

EMPLOYMENT:

Youth Civic Accelerator

05/2025 - Present, *Deputy Executive Director of Political Strategy and Programs*

- Political Strategy & Program Coordination – Lead the development of national and state political strategies, electoral targets, and voter mobilization plans; support state chapters in implementation; ensure alignment in messaging, tactics, and program planning.
- Digital Program Oversight – Supervise digital outreach efforts (organic, paid, research-based), ensuring integration with field operations and efficient use of resources.
- Coalition Building & Partnership Management – Primary liaison with advocacy groups, unions, and political stakeholders; foster collaboration, resource-sharing, and consistent information flow across partners and chapters.
- Organizational Leadership – Strategic partner to the Executive Director, support cross-departmental coordination, engage donors, represent the organization publicly, and step in for ED leadership when needed.

Leaders Igniting Transformation

11/2021-04/2025, *Co-Executive Director*

08/2021-11/2021, *Deputy Executive Director of People and Politics*

02/2020–08/2021, *Senior Civic Engagement Director*

- Oversee and manage organizational and day-to-day operations of the organization
- Fundraise annual budgets for 501(c)3 and 501(c)4, totaling \$5 million
- Build and maintain strategic relationships with community leaders and partners
- Oversee implementation of civic engagement and political programs, including established field tracking, data, and accountability systems.
- Provide high-level strategic direction for electoral program development including targeting, electoral, legislative, and ballot initiative opportunities, including voter education, GOTV, and issue campaigns.
- Hire, train, and supervise outreach staff in grassroots canvassing skills. Build a team with an eye towards leadership development and building civic and political education.

Center for Popular Democracy

11/2016–02/2020, *National Canvass Operations Lead*

- Recruited and developed Canvass Directors, Field managers, and Canvassers by conducting outreach, interviewing prospective management staff, and assist the National Field Lead in training
- Supported Canvass Directors to meet their office objectives and canvass in the field as needed to train new and experienced staff and meet personal and office fundraising requirements
- Worked with CPD partners and affiliates on developing efficient and effective strategies for their canvass offices to become fully sustainable
- Ensured that the Sustainability programs are in full compliance with federal and local laws, including canvassing permits and donation processing systems, as well as ensured member security.
- Organized quarterly canvass director boot camps to build effective canvass programs around the country for the social, racial, and economic justice campaigns of our CPD partners.
- Worked with and supported Canvass Directors to carefully track income and expenses and manage a budget; analyze staff performances and consult on strategy.
- Tested and developed new techniques to streamline street and door-to-door organizing and fundraising.
- Launched canvass offices for affiliate organizations (Working Washington, Make the Road Pennsylvania) and trained Canvass Directors to run grassroots field offices to build membership and raise reoccurring money to build power in low-income communities of color
- Raised thousands of recurring small-donation dollars for local community organizations around the country

Children's Hospital of Wisconsin

8/2015–2/2016, *Community Health Navigator in the Amani/Franklin Heights neighborhoods*

- Connector to community resources as part of the hospital network care delivery team
- Identified assets, needs, barriers, strengths of families and neighborhoods; based on social determinants of health

Public Allies, City of Milwaukee Health Department

9/2014–7/2015, *Family and Community Health Division, Program Assistant*

- Created an outreach strategy to identify and engage new organizations that will receive comprehensive safe sleep education and resources and be recognized as Safe Sleep Community Partners
- Conduct a full SWOT analysis of the Latino community in Milwaukee around the topic of infant mortality through a series of focus groups of community leaders and members. Final report of the analysis is utilized to inform outreach, education and future partnerships.
- Review and assess current teen pregnancy prevention program models and analyze basic outcome data to evaluate the success of the model. Findings will be used to shape potential modifications to and/or expansion of the current model.

Public Allies, United Way of Greater Milwaukee

10/2013–7/2014, *Healthy Birth Outcomes Project Coordinator*

- Authored a culturally relevant “Let’s Talk” book in Spanish for parents on how to talk to their teens about sexual health, healthy relationships, and other young adult topics.
- Teen Pregnancy Prevention; Supported the work of the Health Portfolio Manager and Healthy Birth Outcomes Coordinator by engaging in public outreach and education among Healthy Birth Outcomes
- Milwaukee Infant Mortality data and research
- Public relations; including managing the Baby Can Wait website and social media
- Supported the creation of a strong Latina Taskforce with recruitment and facilitation
- Contributing member of The Lifecourse Initiative for Healthy Families (LIHF) collaborative, the Healthy Girls/Making Proud Choices program, the Contraceptive Access Workgroup, the Healthy Ancillary Group, and the Teen Pregnancy Oversight Committee.

LEADERSHIP:

Milwaukee Fire and Police Commission, Vice Chair Commissioner (2021-2023)

Young American Leaders Program, Inaugural Milwaukee cohort (2017)

Leaders Igniting Transformation Action Fund, Board member (2017-2020)

City of Milwaukee Safety and Civic Commission, Vice-Chair, Commissioner (September 2017-Present)

Emerge Wisconsin, class of 2020

Global Shapers Milwaukee Hub, World Economic Forum, Alum member (January 2016-Present)

Hispanic Professionals of Greater Milwaukee, Member/Conexiones Advisory Committee member (2014-2020)

American Civil Liberties Union of Wisconsin, Legal Observer, volunteer (2015-present)

Milwaukee Beautiful, Co-Founder

EDUCATION:

UWM Zilber School of Public Health

2015—2016

Degree in progress: Master’s in Public Health

Track: Public Health Policy & Administration

Marquette University

9/2008–5/2013

Degree: Bachelor of Arts, graduated May 2013

Major: Social Welfare and Justice

Minor: Philosophy

Amanda Avalos is the Deputy Executive Director of Political Strategy and Programs at Youth Civic Accelerator, an organization that seeds and launches youth-power chapters in Michigan, Wisconsin, Nevada, and Minnesota. Her work targets critical battleground states where statewide races are decided by narrow margins. As an experienced strategist, Amanda specializes in executing large-scale political campaigns and building grassroots organizing infrastructure. Previously, as Co-Executive Director at Leaders Igniting Transformation (LIT), she managed Wisconsin's largest youth voter engagement program from 2020-2025 that not only resulted in over a million doors knocked, but in a palpable impact that led to consecutive democratic victories across the state. As former Vice Chair of the Milwaukee Fire and Police Commission, Amanda led the passing of several policy victories for the community including enacting a complete ban on no-knock search warrants, a complete ban on chokeholds, and the creation of a body cam video footage release policy. Amanda is a two-time alumna of Public Allies Wisconsin, a graduate of Emerge, Harvard Business School Young American Leaders Program, Marquette University, and an EMT.

Anita Johnson is the Outreach and Education Manager for Souls To The Polls WI, She also spearheaded election protection and the election administration program at Citizen Action. Previously, she worked for VoteRiders as Wisconsin ID State Coalition Coordinator, People For American Way as Wisconsin Election Protection State Coordinator, recruiting and training volunteers to work the polls on election day as well as educating the public about voter rights. Anita has served on the Wisconsin Election Administration Council for the Wisconsin Government Accountability Board, the state agency that manages elections. She also worked for many years for AFSCME District Council 48 and is a member of The Coalition of Black Trade Unionist CBTU. Anita has served on the boards of the Labor Historical Society and the Wisconsin State Retirees, BLOC, Citizen Action of Wisconsin and the African American Round Table . She has received a number of awards, she is very proud to be a recipient of the Robert H. Friebert Social Justice Award, she has also received the Black Excellence Award. Having attended Milwaukee Area Technical College, Anita is also a graduate of Future Milwaukee, Center For Progressive Leadership and the Midwest Academy Organizing program, as well as a graduate of Milwaukee Business Training Institute.

Professional Summary

Dedicated and collaborative early childhood education professional with over 20 years of experience supporting children, families, and educators. Skilled in leading high-quality early education programs, building strong community partnerships, and managing projects that center on the needs of families and communities. Experienced in coaching and mentoring teams, supporting accreditation efforts, and developing sustainable systems to strengthen program outcomes. Committed to fostering inclusive environments, promoting continuous improvement, and leading with empathy, integrity, and a community-centered approach. Passionate about using innovation to enhance educational practices, streamline operations, and create lasting, positive impact in the lives of children and families.

Director of People, Cities United

Jun 2025-Present

- Provide strategic leadership for all HR functions, including talent acquisition, employee relations, performance management, and compliance with employment laws.
- Design and implement people-centered policies, compensation structures, and benefit programs that support equity, retention, and organizational culture.
- Lead workforce planning and succession strategies to align staffing needs with long-term business goals.
- Partner with executive leadership to drive diversity, equity, inclusion, and professional development initiatives across the organization.

Site Director, Malaika Early Learning Center (Thrive on King)

Jan 2024–Jun 2025

- Oversee daily operations of a licensed, early education center, ensuring compliance with state licensing, YoungStar, NAEYC, and Head Start standards.
- Lead a diverse teaching team by providing coaching, mentorship, and professional development to enhance instructional quality and staff retention.
- Develop and manage the center's budget, strategically allocating resources to sustain high-quality programming and support staff wage growth.
- Cultivate strong partnerships with families, community organizations, and regulatory agencies to strengthen program support and family engagement.

Volunteer Coordinator & Community Organizer, Heal the Hood MKE

Aug 2020-Present

- Recruited, trained, and managed volunteers for community events and community development initiatives.
- Organized grassroots campaigns and outreach efforts to empower and engage residents in neighborhood healing and community-led solutions.
- Partnered with local stakeholders to promote equity-driven solutions and elevate community voices.

Co-Lead, Early Childhood Education Advocacy Workgroup, Milwaukee Succeeds

Jan 2023 – April 2024

- Led a collaborative workgroup focused on advancing equitable policies and funding for early childhood education.
- Facilitated strategic meetings, set agendas, and coordinated action plans to engage stakeholders and amplify community voices.

Ashley Harrell

414-303-8210 | porteraashley@gmail.com | Milwaukee, WI

- Led the successful launch of a new early education program, overseeing every phase of the project from planning to execution, ensuring alignment with organizational goals and community needs.
- Managed the full project lifecycle, including conducting needs assessments, securing funding, developing curriculum, and recruiting and training staff.
- Developed and managed new program budgets, achieving cost efficiencies and remaining under budget for four consecutive years.
- Utilized strong problem-solving and risk management skills to overcome challenges, ensuring smooth execution and the program's alignment with regulatory and accreditation standards.

HIPPY Assistant Program Director HIPPY, COA Youth and Family Centers

Jul 2014-April 2015

- Managed day-to-day operations of the HIPPY program, including budget oversight, scheduling, and ensuring smooth communication among staff and families.
- Supervise, mentor, and provide ongoing training to home visitors to ensure the effective delivery of the HIPPY curriculum.
- Collect, analyze, and report program implementation data to track outcomes and inform improvements.

