thrives, 2023.
- Member, Kehilla Community Synagogue Immigrant Rights Committee, 2017–present.
- Officer of the Board of Directors, Faith in Action East Bay (formerly OCO), 2011–2020.

Profile

Lisa

First Name

Truong

Last Name

Pronouns

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

Help a Mother Out

Employer

Executive Director, Founder

Job Title

Which Boards would you like to apply for?

Children's Initiative Oversight Commission: Submitted

Interests & Experiences

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

As an Oakland homeowner and resident since 2004 and founder of Help a Mother Out, a regional diaper bank headquartered in Jack London Square, I bring 16 years of experience in early childhood systems and government partnerships that aligns well with the commission's oversight role for Measure AA. My background includes launching publicly funded programs, managing government contracts, and conducting program evaluations—skills that will contribute to the commission's collective oversight, accountability, and analysis for the distribution of funds and execution of programming. Through my organization's network of community partners serving families with young children, I understand both the operational and community sides of early childhood services, providing valuable perspective for overseeing these important investments in Oakland's children. This appointment would be a natural extension of my long-standing commitment to the community and aligns with my current professional development goals. Thank you for the opportunity to apply to the OCI commission.

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.

[Lisa_Truong_HAMO_resume_6.2025.pdf](#)

Upload a Resume

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

Please click the acknowledgement below.

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☒ I Agree *

LISA L. TRUONG

FOUNDER, EXECUTIVE DIRECTOR



CONTACT



EDUCATION

**University of California,
Berkeley**
Bachelor of Arts
*First-generation
college graduate*

**Stanford University
Graduate School of Business**
Executive Program for
Nonprofit Leaders

LEADERSHIP & ADVOCACY

Policy & Systems Change

- First advocate to testify before California legislature on diaper need (AB1516, 2014)
- Instrumental in securing California's first state funding for diaper distribution programs
- Research and evaluation findings influenced Biden administration's federal diaper distribution pilot
- Pioneering approach inspired replication of diaper distribution programs in California and across the country

Thought Leadership & Media Recognition

- Featured expert in The Washington Post, Los Angeles Times, San Francisco Chronicle, San Francisco Examiner, Mercury News, U.S. News & World Report, NBC News (National), Al Jazeera America, Redbook Magazine, and KQED's The California Report

PROFESSIONAL EXPERIENCE

Founder & Executive Director

Help a Mother Out, Oakland, CA | March 2009 – Present

- Founded and scaled groundbreaking nonprofit addressing diaper need, growing from kitchen-table startup to nationally recognized organization with peak operations of \$3.6M annual budget and 6 full-time staff
- Pioneered the nation's first publicly funded diaper bank (San Francisco, 2015), demonstrating innovative integration of essential needs into existing safety net frameworks
- Led distribution of over 73 million diapers to families in need, with independent evaluation showing 97% of families report reduced stress, 96% report improved child health, and 93% have more money for food
- Provided policy advocacy leadership that contributed to California's first legislative budget allocation for diaper distribution and inspired federal pilot program through data-driven advocacy
- Built strategic partnerships across sectors, including government contracts, community organizations, and private sector collaborations
- Founding member of California Association of Diaper Banks (2023), expanding statewide impact

PROFESSIONAL EXPERIENCE

Marketing & Communications Consultant

B612 Foundation, Palo Alto, CA | October 2012 – October 2013

- Provided strategic communications support to NASA astronaut-founded organization focused on planetary defense and asteroid detection
- Translated complex scientific concepts into accessible donor communications materials
- Established organization's digital presence and led website overhaul during critical growth phase
- Supported major donor cultivation and special event execution for high-profile scientific initiative

Operations Manager / Communications Coordinator

Tides, San Francisco, CA | March 2003 – February 2008

- Advanced through progressive operational leadership roles at social and environmental justice philanthropy organization
- Managed IT operations, vendor relationships, and technology infrastructure
- Supported communications strategy, media tracking, and stakeholder engagement initiatives

VOLUNTEER LEADERSHIP

San Francisco Human Services Agency | San Francisco, CA

Community Partner Review Panelist | October 2023

- Reviewed competitive proposals for new program model supporting benefits outreach

Urban Montessori Charter School | Oakland, CA

Founding & Design Team Member | 2011 – 2012

- Co-created family outreach strategies and participated in school design process

Upwardly Global | San Francisco, CA

Special Projects Volunteer | January 2002 – December 2002

- Project managed employer engagement events for immigrant professional advancement

CORE COMPETENCIES

Organizational Leadership: Social entrepreneurship, nonprofit startup and scaling, strategic planning, cross-sector collaboration, core values integration, team building and management

Advocacy & Policy: Grassroots organizing, legislative testimony, policy analysis, coalition building, systems change strategy

Communications & Partnerships: Storytelling for social change, donor relations, media engagement, partnership development, crisis communications

Operations & Innovation: Program design and evaluation, technology implementation, vendor management, budget oversight, sustainable funding diversification

Profile

Kym

First Name

Johnson

Last Name

Pronouns

she/her

Email Address

Street Address

City

Suite or Apt

State

Postal Code

What City Council district do you live in?

☒ District 4

Primary Phone

Alternate Phone

BANANAS, Inc

Employer

CEO

Job Title

Which Boards would you like to apply for?

Children's Initiative Oversight Commission: Submitted

Interests & Experiences

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

In 2016, I assumed the executive leadership of BANANAS and have been deeply involved in the early care and education (ECE) ecosystem that supports our youngest learners in Oakland. In my role, I have had the privilege of working with and supporting early learning educators as they work tirelessly to instill the love of learning in young children, despite the lack of resources and inadequate compensation. The pandemic amplified the need for reform and better support for early educators, which includes better compensation, benefits and professional development. In my role, I see how early care and education influences the trajectory of a family's life. Without quality, reliable and affordable child care, parents cannot work, thus threatening their economic stability. ECE provides children with enriching experiences in these early years when their brain development is most active. Parents and educators have reported their observation of developmental delays in many children in the last two years. It lays bare the importance of education in the early years and how an interruption like we have experienced impacts development in the young brain. I sit on several ECE policy and advocacy tables where pedagogies and strategies have been piloted and proven to ensure good outcomes for our students, especially those furthest from opportunity. Funding is needed to scale these initiatives. Oakland learners - from our youngest to those at the cusp of adulthood - deserve more. I am excited and encouraged about the revenue stream Measure AA funds will do for Oakland students. My love of early education was sparked decades earlier by my mother who taught elementary school for 35 years. I witnessed how a dedicated educator could inspire any student to increase their confidence, enhance their skills and thrive. In the years since, I have observed how the level of investment in schools and education experiences has an impact on its students and families. If appointed to this oversight commission, I will leverage and weave my lived and observed experiences and skills to ensure this funding stream is being used as promised to the voters. As Chair of the Alameda Early Care and Education Planning Council, I work in collaboration with its members to amplify the priorities and needs of our children, recommend strategies, educate policymakers and advocate for resources and legislation. The Planning Council has representation from Alameda County systems, LEAs, CBOs, educators and parents. I will bring this lens to the oversight committee. At Oakland Starting Smart and Strong, we have piloted successful strategies to enhance the experiences of our ECE teachers and their students. These initiatives are candidates for scaling with Measure AA support. My personal experiences as an Oakland Promise mentor will provide a perspective of how we can support our young adults as they embark upon higher educational pursuits. The BANANAS CARE program supports unhoused families with young children and has highlighted to me the need for resources to support the children, families, and the educators that teach and interact with them so students can reach their full potential. I have a very diverse background and set of experiences that will inform my thought process and collaboration with fellow commissioners. I am grateful for the opportunity to support our youngest to those on the threshold of adulthood so they can reach their full potential and make Oakland a wonderful place for all types of families. As a homeowner in District 4 for 30 years and parent of an adult daughter who wants Oakland to be her home and to raise a family here, this is a very important responsibility. Thank you for your consideration. Kym Johnson

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.

[Kym_Johnson_Resume_2025.docx.pdf](#)

Upload a Resume

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

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 *



Experienced Non-Profit Executive

Possess 30+ years of experience in business development, revenue generation and account management, including current role as a non-profit CEO. A motivational and passionate professional with extensive experience in the corporate and nonprofit sectors performing and managing a diverse mix of business and development functions. Experienced working in large and small organizations; leading diverse teams representing multiple disciplines; garnering cooperation and collaboration. Work and communicate adeptly with all stakeholders – executive and senior management, funders, knowledge workers and core constituents.

Core Knowledge & Proficiency

- | | |
|------------------------------------|---------------------------------|
| ▪ Strategic Planning & Execution | ▪ Management & Leadership |
| ▪ Business Development | ▪ Public Speaking |
| ▪ Fund Development & Grant Writing | ▪ Board Engagement & Management |
| ▪ Program/Project Management | ▪ Budget Management |
| ▪ Written & Verbal Communications | ▪ Contract Negotiations |

Professional Experience

BANANAS, Inc

DECEMBER 2016 – PRESENT

Chief Executive Officer

Provide executive and organizational leadership for BANANAS. Overall responsibilities include management of the organization, the board of directors, and an operating budget of \$43 million. Work collaboratively with the BANANAS Leadership Team and the Alameda County early care and education ecosystem supporting families and early educators to ensure all children thrive and have the support and tools they need to be eager, joyful and curious learners.

- Work with the Board of Directors to support the governance of the organization
- Manage community and public relations as spokesperson and ambassador
- Collaborate with the Leadership Team to direct the growth of programs, fund development and fiscal management.
- Active participant in the child care advocacy and ecosystem
 - [Oakland Starting Smart & Strong](#) - Executive Committee Member
 - [Alameda County Early Care & Education Planning Council](#) - Chair
 - [Oakland Children's Initiative Oversight Commission](#) - Commission Member
 - [Child Care, Preschool, Early Education Community Advisory Council](#) - Member
 - [Oakland Thrives Leadership Council](#) - Member
 - [First 5 Alameda Community Advisory Council](#) - Member



HARAMBEE COMMUNITY SERVICES

OCTOBER 2014 – SEPTEMBER 2016

Chief Executive Officer

Provided executive and organizational leadership for Harambee Community Services. Overall responsibilities include management of the organization, the board of directors, an operating budget of \$1.2 million. Worked collaboratively with the Founder/Clinical Director to be a Day Program of choice for developmentally and intellectually disabled adults.

- Worked with the Board of Directors to support the governance of the organization
- Managed community and public relations as spokesperson and ambassador
- Managed the transition from a private firm to a 501c3 nonprofit organization
- Collaborated with the Clinical Director to direct the growth of programs which doubled in size in 18 months
- Active participant in Service Provider networks supporting the individuals with developmental disabilities
- Advocated for individuals with developmental disabilities with local, state and federal legislators

REBUILDING TOGETHER OAKLAND

JANUARY 2008 – SEPTEMBER 2014

Executive Director

Provide executive and organizational leadership for Rebuilding Together Oakland. Overall responsibilities include management of the organization, the board of directors, an operating budget of \$700,000 and all fundraising.

- Maintained service levels to our clients during the recession by diversifying funding sources
- Subsequently increased service output to clients by reengineering the service delivery model
- Steadily increased government contracts from \$40,000 in 2008 to \$350,000 in 2014
- Expanded funding model by acquiring a foreclosed property (REO); renovated it; and sold it to a first-time home buyer.
- Repaired 936 homes and facilities since 2008, 70% of the sites repaired since the organization's founding in 1993.
- Guided the board of directors to streamlined and strategy-focused meetings by using consent agendas and dashboards
- Instituted first profitable signature fundraising event for the organization

ALVERNA CONSULTING

2006 - 2007

Consultant & Grant Writer for programs supporting foster care and development disability organizations

UNISYS CORPORATION

1986 - 2006

Sales Executive

- Sold and managed the successful development and launch of the voicemail product suite offered by SBC under the brand names of *The Message Center* and *Pacific Bell Voice Mail*. (SBC was formerly Pacific Bell and is now AT&T.) This product was subsequently installed in the networks of over 100 telecommunications providers worldwide, including 9 of the largest in the world.
- Forged the relationship between SBC and Unisys and developed it into a \$100 million technology infrastructure
- Attained "President's Club" for 15 consecutive years

Education & Training

CALIFORNIA STATE UNIVERSITY EAST BAY -Certificate Program, Non-Profit Management, 2007

UNIVERSITY OF SAN FRANCISCO -Masters of Business Administration, 1992

SAN FRANCISCO STATE UNIVERSITY -BACHELOR OF ARTS, BUSINESS ADMINISTRATION – MARKETING, 1979



Professional Affiliations & Recognition

FIRST 5 ALAMEDA COMMUNITY ADVISORY COUNCIL - Member 2024 - Present

ALAMEDA COUNTY EARLY CARE & EDUCATION PLANNING COUNCIL: Steering Committee Member 2018 - Present, Chair 2022 - Present

CITY OF OAKLAND CHILDREN'S INITIATIVE OVERSIGHT COMMISSION: Member 2022 - Present

OAKLAND THRIVES LEADERSHIP COUNCIL - Member 2022 - Present

OAKLAND STARTING SMART & STRONG: Executive Committee, 2017 - Present

LEADERSPRING FELLOW, East Bay Cohort 2010-2012

LEADERSHIP OAKLAND, 2008-2009 Cohort

SAN FRANCISCO BUSINESS TIMES, Nonprofit Profile – April 20, 2012

Volunteer Affiliations (Partial List)

MISSEY BOARD CHAIR LEADERSPRING 2020 - PRESENT

MISSEY co-creates a world where girls and gender expansive youth are safe from sexual exploitation and know their power.

LEADERSPRING CENTER ADVISORY COUNCIL - COUNCIL CHAIR 2016 - 2023

LeaderSpring transforms the systems in which we work by centering racial equity and inclusion as 21st century leadership competencies.

