

FEMA Civil Rights Summit 3.0 - Equity

Tuesday, November 29, 12 p.m. – 5 p.m. ET

Wednesday, November 30, 12 p.m. – 5 p.m. ET

Speaker Bios



Leslie Saucedo

Director of the Office of Equal Rights, Office of the Administrator

Ms. Saucedo currently serves as the Director of the Federal Emergency Management Agency’s (FEMA) Office of Equal Rights (OER). In the role, she leads efforts to advance diversity, inclusion, accessibility and equity for FEMA employees and members of the public. Ms. Saucedo also serves as the Director of OER’s External Civil Rights Division (ECRD) where she leads civil rights enforcement and compliance efforts and equity initiatives for FEMA’s external facing programs and activities.

Prior to these positions, she served as the Senior Advisor within the United States (U.S.) Department of Housing and Urban Development’s (HUD) Office of Departmental Equal Employment Opportunity and the Deputy Assistant Director and embedded Attorney Advisor within U.S. Immigration and Customs Enforcement’s Office of Diversity and Civil Rights.

In these roles, she led efforts to develop and enhance a diverse and inclusive workplace culture and advance civil rights and equity. Earlier in her career, Ms. Saucedo served as an Attorney Advisor for the U.S. Department of Commerce focused on employment matters and practiced law in the private sector representing corporations and individuals. Ms. Saucedo obtained her Bachelor of Arts (B.A.) in Industrial/Organizational Psychology from the Pennsylvania State University and her Juris Doctorate (J.D.) from the George Washington University Law School.



Erik Hooks

Deputy Administrator, Office of the Administrator

Erik A. Hooks was appointed as Deputy Administrator of FEMA by President Joseph R. Biden and confirmed by the U.S. Senate in December 2021. Prior to joining FEMA, Mr. Hooks devoted more than 30 years to public service in his home state of North Carolina (N.C.) with a focus on public safety, law enforcement and emergency management.

In 2017, Mr. Hooks was appointed by Gov. Roy Cooper to become the North Carolina Secretary of Public Safety and Homeland Security Advisor, leading the state’s disaster mitigation, response and recovery efforts as the state navigated an increasing number of natural disasters. His responsibilities included cabinet-level leadership for the N.C. Division of Emergency Management and Homeland



Security Section, the N.C. National Guard, the N.C. Office of Recovery and Resilience, the N.C. State Highway Patrol, the N.C. Alcohol Law Enforcement Division, the N.C. State Capitol Police, the Division of Adult Correction and Juvenile Justice, the Governor’s Crime Commission, and support divisions within the Department of Public Safety. In this role, he led approximately 27,000 sworn and civilian public safety professionals, as well as approximately 12,000 National Guard soldiers and airmen.

As North Carolina’s State Administrative Agent, Mr. Hooks administered federal funds to state, local and tribal entities. Hooks also chaired the North Carolina State Emergency Response Commission and coordinated law enforcement counterterrorism prevention, preparedness and response training on a statewide basis resulting in a cohesive team response by both law enforcement and emergency first responders to acts of terrorism or a terrorist threat.

Prior to his appointment at North Carolina Secretary of Public Safety and Homeland Security Advisor, Mr. Hooks served for 27 years in the North Carolina Bureau of Investigation, first as a Special Agent before becoming a senior leader at the agency. He has also served on the Executive Committee of the National Governors Homeland Security Advisors Council and is a member of the International Association of Chiefs of Police and the FBI National Executive Institute Associates.

Deputy Administrator Hooks holds undergraduate and master’s degrees from North Carolina State University. Additionally, Mr. Hooks successfully completed the FBI National Executive Institute and the Commandant’s National Security Program at the U.S. Army War College.



Lashelle Mangrum

Civil Rights Analyst, Office of Equal Rights

Lashelle Mangrum joined the Department of Homeland Security (DHS), FEMA, OER, EXCRD as a Civil Rights Analyst in March 2021. As a Civil Rights Analyst in the Compliance Unit, Lashelle provides education, guidance, and training to FEMA program offices and stakeholders on civil rights and equity. She has approximately 15 years of experience in civil rights, outreach, and grants management.

Prior to joining FEMA, Lashelle served in various roles during her federal career at HUD. As a Community Development Representative at HUD, Lashelle provided oversight and technical assistance for formula/block and competitive grant programs. She also served as an Equal Opportunity Specialist in the Fair Housing and Equal Opportunity (FHEO) division in outreach, educating the public on their rights and responsibilities regarding nondiscriminatory practices in housing. Her role included investigation of discrimination complaints, ensuring compliance with civil rights laws, as well as the administrative and financial management of federally funded entities.

