

Women's Advisory Board

Applicants At-A-Glance

One (1) Three-year term expiring April 30, 2028

| Name | District | Gender | Ethnicity |
|---------------|----------|--------|------------------|
| Dugue, Joelle | 1 | Female | African American |

One (1) Three-year term expiring April 30, 2028

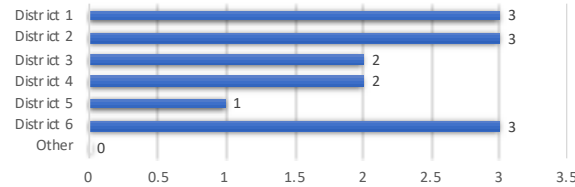
| Name | District | Gender | Ethnicity |
|-------------------|----------|--------|---------------------------|
| Barfield, Renee | 4 | Female | African American |
| Chavez, Lesley | 4 | Female | Hispanic |
| Craft, Satoria | 5 | Female | Other |
| Etemad, Catherine | 6 | Female | Asian or Pacific Islander |
| Falls, Brandi | 3 | Female | African American |
| Gray, Angela | 1 | Female | Other |
| Gregory, Betty | 3 | Female | African American |
| Howe, Mecca | 4 | Female | Caucasian/Non-Hispanic |
| Thompson, Queen | 4 | Female | African American |
| Trimmer, Jessica | 6 | Female | Caucasian/Non-Hispanic |
| Winbush, Kathy | 3 | Female | African American |

WOMEN'S ADVISORY BOARD DEMOGRAPHICS

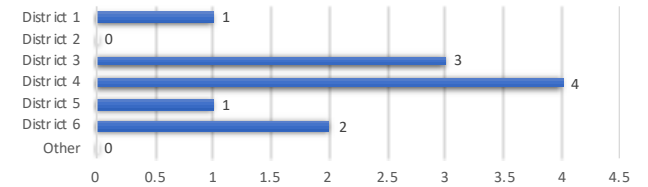
Districts

| | Members | Applicants |
|--------------|-----------|------------|
| District 1 | 3 | 1 |
| District 2 | 3 | 0 |
| District 3 | 2 | 3 |
| District 4 | 2 | 4 |
| District 5 | 1 | 1 |
| District 6 | 3 | 2 |
| Other | 0 | 0 |
| Total | 14 | 11 |

Members by District



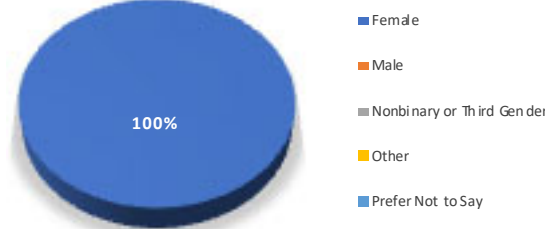
Applicants by District



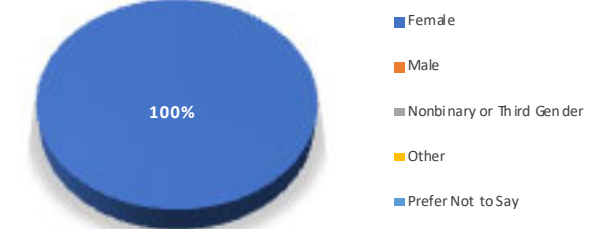
Gender

| | Members | Applicants |
|---------------------------|-----------|------------|
| Female | 14 | 11 |
| Male | 0 | 0 |
| Nonbinary or Third Gender | 0 | 0 |
| Other | 0 | 0 |
| Prefer Not to Say | 0 | 0 |
| Total | 14 | 11 |

Members by Gender



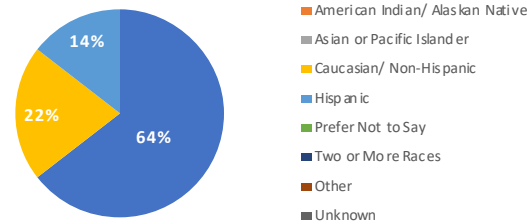
Applicants by Gender



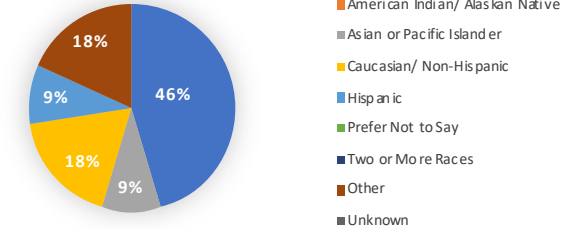
Ethnicity

| | Members | Applicants |
|---------------------------------|-----------|------------|
| African-American | 9 | 5 |
| American Indian/ Alaskan Native | 0 | 0 |
| Asian or Pacific Islander | 0 | 1 |
| Caucasian/ Non-Hispanic | 3 | 2 |
| Hispanic | 2 | 1 |
| Prefer Not to Say | 0 | 0 |
| Two or More Races | 0 | 0 |
| Other | 0 | 2 |
| Unknown | 0 | 0 |
| Total | 14 | 11 |

Members by Ethnicity



Applicants by Ethnicity



Recommendation Statement

From: [Denawa Alberti](#)
To: [Little, Madison S.](#)
Cc: [Hamilton-Childres, Elyse](#)
Subject: [External]Re: WAB Packet for 05.20.2025
Date: Friday, May 9, 2025 4:50:21 PM
Attachments: [image001.png](#)
[image002.png](#)
[image003.png](#)
[image004.png](#)
[image005.png](#)
[image006.png](#)

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Happy Friday!

The Women's Advisory Board would like to confirm Joelle Dugue for reappointment on June 30, 2025. We would also like to appoint Catherine Etermad to join the board. We believe her experience across her vast career as well as her multicultural perspective that she would be an amazing addition.

Women's Advisory Board

At-A-Glance

One (1) Three-year term expiring April 30, 2028

| Name | District | Gender | Ethnicity |
|---------------|-----------------|---------------|------------------|
| Dugue, Joelle | 1 | Female | African American |

Statement to Applicants

Profile

Which Boards would you like to apply for?

Jury Commission: Submitted
Women's Advisory Board: Appointed

Joelle Dugue
First Name Last Name

What other names have you used? (includes, legal names, aliases, maiden names or professional monikers) NOTE: If none, please note N/A

N/A

pierrelouisjoelle@gmail.com
Email Address

6313 Kennard Drive
Home Address

Charlotte NC 28216
City State Postal Code

What Mecklenburg County District do you live in? Please verify below. *

☒ 1

How long have you been a resident of Mecklenburg County? Please include months, or years.

7 years

My age range is (please select one): *

☒ 30 to 45

Ethnicity *

☒ African American

Gender *

☒ Female

Interests & Experiences

Education

MPH and BS in Respiratory Therapy

NA
Employer

Consultant
Occupation

Business and civic experience

Charlotte Civic Leadership Academy

Area of expertise and interests/skills

Program Planing and Implementation. Patient care, non profit organization, health care and health disparities, public health

Additional Information

If you are or have ever served on a Mecklenburg County board/commission, please answer yes or no. If yes, please disclose the Board and term-end date.

No

Why are you interested in serving on the board(s) to which you are applying?

After completing the CLA this past Spring I feel equipped to serve my community. Charlotte issues are my issues.

Have you attended a meeting of the advisory board(s) to which you are applying?

☐ Yes ☒ No

Hours Per Month Available for Position

5 hours

How did you learn of the vacancy? *

☒ Mecklenburg County Website

[Joelle_Dugue_Resume_Feb_2025.docx](#)

Upload a Resume

Disclosure

Are you a Mecklenburg County resident?

☒ Yes ☐ No

Are you a current Mecklenburg County employee? (Mecklenburg County employees are prohibited from serving on any board where appointments are made by the Board of Commissioners. If you are a current, county employee who is to serve in an ex-officio and/or non-voting capacity on any board when required by law, please email clerk@mecknc.gov before submitting an application.)

☐ Yes ☒ No

Are you a current vendor with Mecklenburg County?

☐ Yes ☒ No

• Do you have any personal or business interest that could create a conflict (either real or perceived) if appointed? If yes, please explain the conflict.

☐ Yes ☒ No

Disclaimer

I, hereby, authorize Mecklenburg County to verify all information included in this application. I certify that I have read the appointment policy and that the information contained in this application is true according to the best of my knowledge and belief. I certify that I am providing my legal name and address in which I reside. I understand that inaccurate or untrue information will be cause for removal from any appointed advisory board. By submitting this application, I agree to adhere to all County policies pertaining to advisory boards, including attendance. I understand if I do not achieve 65% annual attendance, I will be automatically removed from the board or commission to which I am appointed. I understand that this application is subject to the N.C. Public Records Law (NCGS § 132-1) and may be released upon request.

☒ I Agree

Signature of Applicant (Sign Your Legal Name):

Joelle Dugue

Board Specific Questions

JOELLE PIERRE-LOUIS DUGUE MPH, RRT

6313 KENNARD DRIVE CHARLOTTE, NC 28216 (646) 299-7671 pierrelouisjoelle@gmail.com

Committed public health leader with over 15 years of experience in public health, healthcare, and nonprofit sectors, dedicated to eliminating barriers to care for underserved communities. Proven track record of developing and implementing impactful programs that improve health equity and access.

AREAS OF EXPERTISE

| | | |
|------------------------|-------------------|-----------------------|
| Program Management | Grant Writing | Software Applications |
| Systems Implementation | Change Management | Community Engagement |
| Emergency Response | Staff Development | Project Management |

PROFESSIONAL EXPERIENCE

New Beginnings Community Life Center, *Mint Hill, North Carolina*

Freelance Grant Writer, 10/24 - 1/125

- ◆ Researched and identified grant and donation opportunities aligned with organizational mission and programmatic goals
- ◆ Crafted compelling grant proposals and letters of inquiry, effectively communicating goals, objectives, and strategies to potential funders
- ◆ Streamlined the grant application process by managing a centralized database, reducing preparation time by 25%
- ◆ Maintained precise records of grant submissions, funding outcomes, and documentation to ensure compliance and audit readiness.
- ◆ Fostered stakeholder engagement through presentations and meetings, enhancing collaboration and funding opportunities

Village Heartbeat Inc., *Charlotte, North Carolina*

Executive Director, 7/22– 7/24

- ◆ Spearheaded initiatives to address health disparities in Black and Brown Communities in Mecklenburg County
- ◆ Designed and launched new program to enhance Mental Health access in Black Communities in the region
- ◆ Directed cross-functional team of 10 in developing and executing a strategic plan, overseeing a \$2.2M budget
- ◆ Strengthened organizational impact and visibility through key partnerships, securing an additional \$1M in funding
- ◆ Oversaw all operational and financial aspects of projects, ensuring timely and budget-conscious execution
- ◆ Expanded service reach to three additional counties, broadening community impact
- ◆ Led a successful rebranding initiative, increasing public engagement by 20%

Accordius Health, *Gastonia, North Carolina*

Respiratory Therapy Manager, 6/20 - 6/22

- ◆ Oversaw the overall operations of respiratory services and patient care for multiple Accordius facilities.
- ◆ Developed and implemented a team-based, facility-level Marketing Plan to include analyzing the local healthcare system, identifying and addressing customer needs
- ◆ Spearheaded the adoption and implementation of new respiratory equipment, enhancing patient care and facility efficiency
- ◆ Championed COVID-19 compliance efforts in accordance with CMS regulations, ensuring safety and adherence to federal guidelines

- ◆ Provided ongoing education and training to clinical staff to maintain compliance with physician orders and state healthcare regulations
- ◆ Monitored and analyzed key performance indicators (KPIs) monthly, identifying challenges and implementing solutions for operational improvements
- ◆ Collaborated with an interdisciplinary team to facilitate seamless patient transitions from hospital to facility to home, optimizing continuity of care

Mecklenburg County Public Health, *Charlotte, North Carolina***Temporary COVID-19 Case Investigator Supervisor**, 10/20 – 1/21

- ◆ Conducted case investigations and provided public health education on COVID-19 for Mecklenburg County residents
- ◆ Streamlined the case investigation interview process, improving efficiency and data collection
- ◆ Audited client files to identify documentation gaps and implement quality improvements
- ◆ Monitored syndromic surveillance data to ensure accuracy, consistency, and quality in reporting
- ◆ Coordinated schedules and provided ongoing training for a team of 30+ case investigators, enhancing team performance and compliance with public health protocols

Castlight Health, *Charlotte, North Carolina***Associate Customer Success Manager**, 4/19 – 4/20

- ◆ Advised customers on health program enhancements based on user engagement and data insights
- ◆ Partnered with clients to ensure their data collection and analysis needs were effectively met
- ◆ Utilized multiple databases to track, report, analyze, and interpret customer data for strategic decision-making
- ◆ Collaborated with the Implementation Team to develop and refine efficient data management processes
- ◆ Provided technical and user support for the Castlight Health application, ensuring optimal quality, accessibility, and functionality

Carolinas HealthCare System, ED Health Pavilion, *Huntersville, North Carolina***Respiratory Therapist**, 6/18 – 4/19

- ◆ Delivered direct care to acute and chronic patients with various respiratory diseases, ensuring optimal treatment and management
- ◆ Provided training and education to 10+ registered nurses (RNs) and the supply chain department on proper usage and maintenance of respiratory equipment
- ◆ Educated patients and family members on the epidemiology of respiratory diseases, medication protocols, and ventilator management to improve health outcomes
- ◆ Collaborated with an interdisciplinary team to enhance emergency department efficiency, achieving a 77% improvement in patient departures within 180 minutes

NYU Langone Medical Center, *New York, New York***Clinical Supervisor of Respiratory Care Department**, 7/16 – 12/17

- ◆ Presented patient outcomes and key performance metrics to senior leadership, nursing, and respiratory care teams to drive quality improvement initiatives
- ◆ Developed and implemented a process to reduce skin breakdown among pediatric ICU patients by 85% within three months
- ◆ Conducted annual performance evaluations for 60+ employees, ensuring adherence to professional and clinical standards
- ◆ Oversaw quality control (QC) for arterial blood gas (ABL) devices and performed blood gas analysis to maintain accuracy in patient diagnostics
- ◆ Recruited, onboarded, and trained 10+ employees, designing an optimized workflow for new inpatient facilities
- ◆ Restructured the vacation request process, ensuring employees retained their full contracted four weeks, eliminating lost vacation days

Interim Co-Director of Respiratory Care Department, 6/17– 9/17

- ◆ Designed and implemented staff training programs, enhancing team proficiency and professional development
- ◆ Assessed and maintained staff competencies in alignment with institutional standards to ensure high-quality patient care
- ◆ Managed a \$13 million department equipment budget, optimizing resource allocation and cost efficiency
- ◆ Oversaw disciplinary administration for all department personnel, ensuring compliance with policies, procedures, and professional standards

Saint Francis Hospital, *Roslyn, New York*

Respiratory Therapist, 11/07 – 12/17

- ◆ Provided direct care to acute and chronic patients with various respiratory diseases, ensuring optimal treatment and management
- ◆ Educated 100+ nurses on respiratory medications, equipment, and ventilatory support, improving patient care and staff proficiency
- ◆ Collaborated with physicians and healthcare teams to develop and modify patient care plans, reducing hospital readmission rates
- ◆ Maintained quality control (QC) for arterial blood gas (ABL) devices and conducted blood gas analysis to support accurate diagnostics
- ◆ Enhanced medical knowledge among respiratory-compromised patients and their families through targeted health education initiatives

EDUCATION / CERTIFICATION / LANGUAGES

Long Island University, *Brooklyn, New York*

- ◆ Master of Public Health (MPH)
Concentration areas: Health Education, Advocacy, and Communication
- ◆ Bachelor of Science (BS) in Respiratory Care

Certifications:

- ◆ North Carolina Registered Respiratory Therapist
- ◆ Basic Cardiopulmonary Life Support (BCLS) by the American Heart Association

Languages

- ◆ Proficient in Haitian Creole (Kreyol), Intermediate French

Women's Advisory Board

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| Etemad, Catherine | 6 | Female | Asian or Pacific Islander |
| Falls, Brandi | 3 | Female | African American |
| Gray, Angela | 1 | Female | Other |
| Gregory, Betty | 3 | Female | African American |
| Howe, Mecca | 4 | Female | Caucasian/Non-Hispanic |
| Thompson, Queen | 4 | Female | African American |
| Trimmer, Jessica | 6 | Female | Caucasian/Non-Hispanic |
| Winbush, Kathy | 3 | Female | African American |

Statement to Applicants

Profile

Which Boards would you like to apply for?