EAST BAY COLLEGE FUND MENTOR: 2013 – 2017

East Bay College Fund (now Oakland Promise) provides scholarships, guidance and support for Oakland's young people to attend and complete college or career technical education.

BOARD OF TRUSTEES, HEAD-ROYCE SCHOOL

Head-Royce School is an independent K-12 college preparatory school located in Oakland

Board Trustee: 2006 – 2013

Fund Development Committee: 2006 – 2012

Diversity & Student Life Committee: 2004 – 2013, Committee Chair 2010-2011

HEADS UP PROGRAM, HEAD-ROYCE SCHOOL

A 25 year collaboration between HRS and Oakland Unified providing educational enrichment to over 100 students annually.

Advisory Board: 2003 – 2013 & Chair, Advisory Board: 2005 – 2011

NIA ENDOWED SCHOLARSHIP FUND, HEAD-ROYCE SCHOOL ~ Founding Member: 2003 - 2013

Nia is a grassroots program that provides need-based scholarships for students of color at Head-Royce.

BIG BROTHERS BIG SISTERS OF THE EAST BAY

Board of Directors: 1989 – 1999, Board President: 1998-1999

Profile

Priya

First Name

Jagannathan

Last Name

Pronouns

she/her

Email Address

Street Address

City

Suite or Apt

State

Postal Code

What City Council district do you live in?

None Selected

Primary Phone

Alternate Phone

Oakland Public Education
Fund

Employer

Co-Director, Oakland
Starting Smart and Strong

Job Title

Which Boards would you like to apply for?

Children's Initiative Oversight Commission: Submitted

Interests & Experiences

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

I bring over a decade of experience working at the intersection of community organizing, early childhood systems, and policy change in Oakland. As the Co-Director of Oakland Starting Smart and Strong (OSSS), I have helped steward a collaborative deeply aligned with the Commission's mission—to advance equity and improve outcomes for Oakland's children and families through strategic oversight and accountability of public funding. My qualifications include expertise in early childhood education, participatory evaluation, and community-driven policy. I have worked closely with child care providers, parents, educators, and systems leaders to ensure that the voices of those most impacted—especially Black and Brown families—are meaningfully included in the design, implementation, and oversight of programs and funding. Having previously served on the Commission, I am deeply familiar with its goals and responsibilities. I understand the importance of equitable resource allocation, transparent decision-making, and rigorous accountability. My continued participation would bring not only institutional knowledge, but a strong commitment to ensuring that this public investment lives up to its promise—centering community priorities, advancing racial justice, and delivering measurable, positive impact for Oakland's children.

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.

[Pjresume2025.docx.pdf](#)

Upload a Resume

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

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 *

SUMMARY OF QUALIFICATIONS

- 20 years of non-profit and public sector leadership roles, with a commitment to supporting effective, high quality programs and systems change efforts
- Broad range of expertise and experience includes early childhood and family program administration, policy development, collaborative engagement, data analysis, budgeting, report writing, grant making, fund development, program development, and evaluation
- Strong analytical, writing, interpersonal, collaboration, and problem solving skills

PROFESSIONAL EXPERIENCE

Oakland Starting Smart and Strong. Oakland, CA. 8/16-present

Co-Director (2024-present), Director (2016-2024): Lead a cross-sector early childhood collaborative improving early care and education in Oakland.

- Develop systems of accountability and coordination
- Provide collaborative and adaptive leadership through direct staff supervision and convening of Committees and Task Forces
- Provide direction and support to partner organizations in aligning their work
- Build and maintain relationships with community and system partners.

City of Oakland Human Service Department, Administration. Oakland, CA. 8/13-7/16

Executive Team Member: Work with Dept Managers to improve administrative functioning

- Develop and implement department-wide administrative policies and procedures
- Manage grant related activities: coordinate progress and funding reports; coordinate grant development activities for federal grant applications
- Analyze policy issues related to Human Services, and prepare quantitative and qualitative summary analysis reports. Write and review Council agenda reports and resolutions.
- Developed, implemented, and monitored budget with Budget and Division Managers.

City of Oakland Department of Human Services, Violence Prevention Unit. Oakland, CA. 7/08-07/13

Lead Program Planner, Interim Manager: Responsible for program planning, administration, monitoring and evaluation of over \$10 million in annual funding for violence prevention programs.

- Manage a team of 11, overseeing grant funding and services related to violence prevention.
- Oversee federal and state grant reporting, including programmatic and fiscal information.
- Develop and present funding recommendations to City Council and Oversight Committee.
- Work with other public entities, such as Alameda County Probation, Oakland Police Department, Oakland Unified School District, and Alameda County Health Care Services Agency, to develop programs and coordinate efforts to address violence in Oakland communities.

City of Oakland Department of Human Services, Head Start. Oakland, CA. 1/05-06/08

Program Planner: Perform complex policy and program planning, research, analysis and development in the areas of early childhood development and family support.

- Manage the Even Start Family Support Program, providing programmatic and personnel oversight
- Develop program planning recommendations for early childhood programs including Head Start and Even Start, through analysis of census data, federal, state and local legislation, recommendations from citizen advisory boards, needs assessments, and program evaluations.
- Research and identify funding opportunities and develop grant application packages.

Alameda Alliance for Health. Alameda, CA. 5/03 – 1/05

Cultural and Linguistic Program Manager: Address disparities in access and health outcomes for public, not-for-profit managed care health plan serving low-income and diverse populations.

- Developed bi-lingual “I Speak” cards, a patient language access empowerment tool, for distribution in 12 languages to over 27,000 non-English speaking patients in Alameda County
- Appointed Co-Principal Investigator for research collaboration with Kaiser Permanente to develop language proficiency standards for health care providers
- Conducted language access technical assistance trainings for health care providers

Planned Parenthood Golden Gate. Oakland, CA. 1/02 – 4/03

Program Manager, WomenFirst Case Management Program: Responsible for start-up, implementation, management, evaluation, reporting, and on-going operations of a pilot program for low-income women and their families.

- Successfully created case management clinical and documentation protocols, data collection systems, and program staffing structure
- Held a leadership position in Family Support Network collaboration of social service agencies
- Researched funding opportunities, resulting in the initiation of a new funding reimbursement source for prenatal case management services

Glide Foundation. San Francisco, CA. 9/97 – 9/01

Family Youth & Childcare Program Manager, Integrated Services Program Director, Women’s Services Coordinator: Held several program management positions of increasing responsibility at a faith-based, non-profit social service agency.

- Served on 8-member Management Team, responsible for agency re-structuring & policy decisions
- Managed over \$1 million operating budget and 30 staff for family, youth and licensed childcare facility
- Wrote successfully funded grant proposals, ranging from \$10,000 to \$200,000, and created program and budget progress reports for funders
- Coordinated program development activities for Integrated Services project, designed to improve communication and strengthen internal collaborations among Glide’s many programs

EDUCATION

University of California at Berkeley, School of Public Health

MPH, Behavioral Sciences

University of California at Los Angeles

BS, Biology

LEADERSHIP AND COMMUNITY INVOLVEMENT

- Oakland Children’s Initiative, Commission Member, July 2023-present
- BANANAS Child Care Resource and Referral Board, Member, April 2021-present
- City of Alameda, Social Services and Human Relations Board, Member, 2020-2022
- City of Oakland Head Start Advisory Board, Member, 2020-2023
- Blue Skies for Children, Board Secretary, 2014-2017
- Intergovernmental Management Training (IGMT), Cohort Member, 2015-2106 program year
- Refugee Transitions, Tutor/Mentor, 2004-2006
- San Francisco Women Against Rape, Board Member, 1999-2002

Marcy	Whitebook
First Name	Last Name

she, her

<input type="text"/>		<input type="text"/>	
Email Address		Suite or Apt	
<input type="text"/>		<input type="text"/>	<input type="text"/>
Street Address		State	Postal Code
<input type="text"/>		<input type="text"/>	<input type="text"/>
City			

☒ District 1

<div><div></div><div>Primary Phone</div><div>Center for the Study of Child Care Employment, University of CA Berkeley</div><div>Employer</div></div>	<div><div></div><div>Alternate Phone</div><div>Founder and Director Emerita</div><div>Job Title</div></div>
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Children's Initiative Oversight Commission: Submitted

Interests & Experiences

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

I am the Founder and now Director Emerita of the Center for the Study of Child Care Employment at UC Berkeley. Since 1999, the Center for the Study of Child Care Employment (CSCCE) has been uniquely focused on the people who care for and educate young children and its goals are aligned with the mission of the Children's Commission to ensure that the parcel tax resources will expand high quality child care and preschool serving lowest income families in Oakland as well as increase access to education for children's educators. My roots go back 50 years to the previous generations of child care teachers working on these issues. I began my career as an infant/toddler and preschool teacher in Berkeley and Oakland, then joined with educators to establish the Child Care Employee Project (CCEP). CCEP coordinated the then emerging teacher-led movement dedicated to securing rights, raises, and respect for educators and the necessary public financing to improve child care jobs and services for families and participated in a teacher-led compensation movement that culminated in the grassroots nationwide Worthy Wage Campaign of the 1990s rooted in Oakland where I have resided since 1977. I am internationally known for groundbreaking early education workforce research and policy proposals to ensure dignity for educators, children, and families participating in the ECE system and increase and support opportunities for educators to pursue higher education. Prior to founding CSCCE in 1999 and leading the organization for two decades, I earned a master's degree in Early Childhood Education from UC Berkeley and a Ph.D. in Developmental Studies from the UCLA Graduate School of Education. I am a parent and grandparent and currently provide child care for my 3 year old granddaughter in my home to augment her center-based child care experience. Since 1999, the Center for the Study of Child Care Employment (CSCCE) has been uniquely focused on the people who care for and educate young children. We document their experiences, needs, and the multiple ways in which the current early care and education (ECE) system fails them. We call out the policies that undermine the economic security and well-being of the ECE workforce and identify how they can be improved. CSCCE has built on the teacher-centered tradition of research and policy that CCEP began, leading to the landmark 2014 publication Worthy Work, STILL Unlivable Wages, which in turn laid the groundwork for the biennial Early Childhood Workforce Index and Racial Wage Gaps in Early Education Employment available at CSCCE. During the first year of the COVID-19 epidemic, when early educators were expected to work as K-12 schools closed, the CSCCE was one of the few organizations to speak out on the need to treat child care as essential and protect their health and livelihoods. As Director Emerita of the Center for the Study of Child Care Employment at UC Berkeley, I lead ECHOES (Early Childhood History, Organizing, Ethos and Strategy) project connecting early care and education today with its history and activism for a more equitable system. I am eager to learn from others on the Commission as well as share my skills and knowledge. All references are available upon request. I was unable to insert links here.

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.

[Resume Dr. Marcy Whitebook_02_28_25_2_.pdf](#)

Upload a Resume

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

CURRICULUM VITA/Resume MARCY WHITEBOOK. [REDACTED]

Independent Major in Religious Studies, University of California at Berkeley, 1970 M.A. Early Childhood Education, Interdisciplinary Program for Leaders in Day Care and Child Development, University of California at Berkeley, 1976 Ph.D. Graduate School of Education, Developmental Studies, University of California at Los Angeles, 1989 PROFESSIONAL EXPERIENCE Center for the Study of Child Care Employment (CSCCE), Institute for Research on Labor and Employment, University of California at Berkeley (1999-Present) Founder, Executive Director and Senior Researcher (1999-2019) and Director Emerita (2020-Present) as Leader of web-based Early Childhood History, Organizing, Ethos and Strategy Project). CSCCE conducts research and policy analysis focused on addressing the structural inequities