Lashelle earned her bachelor’s degree in Business Management from North Carolina State University and her Master of Public Administration (M.P.A) from North Carolina Central University.



John Rabin

Assistant Administrator, Response

John Rabin serves as the FEMA Assistant Administrator for Response, where he is responsible for the delivery of a coordinated Federal emergency management response to state, local, tribal, and territorial communities that have been impacted by natural disasters, acts of terrorism, or other emergencies. This includes the



leadership and management of the National Urban Search and Rescue System, Disaster Emergency Communications, the National Response Coordination Center, and numerous national planning, warning, and reporting organizations.

Prior to Mr. Rabin leading the Response Directorate, he served as the Assistant Administrator for Field Operations, where he was responsible for developing, maintaining, and deploying the FEMA disaster workforce. From May to October 2017, Mr. Rabin served as the Acting Regional Administrator of FEMA Region II, where he directed all aspects of federal emergency management for the States of New Jersey and New York, the Commonwealth of Puerto Rico, the Territory of the United States Virgin Islands and the Federally recognized Tribal Nations in the Region. During Hurricanes Irma and Maria, he was on the ground in Puerto Rico and in the U.S. Virgin Islands, leading the region in the complex lifesaving and life-sustaining operations.

Prior to his assignment in Field Operations and Region II, Mr. Rabin served as Deputy Assistant Administrator for National Preparedness. In this role, he led the day-to-day operations that provided the guidance, training, exercises, and programs to prepare the Nation to prevent, protect from, respond to, and recover from all hazards.

A former firefighter and emergency medical technician (EMT), Mr. Rabin is also a graduate of the United States Naval Academy and the Executive Leaders Program at the Naval Postgraduate School's Center for Homeland Defense and Security.



Janice Barlow

Associate Administrator, Resilience

Janice Barlow is currently serving in the role of Associate Administrator for Resilience (A), where she is driving action on FEMA's priorities and goals to build a more prepared and resilient nation.

In her role as FEMA Region 3's Deputy Administrator, Janice is responsible for the day-to-day direction, management and monitoring of all the Region's programs and activities. From January to June 2021, she served as Acting Regional Administrator. She also served as a liaison assisting state and local government officials, other federal agencies, FEMA headquarters and other FEMA regions. Janice has been with FEMA for over 20 years and became a Deputy Regional Administrator in September of 2018.

Prior to that position, Janice led the Region 3 Mitigation Division from October 2017 until August 2018. In that role, Janice provided guidance and direction to state and local governments, non-government organizations, and citizen groups within FEMA Region 3 to increase the Region's resilience to all hazards and focus on messaging the importance of insurance for individual preparedness.

Janice started her career with FEMA Region 3 in December of 2002 as the Regional Training Manager and continued in that role until she was given the opportunity as the Emergency Analyst in July 2008. She remained in that role until November 2010, when she became the Grants Division Director, establishing the Region's new Grants Division. Janice has supported several response operations, as a Regional Response Coordination Center (RRCC) Chief and deployed to support Joint Field Office operations.

Prior to FEMA, Janice was the Director of Operations at Galaxy Scientific Corporation, and a Project Manager for Lockheed Martin Services. Janice's experience also includes 10 years as an Ordnance Officer in the U.S. Army with assignments as a Maintenance Shop Officer, leading 200 soldiers providing support to an armored division. As a Company Commander, she commanded 320 soldiers



responsible for training all of the U.S Army's automotive and tank mechanics.

Janice Barlow attained a Bachelor of Science (B.S.) in Biology from Fairfield University, a Master of Arts (M.A.) in Zoology from Connecticut College, and a Master of Education (M.Ed.) in Instructional Systems from Penn State.



Tonya Hoover

Deputy U.S. Fire Administrator, U.S. Fire Administration

Tonya Hoover is the deputy U.S. fire administrator at the U.S. Fire Administration (USFA). Serving since January 2020 as the senior career federal fire official, administering the day-to-day operations of the USFA.

Chief Hoover's duties include training of over 100,000 first responders at and through the National Fire Academy (NFA); the National Fire Incident Reporting System, which documents and analyzes 27 million fire department emergency responses a year; the USFA's fire prevention, public information, and public education programs; and the 26 campus buildings and the grounds of the historic National Emergency Training Center in Emmitsburg, Maryland.

