

Featured Speakers

Dr. Myra Mathis - is a faculty member and Addiction Psychiatrist at the University of Rochester Department of Psychiatry in the Division of Community Psychiatry. A native Rochesterian and undergraduate and medical school alumnus of the University of Rochester, Dr. Mathis trained in General Adult and Addiction Psychiatry at Yale University School of Medicine where she served in dual chief positions as the Program-Wide and Medical Education Chief Resident. Dr. Mathis recently returned to Rochester and serves the patients of Strong Recovery, URMC's outpatient dual-diagnosis clinic, providing a full range of addiction and psychiatric services. A contributing author to several peer-reviewed articles and book chapters, her academic interests include health equity and racial justice, psychotherapy and psychopharmacology for the treatment of substance use disorders, the integration of psychodynamic principles into general psychiatric practice, and medical education.

Angela Douglas- currently serves as the Co-Executive Director of Vera House, a Syracuse based victim services agency covering all of Onondaga County within New York State. Vera House has existed for more than 40 years with a mission to prevent, respond and partner to end domestic, sexual violence and other forms of abuse. Angela's primary work with Vera House is centered in leading strategic planning and execution, organizational/leadership development and change management to increase capacity and deconstruct social norms that maintain sexual assault, domestic violence and oppression, while advocating for systemic change. She works from the understanding that true success, influence and impact will not occur without the pursuit of healing and wholeness in our souls, relationships and overall life. She believes that doing the required personal work will make the greatest professional and community impact. Angela has a diverse career experience in education, juvenile justice, alternative dispute resolution, nonprofit leadership and entrepreneurship. Angela has been designing curricula, training and educational programs for more than 30 years. She holds several training certifications and is a sought-after speaker due to her dynamic and engaging style. Angela is able to take difficult concepts and bring them into relevance with humor and simplicity. Angela has also been a consultant for over 25 years providing infrastructure and program design, capacity building, board development and leadership with grassroots, through mature organizations. She has a particular talent and gift for turning around organizations in decline. Angela serves on the boards of New Justice Services, CancerConnects and as Board President and CEO of Alliance of Communities Transforming Syracuse. Faith based organizing to impact social justice is critical and a deep calling and the Alliance works to see equity and justice be tangible in the beloved community. Angela continues to champion and call for accountability among dominant culture organizations and systems in order to be a catalyst for healing and transformation in the lives of those they have committed to serve. Angela identifies as a victim/survivor and is passionate about one's ability to reclaim their life and heal from traumatic and abuse. With this passion, she also serves as the Chair of the Survivors Network that determines to provide voice, presence and action for all of those that have experienced sexual, domestic and other forms of violence. She resides in Syracuse, New York and values time with her husband, adult children, their spouses and grandchildren.

Dr. Aaron Cook - is currently an Education Consultant with Newport Retirement Services; where he designs and delivers customized employee education campaigns for retirement clients and their participants. He manages all aspects of education for his entire book of clients, including creating materials and hosting education seminars. Dr. Cook has previously worked at Citizens Bank as a Universal Banker and Financial Wellness Coordinator. He is also an experienced Higher Education professional who has held positions at the Community College of Allegheny County, as the Assistant Director of Student Life, and at the Art Institute of Pittsburgh, as a Financial Aid Counselor. In these previous positions he has facilitated workshops both locally and nationally that emphasized leadership development, financial literacy, and achieving personal/academic success at the college and professional levels. As an active member of his community, Dr. Cook volunteers his time with different organizations in the region. He currently sits on the Board of Management for the Industrial Arts Workshop in Pittsburgh, Vice President of the Black Alumni Council at Robert Morris University, and the Past Western Area Deputy Director of Pennsylvania for Phi Beta Sigma Fraternity, Inc. Dr. Cook also serves on the Board for Stage 62. This is a community theater group that produces shows for the Pittsburgh community. He believes in the performing arts as a vehicle for freedom of expression, and has performed in productions with various theater and dance companies in the Greater Pittsburgh area. Dr. Cook is a Donora, PA native and is an alumnus of Robert Morris University, where he

earned his Bachelor's degree in Finance and Master's degree in Business Administration. He continued his education at Point Park University to obtain his Doctoral degree in Leadership and Administration.

Catherine Thomas- is currently employed as Director of the Monroe County Children's Center. She holds a Social Work Degree from Syracuse University and a master's in health Professions Education, from the University of Rochester with a concentration on health literacy. Catherine has over twenty-years of Human Services experience. She started her Human Service career at Hillside Non-Secure as a caseworker. She has advanced her career through the ranks within the Human Services field.

Catherine is a Community Advocate who serves on a number of committees, boards and organizations. She is the ex-officio Vice-Chair for the Black Women's Leadership Forum, Alumni of the African American Leadership program through the United Way and Shades of Sisterhood Organization. She volunteers for the Rochester Monroe Anti-Poverty Initiative (RMAPI), and the Funding Alliance Committee. Catherine enjoys learning, traveling, walking and spending time with her grandchildren, family and friends. Catherine Thomas is a Rochester native, the mother of two adult sons and 5 grandchildren. Her Motto is "Each day is a gift, live it to the fullest".

LaShunda Leslie-Smith -From a mother at age 14 to a CEO by age 34, LaShunda is no stranger to adversity and hard work. When she was a little girl, she dreamed of becoming a pediatrician or entrepreneur. Instead, when LaShunda was little more than a baby herself, she gave birth to her first child, a son. At that point, LaShunda could have become nothing more than a statistic. However, LaShunda is a dreamer *and* a doer. She became the first in her family to graduate college, earn a master's degree, and she is currently pursuing a doctorate. She accomplished all this while raising her son — and later her daughter — with her husband of now 22 years. Understanding the needs of teen parents, at age 24 LaShunda started her own nonprofit organization, Successful Pathways, to serve teens who are pregnant or who are on the path to become pregnant. She served that organization for nearly a decade before moving on the help found and implement several other nonprofit organizations, always supporting and advocating for underserved populations. LaShunda most recently served as the President and CEO of Young Women's College Prep Foundation, Inc., and is now "doing her life's work" as Executive Director of Connected Communities. LaShunda is blessed to share her life's journey with her husband Moses and their two adult children, Branden and Myanna.