Women's Advisory Board: Submitted

Renee Barfield
First Name Last Name

What other names have you used? (includes, legal names, aliases, maiden names or professional monikers) NOTE: If none, please note N/A

N/A

lifepassport@hotmail.com
Email Address

2121 Village Lake Drive 236
Home Address Suite or Apt

CHARLOTTE NC 28215
City State Postal Code

Home: (704) 772-8555
Primary Phone Alternate Phone

What Mecklenburg County District do you live in? Please verify below. *

☒ 4

How long have you been a resident of Mecklenburg County? Please include months, or years.

20

My age range is (please select one): *

☒ Over 55

Ethnicity *

☒ African American

Gender *

☒ Female

Interests & Experiences

Education

College Degree Cont. Edu. (always)

Ashley Furniture Logistic

Employer

Load Planner Dispatch

Occupation

Business and civic experience

My civic experience was when I served on, The Matching Grants and City Employment.

Area of expertise and interests/skills

Strong communication skills, Adaptability, allowing quick adjustment to changing priorities and environments, Problem-solving abilities, facilitating innovative solutions to complex challenges.

Additional Information

If you are or have ever served on a Mecklenburg County board/commission, please answer yes or no. If yes, please disclose the Board and term-end date.

Yes. The Matching Grants and City Employment.

Why are you interested in serving on the board(s) to which you are applying?

I am deeply interested in serving on this board, role aligns with your long-term aspirations and presents an opportunity for professional growth and development.

Have you attended a meeting of the advisory board(s) to which you are applying?

☐ Yes ☒ No

Hours Per Month Available for Position

Unlimited.

How did you learn of the vacancy? *

☒ NotifyMe Email

Disclosure

Are you a Mecklenburg County resident?

☒ Yes ☐ No

Are you a current Mecklenburg County employee? (Mecklenburg County employees are prohibited from serving on any board where appointments are made by the Board of Commissioners. If you are a current, county employee who is to serve in an ex-officio and/or non-voting capacity on any board when required by law, please email clerk@mecknc.gov before submitting an application.)

☐ Yes ☒ No

Are you a current vendor with Mecklenburg County?

☐ Yes ☒ No

• Do you have any personal or business interest that could create a conflict (either real or perceived) if appointed? If yes, please explain the conflict.

☐ Yes ☒ No

Disclaimer

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☒ I Agree

Signature of Applicant (Sign Your Legal Name):

Renee Barfield

Board Specific Questions

Statement to Applicants

Profile

Which Boards would you like to apply for?

Women's Advisory Board: Submitted

Lesley A Chavez
First Name Middle Initial Last Name

What other names have you used? (includes, legal names, aliases, maiden names or professional monikers) NOTE: If none, please note N/A

N/A

leallyn@att.net
Email Address

11005 Shipwright Lane
Home Address

Charlotte NC 28215
City State Postal Code

Home: (828) 244-6179
Primary Phone Alternate Phone

What Mecklenburg County District do you live in? Please verify below. *

☒ 4

How long have you been a resident of Mecklenburg County? Please include months, or years.

13 YEARS

My age range is (please select one): *

☒ 30 to 45

Ethnicity *

☒ Hispanic

Gender *

☒ Female

Interests & Experiences

Lesley A Chavez

Education

UNIVERSITY OF NORTH CAROLINA AT CHARLOTTE - DOUBLE MAJOR IN COMMUNICATION STUDIES/MASS MEDIA AND SOCIOLOGY. I FEEL THAT MY EDUCATION HAS EQUIPPED ME WITH AN UNDERSTANDING OF SOCIAL BEHAVIOR, CULTURAL DYNAMICS, AND STRONG COMMUNICATION SKILLS.

ALBEMARLE CORPORATION

Employer

TALENT AND
PERFORMANCE PROGRAM
MANAGER

Occupation

Business and civic experience

I have over 7 years of experience in working in the HR sector and I believe my education and transferable skills will make me a great asset to the Women's Advisory Board. My expertise includes program management, total rewards, strategic communications, content creation, community initiatives, developing and maintaining relationships with shareholders and talent and performance development. I am also active in several non-profit mentorship programs that focus on raising leaders and restoring families and communities through the dedicated support and mentorship of middle school, high school, and university aged children and young adults. These programs have taught me valuable leadership skills such as the ability to give constructive feedback to encourage and foster confidence, patience and dedication to establish an atmosphere of trust and mutual respect, and adaptability to plan accordingly but also pivot, if need be, to meet any unique needs that may arise in day-to-day activities.

Area of expertise and interests/skills

I am confident that my on-the-job skills and experience align with the requirements of the position and am both teachable and a team-player excited to grow my career in this field. Moreover, my interpersonal skills, creativity, attention to detail and commitment to excellence make me an ideal candidate for the role.

Additional Information

If you are or have ever served on a Mecklenburg County board/commission, please answer yes or no. If yes, please disclose the Board and term-end date.

No

Why are you interested in serving on the board(s) to which you are applying?

I believe this will be a rewarding experience for me to collaborate with other residents and leaders who also have a passion for positively impacting our community.

Have you attended a meeting of the advisory board(s) to which you are applying?

☐ Yes ☒ No

Hours Per Month Available for Position

4

How did you learn of the vacancy? *

☒ Social Media

Disclosure

Are you a Mecklenburg County resident?

☒ Yes ☐ No

Are you a current Mecklenburg County employee? (Mecklenburg County employees are prohibited from serving on any board where appointments are made by the Board of Commissioners. If you are a current, county employee who is to serve in an ex-officio and/or non-voting capacity on any board when required by law, please email clerk@mecknc.gov before submitting an application.)

☒ Yes ☐ No

Are you a current vendor with Mecklenburg County?

☐ Yes ☒ No

• Do you have any personal or business interest that could create a conflict (either real or perceived) if appointed? If yes, please explain the conflict.

☐ Yes ☒ No

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☒ I Agree

Signature of Applicant (Sign Your Legal Name):

Lesley A. Chavez

Board Specific Questions

Lesley A. Chavez

CONTACT

828-244-6179



leallyn@att.net
Charlotte, NC

EDUCATION

UNIVERSITY OF NORTH CAROLINA AT CHARLOTTE

Bachelor of Arts – BA,
Sociology
Bachelor of Arts – BA,
Communication Studies

LANGUAGES

- FLUENT IN
SPANISH

TRAINING

- FOUNDATIONS FOR
HUMAN
RESOURCES
- BENEFIT
CERTIFICATE SERIES
- NON-
DISCRIMINATION
- CUSTOMER
SERVICE

PROFILE

As an experienced Human Resources professional, I possess a diverse background encompassing employee benefit, HR compliance, talent development and performance, HRIS management, and internal communications. I have successfully developed and managed programs in both the private and public sectors.

EXPERIENCE

Talent + Performance Program Manager *Albemarle Corporation*

02/2023 - Current

- Support the talent and performance agenda by researching organizational talent information, maintaining talent database pools of approximately 5,600 employees, tracking and reporting on critical and developmental roles, and aligning developmental opportunities for our employees.
- Support programs to address business needs relating to team building, leadership development, talent reviews, and global and regional rotations.
- Design/implement effective internal communications solutions related to talent and performance through multiple channels (newsletters, system notifications, content etc.) in partnership with communication and HRIT teams.
- Coordinate with key partners and stakeholders to regularly surface key reporting metrics, and work with Power BI to view Talent Analytics and tell a greater story regarding our Employee Development and Succession Planning.
- Work closely with global program managers for preparation and coordination of organizational effectiveness programs and processes.
- Assist in continuous improvement and development of global communication managing timelines and milestones while adapting global content for regional requirements.
- Responsible for managing workday system requirements and improvements for performance management and talent processes. Streamlined system configuration requirements for performance management eligibility, reducing redundancies in criteria by over 50% (from 20 to 8 rules)
- Create Toolkits and Career Mapping Guides for Talent and Performance Processes for HRBPs, Managers, and Employees, and Early Talent Interns.
- Serve in multiple leadership roles in employee groups.
 - Latinx ERG as the talent attraction, communications, and community engagement chair.
 - Corporate Office Toastmaster's Club as the VP of Membership.
 - Charlotte Impact Council as for philanthropic giving lead.

Benefits Consultant *Coca-Cola Consolidated*

01/2022 - 02/2023

- Support benefit plan administration including benefits eligibility, amounts and duration, leave and disability compliance and reporting, benefits administrative reporting, validation, exception management, activities for newly eligible employees, ongoing participation and routine enrollment transactions, and retirement/termination process.
- Administer health plans, including enrollments, changes, and terminations for over 17,000+ employees.
- Employee Engagement: Work alongside Latin-American Leaders to establish a focus group with the goal of empowering the Latin-American

Education

University of North Carolina at Greensboro Bachelor of Arts, Political Science (2018–2022)

Sodoma Law

Employer

Legal Secretary

Occupation

Business and civic experience

Legal professional at Sodoma Law, supporting litigation and legal operations Leader of firmwide Culture Crew, organizing internal initiatives and community engagement events Former President, Legal Professionals Association – led programming for aspiring attorneys Former Title I school teacher in Charlotte-Mecklenburg Schools (CMS), focused on educational equity Former Teach for America and AmeriCorps member Event organizer and volunteer for local community service initiatives Lifelong North Carolina resident Actively pursuing a legal career in public interest law and community advocacy, JD applicant and aspiring attorney Regular participant in public forums and civic events in the Charlotte area

Area of expertise and interests/skills

Public Service & Community Advocacy Education Equity & Youth Empowerment Legal Research & Case Support Diversity, Equity & Inclusion (DEI) Programming Leadership & Organizational Development Event Planning & Employee Engagement Civic Engagement & Local Government Awareness Communication & Public Speaking Strategic Planning & Program Implementation Mentorship & Professional Development

Additional Information

If you are or have ever served on a Mecklenburg County board/commission, please answer yes or no. If yes, please disclose the Board and term-end date.

No.

Why are you interested in serving on the board(s) to which you are applying?

I am deeply committed to creating a more just, equitable, and empowered Mecklenburg County, particularly for youth, women, and underserved communities. My background as a Title I educator and legal professional has shown me how systemic barriers affect families at every level — from the classroom to the courtroom. I want to serve on the Juvenile Crime Prevention Council to help disrupt the school-to-prison pipeline and advocate for early interventions that support rather than punish our youth. On the Women’s Advisory Board, I aim to uplift policies that advance safety, economic equity, and representation for women across Mecklenburg County. Lastly, through the Communications Board, I hope to help make local government more accessible, transparent, and engaging for all residents — especially those historically left out of the conversation.

Have you attended a meeting of the advisory board(s) to which you are applying?

☒ Yes ☐ No

Hours Per Month Available for Position

Unlimited.

How did you learn of the vacancy? *

☒ Mecklenburg County Website

[Craft_Satoria_Resume.pdf](#)

Upload a Resume

Disclosure

Are you a Mecklenburg County resident?

☒ Yes ☐ No

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☐ Yes ☒ No

Are you a current vendor with Mecklenburg County?

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☐ Yes ☒ No

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☒ I Agree

Signature of Applicant (Sign Your Legal Name):

Satoria Craft

SATORIA CRAFT

Charlotte, NC 28202 ♦ 704-426-2450 ♦ satoriacraft@gmail.com

EDUCATION

Bachelor of Arts: Political Science , 05/2022

University of North Carolina Greensboro - Greensboro, NC

- Dean's List 2022
- 2.9 uGPA

WORK HISTORY

Receptionist, 08/2023 - Current

Sodoma Law – Charlotte, NC

- Improved office organization by establishing multiple processes for confidential record-keeping and security.
- Advocated for clients by resolving complaints and inquiries promptly and professionally while cultivating positive relationships with clients and colleagues.
- Enhanced firm culture and values by increasing our community outreach and creative event planning, including the first company wide Black History Month celebration and monthly professional development seminars.

Server Assistant, 04/2023 - Current

O-Ku – Charlotte, NC

- Gained expertise on Japanese cuisine and utilized that expertise to create meaningful culinary experiences for restaurant guest.

Notary Signing Agent, 07/2020 - Current

Self-Employed – North Carolina

- Demonstrated commitment to ethical practices by adhering to the National Notary Association Code of Professional Responsibility and North Carolina Notary Laws at all times.
- Provided consistent delivery of high-quality notary services, resulting in repeat clients and positive word-of-mouth referrals.

Middle School Social Studies Teacher , 08/2022 - 06/2023

North Ridge Middle School – Charlotte, NC

- Developed strong rapport with students by creating an inclusive classroom environment that encouraged participation from all learners.
- Assisted in organizing school-wide events such as assemblies or fundraisers which promoted a sense of community among students and staff.
- Collaborated with colleagues to develop interdisciplinary lessons, fostering a comprehensive understanding of social studies topics.