Marcy Whitebook

in the early care and education system. Our work seeks to secure comprehensive public investments aimed at improving how our nation prepares, supports, and rewards early educators and caregivers. . Mills College (2008-2009) Visiting Professor. Designed curricula for the newly launched Leadership Program in Early Childhood, a Master's and Educational Doctorate Program. Served as instructor for 15-month Leadership and Policy seminars. Center for the Child Care Workforce (1981-1999) Executive Director, 1998-1999; Senior Research Policy Advisor and Co-Director, 1994-1998; Executive Director, 1981-1994. Founded the Child Care Employee Project in 1977 and fostered the organization's growth and transformation into the Center for the Child Care Workforce (CCW), a research and advocacy organization dedicated to improving the quality of child care by enhancing the compensation, working conditions and training of teachers and providers. Achieved the goal of placing child care staffing issues on local, state and national policy agendas through research and public education. OTHER EMPLOYMENT Served as Instructor or Adjunct Member at Graduate Faculty, Department of Human Development and Family Studies, University of North Carolina at Greensboro, 1998-2001; Wheelock College Graduate School, Advanced Seminars in Child Care Administration, Starting and Refining a Mentor Program, Summer 1996 and Mentoring Roles in Leadership Development, Summer 1995.:Center for the Child Care Workforce Summer Leadership Institute, 1992-2001; Early Childhood Education, Chabot College, Hayward, California, 1984-1988.; In Child Development, Santa Monica College, Santa Monica, California, 1981-1983;Family Life Education, Infant Development, Diablo Valley College, Pleasant Hill, California, 1980;;Early Childhood Education Center Laboratory School, Human Development Group, Department of Applied Behavioral Sciences, University of California at Davis, 1978-1980. Service in Early Childhood: St. John's Child Care Center, Berkeley, California, 1978;Director/Head Teacher, Mount Diablo Parent Cooperative, Walnut Creek, California, 1976-1977;Staff Member, San Francisco Children's Council, San Francisco, California, 1976;Teacher, Berkeley Hills Nursery School, Berkeley, California, 1973-1974.Director/Head Teacher, Buena Infant Toddler Preschool, Berkeley, California, 1971-1973.Assistant Teacher, Cambridge Children's Preschool, Cambridge, Massachusetts, 1970-1971. SELECT EXTRA-MURAL GRANTS Heising-Simons Foundation, Advancing the Early Childhood Workforce: General Operating Support Grant. \$457,000 earmarked for Whitebook Early Childhood History Organizing Ethos and Strategy (ECHOES) project. Total support: \$1,850,000.00, July 1, 2020 - June 30, 2022 Bill & Melinda Gates Foundation, Teacher Mobility Study. Total support: \$222,433, November 20, 2019 - November 30, 2020. California Department of Education, The California Early Educator Workforce Study. Total Support \$734,805, June 1, 2017 - August 31, 2019. New York Public Library Short Term Research Fellowship and Schlesinger Library Research Support Grant, Project entitled: Necessary Evil or Public Good: The Origins of the Contemporary Early Care and Education Debate in the U.S., 2017-2018. Alliance for Early Success, Early Childhood Workforce Research and Policy - Core Support. Total support: \$65,000, September 1, 2017 - August 31, 2018. The Ford Foundation Phoebe Award, Research Network to Advance Equity for Children, Families, and the Early Childhood Workforce. Total support: \$125,000, July 1, 2017 - June 30, 2018. Alliance for Early Success, Mississippi Early Childhood Higher Education Inventory. Total support: \$58,000, June 15, 2017- June 15, 2018. California Department of Education, The 2018 California Early Care & Education Workforce Study. Total Support: \$734,804, June 1, 2017 - May 31, 2018. Joyce Foundation, Financing Teacher Quality: Estimating Costs of Optimal Early Childhood Workforce Policy. Total support: \$400,000, January 1, 2017 - December 31, 2018. David and Lucile Packard Foundation, Early Childhood Workforce Research and Policy - Core Support. Total support: \$200,000, January 1, 2017 - June 30, 2018. Heising-Simons Foundation, General Operating Support. Total support: \$1,059,556, December 1, 2016 - November 30, 2018. Ford Foundation, Planning Grant - Convening on Child Care Jobs. Total support: \$10,000, September 1, 2016 - February 28, 2017. Alliance for Early Success, Early Childhood Workforce Index Policy and Advocacy. Total support: \$80,000, September 1, 2016 - September 30, 2017. W.K. Kellogg Foundation, Equity for Early Educators. Total support: \$564,789, January 1, 2016 - December 31, 2017. New Jersey Department of Education, Higher Education Inventory of Higher Education Institutions with Principal Certification Programs In New Jersey. Total support: \$35,549, November 1, 2015 - June 30, 2017. Heising-Simons Foundation, General Operating Support. Total support: \$500,000, September 1, 2015 - June 30, 2016. W. Clement & Jessie V. Stone Foundation, General Operating Support. Total support: \$225,000, August 1, 2015 - June 30, 2018. Alliance for Early Success, The State of the Early Childhood Workforce. Total support: \$80,000, September 1, 2015-August 31, 2016. Bill & Melinda Gates Foundation, Early Learning Workforce Research and Policy Analysis. Total support: \$650,000, August 1, 2015-July 31, 2017. First 5 Alameda County, Informed Quality Improvement- Supportive Environmental Quality Underlying Adult Learning (SEQUEL) in Alameda County. Total

support: \$24,074, July 1, 2015 - June 30, 2016. David and Lucile Packard Foundation, Designing 21st Century Higher Education Programs for ECE Practitioners. Total support: \$200,000, April 1, 2015 - March 31, 2016. Foundation for Child Development, State of Early Childhood Workforce. Total support: \$1,300,000, March 1, 2015-June 30, 2018. Alliance for Early Success, The Early Childhood Higher Education Inventory: Data to Action. Total support: \$45,000, September 1, 2014-August 31, 2015. W. Clement and Jessie V. Stone, Effective Teacher Preparation Project. Total support: \$75,000, August 1, 2014-July 31, 2015. Heising-Simons Foundation, Key Ingredients: Better Preparation, Reward, and Support for Early Childhood Teachers. Total support: \$500,000. June 1, 2014-May 31, 2015. David and Lucile Packard Foundation, Designing 21st Century Higher Education Programs for Early Care and Education Practitioners. Total support: \$200,000, April 15, 2014-April 14, 2015. David and Lucile Packard Foundation, Research and Policy on the Early Care and Education Workforce. Total support: \$200,000, November 31, 2013-May 31, 2015. W. Clement and Jessie V. Stone Foundation, No Single Ingredient (NSI): The Complexity of Effective Early Childhood Teacher Preparation. Total support: \$75,000, January 1, 2014-December 31, 2014. Earlier funding information from 1982-2014 is available on request

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I. REFEREED ARTICLES and CHAPTERS

I.1. Whitebook, M., Howes, C., Friedman, J., & Darrah, R. (1981, January-February). Who's minding the child care workers? A look at staff burn-out. *Children Today*, 10, 2-6.

I.2. Whitebook, M., Howes, C., Friedman, J., & Darrah, R. (1982). Caring for the caregivers: Burn-out in child care. In L. Katz (Ed.), *Current topics in early childhood education*, 4, 211-236. Norwood, NJ: Ablex Publishing Co.

I.3. Whitebook, M. (1984). Caring for children as work. In R. Fuqua & J. Greenman (Eds.), *Making day care better* (pp. 66-83). New York, NY: Teachers College Press.

I.4. Pettygrove, W., Whitebook, M., & Weir, M. (1984, July). Beyond babysitting: Improving the image and treatment of child caregivers. *Young Children*, 39(5), 14-21.

I.5. Whitebook, M. (1986, March). The teacher shortage: A professional precipice. *Young Children*, 41(3), 10-11.

I.6. Phillips, D., & Whitebook, M. (1986, May). Who are the child care workers? The search for answers. *Young Children*, 41(4), 14-20.

I.7. Howes, C., Pettygrove, W., & Whitebook, M. (1987, November). Cost and quality in child care: Reality and myth. *Child Care Exchange*, 40-42.

I.8. Whitebook, M., & Granger, R. (1989, May). Mommy: Who's going to be my teacher today? Assessing staff turnover. *Young Children*, 45, 11-14.

I.9. Whitebook, M., Howes, C., Phillips, D., & Pemberton, C. (1989, November). Who cares? Child care teachers and the quality of care in America. *Young Children*, 45, 41-45.

I.10. Whitebook, M., & Phillips, D. (1990). The child care provider: Pivotal player in the child's world. In S. Chehrazi (Ed.), *Psychosocial issues in day care*, 129-146. Washington, DC: American Psychiatric Press. Reprinted in L. Weis, P. Altbach, G. Kelly, & H. Petrie (Eds., 1991), *Critical perspectives on early childhood education*, 25-44. New York, NY: SUNY Press.

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(2017) *Educator Expectations, Qualifications, and Earnings: Shared Challenges and Divergent Systems in ECE and K-12*. Center for the Study of Child Care Employment,

University of California, Berkeley. III.9. Gould, E., Austin, L. J.E., & Whitebook, M. (2017) What does good child care reform look like?. Center for the Study of Child Care Employment, University of California, Berkeley. III.10. McLean, C., Dichter, H., & Whitebook, M. (2017) Strategies in Pursuit of Pre-K Teacher Compensation Parity: Lessons From Seven States and Cities. Center for the Study of Child Care Employment, University of California, Berkeley. III.11. Whitebook, M. (2018) 2018 Early Childhood Workforce Index Demonstrates Urgency of Taking Action to Improve Early Childhood Jobs. Center for the Study of Child Care Employment, University of California, Berkeley. III.12. McLean, C., Whitebook, M., & Roh, E. (2019) From Unlivable Wages to Just Pay for Early Educators: Providing Guidance to Growing Demands for Compensation Reform. Center for the Study of Child Care Employment, University of California, Berkeley. III.13. Gould, E., Whitebook, M., Mokhiber, Z., & Austin, L. J.E. (2019) Breaking the silence on early child care and education costs: A values-based budget for children, parents, and teachers in California. Center for the Study of Child Care Employment, University of California, Berkeley. III.14. Whitebook, M. (2019) A Bizarro World for Infants and Toddlers and Their Teachers. Center for the Study of Child Care Employment, University of California, Berkeley. III.15. Austin, L. J.E., Edwards, B., & Whitebook, M. (2019) Racial Wage Gaps in Early Education Employment. Center for the Study of Child Care Employment, University of California, Berkeley. III.16. Austin, L. J.E., Whitebook, M., & Williams, A. (2020) Babies Don't Do Social Distancing. Center for the Study of Child Care Employment, University of California, Berkeley. III.17. Whitebook, M., Austin, L. J.E., & Williams, A. (2020) Is child care safe when school isn't? Ask an early educator. Center for the Study of Child Care Employment, University of California, Berkeley. III.18. Whitebook, M. (2020) Pay Inequity in Early Childhood. Center for the Study of Child Care Employment, University of California, Berkeley. III.19. Williams, R.E. & Whitebook, M. (2021, February). Haydee B. Campbell: Expanding Education for Black Children and Opportunities for Black Women. Center for the Study of Child Care Employment, University of California Blog. III.20. Whitebook, M. & Williams, R.E. (2021, March). Anna Evans Murray: Visionary Leadership in Public Kindergartens and Teacher Training. Center for the Study of Child Care Employment, University of California Blog. III.21. McLean, C., Austin, L. J.E., Whitebook, M., & Olson, K. (2021) Early Childhood Workforce Index 2020. Center for the Study of Child Care Employment, University of California, Berkeley. III.22. Whitebook, M., & Willimans, R.E. (2022). Working Toward Early Education Equity. Center for the Study of Child Care Employment, University of California, Berkeley. III.23. Haack, P., Vardell, R., & Whitebook, M. (2022). Rights, Raises, and Respect: The Early Educator Compensation Movement. Center for the Study of Child Care Employment, University of California, Berkeley. III.24. Williams, A., Haack, P., & Whitebook, M. (2022). Center Educators' Activism. Center for the Study of Child Care Employment, University of California, Berkeley. III.25. Whitebook, M., Alvaanga, C., and Zheutlin, B. (2022) The Kindergarten Lessons We Never Learned. Center for the Study of Child Care Employment, University of California, Berkeley. III.26. Whitebook, M., Haack, P., & Vardell, R. (2024) Working for Worthy Wages: A Lived History of the Child Care Compensation Movement, 1970-2002. Center for the Study of Child Care Employment, University of California, Berkeley. III.27. Haack, P., Vardell, R., & Whitebook, M. (2024) More Than a Paycheck: Model Work Standards Re-Visited in the 21st Century. Center for the Study of Child Care Employment, University of California, Berkeley. Additional publications, honors and presentations are available upon request.

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 *

CURRICULUM VITA
MARCY WHITEBOOK, Ph.D.



EDUCATION

- B.A. Social Sciences, Independent Major in Religious Studies, University of California at Berkeley, 1970
- M.A. Early Childhood Education, Interdisciplinary Program for Leaders in Day Care and Child Development, University of California at Berkeley, 1976
- Ph.D. Graduate School of Education, Developmental Studies, University of California at Los Angeles, 1989

PROFESSIONAL EXPERIENCE

Center for the Study of Child Care Employment (CSCCE), Institute for Research on Labor and Employment, University of California at Berkeley (1999-Present)
Founder, Executive Director and Senior Researcher (1999-2019) and Director Emerita (2020-Present) as Leader of web-based [Early Childhood History, Organizing, Ethos and Strategy Project](#)). CSCCE conducts research and policy analysis focused on addressing the structural inequities in the early care and education system. Our work seeks to secure comprehensive public investments aimed at improving how our nation prepares, supports, and rewards early educators and caregivers. .

Mills College (2008-2009)

Visiting Professor. Designed curricula for the newly launched *Leadership Program in Early Childhood*, a Master's and Educational Doctorate Program. Served as instructor for 15-month Leadership and Policy seminars.

Center for the Child Care Workforce (1981-1999)

Executive Director, 1998-1999; Senior Research Policy Advisor and Co-Director, 1994-1998; Executive Director, 1981-1994.

Founded the Child Care Employee Project in 1977 and fostered the organization's growth and transformation into the Center for the Child Care Workforce (CCW), a research and advocacy organization dedicated to improving the quality of child care by enhancing the compensation, working conditions and training of teachers and providers. Achieved the goal of placing child care staffing issues on local, state and national policy agendas through research and public education.

OTHER EMPLOYMENT

- *Served as Instructor or Adjunct Member at* Graduate Faculty, Department of Human Development and Family Studies, University of North Carolina at Greensboro, 1998-2001; Wheelock College Graduate School, Advanced Seminars in Child Care Administration, *Starting and Refining a Mentor Program*, Summer 1996 and *Mentoring Roles in Leadership Development*, Summer 1995.; Center for the Child Care Workforce Summer Leadership Institute, 1992-2001; Early Childhood Education, Chabot College, Hayward, California, 1984-1988.; *In Child Development*, Santa Monica College, Santa Monica, California, 1981-1983; Family Life Education, Infant Development, Diablo Valley College, Pleasant Hill, California, 1980;; Early Childhood Education Center Laboratory School, Human Development Group, Department of Applied Behavioral Sciences, University of California at Davis, 1978-1980.
- *Service in Early Childhood:* St. John's Child Care Center, Berkeley, California, 1978; *Director/Head Teacher*, Mount Diablo Parent Cooperative, Walnut Creek, California, 1976-1977; *Staff Member*, San Francisco Children's Council, San Francisco, California, 1976; *Teacher*, Berkeley Hills Nursery School, Berkeley, California, 1973-1974. *Director/Head Teacher*, Buena Infant Toddler Preschool, Berkeley, California, 1971-1973. *Assistant Teacher*, Cambridge Children's Preschool, Cambridge, Massachusetts, 1970-1971.