Instructional Guide

January 2012 – March 2014

- Collaborated with the executive team to supervise a team of educators, co-educators, and support staff serving approximately 300 students annually, ages 3–12.
- Managed daily operations of the education facility, ensuring compliance with Department of Public Instruction (DPI) policies and maintaining site accreditation through ACTS.
- Provided individualized coaching and professional support to educators, promoting best practices in instruction and contributing to a strong, positive school climate.
- Implemented strategies to enhance classroom management, curriculum delivery, and overall staff performance.

Education

Master of Science in Education, Early Childhood Education Policy

University of Wisconsin-Whitewater, Anticipated Graduation Date August 2025

Early Childhood Leadership Credential

University of Wisconsin-Milwaukee, March 2019

Bachelor of Arts, Sociology/Behavioral Science

Mount Mary University, December 2013

Minor: Early Childhood Education

Professional Biography: Bill Christianson

Bill Christianson is a seasoned public finance leader with more than 16 years of experience in municipal finance, budgeting, and policy development for the City of Milwaukee. He was elected Comptroller for the City of Milwaukee in April 2024, where he oversees the City's accounting, financial reporting, internal audit, payroll, public debt management, systems support, and financial advisory functions. In this role, he leads a team of more than 50 professionals and is responsible for ensuring the City meets key financial reporting deadlines, maintains strong fiscal controls, and delivers transparent and responsive financial services to more than 40 City departments and agencies.

Prior to his election, Bill served for two years as Deputy Comptroller, executing the strategic direction of the office and managing senior leadership teams, special projects, and human resources functions. Before that, he spent 12 years working within the City's Budget and Management Division, where he led major capital and operating budget initiatives, developed long-term financial policies, oversaw performance management for large operational departments, and guided significant fiscal projects including municipal service charge design, debt reserve management, and the City's Public Engagement in Budgeting Program.

Bill has extensive experience collaborating with elected officials, community stakeholders, and residents. He is known for his ability to simplify complex financial and policy issues to support informed decision-making, build trust, and create shared understanding across diverse groups. His work has been published in *Government Finance Review* (June 2025).

He is also deeply engaged in governance and public oversight. Bill currently serves on the City of Milwaukee Employees' Retirement System Board of Directors—where he is Chair of the Administration and Operations Committee—as well as the Wisconsin Center District Board of Directors and the City of Milwaukee Charter School Review Committee. He is a Certified Public Finance Officer (CPFO) and an active member of the Government Finance Officers Association.

BROOK STANLEY262-349-7433 email: brookstanley.mail@gmail.com

EDUCATION**Marquette University**

Doctoral student in Clinical Psychology
 Advisor: Amy Van Hecke, Ph.D.
Master's degree received May 2020

Milwaukee, WI
 Degree anticipated December 2025
 GPA: 3.9

Ripon College

Bachelor of Arts in Psychology & Disability Justice
Summa Cum Laude

Ripon, WI
 May 2017
 GPA: 3.9

EMPLOYMENT**Milwaukee LGBT Community Center**

Aging & Disability Programs Coordinator

Lead all aspects of the Aging Program and Disability Program, including strategy, community engagement, service delivery, evaluation, and community partnerships. Increased monthly service usage 170% (Aging) and 230% (Disability) over 6 months. Redesigned communications and marketing to older adults leading to 70+ more contacts monthly. Collaborated with 8 local organizations/businesses on wellness, storytelling, and resource programming. Assisted grant writer in drafting and editing grant proposals securing \$60,000 in funding. Provide consultation and training on equity for older adults, people with disabilities, and trans/nonbinary individuals internally (frontline staff & leadership) and externally (service providers and community organizations). Supervise and train the Trans and Gender Non-Conforming Coordinator on service delivery and advocacy. Manage grant compliance for Milwaukee County Department of Aging funding (PeerPlace expertise).

Milwaukee, WI
 January 2025 - present

Freelance

Community Advocate and Consultant

Provided training on neurodiversity and disability inclusion for community organizations such as the Milwaukee County Zoo, Gerald L. Ignace Indian Health Center, and 16th Street Clinic. Consulted on community engagement and survey methodology for grant proposals and service evaluation. Analyzed datasets focusing on community feedback, stereotyping in artificial intelligence services, and inclusive education design.

Milwaukee, WI
 June 2022 - January 2025

Rogers Behavioral Health

Adult Inpatient Doctoral Intern

2000 hour clinical training with emphasis on advocacy, program development, and supervisory experiences. Collaborated with leadership & staff to develop inclusive programs & policies aligned with DEI goals, such as: standard work outlining procedures for providing gender-affirming care to transgender patients, training on autism and neurodiversity for staff at all levels on the Cedar Ridge OCD Center, and community presentation on LGBTQ+ healthcare access to individuals with

Milwaukee, WI
 August 2023 - August 2024

developmental disabilities. Provided direct care services, referrals, and advocacy for patients of diverse backgrounds and needs.

Marquette University LGBTQ+ Resource Center

Graduate Assistant

Milwaukee, WI
September 2022 - May 2023

Designed programming and educational resources for LGBTQ+ students, faculty, and staff. Coordinated with director and center staff on workshops, presentations, and events for students and faculty. Updated web page and created marketing materials for social media accounts and e-mail campaigns.

Next Step Clinic

Administrative Assistant

Milwaukee, WI
June 2020 - July 2023

Oversaw administrative functions for clinic serving low-income BIPOC children with developmental disabilities. Provided consultation on LGBTQ+ issues, accessibility, cultural sensitivity, and community engagement. Coordinated referrals and managed medical records, phone calls, and e-mail inquiries. Assigned and coordinated cases. Trained family navigators on client interaction and provide autism education.

Marquette University On Your Marq

Graduate Student Coach

Milwaukee, WI
August 2019 - May 2021

Provided weekly coaching for college students on the autism spectrum. Developed and helped execute goals relating to daily living, social skills, mental health, and academics. Led a seminar class for undergraduate peer mentors utilizing modified content from the PEERS® for Young Adults program.

Ripon College Center for Diversity & Inclusion

LGBTQ Diversity Intern

Ripon, WI
December 2014 - May 2017

Designed and presented campus-wide awareness and education programs. Designed and conducted survey research on campus attitudes and presented findings. Created and maintained an official LGBTQ resource page of the college.

LEADERSHIP ROLES & VOLUNTEERING

Medicaid Member Advisory Council

Ambassador

Milwaukee, WI
August 2025 - present

Appointed to advisory group to Wisconsin Medicaid director and Medicaid Advisory Committee with a focus on improving Medicaid from the perspective of enrollees and/or caregivers.

Autumn Hill Academy

Board Member

Waukesha, WI
February 2024 - present

Board member of inclusive public charter school. Develop strategic plan and goals and delegate tasks to subcommittees, problem-solve and allocate resources. Consult on LGBTQ+ and disability inclusion and coordinate with local organizations. Collected community engagement data and consulted on writing and editing of \$1.2mil grant proposal.

LGBT Waukesha

Co-founder and Vice President

Waukesha, WI
June 2019 - present

Founding member of a community group providing social and educational events for LGBTQ individuals and their allies. Coordinate short and long-term projects, direct board members and volunteers and track tasks and progress. Develop new programs and events and adapt to community feedback to ensure longevity and accessibility. Conduct outreach and provide support to members.

Milwaukee, WI
June 2019 - July 2023

Marquette Autism Initiative

Planning Committee Member

Member of an interdisciplinary group of students, faculty, staff, and community members. Planned and hosted events, engaged in outreach and provided community support, and managed online presence.

Unitarian Universalist Church West

Q Youth Group Mentor

Brookfield, WI
June 2019 - December 2019

Co-facilitated group for LGBTQ+ teens in their faith community. Led discussions, moderated games, and provided mentorship.

Ripon College Disability Rights, Education, and Activism Movement (DREAM)

Co-founder and President

Ripon, WI
March 2016 - May 2017

Founding member of the first disability group on the Ripon College campus. Ran meetings and developed educational programming on disability issues. Presented on accessibility issues to Ripon College Board of Trustees.

Ripon College Queer-Straight Alliance

Public Relations Executive

Ripon, WI
January 2015 - May 2017

Developed and promoted education and awareness programming, including presentations, educational resources, and awareness campaigns. Managed social media and created promotional materials

SECURED GRANT FUNDING

It Gets Better Changemakers Grant

Submitted May 2025

Role: Co-writer

Proposal: Youth mentorship and skills development program

Funding: \$10,000

Outcome: Funded

United Way Mental Health Improvement Fund

Submitted May 2025

Fund

Role: Co-writer

Proposal: Mental health service for LGBTQ+ individuals

Funding: \$50,000

Outcome: Funded

Wisconsin Charter Schools Program

Submitted February 2025

Role: Board member, co-writer

Proposal: Inclusive public charter school in Waukesha County (Autumn Hill Academy)

Funding: Up to \$1,200,000 (based on enrollment)
Outcome: Funded

Humanities Without Walls Seed Grant

Submitted April 2021

Role: Co-investigator
Title: Creating Neurodiversity-Inclusive Second Language Pedagogy
Funding: \$2,400
Outcome: Funded

Diversity Fellowship

Submitted February 2017

Marquette University
Sole student nominated by the Department of Psychology
“These are merit-based fellowships and are designed to recruit and support students who, through their very presence on campus and their participation in academic and campus life, will enrich the experiences of all faculty, staff and students.”
Funding: Full tuition scholarship and \$20,000 annually for 4 years
Outcome: Funded

Mabel Schwiesow Lent Endowed Scholarship

Submitted February 2016

Ripon College
“Awarded to students who are rising sophomores or above who have contributed to the diversity and vitality of the campus and community-at-large through recent active involvement in organization or other volunteer activities that contribute to improving the lives of individuals on campus and in the community.”
Funding: \$2,000 annually for 2 years
Outcome: Funded

**Center for Social Responsibility Summer
Research Grant**

Submitted April 2015

Ripon College
Role: Principal Investigator
Title: *LGBTQ+ Representation in the Media*
Funding: \$1,000
Outcome: Funded

Total Secured Funding: \$1,347,400

APPLIED GRANT FUNDING

Health Care Advocates International Grant

Submitted June 2025

Role: Co-writer
Proposal: Gender-affirming care items for transgender and gender non-conforming individuals
Funding: \$16,315
Outcome: Pending

Union Pacific Community Vitality Grant

Submitted June 2025

Role: Co-writer
Proposal: Technology upgrade for LGBTQ+ lending library
Funding: \$5,000
Outcome: Pending

Dominican Sisters of Sinsinawa Direct Loan

Submitted May 2025

Role: Co-writer
Proposal: Nutritional, hygiene, and mental health support for LGBTQ+ older adults
Funding: \$30,000
Outcome: Pending

Ameriprise Community Grant

Submitted May 2025

Role: Co-writer
Proposal: Nutritional, hygiene, and mental health support for LGBTQ+ older adults
Funding: \$30,000
Outcome: Pending

Bank of America Basic Needs Grant

Submitted May 2025

Role: Co-writer
Proposal: Mental health services for LGBTQ+ individuals
Funding: \$125,000
Outcome: Not funded

MGIC Community Grant

Submitted April 2025

Role: Co-writer
Proposal: Marketing and social media for LGBTQ+ resource communication
Funding: \$5,000
Outcome: Pending

Humanities Without Walls

Submitted November 2022

Role: Co-investigator
Title: *Creating Neurodiversity-Inclusive Second Language Pedagogy*
Funding: \$150,000
Outcome: Not funded

WI LEND Program

Submitted May 2022

“[LEND] is a special training program funded by the federal Maternal & Child Health Bureau of the Department of Health & Human Services (MCHB/DHHS) to prepare family members of children with developmental disabilities, self-advocates (individuals with developmental disability), professionals, and graduate students for leadership and advanced professional practice in order to improve the lives of children with neurodevelopmental and related disabilities and their families.”
Funding: \$6,500
Outcome: Not funded

**Scientific Teams Advancing Research
Translations (START) CTSI TL1 Program**

LOI accepted: February 2021
Proposal submitted April 2021

Title: *Autistic Adults and Treatment: Community Perspectives on Intervention Avenues*

Funding: \$25,836
 Outcome: Not funded

Total Applied Funding: \$228,651

RESEARCH EXPERIENCE

Marquette Autism Project

August 2017 - present

Primary Investigator: Amy Van Hecke, Ph.D.