Corps Member , 05/2022 - 06/2023

Teach For America – Charlotte, NC

- Selected from over 46,000 applicants nationwide to teach in an under-resourced public school.
- Attended monthly professional development training sessions on data analysis, teaching methods, and behavior management.

Assistant Bar Manager, 01/2020 - 07/2022

Crazy Crab – Greensboro, NC

- Cultivated a loyal customer base by delivering exceptional service experiences, resolving complaints promptly, and soliciting feedback for continuous improvement efforts.
- Ensured compliance with all local licensing requirements related to alcohol sales/service as well as other pertinent laws and regulations.
- Improved customer satisfaction by creating and implementing innovative cocktail recipes and seasonal drinks.

ACTIVITIES

Volunteer, 12/2023 - Current

Dove's Nest - Charlotte, NC

- Prepare and serve meals for women who have been victims of domestic violence, drug abuse, etc.
- Led an initiative to have my colleagues participate in volunteer opportunities with this organization.

President, 01/2020 - 05/2022

Legal Professions Association - Greensboro, NC

- Served as the official representative and contact for an organization of students aspiring to work in the legal field.
- Implemented an organization core value of community outreach by coordinating several initiatives to serve marginalized communities of Greensboro.
- Collaborated with law students, professors, admission counselors, and other student organizations to plan networking and professional development events for aspiring law students.

Panelist, 03/2022

Conference on African American and African Diaspora Cultures and Experiences - Greensboro, NC

- Completed years of research and close mentorship of professors to develop my own forty-page dissertation on the topic of the complexities of biracial womanhood, colorism, and intersectionality of race and gender.
- Presented my dissertation to a panel and audience of hundreds of professors and students across multiple academia departments, answering questions, and engaging in meaningful conversation with my academic community on this topic.

Change Agent, 03/2020

UNCG Alternative Spring Break - Washington, D.C.

- Volunteered services to several organizations and churches that provide resources to the unhoused community of D.C.
- Learned and observed the causes and possible solutions of political, social, and economic issues of D.C.

Statement to Applicants

Profile

Which Boards would you like to apply for?

Women's Advisory Board: Submitted

Catherine Etemad
First Name Last Name

What other names have you used? (includes, legal names, aliases, maiden names or professional monikers) NOTE: If none, please note N/A

Catherine Sweeney

catherine.etemad@htb.com
Email Address

15014 Ockeechobee ct
Home Address

Mint Hill NC 28227
City State Postal Code

Mobile: (310) 709-9003
Primary Phone Alternate Phone

What Mecklenburg County District do you live in? Please verify below. *

☒ 6

How long have you been a resident of Mecklenburg County? Please include months, or years.

14 years

My age range is (please select one): *

☒ 30 to 45

Ethnicity *

☒ Asian or Pacific islander

Gender *

☒ Female

Interests & Experiences

Catherine Etemad

Education

BA History, UNC- Charlotte

HomeTrust Bank

Employer

VP, Community
Development Officer

Occupation

Business and civic experience

I have 20 years of experience in the banking industry, and have served in various capacities. I started as entry level in university and worked my way up within the banking sector.

Area of expertise and interests/skills

I have a focus of community development and compliance within my professional capacity, and also serve as the Bank's leader in coordinating volunteer efforts and community outreach throughout our five state footprint.

Additional Information

If you are or have ever served on a Mecklenburg County board/commission, please answer yes or no. If yes, please disclose the Board and term-end date.

No

Why are you interested in serving on the board(s) to which you are applying?

I have a unique perspective as a woman of mixed race (Korean/Japanese/Irish), growing up in a rural part of NC. Moving to Charlotte in my adult years, I have had the privilege of working with numerous female leaders that were instrumental in my development. I'd like to share my perspectives and help empower other women in our community, regardless of background, to explore their futures with a broader lens.

Have you attended a meeting of the advisory board(s) to which you are applying?

☐ Yes ☒ No

Hours Per Month Available for Position

3-6 as needed

How did you learn of the vacancy? *

☒ Mecklenburg County Website

[C_Etemad_CV_2025.docx](#)

Upload a Resume

Disclosure

Are you a Mecklenburg County resident?

☒ Yes ☐ No

Are you a current Mecklenburg County employee? (Mecklenburg County employees are prohibited from serving on any board where appointments are made by the Board of Commissioners. If you are a current, county employee who is to serve in an ex-officio and/or non-voting capacity on any board when required by law, please email clerk@mecknc.gov before submitting an application.)

☐ Yes ☒ No

Are you a current vendor with Mecklenburg County?

☐ Yes ☒ No

• Do you have any personal or business interest that could create a conflict (either real or perceived) if appointed? If yes, please explain the conflict.

☐ Yes ☒ No

Disclaimer

I, hereby, authorize Mecklenburg County to verify all information included in this application. I certify that I have read the appointment policy and that the information contained in this application is true according to the best of my knowledge and belief. I certify that I am providing my legal name and address in which I reside. I understand that inaccurate or untrue information will be cause for removal from any appointed advisory board. By submitting this application, I agree to adhere to all County policies pertaining to advisory boards, including attendance. I understand if I do not achieve 65% annual attendance, I will be automatically removed from the board or commission to which I am appointed. I understand that this application is subject to the N.C. Public Records Law (NCGS § 132-1) and may be released upon request.

☒ I Agree

Signature of Applicant (Sign Your Legal Name):

Catherine Etemad

Board Specific Questions

Catherine L. Etemad

Charlotte, NC

310-709-9003

catherine.etemad@htb.com

Profile Summary

Executive Manager and Community Development Officer with fifteen years of banking, management, compliance, and training experience; leading various teams to perform and exceed their designated goals. Strong command of retail, commercial, and investment banking protocols. Extensive experience in the dissemination of, and adherence to, policies and procedures that align with risk protocols within the areas of BSA, AML, CRA, Patriot Act Compliance, NMLS, UDAAP, and various other financial governance frameworks.

Banking Employment

- | | |
|---|----------------------|
| HomeTrust Bank Charlotte, North Carolina | Oct 2017- Present |
| Vice President - Community Development Officer | |
| <ul style="list-style-type: none">• Work with bank leadership and community partners to develop initiatives that focus on CRA and Fair Lending, assisting low and moderate income populations. She also works with agencies focused on providing services to this population.• Advocate for first time homebuyers and help drive financial literacy trainings in partnership with local community groups.• Created and implemented an extensive three pillar approach for Community Reinvestment to impact and create positive change in Loan production, Community Investment, and Service Activities across the Bank footprint. | |
| Truliant Federal Credit Union , Mint Hill, North Carolina | Apr '14 - Oct '17 |
| Financial Center Manager II - De Novo Branch Liaison | |
| <ul style="list-style-type: none">• Lead Executive tasked with establishing and developing the business model, protocols, operational standards, compliance, and system processes within the new Truliant "De Novo" concept with the inaugural location opened in the Mint Hill Market. These implementations that I spearheaded were central to the expansion effort that resulted in nine additional de novo locations, ten in total, between 2014-2017.• As De Novo Branch Liaison, worked directly with the regional manager with regard to best practice implementation, ensuring the successful integration of the nine de novo offices opened over two years. | |
| PNC Bank , Matthews, North Carolina | July '13 -Apr '14 |
| Assistant Vice President - Branch Manager | |
| <ul style="list-style-type: none">• High-profile management position accountable for soliciting business accounts and developing strategic alliances with clientele..• Participate in community events to position the bank as a leader within the territory, including Grow Up Great, a program geared toward preschool and early childhood education that helps build a foundation in financial literacy.• Achieved and maintained a Five Star client service ranking through Gallup, resulting in highest client service scores in the Charlotte Region. | |
| Fifth Third Bank, NA Charlotte, North Carolina | Mar '06-July '13 |
| Assistant Vice President - Financial Center Manager II | |
| <ul style="list-style-type: none">• Progressed through a series of promotions, culminating in the challenge to manage and develop the affluent Colony Place and Indian Trail Financial Centers.• Developed core sales strategies to turn around two non-performing branches into sales forces whom consistently met and exceeded plan. Achieved 108% to goal in 2010, 100% in 2011. Managed a portfolio in excess of \$39 million in deposits and led all sales team | |

training/development in Consultative and Relationship Sales and Service.

Highlights:

- Exceeded plan by 180% in 2008 resulting in being inducted into the President's Circle, Top 50 performers in the entire Bancorp. Ranked #1 Personal Banker in North Carolina in 2008, Top 10 in 2009.
- Received two nominations into the Dream Team recognition circle, inducted in 2009. Recognized as one of 10 top performers in North Carolina.

| | | |
|-----------------------|---|-----------------|
| Education | Bachelor of Arts in History <i>University of North Carolina at Charlotte</i> , Charlotte, North Carolina Recipient: NC Teaching Fellows Scholarship Pinnacle Honor Society Member Chancellor's List Dean's List Chi Omega | <i>Dec 2011</i> |
| Accreditations | <ul style="list-style-type: none">◆ Notary Public Certification◆ Current Board Member Commonwealth CharlotteFormer Board Member of the Mint Hill Chamber of Commerce and Autism Services of Mecklenburg County◆ NMLS Federal Registry ID No. 437924◆ Series 6 and Series 63 Licensure, North Carolina Life Insurance Agent (Inactive) | |
| References | Available Upon Request | |

Statement to Applicants

Profile

Which Boards would you like to apply for?

Jury Commission: Submitted
Women's Advisory Board: Submitted

Brandi
First Name

Falls
Last Name

What other names have you used? (includes, legal names, aliases, maiden names or professional monikers) NOTE: If none, please note N/A

N/A

bmfalls@yahoo.com
Email Address

12832 David Jennings Ave
Home Address

Charlotte
City

NC
State

28213
Postal Code

What Mecklenburg County District do you live in? Please verify below. *

☒ 3

How long have you been a resident of Mecklenburg County? Please include months, or years.

31

My age range is (please select one): *

☒ 30 to 45

Ethnicity *

☒ African American

Gender *

☒ Female

Interests & Experiences

Education

King's College

Compass Group USA

Employer

Insurance Manager

Occupation

Business and civic experience

Serving in leadership roles at work.

Area of expertise and interests/skills

Risk Management, Legal, Insurance, Financial

Additional Information

If you are or have ever served on a Mecklenburg County board/commission, please answer yes or no. If yes, please disclose the Board and term-end date.

No

Why are you interested in serving on the board(s) to which you are applying?

I feel a push to serve in my community and give back. I'm at a point where I am able to give back and help someone else along the way.

Have you attended a meeting of the advisory board(s) to which you are applying?

☐ Yes ☒ No

Hours Per Month Available for Position

I'm not sure how many hours are needed. Would love to discuss.

How did you learn of the vacancy? *

☒ Mecklenburg County Website

If you answered other - Where did you learn of this vacancy?

Indeed.

Disclosure

Are you a Mecklenburg County resident?

☒ Yes ☐ No

Are you a current Mecklenburg County employee? (Mecklenburg County employees are prohibited from serving on any board where appointments are made by the Board of Commissioners. If you are a current, county employee who is to serve in an ex-officio and/or non-voting capacity on any board when required by law, please email clerk@mecknc.gov before submitting an application.)

☐ Yes ☒ No

Are you a current vendor with Mecklenburg County?

☐ Yes ☒ No

• Do you have any personal or business interest that could create a conflict (either real or perceived) if appointed? If yes, please explain the conflict.

☐ Yes ☒ No

Disclaimer

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☒ I Agree

Signature of Applicant (Sign Your Legal Name):

Brandi Falls

Board Specific Questions

Statement to Applicants

Profile

Which Boards would you like to apply for?

Women's Advisory Board: Submitted

Angela Gray
First Name Last Name

What other names have you used? (includes, legal names, aliases, maiden names or professional monikers) NOTE: If none, please note N/A

NA

graya8802@gmail.com
Email Address

PO Box 217288
Home Address

Charlotte NC 28221
City State Postal Code

Mobile: (919) 307-5360
Primary Phone Alternate Phone

What Mecklenburg County District do you live in? Please verify below. *

☒ 1

How long have you been a resident of Mecklenburg County? Please include months, or years.

96

My age range is (please select one): *

☒ 46 to 55

Ethnicity *

☒ Other

Gender *

☒ Female

Interests & Experiences

Angela Gray

Education

FTCC WTCC JCSU

NA
Employer

Med Tech/CNA
Occupation

Business and civic experience

- Notary - Former business owner - Worked in healthcare for thirty years - Advocate for Black women and children - Advocate for children and women affected by domestic violence - Advocate for health concerns of Black people and other minorities

Area of expertise and interests/skills

- Working with the Black community in nursing homes, hospitals, and home care - Volunteering at a homeless shelter - Volunteering with CMS schools - Interning with a criminal defense attorney

Additional Information

If you are or have ever served on a Mecklenburg County board/commission, please answer yes or no. If yes, please disclose the Board and term-end date.

No

Why are you interested in serving on the board(s) to which you are applying?

Low-income families and homeless individuals in Mecklenburg need advocates who genuinely care about their well-being, prioritizing their lives over numbers, power, or fame.

Have you attended a meeting of the advisory board(s) to which you are applying?

☒ Yes ☐ No

Hours Per Month Available for Position

8

How did you learn of the vacancy? *

☒ Mecklenburg County Website

[PDF_Angela_s_Resume_2.pdf](#)

Upload a Resume

Disclosure

Are you a Mecklenburg County resident?

☒ Yes ☐ No

Angela Gray

Are you a current Mecklenburg County employee? (Mecklenburg County employees are prohibited from serving on any board where appointments are made by the Board of Commissioners. If you are a current, county employee who is to serve in an ex-officio and/or non-voting capacity on any board when required by law, please email clerk@mecknc.gov before submitting an application.)

☐ Yes ☒ No

Are you a current vendor with Mecklenburg County?

☐ Yes ☒ No

• Do you have any personal or business interest that could create a conflict (either real or perceived) if appointed? If yes, please explain the conflict.

☐ Yes ☒ No

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☒ I Agree

Signature of Applicant (Sign Your Legal Name):

Angela Gray

Board Specific Questions

ANGELA GRAY

Certified Nursing Assistant/ Med Aide

Charlotte, NC gray8802@gmail.com



WORK EXPERIENCE

CNA - Certified Nursing Assistant

Complete Care - Charlotte, NC June
2018 to Present

Good customer service, Caring for elderly and young disabled people.

