

FEMA Civil Rights Summit 2.0 - Equity

Wednesday, November 17, 10 a.m. – 5 p.m. ET

Speaker Bios



Deanne Criswell
FEMA Administrator

Ms. Deanne Criswell was unanimously confirmed by the Senate on April 22, 2021 as the 12th Administrator of the Federal Emergency Management Agency (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 Bachelor of Science from Colorado State University, a Master of Public Administration from the University of Colorado – Denver, and a Master of Arts in Security Studies from the Naval Postgraduate School, Center for Homeland Defense and Security.



FEMA



Jo Linda Johnson

Director, Office of Equal Rights

Ms. Jo Linda Johnson is a member of the Senior Executive Service, with almost 20 years of experience as a civil rights attorney. She joined FEMA in July 2018 as the Director of the Office of Equal Rights. OER is responsible for the enforcement of civil rights for FEMA employees and applicants for employment and for members of the public who benefit from FEMA public-facing programs and activities. Prior to joining FEMA, Ms. Johnson served as an executive with the Transportation Security Administration, leading the Civil Rights Division there. Before beginning her DHS career, she spent almost 13 years with the United States Equal Employment Opportunity Commission.

Ms. Johnson is considered an expert on civil rights laws, diversity and inclusion, issues of affirmative employment, and affirmative action. During her tenure with the Commission, she served in several roles, including Special Assistant to the Acting Vice-Chair of the Commission and Director of Training and Outreach Division.

Ms. Johnson is involved in various community activities. She volunteers in her local community. She is also actively involved in the American Bar Association's Labor and Employment Law (LEL) Section. Prior to her federal service, Ms. Johnson received her Juris Doctor from the George Washington University School of Law in Washington, DC, and her undergraduate degree from the University of California, Los Angeles.



Dr. Melissa Forbes

Deputy Assistant Administrator

Office of Response and Recovery

Dr. Melissa Forbes is the Deputy Assistant Administrator of the Recovery Directorate at the Department of Homeland Security's (DHS) Federal Emergency Management Agency (FEMA). Prior to this position, Dr. Forbes served as 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.

Dr. Forbes 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.

Dr. Forbes 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 PhD in Public Policy and Sociology from the University of Michigan.



FEMA



Victoria Salinas

Associate Administrator Resilience

Ms. Victoria Salinas has worked with communities across the United States and internationally to build resilience and recover after major disasters. She started her career in public service following Hurricane Katrina as a Presidential Management Fellow at FEMA. There, she helped build what was then a nascent long-term community recovery program into the National Disaster Recovery Framework and interagency system that now governs recovery in the United States. She also managed a \$400 million disaster housing grant program and deployed to numerous disasters to help state, local and tribal leaders build back better.

At the World Bank's Global Facility for Disaster Reduction and Recovery, Ms. Salinas managed technical assistance grants for Latin American and Caribbean countries focused on strengthening disaster resilience. These grants informed \$100 million worth of investments in risk reduction. She also led efforts to improve the organization's ability to measure the impact of investments. Additionally, Ms. Salinas assisted countries with post-disaster needs assessments, recovery planning, and the creation of best practice guidance notes.

As the Chief Resilience Officer for the City of Oakland, California, Ms. Salinas spearheaded planning, policy, and legislative efforts to address climate, disaster, and socioeconomic vulnerability. This included leading a citywide planning process that focused on addressing the needs of Oakland's most vulnerable residents and resulted in a resilience roadmap centered on economic and racial equity. Ms. Salinas also oversaw the development of seismic safety legislation to retrofit soft-story structures, home to over 18,000 Oakland households. She also facilitated partnerships that brought the latest climate and disaster risk science to city planning efforts.

Ms. Salinas most recently served as the Vice President for Programs and Communications at FUSE Corps, where she focused on strengthening the capacity of local government leaders to address pressing community challenges. FUSE is a national nonprofit that runs an executive fellowship program for local governments that aims to advance racial equity so that the government works more effectively for everyone. During her tenure with FUSE, Ms. Salinas partnered with 35 cities and counties, ranging from Los Angeles County to the City of Birmingham, Alabama. She designed and deployed programming to help FUSE Executive Fellows successfully implement strategic projects related to climate change, justice reform, affordable housing, inclusive economic development, and equitable access to transportation, healthcare, education, and other government services. Victoria also quadrupled the number of FUSE Executive Fellows working alongside government leaders and built a robust alumni community. She embedded a racial equity lens into all programming and strengthened the organization's ability to measure results. Victoria also helped grow a solution's journalism program that has published articles about local government best practices in outlets like Bloomberg CityLab, Next City, and the Atlantic.