Chief Hoover served as the superintendent of the USFA's NFA, focusing on enhancing the ability of fire and emergency services and allied professionals to deal with fire and related emergencies. She has also served as the California state fire marshal, as well as the board of directors for the National Fire Protection Association and continues engagement with the International Fire Service Training Association.

Chief Hoover received her Master of Business Administration (M.B.A) in Business and Human Resources from the University of Phoenix in 2006 and a B.S. in Technical Education, specializing in Fire Protection and Safety, from Oklahoma State University in 1985.



Yolanda Jackson

Federal Coordinating Officer (Region 10), FEMA

Since joining FEMA as a reservist for Recovery public assistance in 2009, Mrs. Jackson has dedicated over 13 years serving in many capacities to execute the FEMA mission. She is currently providing her unique skillset and experience to The Confederated Tribes of the Colville Reservation as they recover from the wildfires of 2021 and supporting the State of Alaska landslides and severe storms serving as Federal Coordinating Officer (FCO). Prior to her recent deployments, she spent time in Kentucky on the tornado response and in Oregon focusing on equitable recovery outcomes from the massive wildfire event of 2020.

Mrs. Jackson served as the FEMA FCO liaison to DHS providing leadership and technical strategies in support of Operation Vaccinate Our Workforce (OVOW). Also, she served as Senior Advisor and Executive Officer at FEMA headquarters in Washington, D.C. where she was responsible for the strategic alignment of division priorities, budget and acquisitions, and the project management and leverage of technology platforms to engage stakeholders in Field Operations, Response and Recovery Directorate.

Mrs. Jackson is a champion of equity. She served as the Branch Chief for Communications and Culture in FEMA's Grants Program Directorate. She also chaired the Equity in Disaster Recovery: Evaluation



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and Analysis Working Group, which focused on identifying potential areas of improvement regarding equitable Recovery policy and program delivery. Currently she co-chairs the Equity Data Analytics Working Group that researches specific indicators to enhance FEMA's ability to measure equitable outcomes.

Prior to joining FEMA, Mrs. Jackson was a real estate broker in the Greater Seattle Area. She is a graduate of American Public University, with a B.A. in Emergency and Disaster Management. She attended Running Start in high school through Edmonds Community College in Washington State and holds certifications in Emergency Management Business Continuity and Federal Acquisition Management. She is married with two children and is an Auntie to many nieces and nephews.



Demetria L. McCain

Principal Deputy Assistant Secretary for Fair Housing and Equal Opportunity, U.S. Department of Housing and Urban Development

Demetria McCain serves as the Principal Deputy Assistant Secretary for FHEO at HUD. McCain assists HUD's efforts to eliminate housing discrimination, promote economic opportunity, and achieve diverse, inclusive communities.

McCain previously spent fifteen years, with five as president, at the Inclusive Communities Project (ICP), a Dallas, TX-based affordable fair housing nonprofit. McCain oversaw operations, communications and ICP's Mobility Assistance Program, a program that helps housing choice voucher holders exercise their fair housing rights. Conceived by Demetria, ICP's "Voices for Opportunity" initiative has provided advocacy training to low-income renters and neighborhood groups of color.

McCain previously worked on USDA Section 515 rural multifamily housing matters. She was also a staff attorney for the Neighborhood Legal Services Program of Washington, D.C. McCain brings dual vantage points to FHEO after spending years assisting both housing choice voucher holders and neighborhood groups in underserved communities of color.

She is a graduate of Howard University School of Law, New York University and Brooklyn College and a member of the Dallas Alumnae Chapter of Delta Sigma Theta Sorority, Inc.



Peter Mina

Senior Official Performing the Duties of the Officer, Civil Rights and Civil Liberties

Peter is currently serving as the Senior Official Performing the Duties of the Officer for Civil Rights and Civil Liberties (CRCL) while the CRCL Officer is on a temporary detail. His normal position is the Deputy Officer, which he has held since April 2019. Prior to joining CRCL, from February 2013-April 2019, Peter was the Chief of the Labor and Employment Law Division (LELD) in the Office of the Principal Legal Advisor (OPLA) for U.S. Immigration and Customs Enforcement (ICE). In this capacity, Peter supervised labor and employment law across ICE, both litigation and policy matters. Peter began his career with ICE in April 2011 as an Associate Legal Advisor. In June 2012, Peter was named a Deputy Chief of LELED. Before entering federal service in 2011, he spent nearly six years in private practice representing federal employees in disciplinary actions, EEO complaints and claims of whistleblower reprisal.