- Monitored vital signs
- Provided caring, intimate, hands-on healthcare for residents
- Took care of approximately 12-16 elderly, disabled, cancer, and hospice patients daily
- Worked in a nursing home, nursing facility, hospital, and home environment
- Handled minor wound care
- Assisted with feeding residents 2-5 meals per day
- Assisted with bathing residents
- Helped residents with daily living needs

CNA - Certified Nursing Assistant

Charlotte Health and Rehabilitation - Charlotte, NC
December 2017 to June 2018

Caring for elderly and disabled residents in Skilled Nursing facility.

Certified Nursing Assistant

Highsmith home care
October 2015 to April 2016

During the sixteen years of caring for sick, elderly, disabled people it has been a pleasant journey. The joy in my heart to see the smiles on my client's and their families faces. Having love in you, patience and compassion for others will take you far when working in the nursing field. I love being a caregiver.

Certified Nursing Assistant

Native Angels home care - Fayetteville, NC October 2015
to March 2016

Traveled to different clients home assisting with daily activities, light housework, medication reminder, errands.

CNA - Certified Nursing Assistant

ACCESSIBLE HOME HEALTH CARE - Raleigh, NC

January 2012 to July 2012

Caring for elderly people with Dementia or Alzheimer's disease in their home.

Certified Nursing Assistant

Quality Staffing Specialists - Raleigh, NC January 2011 to
July 2012

Traveled to different clients home assisting with daily activities, light housework, medication reminder, errands.

Medication Aide/CNA

Right Path- Charlotte, NC July 2020 to September 2021

Travel to different facilities working as a Med Aide passing medication, observing patients behavior, monitoring other aides, charting etc.

Accurate Staffing – Charlotte, NC September 2021 through December 2021

Travel to different facilities working as a Med Aide passing medication, observing patients behavior, monitoring other aides, charting etc.

Wellington Nursing and Rehabilitation Center - Knightdale, NC March 2010 to October 2011

Caring for elderly and disabled residents by feeding, dressing, bathing and assisted with daily activities. Passed medication, charted, assisted with wound care and counted meds at the end of shift.



EDUCATION

Bachelor's in Criminology

Johnson C Smith University - Charlotte, NC May 2017 to July 2019

Certification in Nursing

Fayetteville Technical Community College - Fayetteville, NC August 2002 to November 2002

Diploma

Wake Technical Community College



SKILLS

- **Certified Nursing Assistant (10+ years)**
- **Home Health (10+ years)**
- **CPR (10+ years)**
- **Customer Service Skills (10+ years)**
- **Vital Signs (10+ years)**
- **Filing (2 years)**
- **Receptionist (Less than 1 year)**
- **EKG (1 year)**
- **Medical Records (Less than 1 year)**
- **Billing (Less than 1 year)**
- **Microsoft Word (5 years)**
- **Medical Terminology (10+ years)**
- **Data Entry (9 years)**
- **CPT-9 coding (Less than 1 year)**

- English
- Typing (2 years)
- Administrative Experience (Less than 1 year)
- Paralegal (Less than 1 year)



CERTIFICATIONS AND LICENSES

Medication Aide

April 2006 to Present

Qualified to pass meds in assisted living, group homes.

ICD-9 CPT CODING

March 2003 to Present

Completed ICD9 CPT coding and terminology

Certified Nursing Assistant (CNA)

November 2002 to October 2019

Qualified to work as an Certified Nursing Assistant and updated.

CPR



ASSESSMENTS

Nursing Aide Skills — Expert

September 2019

Providing nursing aid to patients using knowledge of relevant equipment and procedures.

Full results: https://share.indeedassessments.com/share_to_profile/79ba6a4ee5513f55834fe7dcbfb98813

Medical Terminology — Familiar

September 2019

Understanding and using medical terminology.

Full results: https://share.indeedassessments.com/share_to_profile/510218cc97fe4a27af01b1b37f7da9eeed53dc074545cb7

Reliability — Proficient

May 2019

Measures a candidate's tendency to be dependable and come to work.

Full results: https://share.indeedassessments.com/share_to_profile/08e53624912a72615f6ff1d2bd3f14b7eed53dc074545cb7

Direct Care — Highly Proficient

October 2019

Showing sensitivity and enthusiasm while providing care to patients.

Full results: https://share.indeedassessments.com/share_assignment/jffdurury8eqkrsc

Workplace Safety — Completed

October 2019

Following best practices to avoid accidents and injuries.

Full results: https://share.indeedassessments.com/share_to_profile/1294cee4c001b3c847c3332f57f316f3eed53dc074545cb7

Attention to Detail — Completed

October 2019

Identifying differences in materials, following instructions, and detecting details among distracting information. Full results:

https://share.indeedassessments.com/share_to_profile/b9b1e3fba6319c87178b5656b2653fe6eed53dc074545cb7

Call Center Customer Service — Completed

December 2019

Applying customer service skills in a call center setting.

Full results: <https://share.indeedassessments.com/attempts/a5a204d1398b0633674e81c97e8e6c08eed53dc074545cb7>

Attention to Detail — Familiar

February 2020

Identifying differences in materials, following instructions, and detecting details among distracting information.

Full results: https://share.indeedassessments.com/share_to_profile/2ac125c535b75b2e2872cde0cde48935eed53dc074545cb7

Customer Focus & Orientation — Proficient

December 2019

Responding to customer situations with sensitivity.

Full results: <https://share.indeedassessments.com/attempts/76206ea4b1db9611963eb1fc197c6eadeed53dc074545cb7>

Work Style: Reliability — Expert

December 2019

Tendency to be dependable and come to work.

Full results: https://share.indeedassessments.com/share_to_profile/56caaf67a7376571d8c1628488ee2fb0eed53dc074545cb7

Indeed Assessments provides skills tests that are not indicative of a license or certification, or continued development in any professional field.

Statement to Applicants

Profile

Which Boards would you like to apply for?

Women's Advisory Board: Submitted

Betty S Gregory
First Name Middle Initial Last Name

What other names have you used? (includes, legal names, aliases, maiden names or professional monikers) NOTE: If none, please note N/A

Betty Stephens

bgregory8460@gmail.com
Email Address

2422 Purser Drive
Home Address

Charlotte NC 28215
City State Postal Code

What Mecklenburg County District do you live in? Please verify below. *

☒ 3

How long have you been a resident of Mecklenburg County? Please include months, or years.

39 years

My age range is (please select one): *

☒ Over 55

Ethnicity *

☒ African American

Gender *

☒ Female

Interests & Experiences

Education

AAS Paralegal Studies NC Notary Public NC Certified Peer Support Specialist NC Certified Older Peer Specialist

Charlotte Center for Legal
Advocacy

Employer

Paralegal Advocate Part
Time

Occupation

Business and civic experience

CURRENT/PAST AFFILIATIONS • Chair, 28th Southeast Woman to Woman Conference - August 2024 • Volunteer Events Coordinator and Resources Advocate for Residents of Senior Affordable Housing Unit - Guardian Angel Villa in South Charlotte (2021-2022) • Chair, 57th First Virtual Women's International Conference - Charlotte, February 2021 • Former member of CMPD Chief's Advisory Council • Founder of "Breaking Barriers: Building Bonds," initiative to strengthen community unity between African American Older Teens and CMPD OTHER PREVIOUS ACTIVITIES • Volunteer - NC Department of Public Safety (2015 - 2020) • Team Member, St. Matthew Catholic Church CRHP Retreat, Volunteer with Our Daily Bread Ministry, and perform clerical volunteer duties for Catholic Charities (2017 - 2022) • Member, CMPD Eastway Division Court Watch Program (2016 - 2018) • Took AA meetings in to the Mecklenburg County Jail for 4 years • Chair of the Unity Committee for Metrolina Intergroup AA for 4 years • Chair, Corrections Committee of AA for 2 years • Co-chair, Charlotte-Mecklenburg Community Relations Committee's, sub-committee for planning Dr. Martin Luther King, Jr. Holiday Celebration, 2000-01 • One of two finalists for Susan B. Reynolds Award, 1998

Area of expertise and interests/skills

Active and dedicated member of Alcoholics Anonymous for past 46 years; filled multiple services position at the local level; chaired the first virtual Women's International Conference in 2021, Chaired the 28th Southeast Woman to Woman Conference for women members of AA; founded and continue to coordinate the Annual Women's Spiritual Retreat for the past 15 years (now being held in the spring and fall); conducted AA meetings in the Mecklenburg County Jail for four years.

Additional Comments

I believe my life lessons and experience will bring much to the Women's Advisory Board and help women come out of the shadows of substance abuse.

Additional Information

If you are or have ever served on a Mecklenburg County board/commission, please answer yes or no. If yes, please disclose the Board and term-end date.

Yes

Why are you interested in serving on the board(s) to which you are applying?

I would like to share with the Advisory Board information that may help them to become more aware of the alcohol abuse and other substances that is so prevalent in our county that does not get addressed because we are not at the table of the decision makers. There is a special need to hear from the voices of those of us in our senior years whose addiction is being mis-diagnosed or not diagnosed at all and we are dying at earlier ages than need be.

Have you attended a meeting of the advisory board(s) to which you are applying?

☐ Yes ☒ No

Hours Per Month Available for Position

8-10 hours per month

How did you learn of the vacancy? *

☒ Mecklenburg County Website

[Betty Sharpe Gregory Resume 9.15.24.pdf](#)

Upload a Resume

Disclosure

Are you a Mecklenburg County resident?

☒ Yes ☐ No

Are you a current Mecklenburg County employee? (Mecklenburg County employees are prohibited from serving on any board where appointments are made by the Board of Commissioners. If you are a current, county employee who is to serve in an ex-officio and/or non-voting capacity on any board when required by law, please email clerk@mecknc.gov before submitting an application.)

☐ Yes ☒ No

Are you a current vendor with Mecklenburg County?

☐ Yes ☒ No

• Do you have any personal or business interest that could create a conflict (either real or perceived) if appointed? If yes, please explain the conflict.

☐ Yes ☒ No

Disclaimer

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☒ I Agree

Signature of Applicant (Sign Your Legal Name):

Betty Sharpe Gregory

Board Specific Questions

BETTY SHARPE GREGORY

2422 Purser Drive
Charlotte, NC 28215
(704) 491-1519– Cell

bgregory8460@gmail.com

SKILLS

- North Carolina Certified Peer Support Specialist – 2024-2026
- North Carolina Certified Older Adult Peer Specialist – 2024-2026
- North Carolina Paralegal Advocate
- North Carolina Notary Public expires 2025
- Computer skills including MS Word, Excel, PowerPoint, Publisher; Outlook, Teams, Zoom, and some Access
- Lexis-Nexus; Compareit; filing court papers; screening prospective legal client calls
- Customer service, complaint resolution, collection activities
- Interview juvenile defendant clients in criminal matters and develop report for attorney
- Research and resolution of sensitive customer complaints
- Excellent oral and written communication skills
- Excellent community organizing, team coordinating abilities

EMPLOYMENT

Paralegal Advocate – Part-time Hybrid

05/23 – 04/24 and 09/17/24 – until ?

6/22 – 8/22

Charlotte Center for Legal Advocacy (Julieanne Taylor, Supervising Attorney)

- Conducted telephone and in person interview and screening of prospective clients to assist them with various legal matters such as Social Security Administration and DSS Food Stamp Overpayments; Assist in helping clients get reinstated for Medicaid;
Foreclosure Prevention, HOA Foreclosures, Erroneous Credit Reporting, Car Dealership Fraud, amongst other legal issues
- Prepared letters and emails to clients or opposing attorneys
- Conduct extensive research

Executive Assistant to Chief Nuclear Officer/Legal Secretary II

6/99-7/08

Duke Energy Corporation, Charlotte, NC

- Managed CNO's calendar, including anticipating needs and proactively adjusting meeting schedules and air travel as required
- Prepared correspondence, PowerPoint presentations, and drafted agendas for meetings

- Coordinated internal and external meetings and scheduled catering when needed
- Compiled and submitted CNO's expense reports for approval by CEO
- Coordinated domestic and international travel
- Maintained and updated complex legal confidential filing system
-

Legal Secretary/Word Processing Coordinator

2/97-5/99

**Kilpatrick Stockton LLP Charlotte,
NC**

- Coordinated legal documents workflow submitted to Automated Support Department for typing and proofing.
- Supervised staff of six legal word processors.
- Typed and proofread voluminous legal documents.

EDUCATION

Franklin K. Lane High School – Jamaica Queens, NY

Paralegal Technology, AAS, June 2014 - ABA-approved program

Central Piedmont Community College, Charlotte, NC

NC Certification as an Older Adult Peer Specialist, North Carolina Department of Health and Human Services, August 8 – 10, 2024

NC Certification as a Peer Support Specialist, UNC School of Social Work, Behavioral Health Springboard – April 2024 to April 2026

CURRENT/PAST AFFILIATIONS

- Chair, 28th Southeast Woman to Woman Conference - August 2024
- Volunteer Events Coordinator and Resources Advocate for Residents of Senior Affordable Housing Unit – Guardian Angel Villa in South Charlotte (2021-2022)
- Chair, 57th First Virtual Women's International Conference – Charlotte, February 2021
- Former member of CMPD Chief's Advisory Council
- Founder of "Breaking Barriers: Building Bonds," initiative to strengthen community unity between African American Older Teens and CMPD

OTHER PREVIOUS ACTIVITIES

- Volunteer – NC Department of Public Safety (2015 – 2020)
- Team Member, St. Matthew Catholic Church CRHP Retreat, Volunteer with Our Daily Bread Ministry, and perform clerical volunteer duties for Catholic Charities (2017 – 2022)
- Member, CMPD Eastway Division Court Watch Program (2016 – 2018)
- Took AA meetings in to the Mecklenburg County Jail for 4 years
- Chair of the Unity Committee for Metrolina Intergroup AA for 4 years
- Chair, Corrections Committee of AA for 2 years
- Co-chair, Charlotte-Mecklenburg Community Relations Committee's, sub-committee for planning Dr. Martin Luther King, Jr. Holiday Celebration, 2000-01
- One of two finalists for Susan B. Reynolds Award, 1998

Mecca Howe

Education

PhD, Biological Anthropology; PhD minor in food and nutrition policy, Indiana University MA, Applied Anthropology, University of South Florida BA, Journalism, Indiana University BA, Anthropology, Indiana University

Urban Institute, UNC
Charlotte

Employer

Research Associate II

Occupation

Business and civic experience

Research Associate II, UNC Charlotte Urban Institute, Community Research Development Team [current position] Before coming to Charlotte, I served as an editorial associate for an academic and creative journal titled Chiricú Journal: Latina/o Literatures, Arts, and Cultures while completing the final year of my PhD program. During this time, I was living in Sarapiquí, Costa Rica where I was conducting community work, science communication, and some research, all related to food security, nutrition, agricultural practices, and policy in a rural region characterized by absentee-owned and operated industrial agribusiness. I also volunteered my time as an informal English instructor for my local neighborhood. Before this, I was an associate instructor and research scientist at Indiana University from 2018 to 2023. From 2023-2024 I also served as a research consultant for a nonprofit youth center in Indianapolis (Felege Hiywot Center) and particularly provided support for their urban youth agricultural program. At IU, I independently taught courses in biological anthropology, human biology, and biocultural medical anthropology-- all of which centralized the role of environments, culture, and social systems within human variation, health, and well-being. As a researcher, I was employed by the Food Institute at IU as well as conducted independent research in collaboration with the Center for Rural Engagement, the City of Bloomington, and the Immigration Welcome Center of Indianapolis. From 2019-2021, I had the honor of serving the community as a commissioner on the City of Bloomington's Commission on the Status of Children and Youth. In that role, I led a youth round table program and a youth budgetary action project. In Indianapolis from 2021-2023, I was a natural helper volunteer at the Immigration Welcome Center where I assisted immigrants in the community with finding access to assistance services, transportation, food, and community, and provided translation services. Prior to my time at Indiana University, I worked for the University of South Florida (during my master's program in applied anthropology) in various aspects. I was employed as a researcher and study coordinator for the Department of Anthropology as well as the Hunger Action Alliance. I also worked as a communications coordinator for the Global Citizens Project. I was involved mostly in projects related to food insecurity and health among youth and older adults and was highly engaged in cultural groups at USF and the community. Before graduate school, I worked professionally as a marketing and public relations specialist in Indianapolis.

