

Kara Brodfuehrer

Bar Membership

State Bar of California, December 2008

Experience

Senior Counsel - California Civil Rights Department

September 2020 to Present

- Performs education and outreach activities, which includes analyzing the Fair Employment and Housing Act and other laws enforced by CRD, drafting and updating educational materials interpreting and synthesizing civil rights laws, and drafting and updating content for the CRD website, social media, online apps, and other external and internal resources.
- Researches, develops, and produces trainings and presentations related to the civil rights laws enforced by CRD; conducts trainings and presentations for a variety of stakeholders on the most complex aspects of California civil rights law.
- Researches, develops, and manages education and outreach initiatives, which may include DFEH's fair housing testing program, research on housing discrimination, and the Fair Chance Act and Housing Equity Compliance program.
- Monitors and reviews issues pending before or finalized by the legislature, the courts, state and local agencies, and the federal government that impact DFEH to advise CRD management.
- Acts as the departmental liaison with a broad range of public organizations, advocacy groups, state/local agencies, and members of the public.

Staff Attorney - National Housing Law Project

April 2017 to September 2020

- Engaged in California and national policy advocacy to improve tenant's rights and to increase the availability of affordable housing.
- Provided significant support and legal expertise to legal services attorneys in the areas of fair housing, housing opportunities for people with disabilities, eviction defense, the Low-Income Housing Tax Credit Program, rent control and just cause ordinances, housing opportunities for people re-entering from jail and prison, and the Rental Assistance Demonstration Program.
- Participated in significant statewide and national impact litigation aimed at preserving affordable housing and strengthening and enforcing the rights of tenants.
- Prepared and conducted trainings aimed at a variety of stakeholders regarding fair housing, reasonable accommodations for people with disabilities, the rights of survivors of domestic violence, and the federally subsidized housing programs.

Bar Exam Grader - State Bar of California

July 2015 to Present

- Grades essays for the California Bar exam consistent with legal expertise and State Bar guidelines

Senior Attorney - Law Foundation of Silicon Valley

June 2013 to March 2017

- Advocated on behalf of low-income persons with disabilities in all areas of landlord-tenant law including evictions, housing discrimination, subsidized housing, and habitability.
- Supervised pro bono attorneys and law clerks.

- Conducted policy advocacy aimed at passing and improving rent control and just cause ordinances in the cities of San Jose and Mountain View.
- Represented clients in fair housing impact litigation, including *Huynh v. Harasz*, 2016 WL 2757219, at *9 (N.D. Cal. May 12, 2016), a class action housing discrimination case on behalf of section 8 voucher holders with disabilities.
- Investigated and developed cases, interviewed witnesses, reviewed evidence, drafted and responded to discovery, prepared pleadings and motions, conducted depositions, represented clients in mediations and settlement negotiations, made court appearances, and acted as lead on eleven unlawful detainer trials.

Volunteer Attorney - Bay Area Legal Aid **March 2013 to June 2013**

- Represented clients with disabilities in appealing wrongful denials of SSI and SSDI benefits.

Volunteer Attorney - San Francisco Tenant's Union **July 2012 to June 2013**

- Counseled San Francisco tenants on issues regarding all aspects of landlord/tenant law, including San Francisco's rent control and just cause ordinances.

Staff Attorney-California Rural Legal Assistance **January 2009 to May 2012**

- Represented clients in fair housing, civil rights, and environmental justice impact litigation and policy advocacy.
- Developed legal theories, conducted research, drafted and responded to discovery, prepared pleadings and motions, participated in settlement negotiations, and made court appearances.
- Acted as lead counsel for a successful, precedent setting decision in California's Fifth District Court of Appeals on behalf of 17 communities with contaminated drinking water. (*Newton-Enloe v. Horton*, 193 Cal. App. 4th 1480 (2011).)
- Prepared and conducted trainings aimed at a variety of stakeholders.
- Supervised law clerks and fair housing testing staff.

Law Clerk - Justice Now **August 2007 to May 2008**

- Advocated for people in California Women's prisons regarding poor medical treatment, child custody, and alternative sentencing.

Law Student Equal Justice Works Katrina Fellow - Mississippi Center for Justice **May 2007 to August 2007**

- Managed a caseload of clients with various legal issues arising out of Hurricane Katrina, such as housing, public benefits, and financial exploitation.

Law Clerk - San Francisco Office of the Public Defender **January 2007 to May 2007**

- Prepared pleadings and research, drafted questions for voir dire, interviewed witnesses, and conducted intakes of indigent defendants.

Education

Doctor of Jurisprudence – Golden Gate University School of Law May 2008 (Public Interest Law Certificate)

- Honors: Merit Scholarship Recipient; Dean’s List; Public Interest Scholar; Public Interest Law Foundation Grant Recipient; CALI Award 2007; Masud Mehran Endowed Fellowship; Paul S. Jordon Award for Service and Contribution.