Kelly D. Dumas, LCSW- is a licensed clinical social worker, and has over 18 years of experience working in human services. Kelly is currently employed with BestSelf Behavioral Health in Buffalo, NY as the Chief Strategic Initiatives Officer. There she oversees the specialty substance use services, community-based treatment services, Homeless and Housing services, and leads the Racial Equity and Inclusion work across the organization.

Dr. Karen King - is the commissioner of public advocacy for Erie County and the executive director of the Erie County Commission on the Status of Women. The Commission works to provide resources to the women and girls of Erie County, to ensure that they participate fully in matters that have an impact on their lives and toward the elimination of gender-based discrimination and the promotion of women's economic, societal and political empowerment. Dr. King has served as an adjunct graduate faculty member in the Higher Education Student Affairs Administration Program at Buffalo State College and in the Graduate School of Education at the University at Buffalo. She has developed and taught courses and conducted workshops on popular media culture, social justice advocacy, multicultural competency, privilege, gender, race and class. Dr. King's research interests include examining the role that gender, race, class and popular culture play in informing women's and girls' identity development and access to opportunity. She serves on the New York State Council for Women and Girls, the board of the Family Justice Center, the Executive Committee of the University at Buffalo Gender Institute, the Minority and Women Business Enterprise Utilization Advisory Board, and the Erie County and City of Buffalo Joint Certification Committee.

Julius Boatwright - serves as the Founder and Chief Executive Officer with Steel Smiling. They bridge the gap between Black people and mental health support through education, advocacy, and awareness. They're currently in a fiscal sponsor partnership with Neighborhood Allies. This strategic collaboration directly strengthens their financial management practices, board governance procedures, and program

delivery framework. Their Mental Health Workforce Development Program (Beams to Bridges) equips Black adults with the knowledge, skills, and competencies needed to serve as Community Mental Health Workers. While completing the programmatic experience, cohort members receive the following: weekly workforce stipends, emergency financial assistance, mental health training, behavioral health treatment, and social service support. He's a Licensed Master Social Worker who completed a Trauma-Informed Community Practice Workshop with Duquesne University through their Department of Psychology and Rita McGinley Clinic. He obtained his Master of Social Work degree with a Certificate in Human Services Management from the University of Pittsburgh. Julius also earned a bachelor's degree in Communication from Pitt. Lastly, Mr. Boatwright completed a 1-year professional development program for nonprofit executives with Leadership Pittsburgh and the California-based Rockwood Leadership Institute. On behalf of their organization, he's accepted the following acknowledgements: Mental Health America Social Work Award, Black Enterprise Modern Man of Distinction, Coro MLK, Jr. Distinguished Individual Leader [Nominee], NAMI Keystone Pennsylvania Dick Jevon Advocacy Award, NAACP [Pittsburgh Branch] Young Person of the Year, Allegheny County Council Proclamation, Pittsburgh City Council Proclamation, Pittsburgh Magazine/PUMP 40 Under 40, University of Pittsburgh COVID-19 Hero, BMe Community Genius, and Pitt's School of Social Work Distinguished Alumni Rising Star Award. Julius and his team have consulted with and trained these partner clients: CCBHO, AHCI, Robert Morris University, the University of Pittsburgh Center for Urban Education, The Staunton Clinic, Mon Yough Community Services, Carnegie Library of Pittsburgh, Coro Pittsburgh, PA Department of Labor & Industry, and the Department of Human Services. Their service efforts have been featured on media platforms such as NBC, The Today Show, NPR, The Huffington Post, Black Enterprise, CBS Pittsburgh, KDKA Newsradio 1020, The Pittsburgh Post-Gazette, The Lynne Hayes-Freeland Show, TEDxPittsburgh, PCTV, and Pittsburgh's CW

Antwan Williams- is Director of Youth System Services at RochesterWorks! Antwan has been a part of RochesterWorks! team for 17 years. Prior to joining our team he worked at Action for a Better Community as a Summer Youth Employment & Training Program Coordinator. Antwan's passion for helping youth become self-sufficient and productive members of society began through his experience as a 14 year-old participant in the Summer Youth Employment Program (SYEP). Early on in his career, Antwan joined RochesterWorks! as a Youth Program Monitor for SYEP. Today, as the Director of Youth System Services, Antwan enjoys having the ability to directly impact and streamline complex processes in order to produce maximum results. As someone who rose out of a low-income single-family household, Antwan can truly relate to the struggles faced by the youth in our city. He truly believes that while we don't have control over the hand that life has dealt us, we must play that hand to the best of our ability in order to succeed and stay in the game.

Dr. Janice Harbin, DDS -is the President and Chief Executive Officer (CEO) for the Anthony L. Jordan Health Corporation (Jordan Health) in Rochester, New York. She has been a clinical dentist for over 28 years in both Public Health Dentistry and private practice associations. From 2003 until 2009 she served as Dental Director for the Detroit Health Care for the Homeless. In 2009, Dr. Harbin returned to the City of Detroit Department of Health and Wellness Promotion after twenty years to serve as Director of Adult Dental. During her years as a Detroit community organizer, Dr. Harbin worked with city and suburban, Christian, Jewish and Muslim faith-based organizations which provides her with a unique perspective and sensitivity when working with the population served by Jordan Health. Dr. Harbin moved to Rochester, New York July, 2012 to take a position with Jordan Health as their Dental Director, before becoming their Interim CEO, November 2012. She assumed the position as their President and CEO in October 2013. In 1999, she participated on the national planning committee of the President's Council for Sustainable America", Vice President Al Gore, Chair. Dr. Harbin holds a Doctorate of Dental Surgery (D.D.S.) degree from Howard University College of Dentistry, Washington, DC (1979) and is a 2014 Fellow of the Healthcare Business Academy.