SELECT EXTRA-MURAL GRANTS

Heising-Simons Foundation, Advancing the Early Childhood Workforce: General Operating Support Grant. \$457,000 earmarked for Whitebook Early Childhood History Organizing Ethos and Strategy (ECHOES) project. Total support: \$1,850,000.00, July 1, 2020 - June 30, 2022

Bill & Melinda Gates Foundation, Teacher Mobility Study. Total support: \$222,433, November 20, 2019 - November 30, 2020.

California Department of Education, The California Early Educator Workforce Study. Total Support \$734,805, June 1, 2017 - August 31, 2019.

New York Public Library Short Term Research Fellowship and Schlesinger Library Research Support Grant, Project entitled: Necessary Evil or Public Good: The Origins of the Contemporary Early Care and Education Debate in the U.S., 2017-2018.

Alliance for Early Success, Early Childhood Workforce Research and Policy - Core Support. Total support: \$65,000, September 1, 2017 - August 31, 2018.

The Ford Foundation Phoebe Award, Research Network to Advance Equity for Children, Families, and the Early Childhood Workforce. Total support: \$125,000, July 1, 2017 - June 30, 2018.

Alliance for Early Success, Mississippi Early Childhood Higher Education Inventory. Total support: \$58,000, June 15, 2017- June 15, 2018.

California Department of Education, The 2018 California Early Care & Education Workforce Study. Total Support: \$734,804, June 1, 2017 - May 31, 2018.

Joyce Foundation, Financing Teacher Quality: Estimating Costs of Optimal Early Childhood Workforce Policy. Total support: \$400,000, January 1, 2017 - December 31, 2018.

David and Lucile Packard Foundation, Early Childhood Workforce Research and Policy - Core Support. Total support: \$200,000, January 1, 2017 - June 30, 2018.

Heising-Simons Foundation, General Operating Support. Total support: \$1,059,556, December 1, 2016 - November 30, 2018.

Ford Foundation, Planning Grant - Convening on Child Care Jobs. Total support: \$10,000, September 1, 2016 - February 28, 2017.

Alliance for Early Success, Early Childhood Workforce Index Policy and Advocacy. Total support: \$80,000, September 1, 2016 - September 30, 2017.

W.K. Kellogg Foundation, Equity for Early Educators. Total support: \$564,789, January 1, 2016 - December 31, 2017.

New Jersey Department of Education, Higher Education Inventory of Higher Education Institutions with Principal Certification Programs In New Jersey. Total support: \$35,549, November 1, 2015 - June 30, 2017.

Heising-Simons Foundation, General Operating Support. Total support: \$500,000, September 1, 2015 - June 30, 2016.

W. Clement & Jessie V. Stone Foundation, General Operating Support. Total support: \$225,000, August 1, 2015 - June 30, 2018.

Alliance for Early Success, The State of the Early Childhood Workforce. Total support: \$80,000, September 1, 2015-August 31, 2016.

Bill & Melinda Gates Foundation, Early Learning Workforce Research and Policy Analysis. Total support: \$650,000, August 1, 2015-July 31, 2017.

First 5 Alameda County, Informed Quality Improvement- Supportive Environmental Quality Underlying Adult Learning (SEQUEL) in Alameda County. Total support: \$24,074, July 1, 2015 - June 30, 2016.

David and Lucile Packard Foundation, Designing 21st Century Higher Education Programs for ECE Practitioners. Total support: \$200,000, April 1, 2015 - March 31, 2016.

Foundation for Child Development, State of Early Childhood Workforce. Total support: \$1,300,000, March 1, 2015-June 30, 2018.

Alliance for Early Success, The Early Childhood Higher Education Inventory: Data to Action. Total support: \$45,000, September 1, 2014-August 31, 2015.

W. Clement and Jessie V. Stone, Effective Teacher Preparation Project. Total support: \$75,000, August 1, 2014-July 31, 2015.

Heising-Simons Foundation, Key Ingredients: Better Preparation, Reward, and Support for Early Childhood Teachers. Total support: \$500,000. June 1, 2014-May 31, 2015.

David and Lucile Packard Foundation, Designing 21st Century Higher Education Programs for Early Care and Education Practitioners. Total support: \$200,000, April 15, 2014-April 14, 2015.

David and Lucile Packard Foundation, Research and Policy on the Early Care and Education Workforce. Total support: \$200,000, November 31, 2013-May 31, 2015.

W. Clement and Jessie V. Stone Foundation, No Single Ingredient (NSI): The Complexity of Effective Early Childhood Teacher Preparation. Total support: \$75,000, January 1, 2014-December 31, 2014.

Earlier funding information from 1982-2014 is available on request

SELECTED BIBLIOGRAPHY

I. REFEREED ARTICLES and CHAPTERS

I.1. Whitebook, M., Howes, C., Friedman, J., & Darrah, R. (1981, January-February). Who's minding the child care workers? A look at staff burn-out. *Children Today*, 10, 2-6.

I.2. Whitebook, M., Howes, C., Friedman, J., & Darrah, R. (1982). Caring for the caregivers: Burn-out in child care. In L. Katz (Ed.), *Current topics in early childhood education*, 4, 211-236. Norwood, NJ: Ablex Publishing Co.

- I.3. Whitebook, M. (1984). Caring for children as work. In R. Fuqua & J. Greenman (Eds.), *Making day care better* (pp. 66-83). New York, NY: Teachers College Press.
- I.4. Pettygrove, W., Whitebook, M., & Weir, M. (1984, July). Beyond babysitting: Improving the image and treatment of child caregivers. *Young Children*, 39(5), 14-21.
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- I.6. Phillips, D., & Whitebook, M. (1986, May). Who are the child care workers? The search for answers. *Young Children*, 41(4), 14-20.
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- I.9. Whitebook, M., Howes, C., Phillips, D., & Pemberton, C. (1989, November). Who cares? Child care teachers and the quality of care in America. *Young Children*, 45, 41-45.
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- I.11. Phillips, D., Howes, C., & Whitebook, M. (1991). Child care as an adult work environment: Implications for job satisfaction, turnover, and quality of care. In S. Hofferth & D. Phillips (Eds.), *Child care: A policy research perspective*. *Journal of Social Issues*, 47, 49-70.
- I.12. Howes, C., Whitebook, M., & Phillips, D. (1992). Teacher characteristics and effective teaching in child care: Findings from the National Child Care Staffing Study. *Child and Youth Care Forum*, 21, 339-414.
- I.13. Phillips, D., Howes, C., & Whitebook, M. (1992). The social policy context of child care: Effects on quality. *American Journal of Community Psychology*, 20, 25-51. Reprinted in T.A. Revenson, A.R. D'Augelli, S.E. French, D.L. Huges, D. Livert, E. Seidman, M. Shinn, & H. Yosikawa (Eds.), *A quarter century of community psychology: Readings from the American Journal of Community Psychology*, 367-393. New York, NY: Kluwer Academic/Plenum Publishers.

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- I.29. Whitebook, M., & Bellm, D. (2014, July/August). Mentors as teachers, learners, and leaders. *Exchange*, 14-18. Vol. 16, No. 1 & 2. Available at <http://cscce.berkeley.edu/files/2014/FINAL-218-Whitebook-Bellm1.pdf>
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- I. 31. Whitebook, M. (in press) United States Workforce Vignette, Resisting the alienation of the workforce, Mitchell, L. (editor) in (Linda Mitchell) in *The Decommodification of Early Childhood Education. Resisting Neoliberalism*. Mitchell, L. & Routledge

II. BOOKS

- II.1. Bellm, D., Hnatiuk, P., & Whitebook, M. (1996a). *The early childhood mentoring curriculum: A handbook for mentors and Trainers Guide*. Washington, DC: Center for the Child Care Workforce.
- II.2. Whitebook, M., & Bellm, D. (1999). *Taking on turnover: An action guide for child care teachers and directors*. Washington, DC: Center for the Child Care Workforce.
- II.3. Whitebook, M., & Sakai, L. (2004). *By a thread: How centers hold on to teachers, how teachers build lasting careers*. Kalamazoo, MI: Upjohn Institute for Employment Research.
- II.4. Whitebook, M., & Bellm, D. (2013). *Supporting Teachers as Learners: A Guide for Mentors and Coaches in Early Care and Education*. Washington, DC: American Federation of Teachers.

- II.5. Whitebook, M. (2013). *Foreword: The States of Child Care: Building a Better System*. Teachers College Press, Columbia University.
- II.6. Whitebook, M., Phillips, D., & Howes, C. (2014, November). *Worthy work, STILL unlivable wages: The early childhood workforce 25 years after the National Child Care Staffing Study*. Berkeley, CA: Center for the Study of Child Care Employment, University of California, Berkeley.
- II.7. Whitebook, M., McLean, C., & Austin, L. J.E. (2016) *Early Childhood Workforce Index 2016*. Center for the Study of Child Care Employment, University of California, Berkeley.
- II.10. Whitebook, M., McLean, C., Austin, L. J.E., & Edwards, B. (2018) *Early Childhood Workforce Index 2018*. Center for the Study of Child Care Employment, University of California, Berkeley.
- II.11. McLean, C., Austin, L. J.E., Whitebook, M., & Olson, K. (2021) *Early Childhood Workforce Index 2020*. Center for the Study of Child Care Employment, University of California, Berkeley.

III RECENT ECHOES PUBLICATIONS

- III.1. Whitebook, M. (2015) *It's time to change how we prepare and support early childhood educators*. Center for the Study of Child Care Employment, University of California, Berkeley.
- III.2. Whitebook, M. (2016) *Mentoring and Coaching: Distinctions in Practice*. Center for the Study of Child Care Employment, University of California, Berkeley.
- III.3. Whitebook, M., & Austin, L. J.E. (2016) *If Only We Appreciated Early Educators Enough to Pay Them Worthy Wages*. Center for the Study of Child Care Employment, University of California, Berkeley.
- III.4. Whitebook, M., & Austin, L. J.E. (2016) *Worthy Wage Day: Reinvigorating the Movement*. Center for the Study of Child Care Employment, University of California, Berkeley.
- III.5. McLean, C., Austin, L. J.E., & Whitebook, M. (2016) *Early Educators Need Improved Working Conditions to Advance Children's Development*. Center for the Study of Child Care Employment, University of California, Berkeley.
- III.6. Whitebook, M., King, E., & Sakai, L. (2017) *Teachers' Voices: Work Environment Conditions That Impact Teacher Practice and Program Quality*. Center for the Study of Child Care Employment, University of California, Berkeley.

- III.7. Whitebook, M., & McLean, C. (2017) *Educator Expectations, Qualifications, and Earnings: Shared Challenges and Divergent Systems in ECE and K-12*. Center for the Study of Child Care Employment, University of California, Berkeley.
- III.9. Gould, E., Austin, L. J.E., & Whitebook, M. (2017) *What does good child care reform look like?*. Center for the Study of Child Care Employment, University of California, Berkeley.
- III.10. McLean, C., Dichter, H., & Whitebook, M. (2017) *Strategies in Pursuit of Pre-K Teacher Compensation Parity: Lessons From Seven States and Cities*. Center for the Study of Child Care Employment, University of California, Berkeley.
- III.11. Whitebook, M. (2018) *2018 Early Childhood Workforce Index Demonstrates Urgency of Taking Action to Improve Early Childhood Jobs*. Center for the Study of Child Care Employment, University of California, Berkeley.
- III.12. McLean, C., Whitebook, M., & Roh, E. (2019) *From Unlivable Wages to Just Pay for Early Educators: Providing Guidance to Growing Demands for Compensation Reform*. Center for the Study of Child Care Employment, University of California, Berkeley.
- III.13. Gould, E., Whitebook, M., Mokhiber, Z., & Austin, L. J.E. (2019) *Breaking the silence on early child care and education costs: A values-based budget for children, parents, and teachers in California*. Center for the Study of Child Care Employment, University of California, Berkeley.
- III.14. Whitebook, M. (2019) *A Bizarro World for Infants and Toddlers and Their Teachers*. Center for the Study of Child Care Employment, University of California, Berkeley.
- III.15. Austin, L. J.E., Edwards, B., & Whitebook, M. (2019) *Racial Wage Gaps in Early Education Employment*. Center for the Study of Child Care Employment, University of California, Berkeley.
- III.16. Austin, L. J.E., Whitebook, M., & Williams, A. (2020) *Babies Don't Do Social Distancing*. Center for the Study of Child Care Employment, University of California, Berkeley.
- III.17. Whitebook, M., Austin, L. J.E., & Williams, A. (2020) *Is child care safe when school isn't? Ask an early educator*. Center for the Study of Child Care Employment, University of California, Berkeley.
- III.18. Whitebook, M. (2020) *Pay Inequity in Early Childhood*. Center for the Study of Child Care Employment, University of California, Berkeley.