Area of expertise and interests/skills

As an anthropologist and interdisciplinary researcher, I have a broad range of expertise and skills. However, where I foresee my expertise and skills in cultural competency, research, Spanish, and communications being of most use to the community of Charlotte and Mecklenburg County. I understand the value of a culturally diverse community and the importance of equity for all persons within the health and well-being of not only individuals but communities, as well. With many years working with communities, alongside community members and stakeholders, and practicing applied research and community volunteer work, I have built a strong skills tool kit related to community communication and relationship building. I also have ample experience in writing policy recommendations and presenting to/communicating with policymakers from local county boards to state representatives in the U.S. and national ministries in Costa Rica. My interests are primarily related to equity, health, and well-being-- what are the barriers, who disproportionately experiences these barriers, why do they exist, and what are the solutions? I apply a contextual and holistic approach to understanding local issues--one that incorporates all factors from individual behaviors and biologies to large-scale social, economic, and political systems. I am also highly interested in environmental justice and the role of ecological and constructed environments within lived experiences and outcomes. Lastly, I am committed to work that aims to motivate positive social change, including within policy and local initiatives, and especially for historically marginalized and contemporary vulnerable groups. As my research highlights, I have deliberately dedicated my work--my teaching, mentorship, research, and community work--to underserved populations and I will continue to do so in my new home of Charlotte. I hope that serving on a county advisory committee/board will be one avenue for me to contribute to positive change and improve the experiences of my neighbors.

Additional Information

If you are or have ever served on a Mecklenburg County board/commission, please answer yes or no. If yes, please disclose the Board and term-end date.

No

Why are you interested in serving on the board(s) to which you are applying?

In general, I am looking for ways to serve my new community where I can use my knowledge, expertise, and skills (both professional and research) to contribute to positive social change. I want to give back to the community that has welcomed me and, together, work toward building a more inclusive, healthy, and resilient Charlotte and Mecklenburg County. Community Relations Committee: While I mentioned my interests and expertise related to culture, diversity, and community relations above, I will reiterate here that the Community Relations Committee is a place where my experience and skills will be an asset. In addition, the mission of the Committee directly aligns with my own values. I am looking for the opportunity to serve in ways that reduce harm and improve equity and experiences for community members, particularly historically marginalized and vulnerable persons (e.g., minorities, children and youth, house/food insecure). I have many years of research expertise including policy and program evaluation and feel the CRC is an avenue that I can put to use my applied research tools and abilities to communicate with policymakers and advocate for change. I am passionate about science communication and research for and with community members just as much as I am devoted to the areas of equity and well-being. Women's Advisory Board: While I understand there is not a current seat available, I am interested in this board (for the future if the opportunity arises) because much of my expertise is related to females (girls and moms). As a woman, I feel it is my duty to serve all women in my community to the best of my ability and consistently work toward making society safe, inclusive, and equal for all women. It would be an honor to be a part of the Women's Advisory Board and contribute my skills and knowledge where able.

Have you attended a meeting of the advisory board(s) to which you are applying?

☐ Yes ☒ No

Hours Per Month Available for Position

10

How did you learn of the vacancy? *

☒ NotifyMe Email

[Mecca_Howe_CV_August_2024.pdf](#)

Upload a Resume

Disclosure

Are you a Mecklenburg County resident?

☒ Yes ☐ No

Are you a current Mecklenburg County employee? (Mecklenburg County employees are prohibited from serving on any board where appointments are made by the Board of Commissioners. If you are a current, county employee who is to serve in an ex-officio and/or non-voting capacity on any board when required by law, please email clerk@mecknc.gov before submitting an application.)

☐ Yes ☒ No

Are you a current vendor with Mecklenburg County?

☐ Yes ☒ No

• Do you have any personal or business interest that could create a conflict (either real or perceived) if appointed? If yes, please explain the conflict.

☐ Yes ☒ No

Disclaimer

I, hereby, authorize Mecklenburg County to verify all information included in this application. I certify that I have read the appointment policy and that the information contained in this application is true according to the best of my knowledge and belief. I certify that I am providing my legal name and address in which I reside. I understand that inaccurate or untrue information will be cause for removal from any appointed advisory board. By submitting this application, I agree to adhere to all County policies pertaining to advisory boards, including attendance. I understand if I do not achieve 65% annual attendance, I will be automatically removed from the board or commission to which I am appointed. I understand that this application is subject to the N.C. Public Records Law (NCGS § 132-1) and may be released upon request.

☒ I Agree

Signature of Applicant (Sign Your Legal Name):

Mecca Howe

Board Specific Questions

CURRICULUM VITAE**MECCA E. HOWE (Formerly Burris)**

ORCID ID: 0000-0002-9202-9825

CURRENT POSITION:

2024- **Research Associate II**
 Urban Institute
 University of North Carolina Charlotte
 205 Sycamore Hall
 9201 University City Blvd.
 Charlotte, NC 28223
mhowebur@uncc.edu
 +1 (704) 687-0272

FORMER RECENT PROFESSIONAL POSITIONS

2023- Editorial Associate
 2024 *Chiricú Journal: Latina/o Literatures, Arts, and Cultures*

2023- Research Consultant
 2024 Indiana University and Felege Hiywot Center
 RISE Initiative

2018- Associate Instructor / Research Scientist
 2023 Indiana University, Bloomington, IN

EDUCATION

2024 Ph.D., Biological Anthropology; Outside Minor: Food & Nutrition Policy
 Indiana University, Bloomington, IN

2018 M.A., Applied Anthropology
 University of South Florida, Tampa, Florida

2012 B.A., Journalism; Outside Area Major: Anthropology
 Indiana University, Bloomington, IN

RESEARCH INTERESTS & SPECIALIZATIONS

Research Interests: Through the combination of socioecological and evolutionary frameworks, I use a biocultural approach to explore the ways in which environments impact biology, including health and well-being, with foci in the social, political, economic, and ecological contributions to growth, development, diet, nutritional status, and health. Explicitly, I am interested in the roles of policy, food systems, (agri)cultural practices, and inequality within human biological and cultural variation, bridging biological anthropology and the fields of food studies, environmental health, environmental endocrinology, and public health.

Specializations: bioanthropology, human biology, anthropology of food & nutrition, food (in)security, food policy, agroecology, endocrinology, diet, nutrition, growth & development, puberty, adolescence, life history theory, endocrine disruption, Costa Rica, United States, rural studies

METHODOLOGICAL COMPETENCIES & SKILLS

Quantitative: advanced statistical analyses (R, STATA, SPSS, Excel), GIS, mass spectrometry + gas/liquid chromatography, survey, diet & nutritional analyses, anthropometry, metabolic and cardiovascular health measures, passive sampling for chemical exposures (wristbands, air samplers), large datasets (e.g., NHANES), data management, data visualization

Qualitative: photovoice, interview, ethnography, journaling/creative writing, pile-sorting, focus groups, coding, NVivo

Science communication: journalism, public relations, blog writing, marketing, graphic design, editing, website design, community-engaged work, community forums, policy recommendations/briefings

Others: community participatory research, applied research, teaching at various educational levels in & outside of the classroom, Spanish fluency

CURRENT ACADEMIC AND PROFESSIONAL AFFILIATIONS

- American Anthropological Association
- Society for the Anthropology of Food & Nutrition
- Human Biology Association
- Indiana University Food and Agrarian Systems
- Indiana University Sustainable Food Systems Science

RESEARCH

GRANTS, FELLOWSHIPS, AWARDS

FUNDED RESEARCH GRANTS

- 2024 Indiana University Grant-in-Aid of Doctoral Research Award (\$1,000)
- 2023 Indiana University Grant-in-Aid of Doctoral Research Award (\$1,000)
- 2021 National Science Foundation Biological Anthropology Doctoral Dissertation Research Improvement Grant (\$16,000)
- 2021 Wenner-Gren Foundation Doctoral Dissertation Fieldwork Grant (\$14,000)
- 2020 Organization of Tropical Studies Pilot Research Grant (\$1,000)
- 2020 Center for Rural Engagement Lily Foundation Grant: Teen food insecurity in Southern Indiana (\$33,000)
- 2019 Center for Rural Engagement Lily Foundation Grant: Food provisioning among older adults in Indiana Uplands (\$237,700)

IN-PROCESS/UNDER REVIEW RESEARCH GRANTS

- 2023 Inter-American Foundation Community Development Grant: *Cultivando comida, comunidad, cultura, y capacidad*: Youth Agroecological Education and School Gardening Project. Sarapiquí, Costa Rica (\$400,000)

FELLOWSHIPS

- 2022 Organization of Tropical Studies Graduate Research Fellowship
- 2021 College of Arts and Sciences Dissertation Research Fellowship
- 2020 Indiana University Department of Anthropology Skomp Feasibility Fellowship
- 2019 Indiana University Department of Anthropology Skomp Feasibility Fellowship

AWARDS

- 2023 Graduate & Professional Student Government Fall Travel Award, Indiana University
- 2023 Outstanding Advanced Anthropology Student Scholarship, Indiana University
- 2022 Graduate & Professional Student Government Spring Travel Award, Indiana University
- 2022 College of Arts and Sciences Fall Travel Award, Indiana University
- 2022 Thomas Marchione Food-as-a-Human-Right Award, SAFN & American Anthropological Association 2020 Human Biology Association Student Travel Award
- 2019 Del Jones Travel Award, Society for Applied Anthropology

PEER-REVIEWED ARTICLES

Forthcoming

- [16] **Howe (formerly Burris), M.**, Romanak, K., Xia, C., Wiley, A., Venier, M., (2024). Silicone wristbands: a noninvasive method for measuring chemical exposure for human biology research. *In preparation to be submitted (with invitation) to the American Journal of Human Biology*
- [15] **Howe (formerly Burris), M.**, Brenes Alvarado, G., Romanak, K., Xia, C., Wiley, A., Venier, M., (2024). Pesticides and Puberty: Assessing the associations between exposure to current-use and legacy pesticides and the timing of puberty among girls in rural Costa Rica. *In preparation*
- [14] **Howe (formerly Burris), M.**, Brenes Alvarado, G., Romanak, K., Xia, C., Wiley, A., Wasserman, M., Venier, M., (2024). Exploring the determinants of exposure to current-use- and legacy pesticides in a rural agricultural region of Costa Rica. *In preparation*

Under Review

- [13] **Howe (formerly Burris), M.**, Robinson, J.M., (2024). A Multidimensional Study of Positive Psychosocial Outcomes Associated with Participation in an Urban Agricultural Education Program. *Submitted and under second-round*

review: *Journal of Agriculture, Food Systems, and Community Development* (2024)

- [12] **Howe (formerly Burris), M.**, Brenes Alvarado, G., Salazar Bravo, G., Wiley, A. Food insecurity across different social-ecological environments and its impact on diet and nutrition among girls in rural Costa Rica. *Submitted and under second-round review: Scientific Reports* (2024)

2024

- [11] **Howe Burris, M.** Palde, L.P.R., Leuthart, K.R. *et al.* (2024). Is parity pricing enough? A critical analysis of parity pricing and the case for additional strategies. *npj Sustain. Agric.* **2**, 11 (2024). <https://doi.org/10.1038/s44264-024-00017-1>

2022

- [10] **Burris, M.**, Giroux, S.; Waldman, K.; DeBruicker Valliant, J.; Babb, A.; Czebotar, K.; Fobi, D.; Stafford, P.; Knudsen, D.C. (2022). The Interactions of Food Security, Health, and Loneliness among Rural Older Adults before and after the Onset of COVID-19. *Nutrients* **2022**, *14*, 5076. <https://doi.org/10.3390/nu14235076>
- [9] **Burris, M.**, Caceres E, Chester EM, Hicks KA, McDade TW, Sikkink L, Spielvogel H, Thornburg J, Vitzthum VJ. (2022). Socioeconomic impacts on Andean adolescents' growth: Variation between households, between communities and over time. *Evol Med Public Health*. 2022 Aug 22;10(1):409-428. doi: 10.1093/emph/eoac033. PMID: 36090675; PMCID: PMC9454678.
- [8] Giroux, S., Waldman, K., **Burris, M.**, Valliant, J.C.D., Babb, A.M., Stafford, P., Fobi, D., Czebotar, K., Knudsen, D.C. (2022). Food security and well-being among older, rural Americans before and during the COVID-19 pandemic. *PLOS ONE*. <https://doi.org/10.1371/journal.pone.0274020>

2021

- [7] **Burris, M.** & Wiley, A. (2021). Marginal Food Security Predicts Earlier Age at Menarche Among Girls from the 2009-2014 National Health and Nutrition Examination Surveys. *Journal of Pediatric and Adolescent Gynecology*. 34(4):462-470. doi: 10.1016/j.jpog.2021.03.010
- [6] Valliant, J. C. D., **Burris, M. E.**, Czebotar, K., Stafford, P. B., Giroux, S. A., Babb, A., ... Knudsen, D. C. (2021). Navigating Food Insecurity as a Rural Older Adult: The Importance of Congregate Meal Sites, Social Networks and Transportation Services. *Journal of Hunger & Environmental Nutrition*, 1–22. <https://doi.org/10.1080/19320248.2021.1977208>
- [5] Robinson, J., Mzali, L., Knudsen, D., Farmer, J., Spiewak, R., Suttles, S., **Burris, M.**...Babb, A. (2021). Food after the COVID-19 Pandemic and the Case for Change Posed by Alternative Food: A Case Study of the American Midwest. *Global Sustainability*, 1-17. doi:10.1017/sus.2021.5

2020

- [4] **Burris, M.**, Miller, E., Romero-Daza, N., Himmelgreen, D. (2020). Food insecurity and age at menarche in Tampa Bay, Florida. in *Ecology of Food and Nutrition*. <https://doi.org/10.1080/03670244.2020.1727464>
- [3] **Burris, M.**, Bradley, S., Rykiel, K., Himmelgreen, D. (2020) Teen Food Insecurity: Finding Solutions through the Voices of Teens. in *Human Organization*. 79:1.