Foundation Grant Recipient, 2006 and 2007; Equal Justice Works-Katrina Corps Grant

Recipient 2007; CALI Award 2007- Katrina and the Law Seminar; Masud Mehran

Bachelor of Science – State University of New York at Albany May 2000

Publications

- *Furthering the Fight to Make Clean Drinking Water a Right*, Shriver Clearinghouse Journal of Poverty Law and Policy, (Volume 45; September/October 2011.)
- *When Opportunity Knocks: Working with State Housing Agencies to Promote Desegregation in the LIHTC Program*, 27 J. Affordable Housing & Commun. Dev. L. 67 (2018.)

Cinthya Jeannette Muñoz Ramos

Movement builder, public servant, community organizer, policy advocate & thought leader with 15+ years of experience working to build political and economic power for working class communities of color

SUMMARY

Strategic leader experienced in managing people, programs and systems across social safety net institutions, governmental departments and jurisdictions. Excellent at supporting executive leadership, and developing teams of effective collaborators. Accomplished community and campaign organizer, legislative advocate, public policy, government relations and civic engagement expert. Fully bilingual in spoken and written Spanish and English. Highly experienced interpreter and translator. Vision driven and self motivated.

EXPERIENCE

Chief of Staff

2021-present

City Council President's office, District 2, Oakland, CA

Provides strategic thought partnership and guidance to the Council President on the City of Oakland's \$2 billion budget, as well as the legislative and neighborhood priorities. Builds and maintains key relationships with city administration executive staff, heads of departments, community leaders, advocates, issue experts, and District 2 residents. Manages staff to meet the policy and neighborhood goals of the Council President, which includes the recruiting, on-boarding, and managing the District 2 Council staff and assist in the creation and management of staff work plans, which include staff management for neighborhoods, constituent issues, capital improvement projects, communications and community engagement, Council meeting and committee maintenance, and policy priorities. Provides mentorship and guidance to staff, including planning and facilitating regular staff retreats, meetings and individual check-ins. Research, shape and implement the Council President's legislative priorities.

Policy and Community Organizing Strategy Coach

2021-2022

Calirifornia Latinas For Reproductive Justice (CLRJ)

Developed and led a process through which CLRJ designed their first organizing and policy campaign in Southern California. Assisted with supporting the development of their staff, their organizers and member leaders to successfully carry out and win increased tenant protections in Bell Gardens CA.

Legislative Director

2015-2021

Supervisorial District 2, Alameda County, CA

Developed legislative strategies grounded in an analysis on impact in the areas of labor, health, immigration and criminal justice and offer recommendations regarding local district issues. Served as a liaison between the Supervisor and constituents, county department heads, area agencies and local elected officials. Led the work of the Ad Hoc Committee on Immigrant Rights. Engaged in local, regional, and statewide advocacy to achieve universal representation for detained and non-detained undocumented immigrants facing deportation and ending entanglement between local law enforcement and federal immigration authorities. Advanced proposal and successfully coordinated with county departments and local city governments to

fund a \$6 million initiative to establish an Alameda County Immigration Legal & Education Partnership (ACILEP) network of legal service providers, led by the Office of the Alameda Public Defender and community organizations to provide deportation defense and rapid response services to immigrants detained.

- **Policy Strategist:** Developed legislative strategies grounded in an analysis on impact in the areas of labor, health, immigration and criminal justice and offer recommendations regarding local district issues
- **Bridge builder:** Served as a liaison between the Supervisor and constituents, county department heads, area agencies and local elected officials.
- **Communications:** Prepare speeches, constituent correspondence and letters on behalf of the Supervisor.
- **Community Mobilizer:** Organize town hall meetings on county policies, initiatives and programs. Lead Ad Hoc Committee on Immigrant Rights to protect immigrant communities in the new administration.
- **Seasoned Advocate:** Engage in local, regional, and statewide advocacy to achieve universal representation undocumented immigrants facing deportation and end local law enforcement and federal immigration authorities entanglement.
- **Strategic Innovator:** Led proposal and successfully coordinated with county departments and local city governments to establish and fund the Alameda County Immigration Legal & Education Partnership (ACILEP), a network to provide deportation defense and rapid response services to immigrants detained.

Immigrant Rights Regional Lead Organizer

2007-2015

Causa Justa :: Just Cause, Oakland and San Francisco, CA

Led the Immigrant Rights Program. Coordinated member recruitment, development and retention. Developed and led organizing and policy campaigns. Coordinated member participation and leadership in campaign work. Participated in various local, regional, state and national coalitions to advance the rights of immigrants. Served as the Co-Chair for ACUDIR (alameda county united in defense of immigrant rights) coalition and SFIRDC (San Francisco Immigrant Rights Defense Committee). Supervised and supported the development of staff. Provided political leadership and direction to the organization as part of the leadership team. Was involved in and assisted with fundraising and reporting on grant deliverables.