Contribute to data collection for multiple RCTs assessing the efficacy of a social skills intervention for preschoolers, adolescents, and young adults on the autism spectrum. Contributed to the development, administration, and interpretation of survey research on social experiences during COVID-19.

Co-supervised undergraduate research assistants. Co-lead administration of 14-16 week social skills intervention program for adolescents and young adults on the autism spectrum (PEERS® for Adolescents and PEERS® for Young Adults). Created posters and presentations accepted to national conferences (INSAR, APA).

Humanities Without Walls

August 2021 - November 2022

Primary Investigators: Eugenia Afinoguenova, Ph.D. and Michelle Medeiros, Ph.D.

Developed grant proposal for research on autistic students' experiences with learning a second language. Created community advisory board and co-hosted board meetings to determine community goals and suggestions for the research.

Doctoral Dissertation

May 2022 - present

Title: Therapy for Autistic Adults: Priorities and Interests

Proposed: 10/14/2022

Develop a novel research project identifying autistic individuals' priorities in therapy and preferences for modality, and the association of these two factors with quality of life.

Doctoral Qualifying Exam

November 2021 - May 2022

Title: Review of Interventions for Autistic Adults in Clinical Psychology

Defended 04/29/2022

Conducted literature review of research on therapy modalities for autistic adults and the currently researched intervention targets. Synthesized findings into a systematic review.

Master's Thesis

April 2019 - December 2019

Title: College Supports for ASD: Autistic Perspectives Across Educational Career.

Defended 12/9/2019

Developed a novel research project examining the perspectives of autistic individuals on support needs in college, focusing on proposed solutions as well as differences pre-, during, and post-college.

Designed qualitative measures, recruited all subjects, collected and managed all data, conducted content analysis, and communicated results via written thesis and oral presentation.

Bachelor's Thesis (Psychology)

August 2016 - May 2017

Title: "Autistic": How Labels and Behavior Affect Societal Responses to Autism.

Supervisor: Kristine Kovack-Lesh, Ph.D.

Developed a novel research project experimentally examining the effect of diagnostic label on stigma responses towards autistic individuals. Created stimulus materials, recruited all subjects, collected and managed all data, conducted statistical analysis, and communicated results via written thesis and oral presentation.

Bachelor's Thesis (Disability Justice)

August 2016 - May 2017

Title: The Price of Passing: Autistic Adults' Stigma Management Strategies and Their Consequences.

Supervisors: Marc Eaton, Ph.D., Mary Unger, Ph.D.

Designed and executed qualitative research study on autism identity and stigma. Recruited all subjects, collected and managed all data, conducted content analysis, and communicated results via written thesis and oral presentation.

Ripon College Department of Psychology

Student Researcher

August 2016 - May 2017

Supervisor: Kristine Kovack-Lesh, Ph.D.

Conducted collaborative experimental research on the impact of sexual orientation on relationship perceptions. Developed survey instruments, recruited subjects, and managed and analyzed quantitative data in SPSS.

Ripon College Department of Sociology

January 2016 - May 2016

Student Researcher

Supervisor: Marc Eaton, Ph.D.

Conducted collaborative mixed qualitative/quantitative research on disability prevalence and attitudes towards disability. Developed survey instruments, recruited subjects, and managed and analyzed quantitative (SPSS) and qualitative data.

Ripon College Center for Social Responsibility

May 2015 - August 2015

Summer Research Grant Recipient

Supervisor: Mary Unger, Ph.D.

Conducted thematic analysis of media portrayals of LGBTQ individuals. Wrote report and presented findings to the college.

PUBLICATIONS

Adler, E. J., Schiltz, H. K., Glad, D. M., Lehman, S. A., Pardej, S. K., **Stanley, R. E.**, Van Hecke, A.

(2022) Brief Report: A Pilot Study Examining the Effects of PEERS® for Adolescents

Telehealth for Autistic Adolescents. *Journal of Autism and Developmental Disorders.*

Stanley R. E., George A., Van Hecke A. (2021). "Listen, I've Been Thriving" Vs. "This Is the Worst I've Ever Felt!": An Exploratory Study of Autistic Experiences with In-Person and Online Social Interaction during the COVID-19 Pandemic. *Invited paper presentation to the International Society on Autism Research (INSAR) annual meeting, Virtual, May 3-7*

Schiltz, H. K., Magnus, B. E., McVey, A. J., Haendel, A. D., Dolan, B. K., **Stanley, R. E.**, ... & Van

Hecke, A. V. (2021). A psychometric analysis of the social anxiety scale for adolescents among

youth with autism spectrum disorder: Caregiver–adolescent agreement, factor structure, and validity. *Assessment*, 28(1), 100-115.

Schiltz, H., McVey, A., Haendel, A., **Stanley, R. E.**, Arias, A., Gordon, N., Van Hecke, A. (2021) The Role of Loneliness as a Mediator between Autism Features and Mental Health among Autistic Young Adult. *Autism*.

Schiltz, H., Magnus, B., McVey, A., Haendel, A., Dolan, B. **Stanley, R.**, Willar, K., Pleiss, S, Carson, A., Carlson, M., Murphy, C., Vogt, E., Yund, B., Vaughan Van Hecke, A. (2019) A Psychometric Analysis of the Social Anxiety Scale for Adolescents Among Youth with Autism. *Assessment*.

EDITORIAL AND REVIEW EXPERIENCE

Ad hoc Reviewer

Journal of Autism and Developmental Disorders

2018 - 2023

CONFERENCE POSTERS & PRESENTATIONS

Carter, C., **Stanley, B.**, Thiele, B., & Hulce, J. C. (2023, October) “*The LGBTQ+ Perspective on Healthcare and Relationships Beyond High School.*” Presentation at the WI Board for People with Developmental Disabilities Self-Determination Conference.

Adler, E.J., Schiltz, H.K., Glad, D.M., Lehman, S.A., Pardej, S.K., **Stanley, R.E.**, & Van Hecke, A.V. (2022). *Is it possible to foster social competence via telehealth? Examining effects of PEERS® for Adolescents Telehealth for autistic adolescents.* Poster presented at the annual meeting of the International Society for Autism Research (INSAR)

Stanley, R., Van Hecke, A., George, A. (2021, April). “*Listen, I’ve been thriving*” vs “*This is the worst I’ve ever felt!*”: *An exploratory study of autistic experiences with in-person and online social interaction during the COVID-19 pandemic.* Poster presented at the annual Midwestern Psychology Association meeting, virtual.

Stanley, R., Van Hecke, A. (2021, May). *College supports for ASD: perspectives of autistic individuals.* Poster presented at the annual Midwestern Psychology Association meeting, virtual.

Stanley, R. (2019, August). *College supports for ASD: perspectives of autistic individuals.* In E. Laugeson (Chair) *Rocking and rolling into adulthood: perspectives on college, career, and social support.* Symposium presented at the annual American Psychological Association Convention, Chicago, IL.

Stanley, R. (2017, April). “*Autistic*”: *How Labels and Behavior Affect Societal Responses to Autism.* Poster presented at 9th Annual Senior Showcase at Ripon College, Ripon, WI.

Stanley, R., & Blair, R. (2016, November). *The Gal Pal Effect: Sexual/Romantic Orientation, Gender Roles, and Perceptions of Relationships*. Poster presented at the 26th Annual Tri-State Undergraduate Psychology Conference at University of Wisconsin-Platteville, Platteville, WI.

Stanley, R., & Blair, R. (2016, October). *The Gal Pal Effect: Sexual/Romantic Orientation, Gender Roles, and Perceptions of Relationships*. Poster presented at the 6th Annual Diversity in Psychology Research Conference at Marquette University, Milwaukee, WI.

Stanley, R. & Schraeder, A. (2015, October). *Disabilities Seen and Unseen: Respect, Accessibility, and Allyship*. Oral presentation delivered at the Higher Education Diversity Initiative Team Annual Conference at Moraine Park Technical College, Beaver Dam, WI.

INVITED TALKS

Stanley, B., Hart, A., Creamer, B., Raynor, C.M., Rivera, R. (2025, June) “*Centering Healing: Trauma-Informed Care for LGBTQIA+ Communities*.” Panelist on talk presented to Wisconsin Community Services staff.

Stanley, B. (2024, May) “*Co-Morbid Autism and OCD*.” Presented to staff at Cedar Ridge OCD and Anxiety Adult Residential Center at Rogers Behavioral Health.

Stanley, R., & Blair, R. (2023, April) “*Neurodivergent Learners*.” Presented to teaching staff at the Milwaukee County Zoo.

Stanley, R. (2021, August) “*Sensory Processing*.” Presented to community members of the Autism Society of Southeastern Wisconsin’s Autism Navigators group.

Stanley, R. (2017, May) “*Disability 101: Respect, Accessibility, and Allyship*.” Oral presentation delivered to the Ripon College Board of Trustees.

Stanley, R. (2016, May) “*Disability 101: Respect, Accessibility, and Allyship*.” Oral presentation delivered to the Ripon College community.

Korb, B. Ezoke, N. Ginkel, S. Javier, **Stanley, R., J., Woldu, E. & Steiner, R.** (February, 2017) “*How Integrated is the Ripon College Community?*” Panelist on talk presented to members of Ripon College community.

Blair, R., & **Stanley, R.** (2015, September) “*Breaking the Binary: Nonbinary 101*.” Presented to members of Ripon College community.

TEACHING EXPERIENCE

Marquette University, Adjunct Faculty

August 2021- May 2022

Developmental Psychology: Conception Through Adolescence (PSYC 3101)

Teaching Mentor: Amy Van Hecke, Ph.D.

Instructor of record. Prepared pre-recorded lectures and delivered weekly in-person lectures and discussion groups. Prepared and graded quizzes and assignments. Supervised graduate student teaching assistant. Met weekly with teaching mentor.