- III.19. Williams, R.E. & Whitebook, M. (2021, February). *Haydee B. Campbell: Expanding Education for Black Children and Opportunities for Black Women*. Center for the Study of Child Care Employment, University of California Blog.
- III.20. Whitebook, M. & Williams, R.E. (2021, March). *Anna Evans Murray: Visionary Leadership in Public Kindergartens and Teacher Training*. Center for the Study of Child Care Employment, University of California Blog.
- III.21. McLean, C., Austin, L. J.E., Whitebook, M., & Olson, K. (2021) *Early Childhood Workforce Index 2020*. Center for the Study of Child Care Employment, University of California, Berkeley.
- III.22. Whitebook, M., & Willimans, R.E. (2022). *Working Toward Early Education Equity*. Center for the Study of Child Care Employment, University of California, Berkeley.
- III.23. Haack, P., Vardell, R., & Whitebook, M. (2022). *Rights, Raises, and Respect: The Early Educator Compensation Movement*. Center for the Study of Child Care Employment, University of California, Berkeley.
- III.24. Williams, A., Haack, P., & Whitebook, M. (2022). *Center Educators' Activism*. Center for the Study of Child Care Employment, University of California, Berkeley.
- III.25. Whitebook, M., Alvaenga, C., and Zheutlin, B. (2022) *The Kindergarten Lessons We Never Learned*. Center for the Study of Child Care Employment, University of California, Berkeley.
- III.26. Whitebook, M., Haack, P., & Vardell, R. (2024) *Working for Worthy Wages: A Lived History of the Child Care Compensation Movement, 1970-2002*. Center for the Study of Child Care Employment, University of California, Berkeley.
- III.27. Haack, P., Vardell, R., & Whitebook, M. (2024) *More Than a Paycheck: Model Work Standards Re-Visited in the 21st Century*. Center for the Study of Child Care Employment, University of California, Berkeley.

Additional publications, honors and presentations are available upon request.

Profile

Sesen

First Name

Perrilliat

Last Name

Pronouns

Email Address

Street Address

City

Suite or Apt

State

Postal Code

What City Council district do you live in?☒ District 3

Primary Phone

Alternate Phone

EdTrust-West

Employer

Policy Analyst

Job Title

Which Boards would you like to apply for?

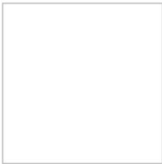
Children's Initiative Oversight Commission: Submitted

Interests & Experiences

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

I am a 4th-generation Oakland resident. I am also a shared property owner in the city of Oakland. After transferring from Chabot College, I did undergraduate research on historical trans-generational housing and employment discrimination in Oakland and how it relates to tech, UCDC research-brief on the effect of Prop 209 and prospect of prop 16, and served as a transfer rep for the Afrikan Student Union to secure lasting resources for the university's marginalized students. I currently serve as a policy analyst at EdTrust-West where I work on Dual Enrollment to change the prospective opportunities for our students. I also will be a Servant-Leader Intern with Richmond Freedom Schools this summer, and have volunteered with Oakland's Lend-A-Hand Foundation in the past. I am also a member of Allen Temple Baptist Church where I serve with public ministry, and on-track to gain certificates in ministry as well. I have a deep love for Oakland, as I've live in the Deep East, Ice City, and now in Adams Point. I have a heart for our students above all: to serve them to the best of my ability with the tools I've earned and been given. As a now 30-year old, I am also looking forward to building my own family and raising children in Oakland, and believe serving on this commission is a responsibility to uphold for all of our children.

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.

skills: a) comprehensive evaluation, research, database navigation b) Transfer and pathways specialist across systems c) Organized, communicative, well-written, responsive d) Community-centered and experienced in organizing and guiding youth Experience: Ed Policy Analyst, ETW: knowledge of UC, CDE, Ed-Code, CCC, & relevant policies -conference-presenting, record keeping, policy-analysis -schedule making, cross-team sharing, coalition management -stakeholder/ workload management & confidentiality UCDC Research Fellow: -policy brief on Prop 209, 16, holistic review & UC admissions UC Advocacy Network Student Ambassador: -advocated for budgetary increases for transfer-student support within CCC and University of California in Sacramento Chabot College Counselor's Assistant: assisted student course-finding and planning -UC Personal Statement Reviewer (help from Stiles' Hall) -withdraw, drop, ect, registrar, finaid, form consultant Education: Associates in Social Science; Chabot College Bachelor's in Political Science (American Gov't Concentration) and Minor in Af Am; UCLA

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 *

MICHAEL-SESEN PERRILLIAT

EQUITY & EDUCATION ADVOCATE

I am first and foremost a student advocate. My first national educational journey with offering and motivating to work, As a UC student before I'm ready to go to work.

SKILLS	<ul style="list-style-type: none">• Comprehensive evaluation, research, data-driven navigation• Transfer and pathways specialist, career systems• Organized, communicative, self-aware, adaptable• Community centered and experience in organizing and leading youth
EDUCATION	<p>CHARLOT COLLEGE B.A. in Social Science</p> <p>UNIVERSITY OF CALIFORNIA, LOS ANGELES B.S. in Political Science, A.P. and minor LEADERSHIP INSTITUTE AT ALLEN TEMPLE Certificate in Ministry (in progress)</p>
EXPERIENCE	<p>THE EDUCATION TRUST ASSET Higher Education Policy Analyst Knowledge of U.S. CDE, For State-SDS & relevant policies Workforce planning, understanding, policy analysis includes making cross-sector sharing coalition management subsequent evaluation management & communication</p> <p>UDC RESEARCH FELLOWSHIP policy brief on Prop 209, 18, which is review RUC administration policy brief on Prop 209, 18, which is review RUC administration</p> <p>UNION AMBASSADOR submitted for regulatory increases for transfer students regional network and the University of California in Sacramento</p> <p>WILSON TRANSFER REP developed and shared student resources through engagement experience with and the students through UCCD program community & cultural engagement</p> <p>CHARLOT COLLEGE COUNSELOR ASSISTANT assisted student in the finding and planning UC transfer solutions, transfer Pathway (2 day, 1 day) volunteer, research, organize, transfer, transfer (transfer)</p>

CONTACT



Profile

Maria

First Name

Sujo

Last Name

Pronouns

ella

Email Address

Street Address

City

Suite or Apt

State

Postal Code

What City Council district do you live in?

☒ District 5

Primary Phone

Alternate Phone

Alameda County office of Ed

Employer

Director of Early Learning

Job Title

Which Boards would you like to apply for?

Children's Initiative Oversight Commission: Submitted

Interests & Experiences

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

I am interested in joining the OCI oversight omission because I am passionate and committed to serving Oakland’s youngest children and the adults that support their development. I am a tenured early learning educator and administrator that understands the complex landscape of the mixed delivery system in Oakland and would love to support the thoughtful ongoing development of services and programs OCI offers.

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.

[MS_CV.2024.pdf](#)

Upload a Resume

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

Maria Sujo

District United Nation Child Development Center

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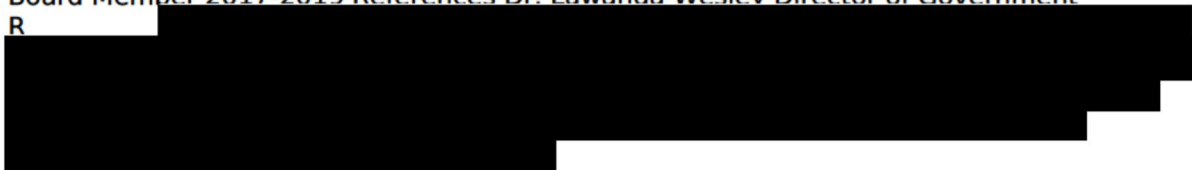
Bachelor of Arts, 2008 San Francisco State University Psychology & La Raza Studies

PROFESSIONAL EXPERIENCE Founding Director of Kindergarten Readiness, Early Childhood Education Oakland Unified School District, January 2021 to the Present I lead P-12 systems of transitions, family support services and alignment systems to promote school readiness. My job entails creating culturally relevant and innovative school readiness programming and articulation in an urban school district and community to equitably champion for Oakland youngest learners and their families. Highlights: ● Attained \$2.6 M in grant funds to create & scale Kindergarten Readiness programming unit. ● Expanded Summer Kinder/TK Bridge program by 50% to serve children in the margins of opportunity (non-PreK experience, newcomer/refugees, unhoused and special ed). ● Kindergarten Readiness Program demonstrates positive child outcomes on Early Development Instrument (EDI) in the areas of Social Competence & Emotional Maturity (10%) namely for African American children. 1

María Sujo Program Manager, Kindergarten Readiness, Community Schools & Student Services Oakland Unified School District, November 2015 to Jan 2021 In this newly created position, I designed place-based school readiness programs such as the Kinder Transition Teacher Leader program (KTTL), Kinder-Readiness Home Visits, Summer Kinder TK Bridge and intra-district workgroups to support young children and their families in target neighborhoods. Highlights: ● Designed Kindergarten Readiness unit to include 7 FTE Family Navigators that support families furthest from opportunity in PreK and transition into elementary school. ● Created a COVID-19 cash relief & corresponding equity index to disburse \$150K to OUSD preschool families. ● Prototyped the Kinder-Transition Teacher Leaders Program at six place-based sites and scaled to 50 elementary schools & child development centers. Adjunct Professor, Child Development Department Merritt College, 2017 to the Present I am an adjunct faculty in an urban school district. I teach child development in Spanish and sheltered English to a diverse student population. My responsibilities include providing division-wide input, leadership and implementation of multicultural and experiential curriculum design and instruction. Preschool Program Site Supervisor, Holy Family Day Home 2013-2015 I oversaw the operation and curricular development of a mixed funding-stream preschool program in the heart of the Mission district. A primary responsibility was title 5 & 22 compliance and human capital management. I supervised a team of 23 instructional staff, behaviorists and coaches. Head Preschool Teacher, Holy Family Day Home January 2010-May 2013 My key supervisory responsibilities encompassed co-teaching in a mixed-age group setting and supervising two associate teachers. I coordinated care and education in conjunction with a care team of mental health consultants and other periphery early childhood specialists. Teacher, Tree-House Pre-K 2008-2010 This role entailed teaching 2-5 year olds in a mixed-age setting 2

María Sujo Speaking Engagements California Department of Education (May 23, 2023). Supporting the Transition to Elementary School: A Critical Strategy to Strengthen P-3 Alignment, Panelist. Early Edge California (2022). Supporting Young Multilingual Learners and Engaging Their Families, Presenter. Oakland Starting Strong & Smart (2020). Connecting with Compassion: A Family Engagement & Equity Discussion, Presenter. Alameda County Office of Education (2018). Early Learning Winter Symposium: Changing Outcomes for our 3rd Grade Learners, Panelist. First 5 Alameda County Commission (2018). Oakland Unified School District's Kindergarten Readiness Strategies & Alignment, Presenter. Publication Contributions: California Department of Education (California Educators Together). California's Great Start: Transition to Elementary School Toolkit. (2023). Contributor. First 5 Alameda County - co-author. Kindergarten Transitions Policy Brief. (2023). Nicholson, J., Perez, L., & Kurtz, J. (2018). Trauma-Informed Practices for Early Childhood Educators: Relationship-Based Approaches that Support Healing and Build Resilience in Young Children. Routledge. Contributor. Meier, D. T. (2019). Supporting Literacies for Children of Color. Routledge. Contributor. Jackson, Sara. (2021, August) Back to School in a Pandemic: How Oakland Unified is Supporting Kindergarteners. New America. <https://www.newamerica.org/education-policy/edcentral/back-to-school-oakland/> Hopkins, Ashley. (2017, July) Summer program teaches key skills to prepare children for kindergarten. EdSource. <https://edsources.org/2017/summer-programs-teaches-key-skills-to-prepare-children-for-kindergarten/> 585491 Awards & Recognition Certificate of Congressional Recognition, 2024 For service to OUSD children and families Barbara Lee, Congresswoman US House of Representatives 3 María Sujo California Legislature Assembly, 2024 Mia Bonta, Assemblymember 18th District Certificate of recognition for service to OUSD children and families Professional Memberships Association of California School Administrators, 2015 to the Present Oakland Starting Strong & Smart (OSSS), Lead Planning Team Member 2017-Present Oakland Thrives & OUSD Rise East, member Board Affiliations The Center of Gravity,

Community Advisory Board Member 2019 to the Present Teachers of Oakland, Founding
Board Member 2017-2019 References Dr. Lawanda Weslev Director of Government
R



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 *

CURRICULUM VITA

María Sujo

BUSINESS ADDRESS



EDUCATION

Master of Arts, 2015
San Francisco State University
Graduate School of Education
Elementary Education

Bachelor of Arts, 2008
San Francisco State University
Psychology & La Raza Studies

PROFESSIONAL EXPERIENCE

Founding Director of Kindergarten Readiness, Early Childhood Education Oakland Unified School District, January 2021 to the Present

I lead P-12 systems of transitions, family support services and alignment systems to promote school readiness. My job entails creating culturally relevant and innovative school readiness programming and articulation in an urban school district and community to equitably champion for Oakland youngest learners and their families.

Highlights:

- Attained \$2.6 M in grant funds to create & scale Kindergarten Readiness programming unit.
- Expanded Summer Kinder/TK Bridge program by 50% to serve children in the margins of opportunity (non-PreK experience, newcomer/refugees, unhoused and special ed).
- Kindergarten Readiness Program demonstrates positive child outcomes on Early Development Instrument ([EDI](#)) in the areas of Social Competence & Emotional Maturity (10%) namely for African American children.

**Program Manager, Kindergarten Readiness, Community Schools & Student Services
Oakland Unified School District, November 2015 to Jan 2021**

In this newly created position, I designed place-based school readiness programs such as the Kinder Transition Teacher Leader program (KTTL), Kinder-Readiness Home Visits, Summer Kinder TK Bridge and intra-district workgroups to support young children and their families in target neighborhoods.

Highlights:

- Designed Kindergarten Readiness unit to include 7 FTE Family Navigators that support families furthest from opportunity in PreK and transition into elementary school.
- Created a COVID-19 cash relief & corresponding equity index to disburse \$150K to OUSD preschool families.
- Prototyped the Kinder-Transition Teacher Leaders Program at six place-based sites and scaled to 50 elementary schools & child development centers.

**Adjunct Professor, Child Development Department
Merritt College, 2017 to the Present**

I am an adjunct faculty in an urban school district. I teach child development in Spanish and sheltered English to a diverse student population. My responsibilities include providing division-wide input, leadership and implementation of multicultural and experiential curriculum design and instruction.