Victoria 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. She is a Chilean-American who grew up in Austin, Texas, and now considers Oakland, California home. Victoria has two sons and is married to a serial entrepreneur.



FEMA

Adrian Sevier

Chief Counsel, FEMA

Mr. Adrian Sevier serves as the Chief Counsel of FEMA. As the principal legal officer for the agency, Mr. Sevier is legal advisor to the FEMA Administrator and FEMA senior leadership, serves as the agency Ethics Official, and is responsible for the direction and management of the Office of Chief Counsel law firm and the FEMA Office of Alternative Dispute Resolution.

Mr. Sevier joined FEMA in 2000. Prior to becoming Chief Counsel, he served as a field attorney deployed to disaster field offices, a staff attorney at FEMA Headquarters, and, for eight years, Deputy Chief Counsel.

Prior to joining FEMA, Mr. Sevier was a litigator in private practice in Boston, specializing in the areas of employment, civil rights, and constitutional law. Mr. Sevier received his law degree from Northeastern University School of Law.



Angela Gladwell

Director

Hazard Mitigation Assistance

Ms. Angela R. Gladwell serves as the Federal Emergency Management Agency's (FEMA) Director for Hazard Mitigation Assistance in the Mitigation Directorate within the Federal Insurance and Mitigation Administration. Throughout her more than 20 years of experience in emergency management and environmental policy, and over 12 years leading federal programs, Ms. Gladwell has worked to inform public decision-making and improve inter-governmental collaboration, partnership, and transparency in reducing the Nation's risk to natural disasters. Ms. Gladwell was appointed to the Senior Executive Service in 2016.

Under Ms. Gladwell's leadership, the Hazard Mitigation Assistance Division reduces disaster suffering by delivering grant programs that reduce disaster losses. She directs FEMA's Hazard Mitigation Assistance Programs, including the new Building Resilient Infrastructure in Communities (BRIC) Program, the Hazard Mitigation Grant Program, and the Flood Mitigation Assistance Program, ensuring the Federal Government is a leader in prioritizing federal investments for mitigation and resilience and catalyzing community partnerships to promote sustained and equitable investments in risk reduction.

Ms. Gladwell co-chairs the inter-agency Mitigation Framework Leadership Group (MitFLG) that coordinates mitigation and resilience efforts across the Federal Government in consultation with state, local, tribal, and territorial (SLTT) governments as well as the private sector. Under her leadership, the MitFLG developed and has begun implementing the National Mitigation Investment Strategy to increase the effectiveness of investments in reducing disaster losses and increasing resilience and providing strategic planning considerations for the federal government, as well as for SLTT entities and the private sector in making resource allocation decisions.

Before joining the Mitigation Directorate in 2020, Gladwell was the Deputy Assistant Administrator of the Risk Management Directorate since 2016 and spent the previous decade as the Director of FEMA's Office of Environmental Planning and Historic Preservation. During this time, she significantly matured the Federal Emergency Management Agency's environmental compliance function to meet



the rapidly evolving nature of emergency management programs and operations as a result of major disaster events, including 9/11 and Hurricanes Katrina, Ike, and Sandy and subsequent legislative change.

Ms. Gladwell holds a Master of Arts in Urban Affairs and Public Policy from the University of Delaware and a Bachelor of Arts in Historic Preservation from Mary Washington College (now the University of Mary Washington).



Katherine Fox

Assistant Administrator, Mitigation Directorate

Ms. Katherine Fox serves as the Federal Emergency Management Agency's Assistant Administrator for Mitigation within the Federal Insurance and Mitigation Administration (FIMA). In this role, she oversees the Hazard Mitigation Grant Program (HMGP), Building Resilient Infrastructure and Communities (BRIC) program, Flood Mitigation Assistance (FMA) grants, and the National Flood Insurance Program's (NFIP) Floodplain Management Program and Community Rating System (CRS). Ms. Fox also oversees FIMA's Disaster Operations and leads the Hazard Mitigation Disaster Workforce Cadre.

Before joining FIMA, Ms. Fox was the Director of the FEMA National Preparedness Assessment Division, where she focused on a range of analytic efforts to evaluate the Nation's preparedness posture, such as publishing the annual National Preparedness Report, evaluating state preparedness capabilities through the Threat and Hazard Identification and Risk Assessment (THIRA) and Stakeholder Preparedness Reviews (SPR), and supporting the FEMA Continuous Improvement Program. Recently, Ms. Fox served as the Acting Assistant Administrator for the FEMA National Preparedness Directorate (NPD). In this capacity, she set NPD's strategic priorities to build and validate National preparedness capabilities through national risk analysis, training more than two million first responders annually, conducting over 100 exercises, and researching individual and community preparedness actions. Subsequently, she supported the FEMA Recovery Directorate with several critical needs during the response to Hurricanes Harvey, Irma, and Maria.