Dr. Angela Sims-is President of Colgate Rochester Crozer Divinity School in Rochester, NY. Prior to joining CRCDS July 1, 2019, Dr. Sims served as Vice President of Institutional Advancement and Robert B. and Kathleen Rogers Professor in Church and Society at Saint Paul School of Theology in Leawood, KS. She holds a Ph.D. in Christian Social Ethics from Union Presbyterian Seminary in Richmond, VA. Prior to matriculation at Union, Dr. Sims completed a baccalaureate degree summa cum laude at Trinity College (Trinity Washington University) and a Master of Divinity with honors at Howard University School of Divinity.

Dr. Sims's research examines connections between faith, race, and violence with specific attention to historical and contemporary ethical implications of lynching and a culture of lynching in the United States. Principal investigator for an oral history project, "Remembering Lynching: Strategies of Resistance and Visions of Justice," her research has been supported by the Ford Foundation, the Womanist Scholars Program at the Interdenominational Theological Center, the Louisville Institute, the Wabash Center for Teaching and Learning in Theology and Religion, and the Institute for Oral History at Baylor University. Dr. Sims is the author of *Lynched: The Power of Memory in a Culture of Terror*; *Ethical Complications of Lynching: Ida B. Wells's Interrogation of American Terror*; co-editor with Katie Geneva Cannon and Emilie M. Townes of *Womanist Theological Ethics: A Reader*; and, lead author of *Religio- Political Narratives in the United States: From Martin Luther King, Jr. through Jeremiah Wright*. A native of Louisiana, Dr. Sims grew up in the San Francisco Bay area. An ordained Baptist clergywoman who takes seriously the prophetic imperative "to do justice, love mercy, and walk humbly with God", Dr. Sims is an active member and contributor to several academic guilds and faith-based community organizations.

Floyd Taliaferro IV. LGSW- CEO and founder All Walks of Life, a vibrant outpatient mental health clinic (OMHC), that serves Maryland and the District of Columbia. The OMHC has developed a clinical continuum of care that focuses on urban issues and concerns that face urban communities. Floyd holds a Bachelors Degree in Electrical Engineering and two Masters in both System Engineering and Social Work.

Dr. Seanelle Hawkins- is the first woman to ever serve as President and CEO of the Urban League of Rochester. Dr. Hawkins joined the Urban League from her position as Executive Director of Sojourner Home — a local nonprofit that empowers women, children, and their families through transitional support services as they recover from trauma. As the Urban League of Rochester President, she has proven her mettle in transparently engaging with the Rochester community, advocating for antiracism and equity, fundraising, and innovating in organizational operations. Dr. Hawkins is an expert in community engagement and cultural change, advocacy, transitional and permanent supportive housing, fiscal stewardship, strategic planning, and staff development.

Adrian Hale- is the Senior Manager of Workforce / Economic Development & Education Initiatives at the Rochester Chamber of Commerce. In addition to his responsibilities at the Chamber, Adrian serves on several boards in the Greater Rochester community, most notably as a community board member on the Democrat and Chronicle's Editorial Board. As a United States Marine, he made two combat deployments in support of Operation Enduring Freedom to Afghanistan and served with the United States Air Force reserves. Adrian graduated from Monroe Community College with distinction in 2014 and was a recipient of the SUNY Chancellor's Award for Excellence. Upon graduating from MCC, Adrian transferred to Yale University, where he received his B.A. in Political Science and became a Director's Fellow at the Institution for Social and Policy Studies with a focus on education reform, and police accountability. As a Senior Manager at the Chamber of Commerce, Adrian has been working to improve educational outcomes for the Greater Rochester's youth and enhance the quality of our workforce. He is also helping lead the regional conversation on diversity, equity, and inclusion in the workplace with the creation of Creating Opportunities in Rochester for Equity in Employment (COREE), an initiative to remove barriers to advancement for historically marginalized strata in the labor market. He will also be leading a regional talent strategy initiative designed to better coordinate efforts and collaboration among K-12 systems, colleges, and employers to attract, recruit, and retain new and incumbent workers into the Greater Rochester workforce. Adrian has also recently been named the Finger Lakes Regional Economic Development Council's (FLREDC) Downtown Revitalization Selection Committee Co-Chair. This committee will be tasked with identifying a local urban core ripe to receive a 10-million-dollar investment from NYS. He has also been nominated and selected to serve on the FLREDC's NYS Workforce Development Initiative (WDI) Committee, which will review WDI applications and making recommendations to the full council regarding applicants' eligibility to receive funds from an \$175 million-dollar allotment of money from the NYS Empire State Development.

Naomi Douglas Davis MSSA, LCSW- has been a clinical social worker for over 25 years, licensed in three states and having worked overseas with the Air Force. She was employed by the NYS Office of Mental

Health for 17 years in various positions, including supervisory positions. While with the Office of Mental Health, Naomi was also contracted as an adoption assessor for the Erie County Surrogate's Court, and worked as a private clinician in Rochester, receiving referrals from two prominent physicians. After authoring the novel, *the Write1.com* in 2005, Naomi was recruited by Rochester's Democrat & Chronicle to write in 2006 as a contributing writer for the Good Counsel, local advice column. While living in North Carolina, after working as the clinical director at an inpatient program for people experiencing mental health and substance abuse problems, Naomi opened a private practice, where she received hundreds of referrals from the Juvenile Justice system and various Department of Health and Human Services to provide in-home treatment to residents in SC and 9 counties in NC. In addition, she is a certified trauma-informed therapist by the University of Buffalo and trained in Eye Movement Desensitization and Reprocessing (EMDR), a treatment from trauma through the EMDR International Association.

Kelly Marie Wofford- is founder and principal of Front Seat Life, LLC, an organization dedicated to eliminating barriers to mental health and wellness. A survivor of childhood sexual abuse and Borderline Personality Disorder, she uses her life to educate, guide and empower others to embark upon their own healing journeys. In her many leadership roles, she elevates the importance of mental health and reducing the stigmas related to seeking support, especially in BIPOC communities.