**Preschool Program Site Supervisor, Holy Family Day Home
2013-2015**

I oversaw the operation and curricular development of a mixed funding-stream preschool program in the heart of the Mission district. A primary responsibility was title 5 & 22 compliance and human capital management. I supervised a team of 23 instructional staff, behaviorists and coaches.

**Head Preschool Teacher, Holy Family Day Home
January 2010-May 2013**

My key supervisory responsibilities encompassed co-teaching in a mixed-age group setting and supervising two associate teachers. I coordinated care and education in conjunction with a care team of mental health consultants and other periphery early childhood specialists.

**Teacher, Tree-House Pre-K
2008-2010**

This role entailed teaching 2-5 year olds in a mixed-age setting

Speaking Engagements

California Department of Education (May 23, 2023). Supporting the Transition to Elementary School: A Critical Strategy to Strengthen P-3 Alignment, Panelist.

Early Edge California (2022). Supporting Young Multilingual Learners and Engaging Their Families, Presenter.

Oakland Starting Strong & Smart (2020). Connecting with Compassion: A Family Engagement & Equity Discussion, Presenter.

Alameda County Office of Education (2018). Early Learning Winter Symposium: Changing Outcomes for our 3rd Grade Learners, Panelist.

First 5 Alameda County Commission (2018). Oakland Unified School District's Kindergarten Readiness Strategies & Alignment, Presenter.

Publication Contributions:

California Department of Education (California Educators Together). [California's Great Start: Transition to Elementary School Toolkit](#). (2023). Contributor.

First 5 Alameda County - co-author. [Kindergarten Transitions Policy Brief](#). (2023).

Nicholson, J., Perez, L., & Kurtz, J. (2018). *Trauma-Informed Practices for Early Childhood Educators: Relationship-Based Approaches that Support Healing and Build Resilience in Young Children*. Routledge. Contributor.

Meier, D. T. (2019). *Supporting Literacies for Children of Color*. Routledge. Contributor.

Jackson, Sara. (2021, August) *Back to School in a Pandemic: How Oakland Unified is Supporting Kindergarteners*. New America. <https://www.newamerica.org/education-policy/edcentral/back-to-school-oakland/>

Hopkins, Ashley. (2017, July) *Summer program teaches key skills to prepare children for kindergarten*. EdSource. <https://edsource.org/2017/summer-programs-teaches-key-skills-to-prepare-children-for-kindergarten/585491>

Awards & Recognition

Certificate of Congressional Recognition, 2024
For service to OUSD children and families
Barbara Lee, Congresswoman US House of Representatives

María Sujo

California Legislature Assembly, 2024

Mia Bonta, Assemblymember 18th District

Certificate of recognition for service to OUSD children and families

Professional Memberships

Association of California School Administrators, 2015 to the Present

Oakland Starting Strong & Smart (OSSS), Lead Planning Team Member
2017-Present

Oakland Thrives & OUSD Rise East, member

Board Affiliations

The Center of Gravity, Community Advisory Board Member
2019 to the Present

Teachers of Oakland, Founding Board Member
2017-2019

References

Dr. Lawanda Wesley

[REDACTED]

Raquel Jimenez

[REDACTED]

Priya Jagannathan

[REDACTED]

Profile**Natalia**

First Name

Rios

Last Name

Pronouns

She/her/Ella

Email Address

Street Address

City

Suite or Apt

State

Postal Code

What City Council district do you live in?

☒ District 5

Primary Phone

Alternate Phone

Student

Employer

Job Title

Which Boards would you like to apply for?

Children's Initiative Oversight Commission: Submitted

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

As a first-generation, low-income student parent and a lifelong Oakland resident, I bring a unique and deeply personal perspective to the Children's Initiative Oversight Commission. My lived experience navigating Oakland's public school system—as both a student and an education worker—has fueled my commitment to creating equitable and accessible opportunities for all children. I have worked as a substitute teacher, paraprofessional, and teaching assistant, directly supporting children and families across Oakland. Currently, I am a sociology student at UC Berkeley, where my studies focus on education policy, leadership, and public service. I am also a NavCal fellow, which has sharpened my ability to advocate for marginalized communities through storytelling and systems change. My passion for youth empowerment, combined with my knowledge of policy and community engagement, aligns directly with the Commission's mission to ensure the effective and equitable use of funds that support Oakland's children. Serving on this Commission would allow me to represent student parents, immigrant families, and underserved communities—voices that are often underrepresented in decision-making spaces. I am committed to helping build a more just and supportive Oakland for all of our youth.

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.

[Natalia_Rios_updated_resume_.docx](#)

Upload a Resume

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

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 *

Natalia Rios

EDUCATION

University of California Berkeley, *B.A. in Social Science Minor in Public Policy* Fall 2025, NAVCAL Fellow, SSRP, Berkeley Changemaker, Democracy Camp in Berkeley Fellow.

Las Positas College, *A.A. in Sociology ; A.S. in Behavioral Science & Social Science* May 2023 Dean's List, Honor's List

LEADERSHIP EXPERIENCE

Berkeley Changemaker, *Leadership program* | UC Berkeley June 2024 • Collaborated with peers and mentors to develop and implement social impact projects focused on community development and policy change. • Gained hands-on experience in leadership, problem-solving, and creating sustainable social change initiatives. • Engaged in workshops and activities designed to deepen understanding of social innovation and advocacy in diverse communities.

NAVCAL Fellowship | *Student Fellow* | UC Berkeley August 2024 - Present • Support first-generation, low-income students by collaborating with peers and mentors. • Assist in workshops and activities focused on leadership, networking and academic success. • Mentor students by providing insights into student advocacy and support systems in higher education.

WORK EXPERIENCE

City of Oakland: Economic and Workforce Development Department. | *Intern* | Oakland, CA Summer June-2025 - August 2025 • Create a database of community, social and financial organizations that support the Oakland Business community. • Meet with local business owners and learn about challenges and opportunities present where we may connect them with the needed support. • Website strategy: Learn from feedback and help design the website framework. • Attend monthly department wide meetings, one on one office hours with our communications team, public information office, and other standing meetings within the department and citywide staff.

Social Science Research Pathway | *Research Assistant* | University of Berkeley, CA September 2024 - Present • Assisting in research focused on understanding how education influences politicians' policies, examining the intersection of educational reforms and public policy. • Conduct research on education policy, focusing on how politicians' college backgrounds shape policy decisions. • Collaborate with a multidisciplinary team on data collection, analysis, and interpreting results related to educational reforms. • Strengthen qualitative and quantitative research skills, contributing to the understanding of policy impacts. • Coding and Python experience.

Castro Valley School District | *Substitute Teacher K-12* | Castro Valley , CA May 2022- January 2024 • Managed classrooms for K-12 students, ensuring continuity in lesson delivery and student engagement. • Adapted lesson plans to accommodate diverse learning needs, including special education students. • Provided one-on-one support, ensuring academic progress for students needing additional help. • Enhanced multitasking and problem-solving abilities by adapting to new environments and challenges daily.

SKILLS

- Fluent in English and Spanish, Customer Service, Communication Skills, Multitasking, Critical Thinking, Problem Solving, Strong Work Ethic, Time Management, and Organization.
- Microsoft Office Suite, Google Workspace, Graphic Design, Data Analysis, Python programming and coding.

Profile

Michelle

First Name

NewRingeisen

Last Name

Pronouns

She/Her

Email Address

Street Address

City

Suite or Apt

State

Postal Code

What City Council district do you live in?

☒ District 1

Primary Phone

Alternate Phone

City of Oakland

Employer

Strategy & Business Operations, ITD

Job Title

Which Boards would you like to apply for?

Children's Initiative Oversight Commission: Submitted

Interests & Experiences

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

As a homeowner in District 1, and an employee with the City of Oakland, I have been engaged with the community since moving here approximately 3 years ago. I work with the Information Technology Department as a Strategy and Business Operations lead and serve staff and residents with enterprise platforms and services as well as leading Departmental financial operations. I am an active member of our community and a proud resident of Oakland and will also be reviewing scholarship applications with Oakland Promise this spring. Prior to my tenure with the City, I spent close to 15 years serving in one of the nation's largest school districts - Fairfax County, VA which is in Northern VA, right outside of Washington DC. In Fairfax, I had the unique opportunity to work across several areas: Assistant Budget Director over a \$2.5 B budget, forecasting and budgeting on both the revenue and expenditure side, Director of Grants and Research including oversight of all educational entitlement grants, reporting and staffing and IT Operations lead with oversight over forecasting, contracting and implementation (including refresh cycle budgeting) of the District's student device (1:1) digital transformation effort. This role brought close to 200,000 students access to individual technology tools and gave me the opportunity to work on projects bridging the digital and internet access divide for students. In moving into the Educational Technology Space, I worked directly with the District's CIO to budget, contract and implement a variety of critical systems including both content management systems and large-scale learning platforms. Using my skillset, I would be proud to serve as a member of the Children's Initiative Oversight Commission and see a connection with membership qualifications 6 (member with experience in budgeting, auditing, finance, or early asset building) and 8 (At least 1 homeowner who is subject to the parcel tax imposed by Section 5 of the Act). By choosing to focus my career in the public sector and public education, I am committed to finding innovative, effective and achievable ways to invest in children, provide equity access to education and resources and leverage available funding in responsible ways. In raising 3 children (2 are currently pursuing graduate degrees and 1 is in college), I have a firm understanding of the landscape between pre-school and college, and I understand the critical role educators, community members, mentors and supportive schools play in shaping opportunities for students as well as the good work communities can do by supporting public access to quality programs, including partnerships with community colleges. I am committed to the ideals of the Oakland Children's Initiative and would actively support the Commission's efforts to work for Oakland children and families.

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.

[NewRingeisen_Michelle_2025.pdf](#)

Upload a Resume

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

Michelle NewRingeisen

Leadership □ Strategic Initiative Development □ Governance Leadership □ Enterprise Operations □ Large-Scale Project Management □ Financial Forecasting & Analysis □ Contract Negotiation | Monitoring □ Policy & Process Development □ Program Evaluation □ Program Implementation □ Request for Proposals □ Fed | State | Local Gov. □ Enterprise Platform Management □ Community Outreach □ Non-Profit | Education-Tech PROFESSIONAL EXPERIENCE _____ CITY OF OAKLAND | Oakland, CA Strategy & Business Operations Lead | Information Technology 2022 - Present Senior operational leader and process specialist with enterprisewide platform technology/systems team oversight. In this role, I shape complex governance, policy and financial development solutions defining operational direction for the organization and enterprisewide City services serving internal and external constituents. □ Core executive team member reporting to the CIO; develop strategy and actively execute Technology Governance Citywide. □ Oversee strategic teams implementing enterprise platforms including Citywide land use permitting (Accela) and Geographic Information systems (ESRI). □ Oversee Project Management Team

Michelle NewRingeisen

including assignment, monitoring and project close-out. □ Finance administrator overseeing forecasting, budgeting, resource allocation, reductions and negotiations. □ Facilitate strategic engagements to define core needs and opportunities, forecast and implement recommendations to enhance delivery of services to City staff and residents. □ Actively participate in the City's legislative process. □ Develop strategic and operational processes to ensure an open and transparent understanding of workflow and expectations. □ Entered position following complete turnover on the finance team months prior to my arrival; coordinated priority resolution of system backlogs, built and trained team of professionals; caught the department up on billing, contracts, program management tasks and budget transactions within first 6 months. □ Participant in AI Governance Policy workgroup for Municipal Systems Association of California. □ Serve on the Race & Equity Team for the City of Oakland. FAIRFAX COUNTY PUBLIC SCHOOLS | Fairfax, VA Operations Management | Non-Profit Program Mngt. & Planning 2018 - 2022 As coordinator for IT Program Management & Planning for one of the largest school divisions in the US (188,000 students across 200 schools and centers), I supervised a team of professional project managers, technical/business architects, senior financial analysts, and technicians. I directly oversaw fund management, prioritized allocation, forecasting and budgeting of over \$36 million annually. Direct management of funding (local, state, federal, grant) as well as the start-up (acquisition) phase of department contracts and projects. □ Worked alongside Chief Information Officer in a strategic capacity. □ Coordinated across all areas of the department, with outside departments, state and national organization and corporate entities. □ Responsible for team planning, forecasting, budgeting, and acquisition for the department, including student 1:1 digital transformation and COVID-19 virtual learning and classroom efforts. □ Departmental oversight of 150+ active contracts spanning the division, including participation in technical specification coordination (RFP), contract development, negotiation with national vendors, and monitoring. □ Provided leadership through goal setting, clear work objectives and timely feedback; encouraged a culture of teamwork, support for innovation and cultural awareness and respect. □ Project management experience moving projects through acquisition to implementing team(s). □ Promoted cooperation across the division on a wide range of projects and program planning efforts; encourage collaboration, shared goals, teamwork, and support for innovation. Assistant Director | Non-Profit Financial Services & Development 2008 - 2018 Position crossed two distinct areas. First Grants Development & Sponsored Programs coordinator was the lead position in the school division for developing and maintaining grantor relationships and proposal development with non-profit partners, state and federal funding sources, universities, and corporations on both a local and a national level. On budgetary issues, I worked with division departments on complex budget issues and served as a primary community outreach specialist. I supervised the work of grant and budget professionals with varied assignments to provide customer support to both internal and external constituents. □ Assistant Director for the Budget Office overseeing a \$2.1 billion budget (FCPS is the 10th largest K-12 division in the US). □ Led division wide response to multimillion-dollar grant solicitations through collaborative efforts and partnerships on local, nonprofit, higher education, and national levels. □ Proven ability to cultivate partnerships and work with corporate, university and public sector partners both locally and nationally. □ Significant communication efforts included: professional writing and proposal development, teaching cohort classes as guest lecturer, presentations, and trainings (both grant and budget-related) delivered to state legislature, community, citizen, and employee groups. □ Supervised office analysts on their assignments and kept the team on target to meet complex and demanding budgetary and grant deadlines. □ Developed working relationship with surrounding counties and other districts nationwide through the annual publication of comparative jurisdictional data covering wages, technology, and educational/staffing ratios. NATIONAL ASSOCIATION OF STATE ENERGY OFFICIALS | Alexandria, VA Executive Director | Acting Executive Director | Director of Grants & Research 2002 - 2008 Began as the Director of Grants and Research (2002), then moved to Acting, then Executive Director (2006-2008). Principal fundraiser for the organization. Responsible for daily operation, management, and budgeting of the organization. Implemented national, multimillion-dollar federal U.S. Department of Energy research program with 35+ public and private universities. Supervision of local and regional staff working in satellite offices around the country. I worked directly with the non-profit board of directors, universities across the country, internal staff, and external partners to provide overall programming direction, education, training, program implementation and deployment guidance to all state and territory energy offices. □ Director for all grant, cooperative agreement, and research efforts. Responsible for over \$34 million in federally administered grants. Program management duties included budgeting for all facets of the national organization; federal and private sector proposals, issuing request for proposals (RFPs), relationship management and

coordination across all state and territory energy programming efforts. □ Strategic communications with a national board comprised of state and territory energy directors included managing retreats, presentations, quarterly updates, newsletters, significant grant reports, white paper, and issue writing. □ Served as the primary fundraiser for the organization with annual fund-raising requirements. □ Served as a technical advisor and liaison to states on complex federal policy and funding issues. □ Experienced with initial design and set-up of highly complex multi-organization programs. □ Planned and executed media events, national and regional meetings, board workgroups, and facilitated monthly legislative meetings. Facilitated fund-raising efforts to provide sponsored meetings for national membership. □ Supervised staff on all program, membership services, fundraising, and accounting functions. Provide day-to-day guidance on work assignments, including feedback on job performance.