Ms. Fox has also served as Deputy Associate Administrator for Management and Performance Improvement in the FEMA Office of Policy and Program Analysis, in Branch Chief roles within the Individual Assistance Division, and as Senior Policy Advisor and Acting Deputy Assistant Administrator for the Recovery Directorate. Before she joined FEMA in 2008, Ms. Fox worked at the White House Office of Management and Budget as the FEMA Resource Analyst in the aftermath of Hurricane Katrina. Ms. Fox holds a Master of Public Policy degree from the Harvard Kennedy School and a B.A. degree in History from Oglethorpe University. She lives in Takoma Park, MD, with her husband and son.



FEMA



Christopher B. Smith

Director, Individual Assistance Division

Mr. Chris Smith is the Director of the Individual Assistance (IA) Division, Office of Response and Recovery, Recovery Directorate, at the Federal Emergency Management Agency (FEMA). Mr. Smith joined FEMA in May 2015, when he was appointed to the Senior Executive Service. As Director, he is responsible for the delivery of five Stafford Act authorities that support the disaster recovery of individuals and households, the coordination of mass care and emergency services, and a plethora of support functions that ensure help gets to those in need at the right place and time.

As a dynamic, human-centered leader, Mr. Smith provides direction to over 1,200 full-time staff and 2,600 reservists to assist the Nation in preparing for and recovering from disasters. Whether making strategic policy decisions during disaster operations or directing the implementation of legislative changes during steady-state, he is committed to FEMA's mission of helping people before, during, and after disasters. Over the past five years, Mr. Smith has overseen the delivery of nearly \$6 billion in IA funds to survivors during unprecedented disasters.

Mr. Smith's success is the culmination of over 15 years of emergency management experience at the state and local levels. Prior to FEMA, he served as Chief of Emergency Management and Homeland Security Advisor to the Governor of the State of Nevada and Emergency Management Director for the Washoe County School District. A major element of the IA mission is coordination with federal, state, local, tribal, and territorial agencies as well as voluntary, faith-based, philanthropic, and private sector organizations. Mr. Smith's experience as a local and state emergency manager informs his leadership of the Individual Assistance Division, focused on the provision of customer-centric, responsive, and integrated support to states and partner organizations.

Mr. Smith holds a Bachelor of Arts in History and Political Science and a Master of Education Leadership, both from the University of Nevada. He is an outdoors enthusiast who enjoys an active lifestyle and spends his downtime exploring the Washington, DC, area. Mr. Smith is currently an active Boy Scouts leader and an Amateur Radio operator.



Ana Montero

Division Director, Public Assistance Division

Ms. Ana Montero is the Director of the Public Assistance Division, Recovery Directorate, at the Federal Emergency Management Agency. She has served in this role since December 2020 and is responsible for overseeing operations of FEMA's Public Assistance infrastructure restoration grant program as well as the Community Disaster Loan and Fire Management Assistance Grant Program.

Ms. Montero most recently served as the Chief Recovery Executive Officer for the American Red Cross in Puerto Rico, where she was responsible for the design, development, and oversight of the American Red Cross' Hurricane Maria Long Term Recovery Program. Under her leadership, this program administered more than \$65 million in community recovery investments and resiliency solutions ranging from solar micro-grid installation for community water systems and schools that serve as shelters to the widespread delivery of disaster preparedness training and health and mental health services in schools and surrounding communities. Ms. Montero was also appointed to the



New Jersey Governor's COVID-19 Recovery Advisory Task Force in 2020.

Prior to this, Ms. Montero served as the Chief Executive Officer to the American Red Cross, New Jersey, overseeing statewide organizational change, fundraising, grant strategies, communications, and volunteer recruitment, as well as the Chief Operating Officer for the American Red Cross, Los Angeles, California, where she led service delivery for a population of more than 4 million residents.

Ms. Montero has a long and rich history of service with the State of New Jersey, having served in a variety of senior executive roles. As the Assistant Commissioner for the New Jersey Department of Community Affairs, she led housing programs in the aftermath of Hurricane Sandy. She served in leadership roles at the Department of Labor and Workforce Development as well, including Senior Executive Director, Workforce Grants Division; Executive Director, Office of Grants Operations; and Senior Executive Director, Office of Equal Employment Opportunity. While serving in these positions, she has managed fiscal and program oversight for more than \$500 million in annual affordable housing and community development programs, as well as awarded and managed more than \$200 million in workforce training grants across public, private, and community-based organizations. Ms. Montero was also appointed to lead the New Jersey Disaster Housing Task Force of federal, state, nonprofit, and private sector partners in the development and execution of a comprehensive temporary and permanent housing strategy for residents displaced by Hurricane Sandy.