Dr. Latise Hairston- is a dynamic, accomplished certified Diversity, Equity & Inclusion Strategist respected for delivering a consistent creative vision based on data-driven decision making. She has a proven track record of effectively designing and managing large-scale culture transformation projects overseeing the entire implementation cycle. Latise is known as a motivational, influential thought leader and collaborator who is a life-long learner. Latise advocates for all human beings (especially for the disenfranchised) and influences systems to create practices, policies, and cultures that respect individuality and focuses on diversity, equity, inclusion, and justice. With over 20 years of leadership experience, Latise has counseled and coached hundreds of individuals, leaders, and organizations in the government, non-profit, and corporate sectors. She designs, manages, and facilitates enterprise-wide innovative solutions around strategic planning, change management, and leadership. Latise has experience leading Diversity, Equity, and Inclusion strategic plans and implementation, including within a multi-billion-dollar hospitality organization.

Latise is the Founder and Chief Impact Officer of HOPE Consulting and an adjunct faculty at Medaille College. She holds an M.S. in Counseling, M.S. in Creativity and Change Leadership, and a Ph.D. in Leadership and Policy (focus- Organizational Development). Latise is a sought after speaker and a published researcher.

Curtis Jones Jr. -is a gifted and distinctive speaker. His relatable and humorous presentation style immediately grabs participants' attention and keeps them engaged throughout the entire experience. With over 20 years of serving as a leader and teaching leadership skills, Curtis' insight into leadership, communication and connecting diverse communities is exceptional and the perspective he brings to each topic is salient and unique. Curtis earned his Bachelor's degree in Political Science, with a minor in Theological Studies, from Thiel College in 1998. He continued his education at Gannon University where he completed the Leadership Erie program. Mr. Jones, Jr. began his career working at a non-profit organization which provided behavioral health services for children and their families. Since then he has spent 20 years professionally dedicated to serving youth in Erie County.

Curtis' commitment to the greater Erie community is further evidenced by his participation on numerous community groups and organizations. He has served on boards for both nonprofit and economic development organizations in Erie. Currently Curtis, among numerous other activities, serves as the Chairperson for the Enterprise Loan Fund. Additionally, Mr. Jones, Jr. completed his third consecutive term on Erie's City Council in 2018. During this tenure he was Council President for two years. Recently Erie City Council selected Mr. Jones, Jr. to complete an additional year of serving Erie as a councilman.

Leah Angel Daniel- never imagined the endless possibilities that would be destined for her life. She is an acclaimed author in the Amazon best-selling anthology, "Stand Still and Watch God Move," as well as a national educator, mentor and inspirational speaker.

Daniel knew at a young age that education would be the key to her success to overcome the daunting statistics that many foster care youth and young adults face. Daniel is now a proud graduate of SUNY Oswego, with a Bachelor of Arts degree in broadcasting and mass media and a Master of Arts degree in English. Daniel is currently pursuing her doctoral degree in executive leadership at St. John Fisher College in Rochester, New York. Daniel currently serves the WNY community in the area of Health Equity. Additionally, Daniel has held a variety of positions that have enhanced her personal and professional development as well as her community. She has served as a leadership development, an educational trainer, an adjunct English instructor and an Intensive Preventive Social Worker. Daniel is also the founder of Fostering Greatness Inc, a nonprofit organization that moves to change the current narrative of foster care in Western New York by giving foster care youth and young adults of color who have aged out or left the foster care system an opportunity to do more than survive but to thrive and achieve their greatness at their fullest potential.

Dr. Nadjete Natchaba- has been working in the behavioral health arena for over 20 years. Her experience ranges from the provision of direct care services to the administration and management of programs. She served as the co-chair of the Bronx Mental Health Council and was also a member of the Health and Human Services Committee of CB 5 in the Bronx.

She is currently working at Services for the Underserved in the capacity of Vice president of Treatment and Recovery Services in the Behavioral Health Division. Under her purview, she leads a team of devoted clinicians and administrators managing Assertive Community Treatment Teams, Certified Community Behavioral Health Clinics, Care Coordination Services, Home and Community Based Services, and Crisis respite residences. Dr. Natchaba also serves as an adjunct professor at the Silberman School of Social work at Hunter College.

Pascale Jean-Noel- is the Director of Training for the ACT Institute at the Center for Evidence-Based Practices. Working with the New York State Office of Mental Health, she helps design coordinate and facilitate extensive training curricula in treatment planning, cultural Humility and awareness, engagement, working with mandated clients, and ACT core daily principles based on person centered recovery-oriented principles. The training curricula are used by 108 ACT teams, consisting of over eight-hundred people collectively, throughout the state. Pascale is also an adjunct lecturer at the Columbia University School of Social Work and Fordham University School of Social Work. At Columbia University, she teaches Adult Psychopathology and Wellness in a residential and on-line setting. At Fordham University, she teaches Assessment and Diagnosis and Clinical Seminar. Pascale Jean-Noel received her BSW and master's degree from Adelphi University School of Social work, Garden City, NY. She holds a Clinical License in Social Work and has over twenty years' experience in social-service settings. Prior to her current position Mrs. Jean-Noel worked in managerial as well as direct-care roles in Foster Care, Outpatient Substance abuse, Inpatient Psychiatric Hospital and on ACT.

Craig W. Johnson LMHC, CASAC-G- is an experienced and respected trainer on issues related to substance use, mental health and criminal justice involvement. He has taught literally thousands of counselors and impactors about substance use, co-occurring disorders, criminal justice clients and techniques for effective helping strategies. He is currently the COO of Health Homes and New Initiatives at Huther Doyle Memorial Institute in Rochester. Craig had previously developed a recognized and effective treatment program in the local jail setting, and has served as a consultant to Probation Departments and Mental Health agencies. He has taught at a number of universities and operates a private practice, Mind Evolution, in Rochester along with serving on a number of boards and community consortia.

Ronnie Pollack -is the executive director of the Native American Cultural Center in Rochester, New York. She has worked as a forgiveness coach, specifically with Native American clients, utilizing the healing power of forgiveness and the Seven Generations concept to transform lives. She is an adjunct professor at Monroe

Community College and has taught in the Health/Physical Education Department for over 10 years. Her background includes work as a holistic health coach, along with more than 12 years of experience as a social worker. Pollack lives in Rochester and is a member of the Mississaugas of the New Credit First Nation, in Ontario, Canada. Working with Indigenous peoples in the area of forgiveness is something that is sacred and personal to her heart, as she desires to see all Nations heal.