Peter has experience practicing before the Equal Employment Opportunity Commission, Merit Systems Protection Board and in federal courts. In May 2015, Peter was selected to participate in the Department of Homeland Security (DHS) Senior Executive Service Candidate Development Program. As part of the program, Peter served as Acting Deputy Associate General Counsel for General Law for DHS OGC from March-July 2016. Peter also served as Acting Chief Counsel of ICE OPLA's Seattle Office from March-May 2018.

Peter has also served as the Co-Chair of the Membership and MSPB Appeals Committees of the Federal Circuit Bar Association and has served as a panelist for a number of programs on federal personnel law. In addition, he has published articles on whistleblower law and the rights of federal contractors. Peter holds a B.A. from the University of Virginia and a J.D. from Boston College Law School.



Dr. Melissa Forbes

Assistant Administrator, Office of Response and Recovery

Melissa Forbes is the Assistant Administrator of the Recovery Directorate within the DHS FEMA. In this role, she is responsible for managing the nation's recovery from declared disasters and emergencies, which includes the management of billions of dollars in disaster aid annually and an organization of more than 8,500 employees.

Melissa is also responsible for overseeing the work of Recovery's Divisions: Public Assistance, Individual Assistance, Interagency Coordination, Recovery Technology Programs, and Recovery Analytics.

Prior to serving in this role, Melissa served as the Deputy Assistant Administrator of the Recovery Directorate where she oversaw FEMA's Public Assistance Program and Individual Assistance disaster programs that include the Individuals and Households Program, Crisis Counseling Program, Disaster Case Management, Disaster Legal Service, and Disaster Unemployment Assistance. She oversaw these critical programs through the largest disasters in FEMA history.

Before joining the Recovery Directorate, Melissa served as the Acting Deputy Chief Information Officer where she provided leadership and oversight to Information Technology (IT) resource planning, strategic and capital planning, enterprise IT procurement, customer success, and IT project management. She also led the Office of the Chief Information Officer's (OCIO) implementation of FEMA's Strategic Goal 3: Reduce the Complexity of FEMA by championing new technology and processes to make OCIO a more collaborative and customer-focused organization.

Melissa also served as the Acting Deputy Associate Administrator for FEMA's Office of Policy and Program Analysis (OPPA). In that role, she provided leadership and oversight of agency policy, strategic and resource planning, enterprise analytics, audit follow-up and resolution, international affairs, and Defense Production Act coordination. During the record-breaking 2017 hurricane season, she deployed to FEMA's National Response Coordination Center as Deputy Chief of Situational Awareness.

Melissa joined DHS in 2010, working in the National Protection and Programs Directorate's (NPPD) Office of Risk Management and Analysis, the Council on Environmental Quality, and the DHS Office of Policy. Melissa joined FEMA's National Preparedness Assessment Division in 2012, where she led the National Preparedness Report in support of the National Preparedness Goal. Dr. Forbes has a Doctor of Philosophy (Ph.D.) in Public Policy and Sociology from the University of Michigan.





Dr. Myra Shird Federal Coordinating Officer (Region 4), FEMA

Dr. Myra M. Shird, Ph.D., is an FCO for FEMA Region 4. As an FCO, she serves as the president's representative for federally declared disasters and emergency declarations. She also implements the National Disaster Recovery Framework (NDRF) to ensure that disaster recovery and mitigation considerations are used in early decision-making processes throughout the region and the nation.

Her FCO duties include helping partners and stakeholders to develop pre-disaster recovery capabilities, promoting inclusiveness in recovery activities to ensure resources are maximized, and encouraging the development of stakeholder partnerships both pre- and post-disaster.

In addition to her job as the FCO, Myra cultivates roles and responsibilities as the Lead Field Coordinator (LFC) for FEMA Region 4 headquarters in Atlanta, Georgia, where she coordinates the overall activities and growth for the FCOs in Region 4.

Dr. Shird began her career with FEMA in 2010 as a Disaster Assistance Employee and has held numerous agency positions. A 2016 FEMA Administrator's Award recipient, her deployments include leading recovery efforts after flooding in Rhode Island, Tennessee and Colorado, tornadoes in Mississippi, hurricanes in North and South Carolina, and the harsh aftermaths from Irene and Sandy in New York. Within the last three years, Dr. Shird has served as FCO of record for 18 presidentially declared disasters and emergencies, including the 2020 Christmas Day bombing that took place in Nashville, TN. She is currently serving as the FEMA Individual Housing Director for Recovery for the Commonwealth of Kentucky, working towards innovative housing solutions.