2019

- [2] **Burris, M.**, L. Kihlström, K. Serrano Arce, J. Dobbins, E. McGrath, A. Renda, T. Cordier, Y. Song, K. Prendergast, E. Shannon & D. Himmelgreen. (2019). Food Insecurity, Loneliness, and Social Support among Older Adults. *Journal of Hunger and Environmental Nutrition*. <https://doi.org/10.1080/19320248.2019.1595253>
- [1] L. Kihlström, **M. Burris**, J. Dobbins, E. McGrath, A. Renda, T. Cordier, Y. Song, K. Prendergast, K. Serrano Arce, E. Shannon & D. Himmelgreen (2019) Food Insecurity and Health-Related Quality of Life: A Cross-Sectional Analysis of Older Adults in Florida, U.S., *Ecology of Food and Nutrition*, 58:1, 45-65, doi:10.1080/03670244.2018.1559160

PRESENTATIONS AT PROFESSIONAL MEETINGS & CONFERENCES

- 2024 **Burris, M.** & Robinson, J. Proximate and long-term benefits of urban youth-led agriculture: a case study from Indianapolis, Indiana. *2024 American Anthropological Association Annual Meetings*, Tampa, Florida
- 2024 **Burris, M.** Spatial inequalities in food insecurity prevalence and diet among youth within a rural agricultural region of Costa Rica. *2024 AFHVS-ASFS Conference: Right to Food-Food as Commons*, Syracuse, New York

- 2023 **Burris, M.** & Brenes Alvarado, G. The Juxtaposition of Agricultural Landscapes and Food Insecurity in Sarapiquí, Costa Rica. VII *Wallace Scientific Conference*, Turrialba, Costa Rica
- 2023 **Burris, M.** & Wiley, A. Rural life, pesticide exposure, and puberty: A preliminary analysis of the relationship between industrial agriculture and pubertal timing among girls in Sarapiquí, Costa Rica. *Human Biology Association Annual Meeting*, Reno, Nevada
- 2021 **Burris, M.** & DiMarco, M. Teen Food Insecurity: A Case Study from Rural Indiana. *American Anthropological Association Annual Meeting*, Baltimore, Maryland
- 2021 **Burris, M.** & Vitzthum, V. Evaluating the impact of urbanization on child growth in an indigenous Bolivian high-altitude population. *Human Biology Association Annual Meeting*, virtual
- 2021 **Burris, M.** & DiMarco, M. Teen Food Insecurity in Southern Indiana. *Indiana University Rural Conference*
- 2020 **Burris, M.**, Food insecurity, Stress, and Age at Menarche among US Adolescents. *III Seminario de Bioantropología DO GEB/UEPA 2020*, virtual
- 2019 **Burris, M.**, & Wiley, A. Low household food security associates with earlier mean age at menarche among Girls from NHANES 2009-2014. *Human Biology Association Annual Meeting*, Cleveland, Ohio
- 2019 **Burris, M.**, Bradley, S., & Himmelgreen, D. Teen Food Insecurity: Finding Solution through the Voice of Teens. *Society for Applied Anthropology Annual Meeting*, Portland, Oregon
- 2018 **Burris, M.**, & Himmelgreen, D. Food Insecurity Associates with Age of Menarche among Girls in Tampa Bay, FL. *Human Biology Association Annual Meeting*, Austin, Texas
- 2018 **Burris, M.**, Bradley, S., Rykiel, K., and Himmelgreen, D. Teen Food Insecurity: Finding Solutions through the Voice of Teens. *National Conference on Equitable Development*, 2018, Daytona, Florida
- 2018 Himmelgreen, D.A., A. Steele, **M. Burris**, J. Dobbins, D. Kleesattel, T. Mantz, E. McGrath, A. Renda, K. Serrano Arce, E. Shannon, and K. Prendergast Towards a Holistic Understanding of Food Insecurity: Linkages between Food Insecurity, Social Isolation, and Loneliness among an Older Adult Population. *Society for Applied Anthropologists Annual Meeting*, Santa Fe, New Mexico.
- 2017 **Burris, M.** Food Insecurity among Adolescents: A Biocultural Analysis of Pre-teen and Teen girls in Tampa Bay, Florida. *Graduate Association for Food Studies*, 2nd Annual Meeting: Future of Food Studies, St. Louis, Missouri
- 2017 D.A. Himmelgreen, **M. Burris** and L. Kihlstrom. A critical biocultural perspective on the role of food insecurity on infant and child feeding. Nutrition and Nurture in Infancy Conference, Maternal and Infant Nutrition and Nurture Unit (MAINN), University of Central Lancashire
- 2017 **Burris, M.** Opening a Can of Worms: The Nutritional Implications of Opening U.S.-Cuba Tourism. *Cuba at the Crossroads Symposium*, Rollins College, Winter Park, Florida
- 2017 Sweetman, C., & **Burris, M.** Living in Shade; An Assessment of Vitamin D Deficiency in Mother-Infant Dyads Southeastern. *Southeastern Evolutionary Perspectives Society (SEEPS)* 2nd Annual Meeting
- 2017 **Burris, M.** Food Insecurity and Age of Menarche: Using a Biocultural Approach and Life History Theory to Assess the Embodiment of Food Insecurity Among Adolescents in Tampa Bay, FL. *Human Biology Association 42nd Annual Meeting*, New Orleans, Louisiana.
- 2016 Himmelgreen, D.A., N. Romero Daza, **M. Burris**. A Critical Biocultural Study of Intra-Household Food Insecurity in Rural Costa Rica. American Anthropological Association, 115th Annual Meeting, Minneapolis, MN

INVITED PRESENTATIONS

- 2024 Pesticide exposure across social-ecological contexts in Sarapiquí, Costa Rica: a case study among girls. *Indiana University Department of Anthropology Spring Colloquium Series*, January 22, 2024
- 2023 A preliminary analysis of the relationship between industrial agriculture, development, and food security in Sarapiquí, Costa Rica. *La Selva Biological Station, Organization for Tropical Studies*, May 29, 2023
- 2023 Food Insecurity Among Immigrant Populations: Challenges, Needs, and Initiatives for U.S. and Indiana Communities, *Immigrant Welcome Center*, April 15, 2023
- 2022 Investigating the impacts of industrial agriculture in rural Costa Rica. *Critical Food Studies Lab*, November 16, 2022
- 2022 Investigating the Relationship Between Pesticide Exposure and The Timing of Puberty in Sarapiquí, Costa Rica. *La Selva Biological Station, Organization for Tropical Studies*, May 30, 2022
- 2018 Teen Food Insecurity in Pinellas County. *Juvenile Welfare Board Meeting*, March 2018
- 2017 Reconsidering Access: Identifying Gaps in Food Assistance Services. *Summit to End Hunger, National Conference*, Tampa, Florida
- 2017 Effects of Food Insecurity on Health throughout the Life Course: Breaking the Vicious Cycle. *Summit to End Hunger, National Conference*, Tampa Bay Network to End Hunger
- 2017 The 'Last Mile' of Food Pantry Food. Technical Report Presentation, *Feeding Tampa Bay*, Tampa, FL
- 2016 Physical Activity in the Monteverde Zone: An Anthropological Assessment of the Monteverde in Movement Project. *Instituto de Monteverde*, Monteverde, Costa Rica
- 2016 Local Food Production in the Monteverde Zone: An Anthropological Assessment of the Cajón Project.

RESEARCH POSITIONS

| | |
|-------------|--|
| 2024 | Research Associate II, Urban Institute, UNC Charlotte, Charlotte, North Carolina |
| 2023 - 2024 | Researcher/consultant, Indiana University and Felege Hiywot Center, Rise Initiative, Indianapolis, Indiana |
| 2018 - 2023 | Researcher, Indiana University Food Institute, Bloomington, Indiana |
| 2017 - 2018 | Research Assistant, Hunger Action Alliance, Tampa, Florida |
| 2015 - 2018 | Graduate Research Assistant, Department of Anthropology, University of South Florida |
| 2016 | Research Intern, Monteverde Institute, Monteverde, Costa Rica |

FIELD WORK EXPERIENCE

Costa Rica: Monteverde, San Luis, Santa Elena, cantón de Sarapiquí (Sarapiquí county), Huetar Norte Region
 Florida: Tampa, St. Petersburg, Clearwater, Bradenton, Plant City, Lakeland
 Indiana: Monroe, Green, Crawford, Lawrence Counties, Indianapolis (Marian County)
 North Carolina: Charlotte and Mecklenburg County

RESEARCH PROJECTS**URBAN INSTITUTE, UNC CHARLOTTE**

- 2024 Benefits CLIFF Pilot Evaluation (PI)
- 2024 Alternatives to Violence Program Evaluation (Charlotte)(Co-PI)
- 2024 Women & Girls Research Alliance Leadership Café Evaluation, Impact of Social Media (Support)

DOCTORAL DISSERTATION

- 2022-2023 Investigating the relationship between rural environments characterized by industrial agriculture and the timing of puberty. Funding by NSF & Wenner-Gren Foundation (\$30,000)
- 2019-2022 Feasibility research, Costa Rica. Funding by IU SKOMP feasibility fellowship (\$6,000)

INDIANA UNIVERSITY DEPT. OF ANTHROPOLOGY

- 2024 Comparing pesticide exposure among various passive sampling field methods (in collaboration with the PEEL and Hites Labs)
- 2024 Silicone wristbands for measuring current-use pesticides and legacy pesticides (in collaboration with the Hites environmental chemistry lab)
- 2023 The Rise Initiative-- Assessing the value of the Felege Hiywot Center's summer STEAM youth farm program. Funding by the Lily Endowment.
-
- 2021 Body Size and Composition, Allostatic Load, and Menarche among Kumara Adolescents
- 2020 Teen Food Insecurity in Southern Indiana. Funding by the IU Center for Rural Engagement (\$33,000)
- 2019 Food Insecurity Predicts Earlier Age at Menarche Among Girls from NHANES 2009-2014

INDIANA FOOD INSTITUTE

- 2022 Parity Pricing & Fair Wages for Farmers
- 2019 Complex Food Provisioning Strategies and Food Insecurity among Low-Income Older Americans. Funding by the IU Center for Rural Engagement

HUNGER ACTION ALLIANCE

- 2018 Teen Food Insecurity in Pinellas County, Florida. Funding by the Hunger Action Alliance and the Juvenile Welfare Board of Pinellas County
- 2017 Factors Affecting Health in Older Adults. Funding by Humana Inc.
- 2017 "The Last Mile" Project. Funding by Feeding Tampa Bay
- 2016 Food Insecurity and Social Isolation among Older Adults

MASTER'S THESIS

- 2017 Food Insecurity and Age of Menarche. Funding by the USF department of Anthropology & Feeding Tampa Bay

UNIVERSITY OF SOUTH FLORIDA DEPARTMENT OF ANTHROPOLOGY (GRADUATE RESEARCH ASSISTANT WORK)

- 2017 Food Insecurity and Infant and Child Feeding Practices
- 2016 Data Analysis: A Critical Biocultural Study of Intra-Household Food Insecurity in Rural Costa Rica;
 Literature Review: *Sexual Transmission of Zika in Costa Rica*;
 Literature Review: *Using Critical Medical Theory to Understand Fertility in Costa Rica*;
- 2015 Literature Review: *Food Insecurity and Social Experiences among Nicaraguan Migrants in Costa Rica*

MONTEVERDE INSTITUTE (INTERNSHIP RESEARCH)

2016 *Local Food Production in the Monteverde Zone: An Anthropological Evaluation;**Physical Activity in the Monteverde Zone: An Anthropological Assessment of the Monteverde in Movement Project***TEACHING****TEACHING APPOINTMENTS**

2018 - 2023 Associate Instructor, Department of Anthropology & Human Biology, Indiana University
 2015 – 2017 Teaching Assistant, Department of Anthropology, University of South Florida

COURSES TAUGHT (*INDEPENDENTLY, +ONLINE, #HYBRID)

| | SEMESTER | # OF STUDENTS |
|---|-----------------------------|---------------|
| *ANTH-B260: Biocultural Medical Anthropology | +SP 2023 | 32 |
| *ANTH-B301: Laboratory in Bioanthropology | #SP 2020, #FA 2020, FA 2022 | 17 - 21 |
| *ANTH-B200: Introduction to Biological Anthropology | +SU 2022, +SU 2023 | 22-24 |
| HUB-B200: The Intricate Human (Hunger & Obesity) | #SP 2021, FA 2018 | 75-100 |
| HUB-B300: Human Dilemmas (Living Downstream) | SP 2019 | 64 |
| ANT 4740/4930: Language & Social Interaction | SP 2017, FA 2015 | 22-28 |

INVITED GUEST LECTURES

Oct. 2019/2021 *Diet and Nutrition*, ANTH-B301, Indiana University
 Jan. 2019 *Childhood and Adolescence*, ANTH-B260, Indiana University
 March 2018 *Food Insecurity and Age at Menarche*; Nutritional Anthropology, University of South Florida March 2018
Quantitative Data Analysis, Applied Anthropology, University of South Florida
 Jan. 2017 *Language and Cultural Values*, ANT 4740, University of South Florida March 2017
Language and Advertising, ANT 4740, University of South Florida Nov. 2015
 Nov. 2015 *Language Change*, ANT 4930, University of South Florida
Language and Advertising, ANT 4930, University of South Florida

SERVICE**SERVICE TO THE FIELD/DISCIPLINE****MANUSCRIPT REVIEWER**

- | | |
|---|--------------------------------|
| - Ecology of Food & Nutrition | - Journal of Adolescent Health |
| - Social Currents | - BMC Nutrition |
| - Journal of Hunger and Environmental Nutrition | - Conflict & Health |
| - Maternal & Child Nutrition | - INQUIRY |
| - Children | - BMC Public Health |
| - Journal of Preventive Medicine | - Nutrients |

HUMAN BIOLOGY ASSOCIATION2020-2022 Student Representative

Designed, organized & co-chaired virtual workshops on job seeking, grant writing for the NSF DRIGG, & network building; Hosted monthly student member virtual happy hours; Organized & co-chaired student breakout session on science communication for the 2021 Annual Meeting; Organized & co-chaired student breakout session on expectations of a thesis/dissertation and the student reception for the 2022 Annual Meeting; Managed the HBA twitter to live tweet on podium presentations at the 2022 Annual Meeting.