Luis O. Lopez, M.A., M.S. is the Coordinator for Fidelity and Best Practices at Columbia University Department of Psychiatry and NYS Psychiatric Institute. He has been at the New York State Psychiatric Institute since 2013.

He is also a counselor, a trainer, a consultant, and a coach. He has a M.A. in counseling from New Jersey City University. He also has a M.S. in Administration for Metropolitan College (previously known as Audrey Cohen College.) Luis has been involved in the implementation and application of Evidence Based Practices since 2003. Luis has expertise in the areas of Trauma Informed Care, Motivational Interviewing, Dual Recovery, Group Dynamics, Cultural Humility, Stages of Change, Harm Reduction, WRAP, CBT, Wellness Self-Management, and the ACT Model. He has facilitated workshops in over 100 conferences nationally and in Canada. He has conducted consultations in Puerto Rico and the US Virgin Islands. He is also member of the American Counseling Association and ACA-NY.

Dashiell Elliott - is a Program Officer at The Central New York Community Foundation where she assists in managing and implementing the Community Foundation's grantmaking and associated programs that are designed to foster a thriving Central New York community. Dashiell is also the lead of the new Black Equity and Excellence Fund, which supports community-based projects for the Black community of Central New York that promotes and encourages self-sufficiency and improves the physical and economic conditions that affect quality of life. Dashiell enjoys making sure people of color have access to resources, knowledge and funding in an equitable way and prides herself on working closely with residents and community members to feel comfortable throughout the grantmaking process. Dashiell is originally from Auburn, NY, however, has lived in Syracuse, NY for the past 8 years. She has spent time living in Utica, NY and Rochester, NY. She enjoys hiking, trying new vegan recipes, painting with acrylics, and listening to Alternative R & B. Dashiell is a certified Peristeam Hydrotherapy Specialist and is passionate about Black Maternal and Reproductive Health. She is the Founder and CEO of The Honey V, which is a women's wellness spa and plant-based product line that uses holistic forms of healing for women of color and their feminine health needs. Dashiell is also the CEO of 20eleven Solutions, a philanthropic consulting firm.

Natasha Almonte- has worked in the non-profit sector for over 18 years. She is the director of parenting services at Pinnacle Community Services in Niagara Falls, New York. During a five-year period, she went from an entry-level position with no education to director of an entire department holding a master's degree in higher education and administrative affairs from the State University at Buffalo. Almonte discovered during this process that there were some flaws in her belief system about herself, which took her on a journey of self-awareness. Through this journey, she became aware of her ability to communicate with people in way that inspired, motivated and respected who they were. Almonte now has conducted several trainings on goal setting, staff/executive team building, trauma-informed care/reflective strategies and many others related to organizational and personal development.

Talethea M. Best- is founder & CEO of Best Innovations Consulting LLC, a boutique HR consultancy focused on unique practices in talent strategy, diversity, equity and inclusion and strengths based team building. Relentless about making business strategies inclusively possible, she helps organizations create employee-centric experiences in a way that prepares their workforce to successfully meet rapid growth, business challenges and complex change.

Before launching Best Innovations Consulting, Best was global head of talent development at Aon Corporation and was head of learning strategy for the consulting side of Hewitt Associates to drive business growth. Having accumulated over 30 years of strategic planning, talent management and leadership effectiveness experience with Scott Paper Co., Shell Oil Co. and Moog Inc., Best continues to be recognized and praised for her focused, collaborative, results-oriented approach. Her people philosophy is simple: Inclusive leaders build inclusive organizations, and inclusive organizations enable thriving communities. Best is a popular facilitator and a curious lifelong learner. She has been a speaker for several academic and

professional groups including Ashridge Executive Education of London, Princeton, Rutgers University, Association for Training and Development, Finance and Insurance Workforce Summit, and the Organizational Development Network. Additionally, Best has been recognized in "Who's Who in Black Chicago," honoring a collection of Chicago's most interesting personalities and distinguished achievers. She is most recently recognized as a founding member of the Josh Bersin Academy and is master certified in "Cultivating Cultures of Inclusion & High Performance". Best is an honors graduate of Drexel University with a bachelor's degree in marketing and communications, and she has a master's in learning and organizational change from Northwestern University.

Kesha Cater- is the Chief Diversity Officer for Coordinated Care Services, In. (CCSI). There she leads the organizational strategy on diversity, equity, inclusion, and antiracism with a multi-phased approach. She has facilitated DEI workshops, conversations, and training locally and nationally for groups of various sizes. Kesha Carter is a CDP (Certified Diversity Professional), she also holds a Six Sigma Green Belt from Villanova University and a PHR (Professional Human Resources) certification from the Human Resource Capital Institute. She earned her master's degree in Organizational Leadership from Keuka College. Kesha is a board member of Rochester RHIO and The Women's Council. She was a and Young Athena finalist 2019-2020 and Democrat & Chronicle "Woman to Watch" in October 2016. Kesha is also a member of Zeta Phi Beta Sorority, Incorporated. Words she lives by: There is no such thing as failure, only many different lessons in how NOT to do something.

Danette Campbell-Bell -joined the Health Foundation in 2020. A youth development practitioner, trainer, instructor, coach, mentor and conference speaker with more than 20 years of experience in developing, implementing and managing quality youth programs with high-performance outcomes, Danette is a champion, advocate and voice for children and youth. Danette has served as a consultant to a wide range of clients including: The United Way of Greater Rochester, the Greater Rochester After School Alliance, the New York State Network For Youth Success, the City of Rochester Department of Recreation and Youth Services, and the Center For Youth Services. Danette currently serves on several boards, initiatives and committees throughout the community related to children, youth, community development, leadership and business. She is also Managing Partner at Strings For Life, LLC as well as Project Founder and Director of the award winning Strings For Life Music Project.