She has also served as a disaster recovery expert panelist for several organizations including the United Nations and U.S. State Department and as chairperson of FEMA's agency-wide Inaugural Diversity and Inclusion Day. Dr. Shird has also spoken before the White House Cabinet Staff twice about the future of Direct Housing.

Prior to FEMA, Dr. Shird was a tenured professor at North Carolina Agricultural and Technical State University and has also held appointments at San Diego State University, the University of North Carolina at Greensboro, Elon College and Northern Virginia Community College.

She holds an undergraduate degree from the University of North Carolina at Chapel Hill. She also holds a M.A. degree in Communication Studies from San Diego State University, a Post-Baccalaureate Certificate in Women's Studies and a Ph.D., in Curriculum and Teaching from the University of North Carolina at Greensboro.



Sherman Gillums, Jr. Director, Office of Disability Coordination and Integration

Sherman Gillums Jr., a native of Buffalo, New York, serves as the Director of the Office of Disability Integration and Coordination for DHS FEMA in Washington, DC.

He previously led strategy, operations, and impact for the National Alliance on Mental Illness, where he focused the organization's efforts to universalize timely access to mental healthcare and destigmatize mental illness. He is also the former executive director of



Paralyzed Veterans of America and chief strategy and advocacy officer for AMVETS, two of the nation's largest congressionally chartered veteran service organizations.

Sherman has testified before Congress as an expert witness and appeared on national networks, such as CNN, Fox News, and C-SPAN, as one of the most influential voices on military and veteran issues. His expert commentary has regularly appeared in *The Hill*, *Military Times*, and other national publications.

He was recognized by HillVets as among the 100 most influential voices on Capitol Hill in 2016, the same year his alma mater, University of San Diego, inducted him into its hall of honor. He was also personally recognized by The White House for noteworthy "service to our nation" and the Secretary of Veteran Affairs for "exceptional leadership."

He joined the U.S. Marine Corps at age 17 and served for 12 years, medically retiring at the rank of Chief Warrant Officer 2. He holds a graduate degree from the University of San Diego School of Business and completed his executive education at Harvard Business School. He will complete his doctoral studies at the University of Dayton in 2024.

Sherman and his wife Tammie, herself a U.S. Army veteran of Operation Enduring Freedom, have two sons, four daughters, including one who is presently a Midshipman at the U.S. Naval Academy, and a granddaughter.



Derek Black

Professor of Law, University of South Carolina School of Law

Derek Black is a professor of law and the Ernest F. Hollings Chair in Constitutional Law at the University of South Carolina School of Law. He also directs the law school's Constitutional Law Center. His areas of expertise include education law and policy, constitutional law, and civil rights. The focus of his current scholarship is the intersection of constitutional law and public education, particularly as it pertains to educational equality and fairness for disadvantaged students. His research has been published in the *Yale Law Journal*, *Stanford Law Review*, *NYU Law Review*, *California Law Review*, *Cornell Law Review*, *Northwestern University Law Review*, *Vanderbilt Law Review* and dozens of others. His work has been cited by federal courts and various briefs before the U.S. Supreme Court. Based on that research, he offers expert witness testimony in school funding, voucher, and federal education policy litigation.

He is the author of a leading education law casebook, *Education Law: Equality, Fairness, and Reform*, and two other books aimed at wider audiences, *Schoolhouse Burning: Public Education and the Assault on American Democracy* and *Ending Zero Tolerance: The Crisis of Absolute School Discipline*.

He began his career teaching at Howard University School of Law, where he founded and directed the Education Rights Center. Prior to teaching, he litigated education cases at the Lawyers' Committee for Civil Rights Under Law.



Kelbie Kennedy

National Tribal Affairs Advocate, Office of External Affairs

Kelbie Kennedy has joined FEMA as the first National Tribal Affairs Advocate. She is a citizen of the Choctaw Nation of Oklahoma and was born and raised on her Tribal Nation's reservation in Southeast, Oklahoma. She received her J.D. and certificate in American Indian



Law from the University of Oklahoma, College of Law. Before joining the FEMA team, Ms. Kennedy spent over four years working in Washington D.C. for the National Congress of American Indians (NCAI) as the Policy Manager and Policy Lead – National Security and Community Safety. Kelbie brings a wealth of knowledge and experience from her time in Indian Country and from the many Tribal Nations she has worked with over the years. Ms. Kennedy is the first tribal affairs political appointee in the history of FEMA and DHS.