Marquette University, Teaching Assistant

January 2022 - May 2022

Introductory Social Psychology (PSYC 3201)

Teaching Mentor: Patrick Grayshaw, Ph.D.

Responded to student e-mails, graded assignments, and organized online course material.

GUEST LECTURES

Stanley, R. (2021, November) “*Autism in Adulthood.*” Guest lecture for Developmental Psychology: Conception Through Adolescence undergraduate course at Marquette University.

MULTICULTURAL & SPECIALIZED TRAINING

Multicultural Awareness and Professional Integration Program (MAPIP)

August 2017- present

Mentor: Ed de St. Aubin, Ph.D.

Attended multicultural events and presentations to increase professional competence in diversity issues. Wrote reflection papers and discussed with mentor. Developing case conceptualization, guest lecture, and integrative paper to complete requirements.

Policy & Legislative 501c3 Compliance & Testimony Training

May 2025

Attended training on engaging in advocacy while maintaining nonprofit compliance and story-telling empowerment workshop.

Midwest Pride: United in Community

April 2025

Attended two days of workshops on LGBTQ+ advocacy, fundraising, leadership, and DEI strategies.

Fair Wisconsin LGBTQ+ Rights in Trump’s America

February 2025

Attended webinar on legislative updates and advocacy opportunities for LGBTQ+ rights, with a special focus on transgender rights.

Navigating Religious Scrupulosity

March 2024

Attended webinar on differentiating OCD-based scrupulosity from healthy religious practice and respecting cultural diversity in OCD treatment, with considerations and adaptations for exposure therapy.

More Than Picky Eating: Diagnosing and Treating ARFID

February 2024

Attended webinar on presentation of ARFID in children and adults; reviewed pharmacologic and therapeutic interventions.

Strengthening Treatment and Support for People with Severe Mental Illness

December 2023

Attended webinar on medical and psychosocial interventions for SMI with a focus on community inclusion of people experiencing psychosis spectrum conditions.

Sexual Orientation and Gender Identity OCD: Addressing Unique Diagnosis and Treatment Challenges

October 2023

Attended webinar on conceptualizing sexual orientation and gender identity based OCD behaviors and designing exposures that do not promote stigma or reinforce stereotypes.

Clinical Management of Obsessions Related to Suicide and Overlap with Acute Suicidality

September 2023

Attended webinar on suicide-related obsessions in OCD and differential diagnosis between obsessions and suicidality; recent research and treatment considerations discussed.

Understanding and Addressing Racial Trauma

September 2023

Attended webinar on assessment and treatment of racial trauma and cultural competency in clinical psychology.

GAIN Differential Diagnosis Workshop: ADHD vs Autism

December 2021

Attended webinar on assessment tools and clinical considerations when conducting differential diagnosis on autism and ADHD.

IDEA Webinar: The Intersection of Autism and Transgender/Gender Diverse Identities: Diagnostics, Needs, and Clinical Complexities

November 2021

Attended webinar on clinical competency when working with gender diverse autistic adolescents, including recent research and best practices for clinicians and family members.

American Association on Intellectual and Developmental Disabilities: Trauma and Healing

November 2020

Attended day-long webinar on trauma assessment and treatment for individuals with intellectual and developmental disabilities.

Assessing and Managing Suicide Risk, Core Competencies for Mental Health Professionals

May 2019

Attended day-long workshop on best practices for working with clients with suicidal ideation, including suicide risk assessment, safety planning, and ethical considerations.

Catalyst Leadership Program

April 2018

Attended workshop on developing leadership skills for diversity advocates, including communication skills, self-awareness, and sensitive listening.

SafeZone Train the Trainer

February 2016

UW-Oshkosh

Completed a day-long seminar on leading SafeZone trainings to provide education on LGBTQ+ identities and issues. Learned how to facilitate conversations, create a positive learning environment, and communicate with attendees.

Midwest College Bisexual Lesbian Gay**Transgender Ally College Conference**

February 2016 and 2015

Attended a day of workshops on LGBTQ+ issues, including disability intersectionality, nonbinary identities, sexual health, and campus advocacy.

SafeZone Training

October 2015

Ripon College

Completed a day-long seminar on LGBTQ+ identities and issues. Learned skills for supporting LGBTQ+ individuals personally and professionally.

Higher Education Diversity Initiative Team**Annual Conference**

October 2015

Attended a day of workshops on disability, LGBTQ+, immigration, and race relations issues.

Ripon College Social Justice and Leadership**Retreat**

February 2014

Attended a 3-day retreat on inclusive leadership and ally development for diversity advocates.

CLINICAL EXPERIENCE**Rogers Behavioral Health**

Oconomowoc, WI

Doctoral Intern

August 2023 - August 2024

Supervisor: Kristin Miles, Psy.D.

Provided in-person services to adults with severe mental illness hospitalized in an inpatient psychiatric unit; presenting concerns included active suicidal ideation and/or plan, psychosis, mania, medical detox, etc. Administered individual therapy and coordinated with social work, psychiatry, and nursing teams for case management. Managed caseload and conducted sessions independently, developed case conceptualization and added to treatment plans, and maintained records. Conducted psychological assessments for ASD, ADHD, memory/cognitive concerns, bipolar, psychosis, etc.; administered and interpreted all measures, wrote summary report, and conducted feedback. Provided consultation to psychiatrists, psychologists, and other staff throughout the hospital (including Adult OCD and Trauma residential programs, Inpatient Adult Eating Disorder Recovery, and the Adolescent Inpatient Unit). Developed program materials including training on co-occurring ASD and OCD, resources for working with individuals in active psychosis, and standards for gender-affirming care. Provided supervision for mental health technicians and therapeutic

specialists. Engaged in community outreach. Received weekly didactics and weekly group and individual supervision. Caseload adults diverse in race, gender identity, sexual orientation, socioeconomic status, and ability; special focus on LGBTQ+ individuals, neurodevelopmental disorders, and psychosis spectrum conditions.

Integrative Psyche

Practicum Student

Supervisor: Angela Mallmann, Psy.D.

Provided in-person services to adults with severe mental illness hospitalized in an inpatient psychiatric unit; presenting concerns included active suicidal ideation and/or plan, psychosis, mania, medical detox, etc. Administered individual therapy and coordinated with social work, psychiatry, and nursing teams for case management. Managed caseload and conducted sessions independently, developed case conceptualization and added to treatment plans, and maintained records. Conducted psychological assessments for ASD, ADHD, memory/cognitive concerns, bipolar, psychosis, etc.; administered and interpreted all measures, wrote summary report, and conducted feedback. Provided consultation to psychiatrists, psychologists, and other staff throughout the hospital (including Adult OCD and Trauma residential programs, Inpatient Adult Eating Disorder Recovery, and the Adolescent Inpatient Unit). Developed program materials including training on co-occurring ASD and OCD, resources for working with individuals in active psychosis, and standards for gender-affirming care. Provided supervision for mental health technicians and therapeutic specialists. Engaged in community outreach. Received weekly didactics and weekly group and individual supervision. Caseload adults diverse in race, gender identity, sexual orientation, socioeconomic status, and ability; special focus on LGBTQ+ individuals, neurodevelopmental disorders, and psychosis spectrum conditions.

Milwaukee, WI
June 2021 - June 2023

Next Step Clinic

Practicum Student

Supervisor: Amy Leventhal, Ph.D.

Provided parent coaching based on the principles of Early Start Denver Model to families with children on the autism spectrum. Conducted psychotherapy intakes, developed case conceptualization, created treatment plans, and maintained records. Conducted comprehensive psychological evaluations. Administered structured interviews to parents of children 2-10 years old with developmental concerns. Conducted structured observations (ADOS, TELE-ASD-PEDS) with children. Scored and interpreted structured interviews, participated in case conceptualization with a clinical team (occupational therapists, speech therapists, and education professionals), interpreted results and integrated findings into the final report. Received daily individual supervision. Caseload predominantly black, Hispanic, and low-income families.

Milwaukee, WI
September 2019 - May 2022

Froedtert BRaVe Clinic

Practicum Student

Supervisor: Terri deRoon-Cassini, Ph.D.

Provided individual telehealth therapy for frontline workers affected by the COVID-19 pandemic. Addressed issues of traumatic stress, interpersonal difficulties, chronic health conditions, and grief. Conducted psychotherapy intakes, developed case conceptualization, created treatment plans, and maintained records. Received weekly individual supervision. Caseload diverse in age, race/ethnicity, and ability level.

Milwaukee, WI
May 2021 - December 2021

MU Center for Psychological Services

Graduate Student Clinician

*Supervisors: Steven Saunders, Ph.D.,
Jim Hoelzle Ph.D., Alyson Gerdes, Ph.D.*

M

August 2018 - August 2021

Administered individual therapy to university students and adult community members with mood and anxiety disorders, neurodevelopmental disorders, gender identity concerns, etc. Conducted intakes and developed case conceptualization and treatment plans. Conducted comprehensive psychological evaluations. Administered and interpreted tests, wrote integrated reports, and conducted in-person feedback. Maintained records. Received weekly group supervision. Caseload predominantly white and LGBTQ+ adults.

Psychological Assessment Services

Practicum Student

Supervisor: Karyn Gust-Brey, Ph.D.

Administered and scored psychological tests for children and adults with mood and anxiety disorders, ADHD, ODD, autism, intellectual disability, etc. Observed intake interviews and participated in interpretation and case conceptualization. Wrote integrative reports. Received monthly didactics on topics including juvenile risk assessment and competency to stand trial. Received daily individual supervision. Caseload diverse in terms of age, race, gender, and socioeconomic status.

Milwaukee, WI

May 2019 - April 2020

Marquette Autism Lab

Group Co-Leader

Supervisors: Terry Young, Psy.D., Bonnie

Klein-Tasman, Ph.D.

Lead and co-lead 14- to 16-week group social skills training intervention (PEERS® for Adolescents and PEERS® for young adults) for youth or young adults with autism spectrum disorder and other developmental, cognitive, and mental health conditions. Conducted lessons, reviewed homework, and provided psychoeducation. Received weekly group supervision. Caseload predominantly white and middle/upper-income teens and young adults.

Milwaukee, WI

August 2017 - May 2020

HONORS AND AWARDS

2017-2021	Marquette University Diversity Fellowship
2017	Associated Colleges of the Midwest Nick Adams Short Story Award
2017	Bachelor of Arts awarded with Honors in Psychology and Disability Justice
2017	Ripon College Achievement Award in Psychology
2014-2017	Ripon College Dean's List

PROFESSIONAL MEMBERSHIPS AND AFFILIATIONS

- Psi Chi, the International Honor Society in Psychology
- Alpha Kappa Delta, the International Honor Society of Sociology
- Delta Alpha Pi, the International Honor Society for college students with disabilities

CHRISTLYN FREDERICK-STANLEY, ED.D.