Leeshe Grimes- is a native of Utica, New York. She is currently located in the DMV area. She retired from the United States Army in March 2018. She has over 10 years of experience with counseling. She is a graduate of Capella University, earning a Master's of Science in Mental Health Counseling. She has a Bachelor of Arts degree in Psychology from Hawaii Pacific University. She is currently a Doctoral candidate at Capella University in the Counselor Education and Supervision program. She is licensed in the state of Maryland and Virginia. Her professional, educational experiences and training have afforded her opportunities to work with diverse cultural populations to include military, LGBT, couples, families, adolescents, children, different faith, and spiritual populations. Leeshe is very passionate about mental health and loves to provide to the community. She participates in numerous community service and outreach programs. Alongside her sorority Alpha Kappa Alpha Sorority Inc.

Junior Dillion- Joined the Wilson Foundation in 2020 to enhance grant-giving efforts in addressing poverty, housing instability, trauma, and racial inequities. Before joining the Foundation, Junior oversaw personal support services at Monroe Community College and was their Project Director. Junior was attracted to the Foundation's focus on addressing the root causes of trauma and investing in initiatives that enhance wellness. As a Licensed Mental Health Counselor (LMHC), Junior provided care to children, families, and adults in outpatient, pediatrics, and educational settings. Junior has a varied background that spans multiple sectors. He is originally from the United Kingdom, where his work focused on engaging BIPOC youth in the British criminal justice system (CJS). Junior is passionate about equity in education, and he is currently in the dissertation stage of a Ph.D. in Human Development at the University of Rochester, where he teaches Research Methods and Minority Youth Development in Urban Context. His research focuses on educational equity, with close attention to culturally affirming asset-based practices that ameliorate academic struggle.

Tanya Henderson- is a graduate of St. John Fisher College doctoral program. She received a Bachelor of Science degree in Sociology and Child and Family Studies from SUNY Oneonta in 2010, and a Master of Science degree in Education in 2014 from The College of St. Rose. Throughout her 10 years in the field of

behavioral health and human services, she has served as a Licensed Mental Health Counselor and is a Credentialed Alcoholism and Substance Abuse Counselor in the Capital Region of New York State. Additionally, Tanya has volunteered in the Capital Region with the Community Hospice Grief Services since 2013 and with the Domestic Violence Services since 2014. Currently, Tanya is the Founder and Chief Executive Officer of Our Village Services, LLC., New York-based counseling practice whose primary mission is to break down barriers and generational traumas for families and individuals of color who are affected by mental health problems and substance use disorders.

Chanel McCord- is the Owner and Clinical Director of Oasis Wellness Group. Chanel received a Bachelor of Arts in Psychology from Seton Hall University and a Master of Arts in Professional Counseling from Liberty University where she graduated with distinction. She is currently pursuing a doctorate in Counselor Education & Supervision from Grand Canyon University. Chanel is licensed as a Professional Counselor (LPC) in the State of New Jersey and holds the Approved Clinical Supervisor (ACS) credential through the Center for Credentialing & Education. She holds several certifications including Crisis Prevention Intervention (CPI), Psychological First Aid (PFA) and Posttraumatic Stress Management (PTSM). Chanel is also a Licensed Minister. With 9+ years of experience, Chanel seeks to assist in the healing process of individuals through counseling, psychoeducation, coaching, and wellness initiatives targeting the mental, social, and spiritual paradigms of one's life. As a motivational speaker, Chanel touches on topics that span psycho-social and spiritual realms. Delivering transformational, fun, high energy and impactful messages to leave the target audience educated, empowered and encouraged. To stay in contact with Chanel you can follow her on Facebook @ Oasis Wellness Group, Instagram @OasisWellnessGroup, LinkedIn at Chanel McCord or visit the website at www.OasisWellnessGrp.org.

Sierra Hillsman- is a Licensed Associate Professional Counselor and is credentialed as a National Certified Counselor and Certified Clinical Trauma Professional. Her platform, Legacy Speaks, focuses on increasing awareness of mental health issues, creating conversations with marginalized communities, and increasing access to local and national resources by advocating for both equality and equity. This powerhouse clinician is passionate about changing the world one person at a time as she continues to champion mental wellness #ForTheCulture. He has been highlighted in outlets such as Bustle, XoNecole, Human Window, and Peace of Mind with Taraji. A South Florida native, Sierra graduated with a double major in Psychology and Communication Sciences and Disorders with a minor in Sign Language from the University of South Florida. She is also a masters-level graduate of the Clinical Mental Health Counseling at the University of West Georgia. She currently provides individual and group therapy and her clinical specialties include grief, adjustment & life transitions, addictions, male sexual trauma, spirituality, and self-esteem-related issues.

Tatiana Parker-is a civic engagement enthusiast who helps people and communities elevate through information-sharing. She is currently the Constituent Services Director for NYS Senator Rachel May (D53). In this role, Tatiana helps constituents navigate New York State agency issues and provides education about state government functions, services, and community resources. Outside of work, Tatiana is a social entrepreneur and fierce advocate. She focuses on cultivating and preparing people for purpose through identity development, individual capacity building, resource sharing, fundraising, speaking engagements, and community service. Tatiana's passion for community building comes from having been a beneficiary of social service and community programs and agents for social change. Tatiana has received awards and recognition for her dedication to advocacy and civic engagement. She is a graduate of Leadership Greater Syracuse, LeadUP Central New York, Citizens Academy, and other civic programs.

Tatiana holds an A.S in Human Services from Onondaga Community College, a B.A in Political Science from the SUNY at Oswego, an M.A in Social and Public Policy, and a Professional Certificate in Community Advocacy from Empire State College. She will begin her Ed.D program in Executive Leadership at St. John Fisher College summer of 2021.

Chelesa S. Holden, MSW (she/her/hers)- is a social worker and consultant who practices research, implements evidence-based solutions and strategies to reform organizations. Ms. Holden is the owner of Innovative Change Consulting Group, LLC. Innovative Change Consulting Group, LLC is a consulting firm that specializes working with nonprofits, providing organizational management consulting services. She holds a Bachelor of Science in Criminal Justice & Criminology & Bachelor of Social Work from University of Missouri-St. Louis and a Master of Social Work, with a focus on "Community Development & Practice with Criminal Justice Involved Individuals" from The Brown School at Washington University in St. Louis.