Preston Mitchum

Director of Advocacy and Government Affairs, The Trevor Project

Preston Mitchum (he/him) is a Black queer attorney, advocate, activist, and Adjunct Professor of Law at American University Washington College of Law. He has been featured in *Washington Post*, *BET.com*, *The Root*, *The Atlantic*, *Buzzfeed*, *CNN*, and others. He was named a 2021 Rockwood Fellow for Leaders in Reproductive Health, Rights, and Justice, and was named one of the 2020 Best LGBTQ Lawyers Under 40 by the LGBT Bar Association. Preston was the first openly LGBTQ Chair of the Washington Bar Association Young Lawyers Division. He holds an LL.M. in Law and Government from American University Washington College of Law, a J.D. from North Carolina Central University School of Law, and a B.A. in Political Science from Kent State University.



John C. Yang

President, Asian Americans Advancing Justice

Executive Director, Asian Americans Advancing Justice

John C. Yang is the president and executive director of Asian Americans Advancing Justice | AAJC in Washington, D.C. At Advancing Justice | AAJC, John leads the organization's efforts to fight for civil rights and empower Asian Americans to create a more just America for all through public policy advocacy, education, and litigation. His extensive legal background enables Advancing Justice | AAJC to address systemic policies, programs, and legislative attempts to discriminate against and marginalize Asian Americans and Pacific Islanders and other minority communities.

Because of his expertise, John has appeared in over 50 different media outlets, including Tucker Carlson Tonight on FoxNews, PBS NewsHour, NPR, NBC News, USA Today, Time Magazine, New York Times, Washington Post, San Francisco Examiner, Houston Chronicle, and Huffington Post. He has received numerous national and local awards for his community and public service.

In 1997, John co-founded the Asian Pacific American Legal Resource Center, a nonprofit organization dedicated to addressing the direct service legal needs of Asian Pacific Americans in the D.C. metropolitan area. He served as chair of the Asian American Justice Center (former name of Advancing Justice | AAJC) and as general counsel for the Organization of Chinese Americans. John was president of the National Asian Pacific American Bar Association (NAPABA) from 2003 to 2004, and since 1998, he has served as Co-Chair of NAPABA's Judiciary and Executive Nominations & Appointments Committee. In that capacity, he has worked extensively with the White House and the U.S. Senate in securing the nomination and confirmation of over 25 Asian American and Pacific Islander federal judges and numerous other Senate-confirmed Presidential appointments.

He served in the Obama Administration as Senior Advisor for Trade and Strategic Initiatives at the U.S. Department of Commerce, where he was the principal advisor to Secretary Penny Pritzker on issues related to Asia and worked with the White House and other U.S. agencies on strategic and economics



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issues concerning the region. Previously, John was a partner with the Washington, D.C. law firm Wiley Rein LLP, and also worked in Shanghai, China for several years as the legal director for the Asia-Pacific operations of Illinois Tool Works – a U.S. Fortune 200 company.

John's other leadership positions have included: Board Member, Leadership Conference for Civil and Human Rights (2017–present); Executive Committee, National Council on Asian Pacific Americans (2017–present); Member, American Bar Association House of Delegates (2008–2018; Minority Caucus Chair, 2014–16); Member, U.S. Census Bureau National Advisory Committee on Race, Ethnicity, and Other Populations (2017–2019); Board Member, ABA Rule of Law Initiative (2013–2017). John also has served on the external diversity councils of BB&T, Charter Communications, Comcast NBCUniversal, and Verizon.

John graduated with honors from George Washington University Law School, where he served on the George Washington Law Review and the Moot Court Board.



Anne Bink

Associate Administrator, Office of Response and Recovery

Associate Administrator Anne Bink has spent her career in public service assisting disaster survivors, building resilient communities, and developing and implementing policies and programs in New York State, including paid family leave and education programs.

Ms. Bink is an appointee in the Biden-Harris Administration and currently serves at DHS FEMA as Associate Administrator of the Office of Response and Recovery. In her role, Ms. Bink oversees FEMA's response, recovery, logistics, and field operations nationwide. The Office of Response and Recovery coordinates federal disaster operations at the field, regional, and national levels using incident management and incident support cadres.