5110 North 108th Street
Milwaukee, Wisconsin 53225
chrisfs2009@live.com
414.403.3226 Cell Phone

Education and Credentials

National Louis University – Evanston, Illinois
Doctor of Education Degree
June 2008

National Louis University – Milwaukee, Wisconsin
Master of Science Degree in Educational Administration
June 1998

Carroll College – Waukesha, Wisconsin
Bachelor of Science Degree in Elementary Education
May 1989

In addition to the above, engaged in coursework for professional growth and license renewal.

Licenses

Superintendent - Pre-Kindergarten through Grade 12, Life Time
Principal - Pre-Kindergarten through Grade 12, Life Time
Elementary Teacher License - Grade 1 through Grade 8, Life Time

Professional Experience

DIRECTOR

Director of Operations
Education Administrative

St. Mark AME Church
Division for Student and School Success
Wisconsin Dept. of Public Instruction

2024 - Present
2022 - 2023

PRINCIPAL

Keefe Avenue School
Lynde and Harry Bradley Technology and Trade High School
Dr. Martin Luther King School
Grantosa K-8 School
Ralph Waldo Emerson Elementary School
Sherman Multicultural Arts School
Milwaukee Public Schools - Milwaukee, Wisconsin

2017- 2022
2014- 2017
2013-2014
2012-2013
2008-2012
2002-2008

- Collaborated with staff to methodically cultivated schoolwide visions for school initiatives.
- Provided leadership in the development, implementation, and monitoring of school improvement plans.
- Planned and directed activities and put programs in place to ensure attainment of the schools' missions.
- Planned, organized, directed and evaluated all school activities in accordance with the policies and procedures of the Milwaukee Board of School Directors, directives of the Superintendent of Schools, and other Central Services directors.
- Implemented programs designed to meet the specific needs of the schools within established administrative guidelines.
- Observed and evaluated the performance of teachers, assistant principals, support staff, and educational assistants.
- Defined expectations for staff performance with regard to instructional strategies, classroom management, and communication with the public.
- Planned and implemented appropriate orientation, professional development opportunities and ongoing support for staff, including performance improvement goals.
- Planned and presented appropriate materials for creating inclusive education for students in the area of Science Technology Engineering and Math (STEM) with the Smithsonian Center for Science Education (SCSE) 2020 - 2024)

Core Competencies

School Improvement Plan Development and Implementation	Team Leadership Development
Professional Development Inservice Provider	School Crises Advisement
Student Conduct Advisement/ Intervention Planning	Data Based Decision Making
Curriculum Development and Implementation	Administrator Advisement and Support
Coaching/Conflict Resolution	Mentoring/ Social Emotional Learning
Budget Preparation	Public Relations
Globally Responsive Practice	

Present and Past Memberships and Affiliations

Administrators and Supervisors Council
Association of Supervisors and Curriculum Development
Association of Wisconsin School Administrators
Metropolitan Milwaukee Alliance of Black School Educators (President 2018- 2022 and 2024- Present)
Milwaukee Elementary School Principals Association
Milwaukee Teachers Education Association
National Association for the Advancement of Colored People
National Association of Elementary School Principals
Phi Delta Kappa Education Fraternity

Public Service and Volunteerism

Alpha Kappa Alpha Sorority, Incorporated - Epsilon Kappa Omega Chapter, Black Family Committee
Alpha Kappa Alpha Sorority, Incorporated - Epsilon Kappa Omega Chapter, Economics Committee
AKA Sorority, Incorporated - Epsilon Kappa Omega Chapter, Education Committee Chairman
Alpha Kappa Alpha Sorority, Incorporated – Epsilon Kappa Omega Chapter, Graduate Advisor
Alpha Kappa Alpha Sorority, Incorporated – Epsilon Kappa Omega Health Committee
Alpha Kappa Alpha Sorority, Incorporated- Epsilon Kappa Omega Scholarship Committee
Church Women United, Incorporated – Milwaukee Unit, 1st Vice President (2023- Present)
Common Ground Strategy Team (2021- Present)
Cream City (WI) Chapter of the Links Incorporated (Vice President of Programs (2016 - 2022)
Pauline Redmod Coggs, Foundation – 2nd Vice President (2020- 2022 and 2024 – Present)
Rosalie Manor Community and Family Services – President of the Board of Directors(2005-2007
St. Mark A.M.E. Church Christian Social Action Committee
St. Mark A.M.E. Church Milwaukee Area Girl Scouts of America Volunteer
St. Mark A.M.E. Church Geraldine Bradford Women’s Missionary Society (2012- 2016)
St. Mark A.M.E. Church Steward Board(2007 – Present)
Top Ladies of Distinction, Incorporated (President 2014 - 2018)
Top Ladies of Distinction, Incorporated Area III and National Awards Co Chair (2023 - Present)

Awards and Commendations

Families and Schools Together (FAST) Principal of the Year (2003-2004)
AKA Sorority, Incorporated, Epsilon Kappa Omega Chapter Pamela Bates Porch Educator of the Year Award (2022)
Metropolitan Alliance of Black School Educators President Leadership Award (2024)
Safe School Recognition by the Milwaukee Police Department (2003 and 2004)
Top Ladies of Distinction, Inc. Milwaukee Chapter, Principal on the Move Award (2005)
Top Ladies of Distinction, Inc. Milwaukee Chapter, Women Who Make A Difference Award (2011)
University of Wisconsin-Milwaukee Educator Honor Roll, Education is the Best Investment Nominee (2005)
Who’s Who Among America’s Teachers (2002, 2005)

References

References available upon request.

Maal Napoleon

W160N8933 Madison Avenue, Menomonee Falls, WI 53051 414-248-4245 Jamaal.Napoleon@gmail.com
[LinkedIn](#)

Summary Qualifications:

Passionate. Growth-Focused. Anchored in Integrity.

Passionate and growth-focused learning and development leader with over 26 years of cross-industry experience. Recognized as an expert in AI, having spoken at multiple panels on the integration of AI in learning and development. Notable speaking engagements include the Alverno Community Conference, Mercer AI, and the Skillssoft Perspectives event, where I discussed the uses and challenges of AI in enhancing learning and workforce readiness. As the Global Manager HR at ManpowerGroup, I manage HR technology for learning and development, oversee the integration of learning platforms like Percipio, and lead global learning initiatives. My top strengths include strategic thinking, continuous learning, leadership, technical proficiency, and a commitment to integrity and responsibility.

Skills:

- Leadership and Management
- Strategic Planning
- Technical Proficiency
- Project Management
- Instructional Design and Training
- Public Speaking and Communication
- Adult Learning Theory
- Business Consulting
- Vendor Management
- Community Building
- AI Competency

Experience

Global Manager of HR Technology

ManpowerGroup (Global)

November 2021-Present

- **Liaison and Collaboration:** Acted as a liaison between vendors, content providers, brand partners, and the ManpowerGroup Global Team. Collaborated with internal and external business partners to create compelling content and initiatives for platform engagement (e.g., Global Sales Academy, MyPath, PowerUP, Accelerated Leadership Program, Strategic Leadership Program, Experis Knowledge Portal).
- **Implementation and Support:** Implemented global learning initiatives and programs, resulting in a 25% increase in platform engagement. Supported Global People & Culture with reporting on activity, registration, completion data, and platform engagement.

- **Technical and Contract Management:** Assisted with the integration of current tools (e.g., Bullhorn, Percipio, PowerYOU, PowerUP), maintained and reviewed contracts, and managed invoices and accounts for learning/platform tools, achieving a 15% reduction in operational costs.
- **Training and Project Management:** Facilitated training for the Global Learning Teams, managed global learning initiatives, and contributed to a Talent Development team by designing, developing, and delivering world-class learning solutions. Successfully led multiple global projects, delivering them on time and within budget.
- **Consultative and Stakeholder Management:** Managed key relationships, applied adult learning methodology, and served as a strategic activation and sustainment lead for core development solutions.
- **Cross-Functional Collaboration:** Connected and consulted in cross-role and cross-functional relationships, translating L&D-specific terms to business-relevant language.
- **Advocacy and Innovation:** Advocated for and prioritized learning solutions, provided guidance to support team members, and developed effective learning experience strategies using innovative approaches.
- **Community Building:** Fostered a learning community that shares best practices and created a space for knowledge transfer.

Tier 3 LMS Support:

- Pulled reporting regarding registrations, training, and active users for the covered region(s).
- Answered advanced questions around the LMS, including user account lockouts, user creation, dynamic group creation, bulk uploads, and registrations.
- Provided advanced technical troubleshooting, including clearing cache, entering support tickets, and contacting vendors directly.
- Troubleshot course issues, layout issues, and resource issues (videos, SCORM, AICC files, updates).
- Oversaw training of Regional and Country Administrators (work instructions/in-person/virtual training).
- Built/created courses (including maintenance/updates) and created page layouts (including maintenance/updates).
- Assisted in launching global learning initiatives and programs.
- Participated in business partner calls and reported updates to the Global Learning Technologies Team.
- Arranged and facilitated team meetings with Regional and Area LMS Administrators.
- Shared any content or structural changes from LMS vendors and content providers.

Talent Management Support:

- Assisted the Talent Management System (Cornerstone) and end-to-end performance and talent planning cycles globally.
- Ensured system stability, data accuracy, and workflow functionality.

- Designed forms and workflows to improve processes and user experience.
- Created and delivered system training.
- Acted as a help desk for users and country administrators.
- Led vendor relationships and worked across all brands and countries to bring talent data to life.
- Ensured performance management and succession planning processes were enabled and managed.

Technical Writer
Northwestern Mutual
May 2018-November 2021

- Authored over 300 technical documents, improving knowledge sharing and accessibility.
- Consolidated information from various sources, reducing redundancy and enhancing clarity.
- Improved document usability by breaking down complex manuals into digestible sections.
- Tailored documentation to meet the specific needs of different user groups, increasing user satisfaction.
- Enhanced document comprehension through the use of clear and informative visuals.
- Collaborated with experts to ensure accuracy and relevance of documentation.
- Maintained high-quality standards by thoroughly reviewing and editing submissions.

Assistant Coach – DB/WR
Wisconsin Lutheran College
July 2021 – Present

- Defensive & Offensive Scheme Development
- Secondary & Receiver Position Coaching
- Game Planning & Film Analysis
- Player Development & Mentorship
- Leadership & Team Management
- Recruiting & Talent Evaluation
- Program Building & Culture Setting
- Communication & Relationship Building
- Mental Health & Academic Support Initiatives
- Helped lead WLC to its first winning season in 10 years (7-3 overall), capped by a Luther Bowl Cup victory over alma mater, Concordia University Wisconsin.
- Entering 4th season with the Warriors; spent 1 year as Wide Receivers Coach and currently in 3rd year coaching Defensive Backs.
- Guided the Warriors' secondary to its best performance in over a decade, featuring fewer completions allowed, lower passing yards, and an increase in interceptions.
- Coached three All-Conference defensive backs, in addition to an All-Region, First Team All-Conference, and All-American wide receivers.

- Collaborate with the defensive coordinator on game-planning, film analysis, and in-game adjustments, cultivating a championship-level defensive culture.