Annie Grier (she/her/Ms) -is a macro social worker advancing inclusion, diversity, equity, anti-racism, accessibility and sustainability (IDEAAS) in practice, research and education. Ms. Grier is the owner of IDEAAS, LLC. Also, she is the Senior coordinator for Diversity & Inclusion at Florida State University and an adjunct professor at Fordham University in the Master of Social Work program, where she instructs on working with organizations & communities and integrating practice with research & evaluation.

Vincent Sears- is presently attending Liberty University as a Ph.D. student in Counseling, Education, and Supervision, and is a current member of Chi Sigma Iota Rho eta. (Academic fraternity). His studies focus on the research side of Black Mental Health. Primarily, how racial experiences and family dynamics impact wellbeing among Black and multiracial youth.

Vince received his Master's degree in clinical psychology/counseling from Trevecca Nazarene University in July 2012. He began practicing at Vanderbilt University in Nashville, Tennessee; the tutelage at Vanderbilt University helped shape his early career by informing his theoretical approach to maintain a trauma-focused perspective. Vince moved to Philadelphia in 2015, worked with the inner city impoverished youth and their families, and homeless veterans. Here, Vince also obtained pedagogical training at Drexel University that focused on family system theories. Shortly after that, he worked with various populations from the Northcentral region of Pennsylvania to the inner cities of upstate New York. Given the structural impediments that BIPOC's face every day, his goal became to increase accessibility. Vince has been working as an educational, mental health, and social justice consultant for Multi-Cultural Resource Center for Children and Families Inc. This platform allows him to discuss a culturally relevant, responsive, sustaining, and anti-racist message in the community of mental health.

Michelle McMurray, MSW- In 2020 was named vice president of Program and Community Engagement and is responsible for the strategic direction, development and management of the Foundation's core grant-making programs. Michelle joined the Foundation in 2014 and has served in multiple roles of increasing responsibility, including senior program officer and director of grantmaking. Over her tenure, she has led the creation of innovative initiatives, which include Small and Mighty, the Social Justice Fund and the Grantmaking for Racial Justice Fund, all of which increase access to funding for small, community-based nonprofits and Black and Brown-led organizations. Michelle is a seasoned leader with more than 15 years of professional experience, including academic research, clinical practice, policy advocacy and organizational leadership. Throughout her career, she has been committed to serving low-income communities, working to eliminate racial inequities across systems, and strengthening the capacity of small, community-based nonprofits. Prior to joining the Foundation, Michelle served as the CEO of a Mental Health America Allegheny County, where she oversaw programs and advocacy to ensure delivery of recovery-oriented services, increase awareness and understanding of mental illness, and protect the educational rights of students with mental health needs. She also worked at Western Psychiatric Institute and Clinic in multiple research positions, examining the relationship between race, income, age and mental health. She is the co-author of several book chapters and peer-reviewed articles documenting the findings of this research. Michelle earned multiple degrees from the University of Pittsburgh, including a master's of social work, a bachelor's degree in sociology and a certificate in women's studies. Michelle serves on the boards of Allegheny HealthChoices Inc and Grantmakers of Western Pennsylvania and is a co-chair of the African American Funders Groups of Southwestern Pennsylvania. In 2020, she was appointed to the Pennsylvania Early Learning Investment Commission. That year she was also recognized for her advocacy for Black communities by the Governor's Commission on African American Affairs. Michelle received the 2018 Emerging Leader in Philanthropy Award from the Association of Black Foundation Executives (ABFE).

Kia Croom- For nearly two decades, Kia Croom has enjoyed a remarkable career in fundraising and fund development. She took interest in nonprofits, while volunteering at H.O.P.E. Through Divine Intervention, Inc. (HTDI, Inc.)— a homeless services agency in Atlanta. During this time she was working as a local news writer and reporter, and completing a bachelor's degree in journalism. Kia had dreams of becoming a broadcast news anchor but pivoted to fundraising after volunteering to write her first-ever successful grant proposal for the shelter. "I'd never written a grant before, but I learned the key components, talked to organization's founders and board members and put their program design and vision on paper. I was thrilled to find a way to leverage my communication talents to make a difference," Kia said. "The proposal request was for \$200,000, so I nearly jumped through the roof when I learned it had been approved," she said. Celebrating the successful grant request, HTDI, Inc. offered Kia her first full-time fundraising job as a

development director. Kia continued her fundraising career working in positions of increasing responsibility for nonprofits across the nation, and in a variety of cause areas including but not limited to: STEM, Diversity, Youth Development, Education and more and has raised nearly \$400 million. Today she works as the Director of Strategic Partnerships at the Children's Defense Fund—fighting to end Child Poverty and promoting racial and education equity for underserved children in America. "I didn't choose a career in nonprofit fundraising, it chose me, and I get out of bed everyday knowing I'm making a difference in society. It's the best feeling ever," she said. Kia earned her bachelor's degree in Communication Arts from Clark Atlanta University and is a proud HBCU alumnus. She obtained her master of science in Public Administration from Kennesaw State University. As a devoted, lifelong learner, Kia has earned a certificate in Fund Development from the University of Richmond, a certificate Corporate Social Responsibility from Pepperdine University and a certificate in Diversity Equity and Inclusion from Cornell University. Kia was born and raised in Oakland, California. She is a proud mother to a 16-year-old son who has ambitions to become an engineer. In her spare time, you can find Kia publishing new episodes of the Black Fundraiser's Podcast (which she launched in 2021) to celebrate, inspire and equip Black fund development professionals to positively impact Black communities, or cooking up her favorite southern staples.

Selina Ruiz- is a Pregnancy Prevention Trainer for the City of Rochester RISE Program. The RISE Program works with youth to teach about safe sex, healthy relationships. With her team, they aim to increase access to community resources and improve upon youth development programs. Selina has worked passionately for several youth focused agencies in the city of Rochester New York for 20 years, including the Rochester City School District, Center for Youth and Metro Council for Teen Potential at Baden Street. She strongly believes in the power of prevention work during adolescence to help youth circumvent possible obstacles later in life. It is her mission to be a consistent, caring adult in the lives of youth in the city to listen to, value and support them as they navigate the many compounded issues they face. Selina has a Bachelor's Degree in Human Services with a focus on youth and justice as well as marriage and family therapy. She has assisted in adapting curriculum for bilingual students as well as creating presentations for virtual learning to ensure educational efforts continued outside of the standard school setting. She is currently working with RCTV to develop a platform for sexual health education content for the community across various media platforms called "Sex Ed Shorts."