- **Program Manager/Innovator:** Led the expansion of the Immigrants Rights Program resulting in increased member development
- **Member Development:** Coordinated member recruitment, development and retention. Developed and led organizing and policy campaigns.
- **Coalition Co-Founder:** Served as the Co-Chair for ACUDIR (Alameda County United in Defense of Immigrant Rights) coalition and SFIRDC (San Francisco Immigrant Rights Defense Committee).
- **Supervisor:** Supervised and supported the development of staff. (example?)
- **Political Leadership:** Provided political leadership and direction to the organization as part of the leadership team.
- **Fundraiser:** Was involved in and assisted with fundraising and reporting on grant deliverables.

Youth Mentor, Instituto Familiar de La Raza,

2007 - 2008

Instituto Familiar de La Raza, San Francisco, CA

Developed relationships with young people impacted by deportation, incarceration and poverty in the Mission District. Planned outings and field trips with youth to support their healing process in partnership with their therapist at the organization.

- Developed relationships with youth impacted by deportation, incarceration and poverty in the Mission District. (what was the impact this had for youth)
- Planned outings and field trips with youth that supported their healing process in partnership with their therapist at the organization. Coordinated member participation and leadership in campaign work.

Youth Mentor & Advocate

2005 - 2007

La Familia Counseling Center, Sacramento, CA

Served as an advocate and liaison for youth and their families with the School District. Developed and implemented after school enrichment activities. Coordinated field trips, educational youth conferences and identified and scheduled motivational speakers. Compiled data for funding reports. Maintained student files. Facilitated meetings with parents to inform them about their children’s progress.

BOARDS & COMMISSIONS

- Movement Generation | Planning Committee Member, 2012-Present
- Women’s Policy Institute Alumni Network | Leadership Committee Member, 2015-Present
- S.O.U.L. School of Unity and Liberation | Board Member, 2009-Present
- Restore Oakland Inc. | Board Co-Chair, 2021-2024
- CURYJ Communities United for Restorative Youth | Justice Board Member, 2012-2021
- Urban Area Security Initiative (UASI) Program | Ad Hoc Committee Member, 2017-2020
- Fruitvale Housing Collective | Board Member, 2011-Present

TRAINING & EDUCATION

- Transformation in Action Course, Generative Somatics, 2015
- SEOL, School of Embodied Leadership & Transformation in Action Courses, Generative Somatics, 2013
- Fellowship for a New California, Rockwood Leadership Institute, 2012-2013
- Women’s Policy Institute Fellowship, Women’s Foundation of California, 2012
- SOUL Training for Trainers, School of Unity and Liberation, 2008
- SOUL Summer School, School of Unity and Liberation, 2007

SKILLS

Language: Spanish

DeSeana L. Williams

Mission-driven executive with a demonstrated commitment to exceeding corporate goals.

Forward-thinking and mission-driven affordable housing executive with 25+ years of experience developing and executing programs and implementing operations strategies. Demonstrated record of repeat success in implementing new operational strategies. Accomplished Executive Director recognized for leveraging strong team leadership and development to drive progress. Highly organized, detail-oriented leader skilled in directing high-performing teams to develop solutions and solve operational and technical problems. Success implementing systems across multiple operations with superior organizational and communication skills.

CORE COMPETENCIES

- | | | |
|----------------------------------|--------------------------------|----------------------------------|
| ✓ Grant Proposal / Expansion | ✓ Program Operations | ✓ Grant Management |
| ✓ Project Management Strategy | ✓ Payroll/Hiring/Vendors | ✓ Compliance Review |
| ✓ Corporate Process Improvements | ✓ Human Resources | ✓ Public and Private Partnership |
| ✓ Human Relations Organization | ✓ External Partners | ✓ Program Implementation |
| ✓ Regulatory Compliance | ✓ Contract Management | ✓ Budget Allocation |
| ✓ Problem Resolution | ✓ Policy/Procedure Development | ✓ Operational Development |
| ✓ Product Development | ✓ Skilled Communicator | ✓ Departmental Restructuring |
| ✓ Communications / Impact | ✓ Analytics / Campaigns | ✓ Training/Development |
| ✓ Grants Management / Catalog | ✓ Resource Allocation | ✓ Performance Management |
| ✓ Budgeting/Talent Management | ✓ Cost Reduction/Avoidance | ✓ Management / Engagement |
| ✓ Strategic Direction | ✓ Customer Service Focus | ✓ Presentations / Product Design |
| ✓ Marketing / Fundraising | ✓ Team Building/Training | ✓ Data Reporting / Design |

Familiar with: Accounting Controls, Financial Results, and Financial Reports.