SOCIETY FOR THE ANTHROPOLOGY OF FOOD & NUTRITION

2024 Session Organizer, *Transforming Food Systems: Praxis for Sustainable Agriculture and Social Justice* – 2913, American Anthropological Association Annual Meetings, Tampa
 2024 Student Awards Committee Co-Chair
 2023 Student Awards Committee

INDIANA UNIVERSITY

| | |
|------------|---|
| 2023-2024 | IU Anthropology Graduate Students Association Symposium Planning Committee |
| 2023-2024 | IU Anthropology Colloquium Series Committee |
| 2023 | IU Food and Agrarian Systems Awards Committee |
| 2023 | Invited Panelist for Graduate School Research Day, Putting Together a Grad School Application in the Humanities and Social Sciences |
| 2022-2023 | New Faculty Search/Hiring Committee, IU Department of Anthropology |
| 2020 -- | Graduate Peer Mentor |
| Jan. 2022 | Invited Interview for IU Food Institute Blog Food@IU https://blogs.iu.edu/foodinstitute/2022/01/31/sfss-member-mecca-burris-plans-to-use-innovative-research-method-for-dissertation-research-in-costa-rica-this-february/ |
| Nov. 2021 | Invited Speaker for Professionalization Workshop Series, Department of Anthropology |
| March 2020 | Invited Interview for IU Center For Rural Engagement. https://rural.indiana.edu/news/2020-IUB-mecca-burris.html |
| Oct. 2019 | Volunteer Coordinator for Science Fest, Indiana University |
| March 2019 | Presenter, Anthropology Graduate Student Association Symposium |

UNIVERSITY OF SOUTH FLORIDA

| | |
|-------------|--|
| 2017 – 2018 | Marketing Officer, Food Studies Research Initiative, University of South Florida |
| 2015 & 2018 | Coordinator & Instructor, Darwin Day, USF Department of Anthropology |
| 2016 – 2017 | Communications Officer, Graduate Student Organization, University of South Florida |
| 2017 | Graduate Student Q&A Panel, Anthropology Club, University of South Florida |
| 2017 | Nutritional Anthropology Workshop Chair and Presenter, Anthropology in Action, USF |

COMMUNITY & PUBLIC SERVICE

| | |
|-----------|--|
| 2022-2024 | Natural Helper, Immigrant Welcome Center, Indianapolis, Indiana |
| 2021-2022 | Seat C-3, Commission on the Status of Children and Youth, City of Bloomington, Indiana Project chair: Youth Participatory Budgeting Project; Co-chair: 2021 Teen Round Tables |

TECHNICAL REPORTS & BRIEFS

| | |
|------|--|
| 2023 | <i>(in preparation) Exploring the relationship between industrial agriculture and pubertal timing, food insecurity, and wellbeing in Sarapiquí, Costa Rica.</i> To be submitted to the Organization for Tropical Studies, the Ministry of Health, and local and national Costa Rican policymakers. |
| 2023 | <i>Felege Hiywot STEAM Farm Camp 2023</i> , Technical Report. Submitted to the Felege Hiywot Center and Lilly Endowment Inc. |
| 2021 | <i>Portfolio of Findings & Recommendations for proposed White House Conference on Food, Nutrition, Hunger and Health December 2021.</i> Submitted to the office of Indiana Senator Braun |
| 2021 | <i>Teen Food Insecurity in Southern Indiana.</i> Sent to school collaborators and Boys & Girls Club |
| 2018 | <i>Teen Food Insecurity in Pinellas County.</i> Submitted and presented to the Hunger Action Alliance, Feeding Tampa Bay, and the Juvenile Welfare Board of Pinellas County |
| 2017 | <i>Factors Affecting Health among Older Adults.</i> Submitted and presented to the Hunger Action Alliance and Humana, Inc. |
| 2017 | <i>The Last Mile of Food Pantry Food.</i> Submitted and presented to the Hunger Action Alliance & Feeding Tampa Bay |

SCIENCE COMMUNICATION

| | |
|-----------|--|
| 2023 | Invited guest writer for Public School Works (article publish date: June 2, 2023) |
| 2022 | Invited Interview for Associated Press/Report for America (Oct. 2022) |
| 2021 | Podcast interview for the Sausage of Science. SoS 126 - <i>Facing food marginalization with Mecca Burris.</i> https://podcasts.apple.com/us/podcast/sos-126-facing-food-marginalization-with-mecca-burris/id1340030371?i=1000521122000 |
| 2017-2023 | Blog writer for The HOTH, St. Petersburg Florida |

RESEARCH APPLICATION & BROADER IMPACTS

- Co-design workshops & community forums: I have presented research findings and assisted in the organization and implementation of various community forums and co-design workshops in Florida, Indiana, and Costa Rica. Many of these included policy makers, school nutrition directors, as well as community members.
- Writing and submission of policy recommendations and technical reports

- Writing and publication of press releases
- Creation of individual data reports for participants to educate them on their pesticide exposure, and nutritional status
- Working with schools in Costa Rica to create K-12 curriculum based on dissertation findings
- Training and mentoring of female research assistants in human biology, fieldwork, and anthropology
- Training and mentoring lab assistant, environmental chemistry

VOLUNTEER WORK

- English teaching, Sarapiquí, Costa Rica
- Summer youth farm program volunteer, Felege Hiywot Center
- Natural Helper, Immigration Welcome Center, Indianapolis, IN
- Organization of Tropical Studies: courses, activities, and mentoring
- Wheeler Mission, Bloomington, IN
- Indiana University Campus Farm & Hilltop Garden
- Crimson Cupboard
- Dance instructor, Turning Out Dance Company, Mitchell, IN
- Program volunteer, Lealman and Asian Neighborhood Family Center (2017)
- Feeding Tampa Bay
- Middle Way House Rooftop Garden Project
- Habitat for Humanity Restore
- Hoosier Hills Food Bank



Mecca Howe, date: April 7, 2024
(formerly Mecca Burris)

Statement to Applicants

Profile

Which Boards would you like to apply for?

Women's Advisory Board: Submitted

Queen Elizabeth N. Thompson
First Name Middle Initial Last Name

What other names have you used? (includes, legal names, aliases, maiden names or professional monikers) NOTE: If none, please note N/A

Norwood

educationalolut@bellsouth.net
Email Address

4933 Lawrence Orr Road
Home Address

Charlotte NC 28212
City State Postal Code

Home: (704) 563-7360 Home: (704) 661-6568
Primary Phone Alternate Phone

What Mecklenburg County District do you live in? Please verify below. *

☒ 4

How long have you been a resident of Mecklenburg County? Please include months, or years.

77 years Lifetime

My age range is (please select one): *

☒ Over 55

Ethnicity *

☒ African American

Gender *

☒ Prefer not to say

Interests & Experiences

Education

J.H. Gunn High School, Charlotte, N.C.; Johnson C. Smith Univ. Charlotte, NC ;Southern Illinois Univ. Edwardsville, Ill; University of Delaware, Oklahoma and University of North Carolina Chapel Hill and Charlotte

Retired

Employer

55 years of Social Work
and Counseling Experience

Occupation

Business and civic experience

Member of African American Historical Interest Group, member of Comprehensive Genelogy Interest, group, Mecklenburg Historical Society,Olde MeckGenealogical Group

Area of expertise and interests/skills

Interest in History, my great, grandmother 4th removed was a slave at the Hezkiah Alexander plantation. Hez. Alexander purchased her at a slave auction at the Meck. County Court house in the 1730's.. My great, great grandfather was Jesse Ruffin, slave of Sir Thomas Ruffin, who signed the NC 13th Amendment. Have done re-enactments of Rosedale Plantation and its slave named Cherry. Interest in story telling and public education.

Additional Information

If you are or have ever served on a Mecklenburg County board/commission, please answer yes or no. If yes, please disclose the Board and term-end date.

Yes, served on Juvenile Service Board, United Way Board and Charlotte Community Relations.

Why are you interested in serving on the board(s) to which you are applying?

My family has been in Mecklenburg County since about 1730 as former slaves of the Hez. Alexander Plantation, now the Museum of History located on Shamrock Drive. I can trace my father's family from a slave ship to Alamance County, NC. My father's family came from Orange and Durham County, NC. I would love to enrich this community with the stories of all it's residence and our shared humanity.

Have you attended a meeting of the advisory board(s) to which you are applying?

☐ Yes ☒ No

Hours Per Month Available for Position

15 to 20 hours

How did you learn of the vacancy? *

☒ Clerk Web Page

If you answered other - Where did you learn of this vacancy?

Board and Commissioner notice

Queen Elizabeth N. Thompson

Disclosure

Are you a Mecklenburg County resident?

☒ Yes ☐ No

Are you a current Mecklenburg County employee? (Mecklenburg County employees are prohibited from serving on any board where appointments are made by the Board of Commissioners. If you are a current, county employee who is to serve in an ex-officio and/or non-voting capacity on any board when required by law, please email clerk@mecknc.gov before submitting an application.)

☐ Yes ☒ No

Are you a current vendor with Mecklenburg County?

☐ Yes ☒ No

• Do you have any personal or business interest that could create a conflict (either real or perceived) if appointed? If yes, please explain the conflict.

☐ Yes ☒ No

Disclaimer

I, hereby, authorize Mecklenburg County to verify all information included in this application. I certify that I have read the appointment policy and that the information contained in this application is true according to the best of my knowledge and belief. I certify that I am providing my legal name and address in which I reside. I understand that inaccurate or untrue information will be cause for removal from any appointed advisory board. By submitting this application, I agree to adhere to all County policies pertaining to advisory boards, including attendance. I understand if I do not achieve 65% annual attendance, I will be automatically removed from the board or commission to which I am appointed. I understand that this application is subject to the N.C. Public Records Law (NCGS § 132-1) and may be released upon request.

☒ I Agree

Signature of Applicant (Sign Your Legal Name):

Queen Norwood Thompson

Board Specific Questions

Queen N. Thompson, M.S. Ed. Counseling Psychology

4933 Lawrence Orr Road, Charlotte, NC 28212 704.563-7360 H; 704 661-6568 C.
queencharlotte33@bellsouth.net



Summary of Qualifications

- 50+ years of experience in human services, social work, mental health, school counseling, juvenile probation, workforce development, vocational rehabilitation, and career and technical education
- NC Advocate for Justice; Disability Advocate
- Federal compliance monitor, coordinated medical and education services, Dover, DE
- Served as Union Shop Steward for the Department of Social Services, AFL-CIO trained, Delaware
- Innovative Program Development and Solution
 - Developed a transitional housing program for rural families moving into public housing, in Monroe, NC
 - Founder, POWER, a community support organization for parents and community agencies to work together, Dover, DE
 - Founder and grant writer, ACME House, a battered women's shelter, Altus, OK
 - Founder and grant writer, Tumbleweed, a program for disabled adults, Altus, OK
 - Grant writer for a nutritional program at Teen-Aged Parent Services and a grant writer for "Taking a Positive Step", Charlotte-Mecklenburg Schools, NC
 - Grant writer for Crossroads Charter School, Charlotte, NC
 - Multiple awards from Charlotte-Mecklenburg Schools' Education is a Family Affair
 - Convene a community conference with Charlotte-Mecklenburg Schools and the community: Building on the Strengths of the Family

Work Experience

Charlotte-Mecklenburg Schools, Charlotte, NC

- Special Populations Coordinator
- Dropout Prevention Counselor
- Mecklenburg County Mental Health, "Willie M Program"
- NC Vocational Rehabilitation

Director of Hospital Social Work, Jackson County Hospital, Altus, OK

Texas Mental Health and Mental Retardation Juvenile Treatment Center, Vernon, Texas

State of Delaware, Dover, DE

- **S**ocial Worker, Department of the Visually Impaired
- Social Worker, Department of Social Services

Union County Department of Social Services, Monroe, NC

- Public Assistance Social Worker
- Child Welfare and Protective Services
- Juvenile Parole Officer

Honors and Awards

North Carolina Order of the Long Leaf Pine

First Union Ben Craig Outstanding Educator Award, Charlotte, NC

Churchman of the Year, Altus, OK

Outstanding High School Citizenship Award, Charlotte, NC

Charlotte Mecklenburg Top Teen (10th and 12th grade, Charlotte, NC

President of the Mecklenburg County-wide Student Government, 1963, 1964

National Treasurer of Future Homemakers of America 1963-1964

Martin Luther King Jr., Keeper of the Dream Award, Charlotte, NC

Education

M.S. Ed., Counseling Psychology, Southern Illinois University, Edwardsville, IL

BS, Sociology, Johnson C. Smith University, Charlotte, NC

University of Delaware, New Castle, Delaware

University of Oklahoma, Stillwater, Oklahoma

University of North Carolina, Charlotte, and Chapel Hill

Statement to Applicants

Profile

Which Boards would you like to apply for?

Women's Advisory Board: Submitted

Jessica Trimmer
First Name Last Name

What other names have you used? (includes, legal names, aliases, maiden names or professional monikers) NOTE: If none, please note N/A

Jessica DiCentes

jessica@thetrimmers.net
Email Address

2806 Carriage Crossing Drive
Home Address

Matthews NC 28105
City State Postal Code

Mobile: (941) 830-0216
Primary Phone Alternate Phone

What Mecklenburg County District do you live in? Please verify below. *

☒ 6

How long have you been a resident of Mecklenburg County? Please include months, or years.

2 years, 8 months

My age range is (please select one): *

☒ 30 to 45

Ethnicity *

☒ Caucasian/Non-Hispanic

Gender *

☒ Female

Interests & Experiences

Jessica Trimmer

Education

-The John Hopkins University; Certificate, Executive Data Science Specialization; 2021. - Florida Gulf Coast University; Master of Science, Accounting & Taxation; 2009. -Florida Gulf Coast University; Bachelor of Science; 2007.