Certified Personal Trainer

Wisconsin Athletic Club

May 2017-May 2019

- Helped clients achieve their fitness goals, resulting in a 90% client satisfaction rate.
- Performed comprehensive assessments to develop personalized fitness plans.
- Provided ongoing support and motivation, leading to significant client progress.
- Fostered a positive and motivating environment, enhancing client experience.
- Adhered to high ethical standards, ensuring client trust and confidentiality.

Electronic Outreach Coordinator

Scion Dental/Skygen USA

Jan 2015-May 2017

- Successfully introduced new procedures, improving operational efficiency.
- Pioneered pilot programs that received positive feedback from users.
- Provided expert guidance on program implementation and compliance.
- Mentored junior staff, enhancing their skills and performance.
- Resolved account issues promptly, maintaining high customer satisfaction.
- Developed effective solutions, reducing issue resolution time by 20%.

Consumer Lending Operations Processing Specialist

BMO Harris Bank

Oct 2013-Jan 2015

- Ensured accurate and complete customer data collection.
- Maintained compliance with regulatory requirements, reducing risk.
- Conducted thorough risk assessments, ensuring sound lending decisions.
- Provided expert advice and support to front-line staff.

Artist & Repertoire/Creative Consultant

House of Renji, LLC

Jan 2013-Present

- Evaluated and provided feedback on creative works, enhancing quality.
- Facilitated collaboration, resulting in successful projects.
- Supported artists in navigating media and commercial landscapes.
- Helped artists refine their work, improving final outputs.
- Managed relationships, ensuring smooth communication and collaboration.

Quality Monitor/Mortgage Quality Analyst
Wells Fargo Home Mortgage
May 2009-Oct 2013

- Ensured high-quality customer interactions, improving service standards.
- Maintained detailed records, supporting continuous improvement.
- Provided expert guidance, enhancing departmental performance.
- Conducted thorough risk assessments, ensuring sound lending decisions.
- Mentored junior staff, enhancing their skills and performance.

Loan Adjustor Specialist (Retention/Liquidation)
Wells Fargo Home Mortgage
Dec 2007-May 2009

- Conducted detailed financial analyses, supporting informed decisions.
- Managed portfolios effectively, reducing delinquency rates.
- Ensured compliance with agreement terms, mitigating risk.
- Maintained clear and professional communication, enhancing customer relationships.
- Assisted homeowners in navigating short sales, providing valuable support.

Education

BBA of Secondary Education Certificate: History/Theology
Concordia University – Mequon, WI

High School Diploma

Milwaukee Technical and Trade High School

Certifications

- Certified Change Advocate
- Leveraging Generative AI APIs
- Generative AI Fundamentals for Practical Applications
- Harnessing Open AI APIs for Powerful Application Solutions
- AI: Human-Computer Interaction Overview
- AI: Types of Artificial Intelligence
- Leader Camp: Exploring Generative AI and ChatGPT
- Leader Camp: Leading with Generative AI

Activities

- 2025 – Present My Way-Out Board of Directors -Director at Large
- 2024 Graduate – African American Leadership Program – Cohort 14
- 2024 Global Learning Council – ManpowerGroup
- 2024 Leadership Board Member of Valor (Veteran’s) Business Resource Group
- 2023 – Present - Wisconsin Conservatory of Music Developmental Board Member

- 2022 – Present - Wisconsin Lutheran College Assistant Football Coach – WR (1 Season)
Corners (2 Seasons)
- 2018 -2024 – Present Bill Walsh NFL Minority Coaches Fellowship
- 2018 Inaugural class of Lupe Fiasco’s Society of Spoken Art Literary Guild
- 2017,2020 MSFL Semi-Pro Football Assistant Coach of the Year
- 2011-2013 - Vice President of Wells Fargo Fun and Recognition Committee
- 2007-Present - Gilbert Brown Foundation Community Outreach Football Camps – Coach
- 2008 Honorable Discharge USMC
- 2004-2010 - Member of MULYP (Milwaukee Urban League of Young Professionals)

Professional references available upon request

Contact

www.linkedin.com/in/jordanschettle
(LinkedIn)

Top Skills

Public Speaking
Leadership
Strategic Planning

Jordan Schettle

Assistant City Attorney at City of Milwaukee
Milwaukee, Wisconsin, United States

Experience

City of Milwaukee
Assistant City Attorney
May 2022 - Present (4 years)

Quarles & Brady LLP
Associate Attorney
September 2019 - December 2021 (2 years 4 months)
Madison, Wisconsin Area

As a member of Quarles & Brady's Real Estate Group, I assisted clients on a broad range of general real estate transactions, with a focus on zoning review, acquisitions, sales, and leasing matters.

Quarles & Brady LLP
Summer Associate
May 2017 - July 2018 (1 year 3 months)
Madison, Wisconsin

SECURA Insurance
Paralegal Intern
June 2015 - August 2016 (1 year 3 months)
Appleton, Wisconsin

- Provide assistance in legal research to the Claims Legal department
- Coordinate legal tasks with other attorneys and paralegals located in 12 different states
- Initiated opportunity to develop an electronic filing system for construction defect claims
- Attend conferences that focus on Property Casualty insurance
- Develop training materials for others regarding construction defect claims

University of Wisconsin System
Intergovernmental Relations Chair at UW System Student
Representatives
September 2014 - May 2016 (1 year 9 months)

The Students of the University of Wisconsin System Institutions promote shared governance, improve student advocacy, support the continuity of student governance, and further the mission of the University of Wisconsin System by representing the 180,000+ students across the UW System. In this role, I organized and facilitated student activists in advocating for issues pertinent to students of the UW System.

Oshkosh Student Association

President of the Student Body

April 2014 - May 2016 (2 years 2 months)

The Oshkosh Student Association is the student government that represents all University of Wisconsin Oshkosh students regarding academic and non-academic policies and decision-making. My duties as President were as follows:

- Provided leadership and vision for 75+ student representatives
- Represented over 14,000 students at the local, state, and federal level
- Created, implemented, and managed a budget of over \$267,000
- Served on the Chancellor's Leadership Council

Education

University of Wisconsin Law School

Juris Doctor (J.D.)

University of Wisconsin-Oshkosh

Political Science

Nik Kovac

2961 N. Bremen Street, Milwaukee WI 53212 | (414) 801-2110 | nikovac@milwaukee.gov |

Experience

BUDGET AND MANAGEMENT DIRECTOR |

DEPARTMENT OF ADMINISTRATION - CITY OF MILWAUKEE | MAY 2022 - PRESENT

- Directly supervise a ten-position division of budget professionals; assist and advise Mayor Cavalier Johnson with the management of several thousand City employees across 20 departments and enterprise funds; produce \$2 billion annual budgets in compliance with state statutes; monitor expenditures, revenues, and hiring
- Worked with Wisconsin State Legislature and Milwaukee Common Council in 2022-23 on legislative changes that produced a generational change in the City's revenue sources, pension plan structure, and public safety commitments, averting a fiscal cliff which had been looming for over a decade
- Speaker at a 2024 GFOA panel on "Budgeting in a Post-ARPA World" regarding our City's strategic use of \$394 million in federal grants in order to extend the cliff until our local sales tax was established
- Regularly monitor, analyze, and report performance metrics for all City services

ALDERMAN 3RD DISTRICT | CITY OF MILWAUKEE | APRIL 2008-MAY 2022

- Represented East Side, North Downtown, Riverwest on the Milwaukee Common Council
- Lead sponsor of the Milwaukee River Greenway ordinances in 2009 & 2014
- Legislatively created on the East North Avenue Architectural Review Board, which establishes and enforces design standards for buildings and signage, while also establishing a new zoning category (Local Business 3) to allow for more density in a business district
- Trustee of the Library Board; Chair of the Arts Board, the East North Avenue Architectural Review Board, and the Information Management Committee ; Co-Chair of the City-County Task Force on Climate Change and Economic Equity; Member and Treasurer of Milwaukee County Federated Library System (MCFLS), and Chair of MCFLS Finance and Personnel Committee; Member of the Community Intervention Task Force, the Lakefront Development Advisory Commission, the Milwaukee Metropolitan Sewerage Commission, and the Southeastern Wisconsin Regional Planning Commission - Regional Transportation System Planning Advisory Committee

MEMBER OF THE FINANCE AND PERSONNEL COMMITTEE | CITY OF MILWAUKEE | APRIL 2008-2016 & 2020-2022

- Vice Chair from 2012-2014, Chair from 2014-2016
- Introduced budget amendment in 2008 that expanded the stormwater fee to fund tree pruning, which created a more fiscally sustainable revenue stream to allow core city services to continue
- Co-sponsor in 2014 of budget amendment that created the Trauma Informed Care partnership between the Milwaukee Police Department and Milwaukee County trauma specialists, which has since expanded into multiple police districts
- Co-sponsor in 2015 of a budget amendment which partially funded the return of Drivers' Education into Milwaukee Public Schools (MPS), an initiative that has since expanded with MPS and philanthropic money and no longer relies on City funding

- Member, Vice-Chair, and Chair of the Capital Improvements Committee, which annually reviews each department's capital budget line through the lens of the six-year capital plan, and then issues recommendations to the Finance and Personnel Committee

TRUSTEE OF THE EMPLOYEES' RETIREMENT SYSTEM BOARD (ERS) | CITY OF MILWAUKEE | 2016-PRESENT

- Elected Vice Chair of the ERS Investment Committee in April 2022
- Member of the 2021 Pension Task Force, which outlined challenges and presented options for the long-term fiscal sustainability of ERS

NEWSPAPER WRITER AND EDITOR | RIVERWEST CURRENTS AND BROOKLYN STAR | 2004-2007

- Began as a freelance reporter and delivery driver for the Brooklyn Star, including stories on City Hall and neighborhood meetings, became the editor of the Brooklyn Star and Queens Ledger newspaper group, and then the editor of Milwaukee's Riverwest Currents

EVENTS OPERATIONS MANAGER | COUNCIL ON FOREIGN RELATIONS | 2001-2004

- Supervised front and back of the house for special events at an historic Park Avenue mansion

REINSURANCE ACCOUNTANT | COUNTRYWIDE AUTOMOTIVE INSURANCE | 2004

- Managed the tracking, reporting, and billing for all large claims.

Education

BACHELOR OF SCIENCE IN MATHEMATICS | HARVARD UNIVERSITY | 1995-2000

- Graduated cum laude
- Received award based on student feedback for work as a teaching assistant in a course on mathematical modeling of biological systems. This was a course in the math department but primarily for non-math majors, so it required the ability to communicate rigorous mathematical concepts to a general audience.

UNIVERSITY OF WISCONSIN-MILWAUKEE | 1994-1995

- Earned twenty college credits in Calculus, Microbiology, History, Philosophy, and Japanese while a junior and senior in high school

RIVERSIDE UNIVERSITY HIGH SCHOOL | 1991-1995

- Member of soccer, baseball, cross country, debate, forensics, and chess teams

Steven L. Mahan a native Milwaukeean, currently serves as the Administration Deputy Director of the City of Milwaukee's Department of Administration (DOA). Since 1998, Mr. Mahan has served the City of Milwaukee as Grant monitor, and Senior Staff Assistant to the Mayor (Liaison to City departments, nonprofit agencies, community development corporations, faith-based groups and labor unions). Additionally, Mr. Mahan served as a Cabinet appointee of the Mayor as Grants Director overseeing the receipt and administration of Federal, State, and local grant funds, including third-party gifts and private philanthropic donations.