AFFORDABLE HOUSING | SOCIAL SERVICE | NON-PROFIT EXECUTIVE CAREER HISTORY

CITY OF BERKELEY- RENT STABILIZATION BOARD

EXECUTIVE DIRECTOR, Berkeley, CA, NOVEMBER 2021 to PRESENT

- ✓ Oversee the management of complex data collection and property registration system for approximately **20,000 rent-controlled units**.
- ✓ Oversee the administration and direct the implementation of goals, objectives, policies, and procedures for the Rent Stabilization Program.
- ✓ Lead a diverse team of **six (6)** management staff working closely with **nine (9)** Elected Board Commissioners to guide operational strategy.
- ✓ Implement strategic improvements to enhance operational and organizational efficiencies.
- ✓ Negotiating new annual contracts and service agreements with vendors to achieve prime pricing.
- ✓ Foster a work culture of collaboration and inclusion to increase morale and reduce turnover.
- ✓ Exercise appropriate cost control to meet budget restrictions and maximize profitability.
- ✓ Prioritize and allocated valuable resources to meet business targets.
- ✓ Evaluate service contracts and collaborate with legal counsel on negotiated improvements.
- ✓ Oversee business-wide changes to modernize procedures and organization.
- ✓ Implement an operational team plan, clarify members' roles, and introduce new processes to boost quality across departments.
- ✓

DETROIT HOUSING COMMISSION

DIRECTOR OF RESIDENT SERVICES, Detroit, MI, DECEMBER 2009 to 2021

- ✓ Promoted to Director of Resident Services. Supervise **16 Direct Reports** (Nine Service Coordinators, Two Housing Counselors, and Three Project Specialists) with a team of **52 Resident Leaders**.
- ✓ Fund and establish a Resident Services Department with a service population of **3500 plus public housing** - senior, family, and disabled residents and **9000 Housing Choice Voucher households**.
- ✓ Develop an extensive and effective array of community providers for the agency's community partnership development portfolio.
- ✓ Oversee the facilitation of residents' use of available and applicable social services, community initiatives, and local programs that span over **15 different senior and family communities**.
- ✓ **Section 3 Workforce:** Create, restructure and successfully administer agency policies and homeownership programs.

- ✓ Actively consult, teach, and present agency programming locally, nationally, and internationally.
- ✓ Reduce public housing occupancy turnover through active, supportive service programming and preventative point-of-service initiatives.
- ✓ Enhance public recognition by actively engaging with local and state community partners serving on multiple boards and various committees; inform and advise Board members, manage organizational resources, promote the enterprise to its stakeholders, recommend an annual budget, and implement strategic plans.
- ✓ Effectively coordinate efforts between Resident Services and other agency departments.

AFFORDABLE HOUSING | SOCIAL SERVICE | NON-PROFIT
EXECUTIVE CAREER HISTORY(Cont.)

LEAD HEARING OFFICER (AUGUST 2010 to 2021)

- ✓ **Supervise two Hearing Officers.** Structure internal hearing process - interdepartmental communication, protocols, compliance with intake, assessment, and due processes.
- ✓ Successfully **conducted over 120 Low-Income Public Housing and Assisted Housing hearings** ensuring compliance with due process, investigation of case allegations, preparing analysis, and recommending specific courses of action.
- ✓ Supervise and conduct case reviews on hearing files both pre-and-post hearing process ensuring compliance with applicable laws, regulations, policies, and precedent decisions.

EDUCATION

Master of Public Administration (MPA) in Non-Profit Administration, Ohio University, Expected: December 2023
Regional Chamber of Commerce Leadership Detroit, Graduated: 2012
Bachelor of Science in Business and Public Policy Administration, University of Phoenix, Graduated: 2007
Achievements: the University of Toledo Athletic Hall of Fame Recipient 2012

CERTIFICATION | PROFESSIONAL MEMBERSHIPS

Certificate, Berlitz Professional Emersion Program- Professional fluency (Spanish), 2012
Member of Alpha Kappa Alpha Sorority, Inc. - Zeta Alpha Omega Chapter
Member: The American Society for Public Administration (ASPA)
Board Secretary: Homeless Action Network of Detroit, 2009
Board President: Detroit Resident Empowerment and Asset Management Services, Inc., 2012
Board Member: Substance Use Disorder Oversight Policy, 2014
Board Member: Team Wellness Mental Health, 2018
Appointed Board Member: Detroit Area Agency on Aging, 2019

TRAINED IN

Fair Housing, Professional of Occupancy, Occupancy Specialist
Accredited Resident Manager, National Compliance Professional Executive Level
Certified Property Manager (CPM)