Intapp, Inc.

Employer

Director, Revenue

Occupation

Business and civic experience

-Library Foundation for Sarasota County; Member; Jan '21 - Jun '22. -Library Advisory Board, Sarasota County Florida; Member; Apr '18 - May '21. -Citizen Tax Oversight Committee, City of North Port Florida; Vice-Chair; May '15 - Jan '17. -Citizen Tax Oversight Committee, City of North Port Florida; Member; Jan '15 - May '15.

Area of expertise and interests/skills

Professional expertise in business, finance, and operations. Interest in problem-solving, building efficiencies, redesigning teams.

Additional Information

If you are or have ever served on a Mecklenburg County board/commission, please answer yes or no. If yes, please disclose the Board and term-end date.

No.

Why are you interested in serving on the board(s) to which you are applying?

I'm passionate about giving back to the community, and serving on these boards would provide a meaningful opportunity for me to contribute my skills and expertise.

Have you attended a meeting of the advisory board(s) to which you are applying?

☐ Yes ☒ No

Hours Per Month Available for Position

I'm available for whatever hours are needed to meet the demands of the positions.

How did you learn of the vacancy? *

☒ Clerk Web Page

Disclosure

Are you a Mecklenburg County resident?

☒ Yes ☐ No

Are you a current Mecklenburg County employee? (Mecklenburg County employees are prohibited from serving on any board where appointments are made by the Board of Commissioners. If you are a current, county employee who is to serve in an ex-officio and/or non-voting capacity on any board when required by law, please email clerk@mecknc.gov before submitting an application.)

☐ Yes ☒ No

Are you a current vendor with Mecklenburg County?

☐ Yes ☒ No

• Do you have any personal or business interest that could create a conflict (either real or perceived) if appointed? If yes, please explain the conflict.

☐ Yes ☒ No

Disclaimer

I, hereby, authorize Mecklenburg County to verify all information included in this application. I certify that I have read the appointment policy and that the information contained in this application is true according to the best of my knowledge and belief. I certify that I am providing my legal name and address in which I reside. I understand that inaccurate or untrue information will be cause for removal from any appointed advisory board. By submitting this application, I agree to adhere to all County policies pertaining to advisory boards, including attendance. I understand if I do not achieve 65% annual attendance, I will be automatically removed from the board or commission to which I am appointed. I understand that this application is subject to the N.C. Public Records Law (NCGS § 132-1) and may be released upon request.

☒ I Agree

Signature of Applicant (Sign Your Legal Name):

Jessica Trimmer

Board Specific Questions

Statement to Applicants

Profile

Which Boards would you like to apply for?

Women's Advisory Board: Submitted

Kathy Winbush
First Name Last Name

What other names have you used? (includes, legal names, aliases, maiden names or professional monikers) NOTE: If none, please note N/A

N/A

katwin03@yahoo.com
Email Address

2431 Olando Street
Home Address

Charlotte NC 28206
City State Postal Code

Mobile: (762) 685-0004
Primary Phone Alternate Phone

What Mecklenburg County District do you live in? Please verify below. *

☒ 3

How long have you been a resident of Mecklenburg County? Please include months, or years.

16

My age range is (please select one): *

☒ 46 to 55

Ethnicity *

☒ African American

Gender *

☒ Female

Interests & Experiences

Education

Bachelor in Business Administration

Brightspeed

Employer

IT Procurement Analyst

Occupation

Business and civic experience

Feed the homeless & provide items to them

Area of expertise and interests/skills

IT Procurement & Sourcing experience over 20 years

Additional Information

If you are or have ever served on a Mecklenburg County board/commission, please answer yes or no. If yes, please disclose the Board and term-end date.

No

Why are you interested in serving on the board(s) to which you are applying?

I have a profound interest in the subject matter / cause

Have you attended a meeting of the advisory board(s) to which you are applying?

☐ Yes ☒ No

Hours Per Month Available for Position

40

How did you learn of the vacancy? *

☒ Mecklenburg County Website

[40250100Kathy__IT_RES_MECKCO_DEC_2024_40017100-a809-44a4-bf72-69da453ebdce.pdf](#)

Upload a Resume

Disclosure

Are you a Mecklenburg County resident?

☒ Yes ☐ No

Are you a current Mecklenburg County employee? (Mecklenburg County employees are prohibited from serving on any board where appointments are made by the Board of Commissioners. If you are a current, county employee who is to serve in an ex-officio and/or non-voting capacity on any board when required by law, please email clerk@mecknc.gov before submitting an application.)

☐ Yes ☒ No

Are you a current vendor with Mecklenburg County?

☐ Yes ☒ No

• Do you have any personal or business interest that could create a conflict (either real or perceived) if appointed? If yes, please explain the conflict.

☐ Yes ☒ No

Disclaimer

I, hereby, authorize Mecklenburg County to verify all information included in this application. I certify that I have read the appointment policy and that the information contained in this application is true according to the best of my knowledge and belief. I certify that I am providing my legal name and address in which I reside. I understand that inaccurate or untrue information will be cause for removal from any appointed advisory board. By submitting this application, I agree to adhere to all County policies pertaining to advisory boards, including attendance. I understand if I do not achieve 65% annual attendance, I will be automatically removed from the board or commission to which I am appointed. I understand that this application is subject to the N.C. Public Records Law (NCGS § 132-1) and may be released upon request.

☒ I Agree

Signature of Applicant (Sign Your Legal Name):

Kathy Winbush

Board Specific Questions

Kathy Winbush
Charlotte, NC 28235
katwin03@yahoo.com

Professional Experience

Brightspeed **Charlotte, NC** **2023-Present**
Program Manager - Information Technology (IT)

- Owner of third-party program that leverages suppliers/supplier contractors for the Enterprise
- Collaborate with senior level business partners to align with IT business goals and driving end-to-end category strategy, supplier management, value, contract negotiation, and drive transformational/complex deals
- Serve as Trusted Advisor and Business Leader by demonstrating proven IT category expertise
- Lead process work flow to include influencing best practices, define benchmarks and program performance
- Assist with the development of the Procure to Pay process and associated procurement systems
- Oversee management of business and financial issues (budget, annual scopes, staffing and annual contracts/addendum, renewals etc.) and effectively develop relationships to meet business needs
- Ensure operational excellence and effective communications with internal and external partners
- Consult with Legal to create and publish standardized contract templates
- Create and publish business process flow charts, standards, procedures, and training manuals
- Assisted Legal, Risk, Finance, and other Stakeholder groups with assessing vendor risks and performance

Lowe's Companies Inc. **Mooresville, NC** **2022-2022**
Enterprise Strategic Sourcing Lead – Information Technology (IT)

- Developed digital and technology sourcing strategies, goals, key performance metrics, and recommendations accordingly throughout the sourcing project lifecycle
- Utilized proficiencies in Analytics/Think cell to deliver problem-solving solutions to internal & external stakeholders
- Crafted pre-authored agreements and new templates that require development, changes, and new language, including governance, performance management, and incentive provisions
- Delivered best practices through execution of critical technology projects/contracts utilizing E-Sourcing tools
- Developed and communicated negotiation strategies with business stakeholders, conducted negotiations with vendors to drive savings
- Partnered with Finance to analyze business budget plans pre-RFP, calculated and validated cost savings/avoidance received from execution of Sourcing events post-RFP
- Drove value in the vendor community by introducing new vendors to Lowe's and improving existing vendor relationship with key stakeholders
- Managed the life-cycle of complex IT category contract renewals \$1M+
- Contribute to new and modified processes that make the P2P process faster and more efficient
- Ensured Sourcing and Procurement efforts support the Supplier Diversity & Inclusion initiative

Mecklenburg County Government **Charlotte, NC** **2017-2022**
IT Procurement Analyst

- Lead, developed, and implemented IT strategic sourcing plans and tactics from business need identification to contract execution
- Liaised between vendors and County departments to ensure scope of work, specifications of materials/products, pricing, terms and conditions, and delivery schedules are outlined and confirmed
- Facilitated the vendor evaluation & selection process

- Trained Director's teams on personally developed Standard Operating Procedures
- Reduced spending by over \$1M
- Process and Continuous Improvement
- Stakeholder and Requirements Management
- Confirmed contract language supported cost control and reduced vendor-related risks, such as termination clauses
- Trained cross-functional teams to eliminate purchase order workflow defects by identifying root causes and implementing corrective actions, resulting in 90% on-time purchase order placement
- Assisted in training on the County's Diversity Equity Economic Inclusion initiative

Bank of America

Charlotte, NC

2017-2017

Global Technology and Operations IT Business Analyst I

- Control point for hardware and software sourcing requests from various Lines of Business
- Managed deliverables, maintenance and documentation in Ariba
- Lead meetings with Requesters, Sourcing and Category Management
- Developed Continuous improvement strategies
- Executed non-material Sub Agreements and standalone agreements
- Conducted Sourcing Process Adherence, Quality Assurance (QA)

Computer Skills: *Ariba, ERP & DRP Systems, MS Office Suite, SAP, Oracle, Advantage, OnBase, Coupa*

Education

Scrum Alliance

Certification, Scrum Product Owner (CSPO)

University of North Carolina at Charlotte

Certification, Lean Six Sigma Green Belt (LSSGB)

University of North Carolina at Charlotte

Certificate, Procurement and Supply Chain

Brenau University

Bachelor of Arts, Business Administration

Augusta Technical Institute

Associate of Applied Technology, Accounting



Mecklenburg County, NC

Women's Advisory Board

Board Details

The Women's Advisory Board is to identify periodically the Status of Women in Mecklenburg County; to work toward the betterment of the status of women in education, employment, family, community, health, law, finance, and social services; and to provide community leadership opportunities by initiating and promoting programs designed to serve the needs of women.

Must be a resident of Mecklenburg County.

Mission Statement

The mission of the Women's Advisory Board is to promote the critical and emerging needs of women in Mecklenburg County through education and service.

Purpose

The WAB is to identify periodically the status of women in Mecklenburg County; to recommend ways to work toward the betterment of the status of women in education, employment, family, community, health, law, finance, and social services; to work collaboratively with other organizations; and to provide community leadership opportunities by initiating and promoting programs designed to serve the needs of women.

Overview

- ☐ **Size** 15 Seats
- ☐ **Term Length** 3 Year
- ☐ **Term Limit** 2 Terms

Contact

- ☐ **Name** Elyse Hamilton-Childres
- ☐ **Phone** (704) 900-9343

Additional

Qualifications

Must be a resident of Mecklenburg County.

Advisory Board Details

Contact staff advisor for more information.

Meeting Dates/Times

Monthly - 4th Monday at 5:30 p.m.

Meeting Location

Valerie C. Woodward Center - Ste. 4023 3205 Freedom Drive Charlotte, NC 28202

Time Commitment

3 hours per month

Stipend

No

Special Notes**Job Description**

Women's Advisory Board

Board Roster

Joelle Dugue

Partial Term Apr 01, 2025 - Jun 30, 2025

Email pierrelouisjoelle@gmail.com

Appointing Authority BOCC

Home Phone Home: (646) 299-7671

Address

6313 Kennard Drive
Charlotte, NC 28216

Camellia T Nixon

Partial Term Oct 03, 2023 - Nov 30, 2025

Email camellia.nixon@gmail.com

Appointing Authority BOCC

Home Phone Mobile: (704) 453-4732

Address

1622 MERRIMAN AVE
CHARLOTTE, NC 28203

Jamilah L Espinosa

2nd Term Jan 15, 2019 - Nov 30, 2025

Email jamilah@espinosafirm.com

Appointing Authority BOCC

Home Phone Home: (704) 649-4982

Alternate Phone Home: (704) 210-8200

Address

1401 Moonstone Dr
Matthews, NC 28105

Sherri Winters

Partial Term Oct 03, 2023 - Nov 30, 2025

Email sherri_winters@yahoo.com

Appointing Authority BOCC

Home Phone Mobile: (630) 400-1078

Address

9723 Cockerham Lane
Huntersville, NC 28078

□ **Shawana Burnette**

2nd Term Mar 04, 2020 - Apr 30, 2027

Email burnettesb@gmail.com

Appointing Authority BOCC

Home Phone Home: (803) 378-6850

Alternate Phone Home: (704) 299-9798

Address

6003 Cattail Ct
Charlotte, NC 28215

□ **Kandice L Mcqueen**

1st Term Oct 03, 2023 - Apr 30, 2027

Email kandiced@me.com

Appointing Authority BOCC

Home Phone Mobile: (803) 389-4883

Address

12347 Hunting Birds Lane
Charlotte , NC 28278

□ **Alexandria Foster**

Partial Term Apr 01, 2025 - Apr 30, 2027

Email alexandrialfoster@gmail.com

Appointing Authority BOCC

Home Phone Mobile: (757) 345-9521

Address

222 East Bland Street Unit 163
Charlotte, NC 28203

□ **Stephanie W Griffin**

Partial Term Apr 01, 2025 - Apr 30, 2027

Email stephanie.w.griffin@gmail.com

Appointing Authority BOCC

Home Phone Home: (856) 313-9074

Address

3100 Libeth St.
Charlotte, NC 28205

□ **Michele S Tokpah**

Partial Term Apr 01, 2025 - Apr 30, 2027

Email micheletokpah@gmail.com

Appointing Authority BOCC

Home Phone Mobile: (704) 956-0140

Address

8317 Rolling Meadows Ln
Huntersville, NC 28078

□

Laphaedra Howard

2nd Term May 04, 2021 - Apr 30, 2027

Email mslhoward@live.com

Appointing Authority BOCC

Home Phone Mobile: (980) 253-5862

Address

7135 Pitzer Dr
Charlotte, NC 28269

□

Olga Better Stemmer

1st Term Jan 22, 2025 - Nov 30, 2027

Email olga.better@gmail.com

Appointing Authority BOCC

Home Phone Mobile: (704) 352-2856

Address

5230 Furman PL
Charlotte, NC 28210

□

Tameka Peterson

2nd Term Dec 21, 2021 - Nov 30, 2027

Email godschild121@gmail.com

Appointing Authority BOCC

Home Phone Home: (704) 995-9692

Address

7425 Garrett Ct
Charlotte, NC 28214

□

Denawa D Alberti

2nd Term Dec 21, 2021 - Nov 30, 2027

Email denawa.alberti@gmail.com

Appointing Authority BOCC

Home Phone Mobile: (919) 464-8161

Address

4235 Millennium Ave Apt. 12101
Charlotte, NC 28217

□

Ronea Chambers

Partial Term Apr 01, 2025 - Nov 30, 2027

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Vacancy

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