As a strong and dedicated public servant, Mr. Mahan has served in various capacities: White House Faith-Based Initiative- City liaison, My Brother's Keeper-City Liaison, Milwaukee Fatherhood Initiative-Taskforce Member, MENTOR Greater Milwaukee-Advisory team, Black Male Achievement Advisory Council-Board Member, Juneteenth Planning Council- Board Member and the City of Milwaukee Deferred Compensation Board- Board Member

As an Adjunct Professor at the University of Wisconsin-Milwaukee, Mr. Mahan teaches upper-level courses in the Community Leadership Undergraduate Certificate Program and the Helen Bader School of Social Welfare. His own formal education includes Rust College (One of the nation's oldest Historically Black Colleges and Universities), University of Mississippi ("Ole Miss") and the University of Wisconsin - Milwaukee. Prior to his employment with the City, Steven served as Deputy Director and Comptroller of Harambee Ombudsman Project, Inc., a leading neighborhood community organization in Milwaukee.

Tammy L. Rivera, Ed.D.

Veteran executive, transformational strategist, holistic educator, and social justice servant.



SUMMARY OF QUALIFICATIONS

- Knowledgeable, experienced, and skilled senior executive with an expansive and versatile portfolio
- Proven multi-faceted resource developer, brand ambassador, and steward
- Demonstrated multi-faceted results with outcomes met, exceeded, and historic results achieved
- Holistic and innovative leader delivering high-quality customer-centered service that elevates the mission
- Adaptive director, collaborator, and team player with proven results in challenging and changing times
- Successful champion of centering representative, diverse, and inclusive markets
- Facilitator and practitioner of lifelong learning and organizational development
- Change agent across a broad spectrum of sectors and communities

Like many families, her grandparents arrived here in response to the intense labor recruitment during the industrial boom.

They worked long and dangerous hours in factories, and her grandmother's arm was mutilated in a tannery. This is where she says she learned her work ethic and concern for workers.

Her mother purchased a humble home in Walker's Point and worked as an educator at the Council for the Spanish Speaking's Guadalupe Head Start Program.

She grew up in the shadows of the Rockwell Clock Tower among the children of other Polish, Irish, German, Mexican, Puerto Rican, and other immigrant families.

She purchased her own home on Historic Layton Boulevard more than a third of a century ago, where her family continues to live.

"It is an honor to come alongside my neighbors and community as we work to realize our dreams and address our challenges towards a more just society."

414.526.4904 TammyRivera414@gmail.com

BIOGRAPHY

Ms. Rivera is currently the Executive Director and Lead Organizer for Southside Organizing Center, and Founder and Principal Consultant of Xecutiva.

VETERAN EXECUTIVE

For more than 30 years, she has provided strategic and operational leadership across several communities and organizations, including United Community Center, SER Jobs for Progress, Hunger Task Force of Milwaukee, United Cerebral Palsy of SEW, Girl Scouts of Milwaukee Area, Voces de la Frontera, and Southside Organizing Committee (SOC).

In her most recent role at SOC, she led a vested community team to rescue the southside's longest-serving grassroots organizing institute. SOC is at its strongest with annual impacts of more than 25,000 outreach attempts and 1,000 unduplicated neighbors engaged. Its staff and Board have lived experience in the mission and reflect the area served. The staff has grown from three to more than a dozen and a half and receives its highest compensation and benefits to date. It is at its greatest fiscal standing. Revenues have increased approximately 500% from \$275K to \$1.5M and diversified from 97% government funding to 13%. All debt is retired, a line of credit has not been utilized since 2018, a reserve of more than \$1M has been created, and an extraordinary level of general operational funds has been reached.

"It is the diverse range of deliberately crafted experiences that created my commitment to holistic approaches."

TRANSFORMATIONAL STRATEGIST

In 2008, Ms. Rivera opened Xecutiva, a consulting firm, to provide executive-level consulting and services to organizations and professionals. She has successfully coached new and existing Executive Directors and supported

organizational transformation and strengthening at several organizations, including the Benedict Center, City on a Hill, Hispanic Professionals of Greater Milwaukee, Poplar Creek Church, Seek Careers, UW-Milwaukee, and more.

"God created me a Latina and placed me in a family in the inner-city. This is an indication that I will always have a responsibility to the things that I am."

HOLISTIC EDUCATOR

Among her educational and training achievements, she is a recognized scholar with research published and presented locally to internationally, and awarded nationally.

She holds a Doctor of Education in Teaching and Learning in Higher Education with a dissertation on Latina leadership from Alverno College.

She completed coursework for a Ph.D. in Adult and Continuing Education, with a minor in Higher Education, and a certificate in Teaching and Learning (focused on Online Learning), and a master's degree in Administrative Leadership, both while a fellow, and graduated Summa Cum Laude with a bachelor's degree in Community Education from UW-Milwaukee.

She holds certificates in Community Organizing, Bible Studies, and more.

She has created curriculum and taught preschool, alternative high school education, adult basic education, adult and youth leadership, undergraduate, and graduate courses.

"Education is a cornerstone, flint stone, and capstone for many impoverished and marginalized people."

SOCIAL JUSTICE SERVANT

Her social justice work has served to move forward grassroots organizing, civic engagement, leadership development, and community development, including abilities, economic, gender, food, housing, public safety, and racial justice.

She was a community activist from her early teens, including starting a youth council at United Community Center, where she was an AODA peer counselor. She trained at the Gamaliel Foundation in Chicago, IL, when hired by The Hunger Task Force of Milwaukee (HTFM) to organize single mothers and volunteers at food pantries. Although she makes it clear she was the novice and youngest organizer, HTFM's efforts spun off what we now know as MICAH (Milwaukee Inner-city Congregations Allied for Hope). Her involvement in community issues, working to engage others in the political process, and political advising has remained consistent over the years.

She established The Lula Project, a Latina Research and Leadership Institute. She was the Campaign Manager for a municipal court judge, who was an unknown candidate in an upset election and the first Latino in that position. She is a founding member of the Wisconsin Governor's Equity and Inclusion Advisory Council. She is a founding Executive Committee member of the City of Milwaukee Common Council's Community Collaborative Commission.

"One of her key leadership values is to live where you lead, among the beloved people you serve."

EMPLOYMENT

Executive Director, Southside Organizing Committee (Center) 2015 to present

- Strongest annual impacts reached with more than 25,000 yearly outreach attempts and 1,000 unduplicated neighbors engaged. Board redesigned to extend mission, directly reflect the district, and expand capacity
- Vision recast with greater focused strategies and a new program model
- Upgraded brand and visibility, significantly increasing public presence, recognition, and media coverage
- Championed organization out of political crisis to political powerhouse through strategic initiatives, liberated funding, and historic partnerships
- Led organization from financial crisis to financial security with growth from \$275K to \$1.25M annual revenues - fiscal security included eliminating deficit, debt, and use of line of credit; diversifying funding (from 97% to less than 13% reliant on former government funding); and creating a historic reserve of more than \$1M.
- Developed operational capacity, including completion of organizational assessment, overhaul of finance and human resource system, tripled facility footprint, and initiated technology capacity (including digital organizing)
- Historic increase of staff from three to a high of more than thirty, including first-time youth organizers, and providing mission-aligned expanded benefits

President & Chief Consultant, Xecutiva, LLC 2008 to present

- Providing executive-level consulting, training, coaching, and services to organizations and professionals
- Using a customized strategic learning and action model that is holistic, integrated, and sustainable; from board to the consumer; across departments/functions; from theory to practice; grounded in adult, organizational, and leadership learning and development; incorporating diversity and inclusion; and implemented in four dynamic phases (including analysis/feasibility, strategic action planning, training and coaching, and assessment/outcomes)
- Clients: University of Wisconsin – Milwaukee, City on a Hill, Hispanic Professionals of Greater Milwaukee, Seek Careers, Voces de la Frontera, The Benedict Center, and other organizations and individual professionals.

Associate Lecturer, University of Wisconsin-Milwaukee, Dept. of Admin. Leadership Fall 2012

- Instructor for graduate-level online course titled Distance Education for Adults

Chief Operating Officer: Services to Girls, Girl Scouts of Milwaukee Area 2002 – 2007

- Directly responsible to the Executive Director/CEO
- National organization: first-time partnership with progressive women's leadership movement (including the development of a youth social action program and curriculum) and selected as a participant/contributor to national headquarters (creation of youth development, health, and leadership programs and curriculum)
- Senior executive team: back up to the Executive Director, board engagement and staffing, strategic planning, and crisis response and communications
- Organizational: annual organizational assessment and executive report to board; assessments and outcomes (including conversion to online assessments), grants, diversity, and liaison to donor's portfolio
- Divisional: development and compliance with tri-annual charter approval, national directives, organizational strategic plan, underserved populations, annual work plan, budget (approximately \$2M, substantially generated through donations and fees and oversight of twenty budgets), reporting; staff policy & procedure adherence and staff development (More than 20 year-round staff and hundreds of seasonal staff), program creation, curriculum and instruction development, marketing and communications, volunteer development, and community partnerships and collaborations
- Oversight of divisions: outreach to underserved and at-risk youth (over 2,000 youth), outdoor programs and property (three camp sites of more than 350 acres with annual attendance of over 8,000 participants), and preteen and teen programs (serving 14,000 children & youth). These divisions provided core programs, training, curriculum and instruction, activities, and services, including youth leadership bodies and engagement

Educational Program Administrator & Fundraiser, SER Jobs for Progress 2001 – 2002

- Developed holistic plan and curriculum and secured funding to launch a high school for underserved Latina teen mothers and their families (including a \$260,000 MPS charter school planning & implementation grant award)

Administrative & Program Consultant, Program Administrator & Instructor, and Project Coordinator (W2 Transition & Disabilities), United Cerebral Palsy 1997 – 2000

- Developed proposal for strategic plan and executive director's strategy for board; implemented staff and board strategic planning retreats; developed management organizational structure; and implemented training
- Created and implemented Wisconsin's first and only state-of-the-art, computer-based, volunteer-staffed center and program, training and curriculum, and instruction for youth with and without disabilities and their families
- Developed and implemented countywide Disabilities and W2 hotline, services, and local W2 and disabilities coalition