EDUCATION _____ **Master of Science**
| Agricultural & Environmental Economics University of Illinois Cost-benefit analysis & evaluation; International Social Impact Assessment Certification; public policy; statistics. Thesis: Estimating Willingness to Pay Measures for Flood Control on Public Land. Bachelor of Arts | Economics Wake Forest University **SELECT COMMUNITY**

ENGAGEMENT _____ □ Oakland Promise | Education, Scholarship, Mentorship organization volunteer | 2025 □ City of Oakland | Race and Equity Team | 2022 - Present □ Kajeet (education sector wireless & connectivity provider) Advisory Board | Appointed 2021 -2024. □ Recipient “FCPS Cares” Award | for team support, communication & engagement (COVID-19) | 2020. □ Elected by peers to FCPS “Superintendent Advisory Committee” for 3-year term | representing all management and executive leadership positions across division (serving 2016-2019). □ Thomas Jefferson High School for Science & Tech | Humanities Book Approval Com. (2018 - 2022). □ Thomas Jefferson HS for Science & Technology | Colonial Athletic Boosters | Vice-President (2019 - 2021). □ Thomas Jefferson HS for Science & Technology | Crew Boosters | President (2016 - 2018). □ Wolf Trap Center for the Performing Arts | Education Advisory Board supporting STEM learning through the arts (serving 2015 - 2018).

Please click the acknowledgement below.

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☒ I Agree *

CORE COMPETENCIES

- | | | |
|------------------------------------|-------------------------------------|-------------------------------|
| ✓ Senior Leadership | ✓ Large-Scale Project Management | ✓ Program Evaluation |
| ✓ Strategic Initiative Development | ✓ Financial Forecasting & Analysis | ✓ Program Implementation |
| ✓ Governance Leadership | ✓ Contract Negotiation Monitoring | ✓ Request for Proposals |
| ✓ Enterprise Operations | ✓ Policy & Process Development | ✓ Fed State Local Gov. |
| ✓ Enterprise Platform Management | ✓ Community Outreach | ✓ Non-Profit Education-Tech |

PROFESSIONAL EXPERIENCE

CITY OF OAKLAND | Oakland, CA

Strategy & Business Operations Lead | Information Technology

2022 – Present

Senior operational leader and process specialist with enterprisewide platform technology/systems team oversight. In this role, I shape complex governance, policy and financial development solutions defining operational direction for the organization and enterprisewide City services serving internal and external constituents.

- Core executive team member reporting to the CIO; develop strategy and actively execute Technology Governance Citywide.
- Oversee strategic teams implementing enterprise platforms including Citywide land use permitting (Accela) and Geographic Information systems (ESRI).
- Oversee Project Management Team including assignment, monitoring and project close-out.
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- Participant in AI Governance Policy workgroup for Municipal Systems Association of California.
- Serve on the Race & Equity Team for the City of Oakland.

Operations Management | Non-Profit Program Mngt. & Planning

2018 – 2022

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Assistant Director | Non-Profit Financial Services & Development

2008 – 2018

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- Supervised office analysts on their assignments and kept the team on target to meet complex and demanding budgetary and grant deadlines.
- Developed working relationship with surrounding counties and other districts nationwide through the annual publication of comparative jurisdictional data covering wages, technology, and educational/staffing ratios.

NATIONAL ASSOCIATION OF STATE ENERGY OFFICIALS | Alexandria, VA

Executive Director | Acting Executive Director | Director of Grants & Research

2002 – 2008

Began as the Director of Grants and Research (2002), then moved to Acting, then Executive Director (2006–2008). Principal fundraiser for the organization. Responsible for daily operation, management, and budgeting of the organization. Implemented national, multimillion-dollar federal U.S. Department of Energy research program with 35+ public and private universities. Supervision of local and regional staff working in satellite offices around the country. I worked directly with the non-profit board of directors, universities across the country, internal staff, and external partners to provide overall programming direction, education, training, program implementation and deployment guidance to all state and territory energy offices.

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- Supervised staff on all program, membership services, fundraising, and accounting functions. Provide day-to-day guidance on work assignments, including feedback on job performance.

EDUCATION

Master of Science | Agricultural & Environmental Economics

University of Illinois

Cost-benefit analysis & evaluation; International Social Impact Assessment Certification; public policy; statistics.

Thesis: Estimating Willingness to Pay Measures for Flood Control on Public Land.

Bachelor of Arts | Economics

Wake Forest University

SELECT COMMUNITY ENGAGEMENT

- Oakland Promise | Education, Scholarship, Mentorship organization volunteer | 2025
- City of Oakland | Race and Equity Team | 2022 - Present
- Kajeet (education sector wireless & connectivity provider) Advisory Board | Appointed 2021 -2024.
- Recipient "FCPS Cares" Award | for team support, communication & engagement (COVID-19) | 2020.
- Elected by peers to FCPS "Superintendent Advisory Committee" for 3-year term | representing all management and executive leadership positions across division (serving 2016-2019).
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- Thomas Jefferson HS for Science & Technology | Colonial Athletic Boosters | Vice-President (2019 – 2021).
- Thomas Jefferson HS for Science & Technology | Crew Boosters | President (2016 – 2018).
- Wolf Trap Center for the Performing Arts | Education Advisory Board supporting STEM learning through the arts (serving 2015 – 2018).

ProfileEtelvina

First Name

Lopez

Last Name

Pronouns

she

Email Address

Street Address

City

Suite or Apt

State

Postal Code

What City Council district do you live in?

☒ District 4

Primary Phone

Alternate Phone

La Plazita schools Inc.

Employer

childcare center director

Job Title

Which Boards would you like to apply for?

Children's Initiative Oversight Commission: Submitted

Interests & Experiences

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

I have been working for over 12 years for La Plazita preschool which provide Spanish education for preschool age children.

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.

[Etelvina_Lopez_Resume.pdf](#)

Upload a Resume

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

Please click the acknowledgement below.

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☒ I Agree *



Etelvina Lopez

SUMMARY

I have been a dynamic Director of the La Plazita Preschool since 2011. I focus on fostering multicultural environments and enhancing child development. I am aware of the importance of multilingual education, I speak Spanish, Q'eqchi', and English. I am passionate about creating inclusive curricula that support families from diverse backgrounds. I am a dreamer of a more equitable world.

SKILLS

Multicultural awareness
Friendly, social and kind
Interpersonal skills
Child development Education
Multilingual Proficiency in Spanish, Q'eqchi', and English
Curious to learn new things

EXPERIENCE

Developed multilingual and multicultural staff and curriculum to serve families from diverse backgrounds.
Facilitated communication between teachers about curriculum changes or updates.
Trained, managed and motivated employees to promote professional skill development to create safe spaces for children.
I attended workshops or seminars related to early childhood education topics.
Enhanced expertise in early childhood development through ongoing professional development.
Conducted regular inspections of the facility to ensure it meets safety standards set by local authorities.
Provided guidance to teachers on how to deal with behavioral issues among young children.

EDUCATION

Universidad de San Carlos — Social Anthropology
2008 Guatemala
Merritt College — Early Childhood Education
2014 California

SELF-CARE ACTIVITIES

Singing and learning to play a guitar.
Hiking and love for nature
Reading

Profile

Emma

First Name

Batten-Bowman

Last Name

Pronouns

she/her/ella

Email Address

Street Address

City

Suite or Apt

State

Postal Code

What City Council district do you live in?

☒ District 1

Primary Phone

Alternate Phone

Alameda County Office Of
Education

Employer

Principal

Job Title

Which Boards would you like to apply for?

Children's Initiative Oversight Commission: Submitted

Interests & Experiences

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

I am the Principal of the Pregnant and Parenting School for Alameda County. Before that, my entire career has been in OUSD. I started the first continuation school for newcomers in the country, Rudsdale Newcomer, and that started my experience with this very high needs population. During my tenure there, many young moms tried to come to our school but could never manage the demands of work, school and parenting. As a mother of 3 myself, I was always heartbroken when they would drop out and frustrated at how difficult it was for these students to get connected to support. After the shooting at Rudsdale, I started working on a special project--supporting the list of 90+ Newcomers who had dropped out due to being pregnant or actively parenting. During 6 months, I became an expert in all things daycare in Oakland. I worked closely with Bananas and got 25 girls into the FFN program. I worked closely with OUSD ECEs and got a number of children into those programs. I also figured out many of the problems--East Oakland does not have enough Spanish speaking daycares! And our Mayan Guatemalan students really don't have any options of Native language centers. Not to mention the many deterrents to applying and getting placed especially for our young moms who are not fluent or even worse, undocumented. That is when I was hired to run Hobbs Academy so that it could finally serve our immigrant youth. I grew the program from 3 students all the way to 19 and we are still getting referrals. I'm also still working with Rudsdale and OUSD to complete my dream of opening daycare centers there for any OUSD students. All this is to say that not only do I know a lot about the Early childhood needs here in Oakland, but I am connected to a ton of youth who are pregnant or parenting, both currently with me at Hobbs and those that were too old to join us or who I worked with in the past. I would love to be on this commission to help identify their needs and support this money being used to get our youngest mothers the supports they need so that both them and their families can thrive!

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.

[Emma Resume 2025_short_.pdf](#)

Upload a Resume

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

Please click the acknowledgement below.

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☒ I Agree *

Emma Batten-Bowman

Progressive Educator and Leader

EXPERIENCE

Principal, Hobbs Academy

Oakland, CA — 2023-current

I run this pregnant and parenting school for all of Alameda County. I made the school accessible to our new immigrant students.

Assistant Principal, Rudsdale Newcomer High School

Oakland, CA — 2017-2023

Though my title is AP, I run this site including budget, facilities, teacher evaluations, student counseling and food services.

Instructional Coach & RJ Coordinator, Rudsdale Continuation High School

Oakland, CA — 2014-2017

I worked with all teachers at our small school to move from a credit recovery model to skills recovery.

Literacy Specialist, Claremont Middle School

Oakland, CA — 2013-2014

Teach Strategic English to 6th-8th grade students reading 2 or more grade levels below as well as coach new teachers; run all school wide testing; develop PD, participate in ILT & COST.

Academic Coordinator, The Language Company

Berkeley, CA — 2011-2013

Duties included hiring teachers, developing, reviewing, and maintaining curriculum, recruitment and marketing, creating activities for students, finding homestays.

English Teacher, The Berkeley School

Berkeley, CA — 2010-2011

Recruited to take over 7th and 8th grade English classes at this progressive private school.

English Teacher, Mandela High School

Oakland, CA — 2004-2009

Created and implemented engaging and rigorous curriculum for 9th-10th grade students in East Oakland.

EDUCATION

Alameda County Office of Education

Oakland, CA — 20016-17

- Clear Administrative Services Credential

Reach Leadership Institute, Oakland

Oakland, CA — 20015-16

- Certificate of Eligibility Administrative Services Credential



Emma Batten-Bowman

Progressive Educator and Leader

University of California, Berkeley

Berkeley, CA— 2003-2005

- Masters in Education with a focus on Secondary English.
- Professional Clear Credential “Highly qualified teacher”

Emory University

Atlanta, GA— 1999-2002

- BA in Educational studies, Major GPA 4.0
- Phi Beta Kappa Honorary Society
- National Society of Collegiate Scholars
- Varsity Volleyball

Presenter

- Reaching At Promise Student Association (2024)
- Association for Curriculum and Supervision Development (2023)
- California Collaboration for Continuation Schools (2022)
- Network Improvement Community for College, Career, and Civic Readiness (2015-2017)
- California Conference of Continuation Schools (2015)
- TESOL International Conference for Teachers of English (2013)
- NAFSA Association of International Educators (2012)
- National Postdoctoral Association Annual Meeting (2012)
- OUSD PE Summer institute (2008 & 2009)
- OUSD Poetry PD (2006 & 2007)
- NCTE Literacies for all Summer Institute (2005)

REFERENCES available upon request



Profile**Peter**

First Name

Haviland-Eduah

Last Name

Pronouns

he/ him

Email Address

Street Address

City

Suite or Apt

State

Postal Code

What City Council district do you live in?