April Hill- is a native of Rochester, New York who began her professional career as an Employee Relations Representative with Dow Jones & Company/The Wall Street Journal. She later relocated to Atlanta, GA where she became a Recruiting Specialist for the technical contract placement industry. She then transitioned her Human Resources knowledge and recruiting experience and worked as a Career Services Director within Atlanta's vocational education sector.

After nearly 20 years in Atlanta, April relocated back to Rochester in 2013, and served as Assistant Director of Human Resources at Monroe Community College and Director of Human Resources at Planned Parenthood of Central and Western New York (PPCWNY). She is currently the Director of Human Resources at Villa of Hope.

Ms. Hill holds a BA in Psychology from Long Island University, Brooklyn; a MS in Human Resources Management from the New School, New York City; and certifications as a Professional in Human Resources (PHR) and SHRM Certified Professional (SHRM-CP). April is the proud parent of a 6-year old tortie (cat) named Chrissy. She enjoys reading John Grisham novels, watching Alfred Hitchcock and Marvel Cinematic Universe movies as well as classic film noir, and appreciates traveling (whenever possible). Ms. Hill is also a member of Lollypop Farm's Development Committee and has been actively engaged with United Way of Greater Rochester's African American and Latin Leadership Development Programs' promotion and recruitment activities.

Walida Monroe-Sims is a native of Rochester, NY raised in the 19th Ward. She is a graduate of Wilson Magnet High School Academy of Excellence. Walida holds a BS in Human Service Management and Masters in Psychology with a concentration in Behavioral Health. Walida is a dedicated wife, mother of 8 children, and grandmother of 5 children who has over two decades of experience working in the human services field in Rochester New York. She is a parent/student advocate and loyal community member who dedicates her life to mobilize, educate, and empower the community at large. Walida is passionate about working towards systems change in the Rochester community and has focused her career on working with vulnerable populations to alleviate the impact of poverty on individuals and the community. She is a parent/student advocate who engages in assisting community members in taking on issues regarding

social, racial, and economic injustices in the educational system. She has held leadership roles during her employment at Action for A Better Community, and serves on numerous community boards that promote a culture of healthy conversations in regards to social change in Rochester.

In 2019 Walida along with her husband Edward, and daughter Amari founded the non profit organization Unspoken Elephants Incorporated. Unspoken Elephants Inc. Mission is to strengthen families and individuals of our community and abroad to break the cycle of silence due to stigma and trauma by providing support in safe non judgmental spaces. UE Inc. seeks to carry out its mission by collaborating with community stakeholders to provide tangible inclusive resources for vulnerable populations and the community at large addressing the importance of mental health wellness, and healing.

Walida Monroe-Sims currently serves as the Flower City AmeriCorps Program Director in the City of Rochester's DRHS Department. Walida's professional background, passion for community work, and life philosophy makes her a great asset to our community. Her motto in life is: "Meet people where they are, without judgement, so that individuals can reach their highest quality of life". Walida knows that her purpose in life is to Glorify GOD first, and her reasonable service is to help people help themselves.

Thaddeus Dunn- is an accomplished Human Resources, Talent Acquisition Leader. He is originally from New York City and has lived in Raleigh, North Carolina, Houston Texas, Atlanta, Georgia, and in Westchester and Erie Counties. He currently lives in Buffalo, New York. He holds a Communications Studies Degree from Canisius College in Buffalo, New York and has 15 years of Human Resources Executive Recruitment experience. He is the Founder and CEO of Right Fit Recruiting, a national employment agency engaged in executive and diverse search placements for nonprofit, public, private, educational, and government institutions. The organization has successfully staffed for nonprofits, major hospitals, clinics, financial and retail institutions. The business was born out of the observation that there is a strong need to connect qualified employees with the right recruiting personnel within major institutions. That meant being intentional and purposeful when identifying qualified talent that reflects a diverse racial, ethnic, and gender candidate pool. Right fit Recruiting candidate slates are diverse and inclusive reflecting the real world in which we live. We support the United Nations Department of Economic and Social Affairs sustainability best practices model which include: Reduced Inequalities, Gender Equality, No Poverty, Decent Work and economic Growth, Sustainable Cities and Communities, promote Peaceful, inclusive societies for sustainable development and strengthen partnerships for sustainable development. Our efforts assist companies with ensuring they have a strong workforce resulting in the placement of the right candidate so the organization can concentrate on running their day to day operations Thaddeus enjoys the challenge of finding the right person the first time for the job. His company Right Fit Recruiting will help you find the Right person for the role. Right Fit Recruiting is a Minority Business Enterprise (MBE) Certified organization in the City of Buffalo, New York and Erie County.

Jason Parker- is Director, Learning Support Systems at Monroe Community College. Jason received his Bachelor's Degree in Recreation and Leisure Studies with an emphasis in Community Recreation from Missouri State University in 2006. As a recreation specialist for the city of Ozark, Missouri, he built strong relationships with local school districts, developed sporting programs for children ranging from preschool age through high school, and created opportunities for area residents to become acquainted with the resources available in the community and with each other. His strong belief in the transformative power of education brought Jason to the field of higher education. While working full time, Jason began working on his Master's Degree in Counseling at Missouri Baptist University. Shortly after completing his Master's Degree in 2010, Jason began working at St. Louis Community College as campus coordinator for the African American Male Initiative, a federally-funded program dedicated to recruiting and retaining African American male students. Jason's work at the college also included community outreach to area middle and high schools to provide information and encourage minority students to further their education at the college level. Jason has served on the boards of City Garden Montessori School, a charter school in the city of St. Louis, and Midtown Community Services. He also served as a mentor for the St. Louis County Courts. Jason recently made the move to Buffalo to serve as the Diversity Program Coordinator at Buffalo State University. He is thrilled to be a part of the University environment and is enjoying discovering his new city and region.