Prior to that, Ms. Bink served as Deputy Commissioner for Disaster Recovery for New York State since June 2018, Anne Bink oversaw a portfolio of over \$20 billion in active disasters. During her tenure, she secured six Major Disaster Declarations and led New York's legacy disaster closeout effort, resulting in the closure of approximately 8,000 projects and nine disasters.

Under her leadership, New York State received the first Major Disaster Declaration for a pandemic event (COVID-19). Ms. Bink collaborated closely with FEMA to enhance existing guidance and policies under the Public Assistance and Individual Assistance programs throughout the pandemic, helping New Yorkers and the communities in which they reside recover. Ms. Bink also led New York State's development of new virtual outreach and educational methods under the Public Assistance Program, ensuring all eligible applicants had access to available assistance given the everchanging nature of the disaster and evolving eligibility criteria.

Ms. Bink oversaw the development of major wastewater system resiliency projects through the Hazard Mitigation Grant Program, including their complex financing structure of multiple federal, state and local funding streams. Two such projects, the Bay Park Conveyance Project and the Suffolk County Coastal Resiliency Initiative, will reduce nitrogen along Long Island's shoreline and protect against storm surge in extreme weather events.

Ms. Bink first joined the New York State Division of Homeland Security and Emergency Services (DHSES) in 2016 and served as the Deputy Commissioner of Administration and Finance prior to her work in Disaster Recovery programs. In her role in Administration and Finance, she led the



development and implementation of a new state grant program protecting private non-profit entities from hate crimes and created a new risk management unit to strengthen agency operations and fiscal compliance.

Before joining the DHSES leadership team, Ms. Bink served in various leadership roles within the New York State Division of the Budget, including Unit Chief for Public Protection and General Government from 2014 to 2016, Assistant Unit Chief for Education from 2012-2014, and Associate Budget Examiner for Human Services from 2008-2012. In these roles, enacted budget proposals developed under Ms. Bink's leadership resulted in improved core services and agency operations while saving New York taxpayers over \$2 billion. Ms. Bink served as the lead in developing and negotiating key budget initiatives and policies, including an expansion of pre-kindergarten programs, a new Paid Family Leave program, Kinship Care program for youth in foster care, and re-entry programs for formerly incarcerated individuals.

Ms. Bink holds a Master of Social Work (M.S.W), an M.A., and a B.A. from The State University of Albany in Albany, New York. She lives in Loudonville, New York with her partner Laura McMillen and their four children.



Victoria Salinas

Deputy Administrator (Acting), Resilience

Deputy Administrator (Acting) Victoria Salinas has worked with communities across the United States and internationally to build resilience and recover after major disasters. Passionate about driving social impact centered in partnership and community resilience, she has a steadfast focus on ensuring equitable outcomes for all.

Ms. Salinas serves at DHS FEMA as the Associate Administrator for Resilience. FEMA Resilience aims to help communities across the United States equitably adapt, survive, recover, and thrive in the face of natural disasters, climate change, and security threats, through a variety of programs that aim to help communities better understand their risk; transfer risk through insurance; and build the capacity to prepare, protect, respond, and recover from disasters.

Ms. Salinas has Previously served as the Chief Resilience Officer and Deputy City Administrator for Oakland, California. At the World Bank, the United Nations, and in her previous experience at FEMA, she worked alongside officials at all levels of government to plan recovery efforts following major disasters.

Ms. Salinas has a master's degree in public policy from Harvard Kennedy School and a bachelor's degree from the Walsh School of Foreign Service at Georgetown University.



Marcus Coleman

Director, U.S. Department of Homeland Security Center for Faith-Based and Neighborhood Partnerships

Marcus Coleman serves as the Director for the DHS Center for Faith-Based and Neighborhood Partnerships (DHS Partnerships Center), one of several centers of the White House Office of Faith-Based & Neighborhood Partnerships.

As Director, Marcus leads a team focused on building partnerships alongside others at FEMA and DHS



to advance equity in emergency management and strengthen climate resilience, improving the safety and security of the places where people worship, fellowship and serve and provides technical assistance to emergency managers, first responders and national security professionals on engaging faith-based and community organizations across DHS.

At DHS, Coleman supported a number of disaster activations and special mission responses, including responding to hurricanes Harvey, Irma and Maria, the 2015 influx of unaccompanied children, Hurricane Ida, the Kentucky Severe Storms, and Operation Allies Welcome. In 2016, he won a FEMA Administrator's Award for work he did to encourage collaboration between faith leaders and first responders to improve the safety and security of places of worship.