☒ District 1

Primary Phone

Alternate Phone

Self Employed

Employer

Founder/ CEO

Job Title

Which Boards would you like to apply for?

Children's Initiative Oversight Commission: Submitted

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

I'm excited about the chance to join the Children's Initiative Oversight Commission, where I can bring my experience in public policy and community engagement to enhance early childhood education and college access in Oakland. As the Director of Communications at Oakland Promise, I've been a key liaison for the Children's Initiative since its inception, focusing on communications strategies and coalition-building that address educational challenges. This role has also involved significant work around college access, specifically supporting local high school students navigating higher education opportunities. Additionally, I've spent five years serving as a Board Member and Chair of the Marketing & Communications Committee at Union College, which provided me with governance insights and experience in effective decision-making. Being the son of a public school teacher, I have a personal commitment to education and equity. My engagement with 100 Black Men of the Bay Area has further deepened my connection to the community. Through the OK Program at Elmhurst Middle School, I mentor students while contributing to the 100's education committee. As a soon-to-be parent of an Oakland youth, I look forward to leveraging my background and dedication to impact Oakland's children and families through the Commission.

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.

[1.25_Haviland-Eduah_Resume_3_.pdf](#)

Upload a Resume

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

Peter (Pete) K. Haviland-Eduah, MPP Mobile: [REDACTED]

SUMMARY A dedicated public policy and communications expert living in the Bay Area, I've spent my career bridging the gap between public, private, and non-profit sectors. With a passion for politics, social justice, and the power of clear communication, I've honed my ability to convey complex ideas to diverse audiences. As an experienced keynote speaker and media spokesperson, I've led impactful communications strategies, built strong coalitions, and championed community engagement to drive transformative change.

PROFESSIONAL EXPERIENCE

Oakland Promise|Education non-profit Oakland, CA Director of Communications & External Affairs May 2023-January 2025 Responsible for oversight of communications, policy, marketing, and external affairs strategy development and implementation Managed the communications and external affairs team budget of over \$600,000 Served as liaison to statewide and national coalitions of education non-profits to elevate relevant policy issues to lawmakers Cultivated and maintained relationships with elected officials and community leaders Led the development and execution of the annual Community Briefing event and Annual Report Managed one direct report and multiple consulting groups

Divvy Homes|Real estate technology company San Francisco, CA (Hybrid) Director of Communications *Position eliminated as part of mass layoff* January 2022-September 2022 Built the entire communications function as the first formal communications hire at Divvy Managed team of external PR consultants in day-to-day pitching, content creation Worked cross-functionally with Divvy teammates to craft responses to complex customer inquiries and crisis communications Staffed senior executives during media interviews and appearances Responsible for placing Divvy on awards lists such as TIME 100 Most Influential Companies (2022) Nike, Inc. |Sports apparel and lifestyle company Beaverton, OR (Remote) Director of Purpose Communications, Jordan Brand July 2021-December 2021 Led global strategy and narrative development for communications related to social and community impact; diversity, equity, and inclusion; and sustainability Oversaw communications related to Michael Jordan & Jordan Brand's 10-year \$100M Black Community Commitment Managed and coached junior-level teammates responsible for program management and communications initiatives Worked with high-profile athletes and their foundations to craft messaging for joint media endeavors

Meta (FKA Facebook) |Technology and social media company Menlo Park, CA Policy & Executive Communications Manager, Messenger App February 2020 - June 2021 Led communications initiatives to boost the profiles of Messenger executives and develop their position as industry thought leaders Drafted and edited external facing blog posts and statements related to product launches and Messenger app feature updates Served as point of contact for reactive and crisis communications for policy-related issues for Messenger, including COVID-19 communications, scams, safety policy, and election interference Coordinated cross-functional teams, including stakeholders from product, policy, legal, engineering, and marketing departments, to ensure alignment and accuracy for all communications materials Led Messenger's communications efforts, highlighting the proactive work being done to ensure the integrity of the app during the U.S. 2020 election cycle

Apartment List |Real estate technology company San Francisco, CA Senior Communications Manager July 2018 - February 2020 Served as on-the-record spokesperson for national print and television interviews Developed and led media relations strategy designed to improve Apartment List's Search Engine Optimization (SEO) placement Trained team members on best practices for speaking to the media regarding created content and research reports Authored two research reports published on the Rentonomics blog on housing policy and political polarization Collaborated with the marketing team to develop Apartment List's Corporate Social Responsibility (CSR) strategy

Deloitte Consulting |Global consulting firm Arlington, VA Senior Consultant, Strategy and Operations |Security Clearance: Interim Secret August 2016 - August 2018 Managed and developed a team of four responsible for internal communications strategy and execution for the Office of the Chief Financial Officer of the Food and Drug Administration (FDA) Provided research and critical analysis, supported stakeholder engagement, and co-authored a white paper on US military weapon

Peter Haviland-Eduah

procurement policy delivered to the United States Department of Defense (DOD) Supported Deloitte team that won the XPRIZE Visioneers 2016 Summit for innovation in approach to cancer research Million Hoodies Movement for Justice |Racial justice non-profit organization New York, NY National Policy & Communications Director November 2014 – January 2019 Co-author of the Movement for Black Lives national civil rights policy platform On-the-record media experience with national and international audiences, including television, radio, print, and social media 2016 Manhattan Young Democrats “Young Gets it Done” Award Recipient SKDKnickerbocker |Global public affairs and strategic communications firm Washington, DC Associate – Public Affairs *Left position to accept a full academic scholarship to attend graduate school* March 2014 – August 2014 Specialized in strategic and crisis communication development for PepsiCo, Herbalife, Pfizer, and Sandra Fluke for State Senate Authored and pitched press releases, op-ed articles, and quotes on behalf of clients to local and national media outlets Operated verified @HerbalifeTruth Twitter account to deliver corporate messaging to targeted Herbalife social media audience US Senate Office of Sen. Kirsten Gillibrand (NY) | Official Capitol Hill office Washington, DC Deputy Press Secretary September 2011 – March 2014 Authored press releases and quotations on behalf of the Senator to be distributed to national and local media channels Composed early morning press clips from international, national, and local news outlets to inform staff of current events daily Briefed reporters about issues related to the Senator, including federal grant programs, proposed legislation, and public events Staff Assistant – Congressional Tour Coordinator March 2011 – September 2011 Managed federal building tour requests from constituents Liaison to New York constituents and answered questions on behalf of Senator Gillibrand Gillibrand for Senate | US Senate political campaign- 2010 election cycle New York State Opposition Tracker June 2010 – December 2010 Traveled throughout New York State video recording public appearances of political opponents Researched opponents and uncovered information used in campaign strategy and to create strategic political profile books BOARD SERVICE Union College Schenectady, NY Elected Alumni Trustee, Executive Committee Member, Chair of Marketing & Communications Committee June 2020-Present Million Hoodies Movement for Justice New York, NY Board Member January 2019- May 2020 COMMUNITY INVOLVEMENT _____ OK Program |Mentorship Organization Oakland, CA Mentor October 2023-Present 100 Black Men |Civic Organization Bay Area, CA Bay Area Chapter Member March 2024-Present EDUCATION University of Michigan | Gerald R. Ford School of Public Policy Ann Arbor, MI Master of Public Policy, Recipient of full academic scholarship, VP of Student Affairs Committee, VP of Students of Color of Rackham Union College Schenectady, NY Bachelor of Arts: History and Africana Studies, Student Body President, Three-sport Varsity Athlete (football, indoor track, outdoor track & field)

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PROFESSIONAL EXPERIENCE

Oakland Promise | Education non-profit

Oakland, CA

Director of Communications & External Affairs

May 2023-January 2025

- Responsible for oversight of communications, policy, marketing, and external affairs strategy development and implementation
- Managed the communications and external affairs team budget of over \$600,000
- Served as liaison to statewide and national coalitions of education non-profits to elevate relevant policy issues to lawmakers
- Cultivated and maintained relationships with elected officials and community leaders
- Led the development and execution of the annual Community Briefing event and Annual Report
- Managed one direct report and multiple consulting groups

Divvy Homes | Real estate technology company

San Francisco, CA (Hybrid)

Director of Communications

Position eliminated as part of mass layoff

January 2022-September 2022

- Built the entire communications function as the first formal communications hire at Divvy
- Managed team of external PR consultants in day-to-day pitching, content creation
- Worked cross-functionally with Divvy teammates to craft responses to complex customer inquiries and crisis communications
- Staffed senior executives during media interviews and appearances
- Responsible for placing Divvy on awards lists such as TIME 100 Most Influential Companies (2022)

Nike, Inc. | Sports apparel and lifestyle company

Beaverton, OR (Remote)

Director of Purpose Communications, Jordan Brand

July 2021-December 2021

- Led global strategy and narrative development for communications related to social and community impact; diversity, equity, and inclusion; and sustainability
- Oversaw communications related to Michael Jordan & Jordan Brand's 10-year \$100M Black Community Commitment
- Managed and coached junior-level teammates responsible for program management and communications initiatives
- Worked with high-profile athletes and their foundations to craft messaging for joint media endeavors

Meta (FKA Facebook) | Technology and social media company

Menlo Park, CA

Policy & Executive Communications Manager, Messenger App

February 2020 – June 2021

- Led communications initiatives to boost the profiles of Messenger executives and develop their position as industry thought leaders
- Drafted and edited external facing blog posts and statements related to product launches and Messenger app feature updates
- Served as point of contact for reactive and crisis communications for policy-related issues for Messenger, including COVID-19 communications, scams, safety policy, and election interference
- Coordinated cross-functional teams, including stakeholders from product, policy, legal, engineering, and marketing departments, to ensure alignment and accuracy for all communications materials
- Led Messenger's communications efforts, highlighting the proactive work being done to ensure the integrity of the app during the U.S. 2020 election cycle

Apartment List | Real estate technology company

San Francisco, CA

Senior Communications Manager

July 2018 – February 2020

- Served as on-the-record spokesperson for national print and television interviews
- Developed and led media relations strategy designed to improve Apartment List's Search Engine Optimization (SEO) placement
- Trained team members on best practices for speaking to the media regarding created content and research reports
- Authored two research reports published on the *Rentonomics* blog on housing policy and political polarization
- Collaborated with the marketing team to develop Apartment List's Corporate Social Responsibility (CSR) strategy

Deloitte Consulting | Global consulting firm

Arlington, VA

Senior Consultant, Strategy and Operations | *Security Clearance: Interim Secret*

August 2016 – August 2018

- Managed and developed a team of four responsible for internal communications strategy and execution for the Office of the Chief Financial Officer of the Food and Drug Administration (FDA)
- Provided research and critical analysis, supported stakeholder engagement, and co-authored a white paper on US military weapon procurement policy delivered to the United States Department of Defense (DOD)
- Supported Deloitte team that won the *XPRIZE Visioneers 2016 Summit* for innovation in approach to cancer research

Million Hoodies Movement for Justice | Racial justice non-profit organization

New York, NY

National Policy & Communications Director

November 2014 – January 2019

- Co-author of the Movement for Black Lives national civil rights policy platform
- On-the-record media experience with national and international audiences, including television, radio, print, and social media
- 2016 Manhattan Young Democrats “Young Gets it Done” Award Recipient

SKDKnickerbocker | Global public affairs and strategic communications firm

Washington, DC

Associate – Public Affairs

Left position to accept a full academic scholarship to attend graduate school

March 2014 – August 2014

- Specialized in strategic and crisis communication development for PepsiCo, Herbalife, Pfizer, and Sandra Fluke for State Senate
- Authored and pitched press releases, op-ed articles, and quotes on behalf of clients to local and national media outlets
- Operated verified @HerbalifeTruth Twitter account to deliver corporate messaging to targeted Herbalife social media audience

US Senate Office of Sen. Kirsten Gillibrand (NY) | Official Capitol Hill office

Washington, DC

Deputy Press Secretary

September 2011 – March 2014

- Authored press releases and quotations on behalf of the Senator to be distributed to national and local media channels
- Composed early morning press clips from international, national, and local news outlets to inform staff of current events daily
- Briefed reporters about issues related to the Senator, including federal grant programs, proposed legislation, and public events

Staff Assistant – Congressional Tour Coordinator

March 2011 – September 2011

- Managed federal building tour requests from constituents
- Liaison to New York constituents and answered questions on behalf of Senator Gillibrand

Gillibrand for Senate | US Senate political campaign- 2010 election cycle

New York State

Opposition Tracker

June 2010 – December 2010

- Traveled throughout New York State video recording public appearances of political opponents
- Researched opponents and uncovered information used in campaign strategy and to create strategic political profile books

BOARD SERVICE

Union College

Schenectady, NY

Elected Alumni Trustee, Executive Committee Member, Chair of Marketing & Communications Committee

June 2020-Present

Million Hoodies Movement for Justice

New York, NY

Board Member

January 2019- May 2020

COMMUNITY INVOLVEMENT

OK Program | Mentorship Organization

Oakland, CA

Mentor

October 2023-Present

100 Black Men | Civic Organization

Bay Area, CA

Bay Area Chapter Member

March 2024-Present

EDUCATION

University of Michigan | Gerald R. Ford School of Public Policy

Ann Arbor, MI

Master of Public Policy, Recipient of full academic scholarship, VP of Student Affairs Committee, VP of Students of Color of Rackham

Union College

Schenectady, NY

Bachelor of Arts: History and Africana Studies, Student Body President, Three-sport Varsity Athlete (football, indoor track, outdoor track & field)