Certified Preschool Teacher, First Steps Preschool of Bethel Assembly of God	1996 – 1997
<ul style="list-style-type: none"> Developed and implemented preschool classroom plan, curriculum, and instruction 	
Consultant Title 1 Funds, Legal Action Society	1995 – 1996
<ul style="list-style-type: none"> Investigated the use of Title 1 funds by a local high school 	
Owner/Operator, Tammy's Boutique	1992 – 1994
<ul style="list-style-type: none"> Developed and implemented home-based business for wedding and party planning, services, and supplies 	
Department Director, Resource Manager & Community Organizer & Educator, Hunger Task Force of Milwaukee	1986 – 1992
<ul style="list-style-type: none"> Developed and implemented a newly structured department overseeing emergency services, including more than 120 food pantries and 30 meal programs, an information & referral system, food and fundraising events (including school program, curriculum, and instruction packet), major media food campaigns, and a warehouse facility Managed resources including food, distribution warehouse, and fundraising activities of over 200 annual food drives and federal disbursements of over \$500,000 to more than 150 food pantries and 50 meal programs Organized single mothers into a grassroots self-sufficiency coalition (including program, curriculum, and instruction), lead Latino outreach organizer for Emergency Food Pantry Network (predecessor to the current MICAH organization), and supported organizer for welfare reform efforts 	
Teen Pregnancy Prevention & Gang Prevention Program Manager & Educator, SER Jobs for Progress	1984 – 1986
<ul style="list-style-type: none"> Developed and implemented a teen pregnancy prevention program for alternative high school education, including curriculum, on-site childcare, parenting and life skills, peer support group, father involvement, counseling, and adult and higher education/vocational training placement services Developed and implemented an after-school education and recreation center focused on gang prevention, including GED services, curriculum and instruction, tutoring, leadership, and entrepreneurship training 	

EDUCATION AND TRAINING

Ed.D. Teaching and Learning in Higher Education, Latina Leadership Dissertation, Alverno College	completed
Ph.D. Urban Education, Administrative Leadership, UW-Milwaukee	(coursework complete) ABD
Adult & Continuing Ed. with a minor in Higher Ed. and a certificate in Teaching & Learning with a focus on Online Learning	
<ul style="list-style-type: none"> Fellows and Scholar 	
M.S. Administrative Leadership & Supervision in Education, UW-Milwaukee	2001
<ul style="list-style-type: none"> Fellows 	
B.S. Educational Policies & Community Education, UW-Milwaukee	2000
<ul style="list-style-type: none"> Summa Cum Laude 	
Certificate Compuplay Instructor & Lekotek Leader, National Lekotek	1999
Certificate Bible Studies, F.I.E.T.	1995
<ul style="list-style-type: none"> International Faculty of Theological Studies 	
Certificate Management: Theory & Practice, M.M.S.O.	1989
<ul style="list-style-type: none"> Milwaukee Management Support Organization 	
Certificate in Community Organizing, Gamaliel Foundation	1988

ACADEMIC PUBLICATIONS, PRESENTATIONS, SCHOLARSHIP, AND RECOGNITION

Scholarship, Hispanic Professionals of Greater Milwaukee	2024-2025
Scholarship, Hispanic Professionals of Greater Milwaukee	2023-2024
Scholarship, Kellner Scholar	2014-2016
Scholarship, Chancellor's Graduate Student Award	2013/2014
Scholarship, Kellner Scholarship	2013/2014
Scholarship, Eiserlo/Kuehneisen Teachers for a New Era Scholarship	2012/2013
Research Internship, Assisted authors with research study for final book in a series on online ed.	2011/2012
Teaching Assistant, Assisted with the course titled Distance Education for Adults	2011/2012
Teaching Internship, Developed approved online grad. course (Professional Dev. for Distance Eds.)	2011/2012
Award, Top Research Submission by the American Multicultural Student Leadership Conference	2011
Scholarly Presenter, American Multicultural Student Leadership Conference	2011
Scholarly Presenter, University of Wisconsin System Women's Studies Conference	2011
Scholarly Presenter, University of Wisconsin School of Education Conference	2011
Scholarly Presenter, Commission on International Adult Education	2010

Scholarly Presenter , American Association for Adult and Continuing Education Conference	2010
Published , Proceedings of Commission on International Adult Education	2010
Graduate Conference Scholarship , American Association for Adult and Continuing Education	2010
Graduate Travel Award , University of Wisconsin – Milwaukee	2010
Inducted into Honor Society , Golden Key International (Academic Achievement)	2010
Inducted into Honor Society , Pi Lambda Theta (Educational Leadership)	2001
Inducted into Honor Society , Phi Kappa Phi (Scholarship & Community Service)	2000
Selected Contributor , National Technology, Disabilities & Minorities Working Conference	2000

COMMUNITY/PUBLIC RECOGNITION, APPOINTMENTS, AND LEADERSHIP

Unity Award , Milwaukee Magazine	2023
Si Se Puede Most Powerful Latinos published list , Madison 365	2022
Executive Committee/Board , Community Development Alliance	2021-present
Appointed Member to Governor’s Equity & Inclusion Council , WI Governor Evers	2021-present
Orgullo Hispano de WI Award (WI Hispanic Pride) , Spanish Journal	2020
Hispanic Heritage Month Leader Highlight , Latino Chamber of Commerce	2020
Appointed Member to Complete Count Committee (Census) , WI Governor Evers	2020
Black and Brown Women Agents of Change Award , A-LEGO	2020
Si Se Puede Most Powerful Latinos published list , Madison 365	2019
Hero of the Week Highlight , Shephard Express	2019
Best Mothers in Milwaukee List , Milwaukee Neighborhood News	2019
Selected Member , Environmental Justice Task Force of SEWRPC	2018
Appointed Member , City of Milwaukee Common Council Community Committee Collaborative	2018-present
<ul style="list-style-type: none"> • Founding Member, Chair of Research, and Treasurer 	
Meant to Shine Highlight , WI Leadership Development Project	2018
Debra O’Neil Visionary of the Year Award , Latino Entrepreneurial Network	2018
Certificate of Special Congressional Recognition for Vision , Congresswoman Moore	2018
Commendation for Visionary Achievements , City of Milwaukee Common Council	2018
Key to the Latino Community Award , Latino Family Foundation	2018
Cert. of Special Congressional Recognition for Contributions to Latinos , Congresswoman Moore	2018
Commendation for Contributions to Latino Community , City of Milwaukee Common Council	2018
Community Leadership Award , Hispanic Professionals of Greater Milwaukee	2016
Commendation for Career of Service and Leadership , City of Milwaukee Common Council	2015
Dynamica Leadership Award , League of United Latin American Citizens	2015
Contribution Acknowledgement , Civil Rights Activism in Milwaukee book by Paul H. Geenen	2014
Outstanding Contribution Award , Temple of Praise	1996

VOLUNTEER (approximately the last twenty years)

Launch Team Member & Advisory Board , Root River Church	2016-Present
Strategic Action Planner & Executive Coach , Poplar Creek Church	2013-2016
Chaplain & Advisor , WI LULAC Ladies Council #330	2012-2014
Founder , The Lula Project: An Institute for Latina Research & Leadership	2009-Present
Mentor , UW-Milwaukee, Roberto Hernandez Center, Latino Nonprofit Leadership Program	2006-2014
Participant/Member , MOSAIC (City of Milwaukee diversity initiative)	2006 -2008
Campaign Manager , Citizens for Chavez	2006 – 2007
<ul style="list-style-type: none"> • Developed a fundraising plan with more than \$66,000 raised in less than nine months from individual donors, achieving over 100% of the original goal • Unknown candidate elected as the first Latino Milwaukee Municipal Court judge in an upset election – more than 60 leadership team volunteers recruited, and more than 650 volunteers and donors engaged 	
Chair: HPGM Annual Event , Hispanic Professionals of Greater Milwaukee	2006
<ul style="list-style-type: none"> • Achieved highest attendance on record, an increase of 40% (from 164 to 230) participants over the previous year • Fundraising efforts included first-time sponsorship solicitations that exceeded the goal by more than 100%, reaching \$17,500 cash (\$2,500 in-kind) in less than five months (allowing for the planned budget not to be used and providing a surplus of funds for the organization of \$1,500) 	

Tammy L. Rivera

Ms. Rivera is a veteran nonprofit executive, community activist, and educator. She currently is the Executive Director/Lead Organizer for Southside Organizing Center and Founder and Chief Consultant of Xecutiva.

For more than 30 years she has provided strategic and operational leadership across several communities and organizations including: United Community Center, SER Jobs for Progress, Hunger Task Force of Milwaukee, United Cerebral Palsy of SEW, Girls Scouts of Milwaukee Area, Voces de la Frontera, and Southside Organizing Committee (SOC). In 2008, she opened a consulting firm named Xecutiva to provide executive level consulting and services to organizations and professionals. She has also taught preschool, alternative education, adult basic education, undergraduate, and graduate courses. It is this diverse range of deliberately crafted experiences that she says, “has her committed to a holistic approach and unity in and across community.”

She was a community activist early on in her teen years including starting a youth council at United Community Center where she was an AODA peer counselor. She trained at the Gamaliel Foundation in Chicago, IL, when hired by The Hunger Task Force of Milwaukee (HTFM) to organize single mothers and volunteers at food pantries. Although she makes clear she was the novice and youngest organizer, HTFM’s efforts spun off what we now know as MICAH (Milwaukee Inner-city Congregations Allied for Hope). Her involvement in community issues, working to engage others in the political process, and political advising has remained consistent over the years. Her efforts include founding The Lula Project, a Latina Research and Leadership Institute; Campaign Manager for municipal court judge, who was an unknown candidate in an upset election and the first Latino in that position; and establishing the Latino Elected Officials group. In terms of the Latino population, her reflection was “God created me a Latina and gave me to a family in the inner-city, it is an indication to me that I will always have a responsibility to the things that I am.”

Among her educational and training achievements, she holds a certificate in organizing; a certificate in Bible studies; graduated Summa Cum Laude with a bachelor’s degree in Community Education; has a Master’s degree in Administrative Leadership where she was on fellows; and has entered the final stages of her Ph. D. in Adult and Continuing Education, with a minor in higher education, and a certificate in Teaching and Learning (focused on online learning) where she also has been a continuous fellow. Her dissertation research is focused on Latina leadership. She is a recognized beginning scholar including having her work published, presented, and awarded. “Education is a cornerstone, flint stone, and capstone to many impoverished and marginalized people.” is what she said about helping others value education.

Like many families, her grandparents arrived here in response to intense labor recruitment during the industrial boom. They worked long and dangerous hours in factories, and her grandmother lost much of one arm in a tannery. This is where she said she learned her work ethic and concern for workers. Her mother purchased a humble home in Walker’s Point and worked as an educator at the Council for the Spanish Speaking’s Guadalupe Head Start Program. She grew up in the shadows of the Rockwell Clock Tower among the children of other Polish, Irish, German, Mexican, Puerto Rican, and other immigrants’ grandchildren. She purchased her own home on Historic Layton Boulevard more than a quarter of a century ago, where she continues to live. She says her personal conviction is to “live where you lead.”

Ms. Rivera responded to her community work by stating, “It is an honor to come alongside my community as we move forward to realize our hopes and address our hardships. I am confident that we will be able to contribute to a thriving South Side and a stronger Greater Milwaukee through grassroots organizing and building leadership, unity, and engagement among residents and in all sectors of our neighborhoods.”