Originally from Tucson, Arizona, Marcus is an alum of Howard University, American University, Harvard University National Preparedness Leadership Initiative and the Obama for America Campaign.



Adam Thiel

Fire Commissioner, City of Philadelphia

Since May 2016, Adam Thiel has served as the 20th Fire Commissioner for the City of Philadelphia. Commissioner Thiel leads the Philadelphia Fire Department's 3,000+ members in every facet of protecting our Nation's 6th-largest city from fires and emergencies arising from all hazards. Adam also served as Director of the Philadelphia Office of Emergency Management from 2019-2022.

Previously he was a Deputy Secretary of Public Safety and Homeland Security for the Commonwealth of Virginia. In that role, Adam helped provide strategic direction, policy advice, management oversight, and operational coordination for eleven agencies with an overall budget of more than \$3.1B and 30,000 employees.

In addition to public service, Adam has co-founded two successful consulting practices advising a wide range of clients on crisis leadership, risk management, organizational development, data science, and strategy. He is a widely published author, a keynote speaker around the globe, and teaches graduate-level courses.

Commissioner Thiel holds degrees and certificates from the London School of Economics, George Mason University, a B.S. in Fire Science from the University of Maryland University College, a B.A. in History from the University of North Carolina at Chapel Hill several others.



Shari Myers

National Disability Integration Coordinator, American Red Cross Disaster Cycle Services

Shari Myers is the National Disability Integration Coordinator for American Red Cross, joining the organization in August, 2016. She also manages the Disaster Cycle Services Disability Integration (DI) Program, which supports the disability community to prepare for, respond to and recover from disasters. DI workers assess and monitor Red Cross facilities, programs, and services to ensure equitable access and effective communication for individuals with disabilities and others with access and functional needs.

Ms. Myers became a disability rights advocate in 1989, after her mother acquired a disability. As a



native of Texas and eventual resident of southeast Louisiana, she experienced devastating disasters firsthand, including Hurricane Katrina. That experience led to a deeper understanding of the critical need for inclusive disaster planning with the disability community. Having herself acquired multiple disabilities over time, she fully recognizes the subject matter expertise one develops from lived experience.

Ms. Myers now lives in the Twin Cities, Minnesota area, where large disasters are far less frequent. She and her family enjoy the area's robust live theater and music, fascinating museums and abundant natural attractions.



Deanne Criswell

Administrator, FEMA

Ms. Deanne Criswell was unanimously confirmed by the Senate on April 22nd, 2021, as the 12th Administrator of FEMA. Ms. Criswell is the first woman confirmed to serve as the Administrator, where she leads the Nation's efforts in helping people before, during, and after disasters. She brings with her an extensive career in emergency management with over 27 years of experience at all levels of government and the

private sector.

Prior to her appointment, Ms. Criswell served as the Commissioner of the New York City Emergency Management Department from 2019 to 2021, where she was responsible for coordinating citywide emergency planning and response for all emergencies. One of her most significant accomplishments was leading the coordination of the City's response to the COVID-19 pandemic; including preventing the collapse of the healthcare system, making sure no New Yorker went hungry, establishing a first of its kind non-congregate sheltering program, and supporting the country's largest mass fatality program.

Ms. Criswell began her career in emergency management in Aurora, Colorado, where she led strategic change in the City's emergency and disaster planning. During her tenure, Ms. Criswell coordinated transitional housing and family reunification efforts in response to receiving evacuees during the response to Hurricane Katrina. She previously served at FEMA as the leader of one of the Agency's National Incident Management Assistance Teams (IMAT) and as a Federal Coordinating Officer. In this role, Ms. Criswell was the primary Federal representative responsible for leading the agency's response to and recovery from emergencies and major disasters, from severe flooding in North Dakota to hurricanes in South Carolina to fires in Colorado. She also spent two years as an executive in the private sector, providing exceptional technical expertise and the experience necessary to help her clients achieve their critical missions.

Ms. Criswell also proudly served 21 years in the Colorado Air National Guard. She is a veteran of two overseas tours, including as a fire officer in Kuwait immediately following the attacks of September 11th, 2001, and to Qatar in support of Operation Enduring Freedom in 2010, where she advised senior leadership on fire protection requirements for new and existing military bases in Afghanistan and Iraq.

Ms. Criswell holds a B.S. from Colorado State University, an M.P.A from the University of Colorado – Denver, and an M.A. in Security Studies from the Naval Postgraduate School, Center for Homeland Defense and Security.