Ms. Montero holds a Juris Doctorate from the Rutgers University School of Law and a bachelor's degree in Law and Justice from The College of New Jersey. She was also recently honored as the 2018 Humanitarian of the Year by the New Jersey Statewide Hispanic Chamber of Commerce.



Christopher Logan **Acting Assistant Administrator, Grants Program Directorate**

Mr. Chris Logan currently serves as FEMA's Acting Assistant Administrator for National Preparedness. In that role, he oversees the agency's preparedness programs and activities related to training and education, doctrine development, exercises, assessment and continuous improvement, individual and community outreach, and commercial nuclear and chemical weapons facility emergency planning.

Mr. Logan joined FEMA in 2010 as senior counselor to the Deputy Administrator for Protection and National Preparedness. He went on to serve as Deputy Assistant Administrator for Grant Programs, where he managed the agency's \$2.5 billion preparedness grants portfolio. From 2016 to 2018, he served as Director of the Public Assistance Division in FEMA's Office of Response and Recovery, overseeing assistance to communities affected by hurricanes Matthew, Harvey, Irma, and Maria; the California Wildfires; and myriad other presidentially declared disasters.

From 2004 to 2010, Mr. Logan served as a senior analyst and then as Director of the Homeland Security and Technology Division in the National Governors Association Center for Best Practices. In that capacity, he managed the activities of the Governors Homeland Security Advisors Council and provided advice and guidance to governors and their staff on biosecurity, pandemic influenza preparedness, critical infrastructure protection, and emergency management. Prior to joining the National Governors Association, he worked as a journalist, with a focus on nuclear security, non-proliferation, and environmental remediation of the U.S. nuclear weapons complex.

Mr. Logan holds a bachelor's degree in government from the College of William and Mary in Virginia



and a Master of Science in Strategic Intelligence from the National Intelligence University in Washington, D.C. He is an alumnus of the Executive Leaders Program at the Naval Postgraduate School Center for Homeland Defense and Security in Monterey, Calif.

He lives in Alexandria, Va.



Paul Huang

Assistant Administrator, Federal Insurance Directorate

Mr. Paul Huang is the Assistant Administrator for Federal Insurance. Mr. Huang helps run the National Flood Insurance Program (NFIP) for the Federal Emergency Management Agency (FEMA). The NFIP has over 5 million policyholders across the Nation and collects over \$4B in revenue annually. Mr. Huang also serves as the Executive Sponsor for FEMA's Asian American and Pacific Islander Employee

Resource Group.

Mr. Huang previously served as the Director of the Risk Analysis Division within the Federal Insurance and Mitigation Administration (FIMA), where he helped modernize the Nation's flood map inventory and stand up the successful \$200M+ Risk Mapping, Assessment and Planning (Risk MAP) program which integrates the hazard mitigation planning program and the dam safety program with a goal of providing quality data that increases risk awareness that ultimately drives mitigation actions in communities resulting in long term resiliency.

Mr. Huang is a Department of Homeland Security level III program manager and holds a B.S. in Management Science and Information Systems as well as a Master of Business Administration. He has been working in the field of flood hazard mapping, insurance, and mitigation for over ten years; previously, he was an information technology consultant.



Bobby McCane

Chief Procurement Officer

Mr. Bobby J. McCane is the Head of the Contracting Activity at FEMA, responsible for the management and oversight of acquisitions totaling approximately \$3.76B and 9,800 transactions, annually. Prior to that, he served as the Director, Acquisition Operations Division at FEMA. Mr. McCane brings a wealth of knowledge and experience to the FEMA Office of the Chief Component Procurement Officer organization, to include a twenty-year career at the IRS. In that capacity, Mr. McCane was the Director, Office of Information Technology Acquisitions, an organization that obligated \$1.6B and awarded more than 10,000 actions, annually. Mr. McCane has also led acquisitions for response and recovery in support of numerous presidentially declared emergencies and disasters to include the COVID-19 response, hurricanes Ida, Harvey, Irma, and Maria.

Mr. McCane received his MBA and BA from Bowie State University. During his tenure as a Public Servant, he has held the position of Contract Specialist and Contracting Officer. Mr. McCane currently resides in Maryland with his wife Brenda, their daughter and granddaughter.



FEMA



David Bibo

Acting Associate Administrator, Office of Response and Recovery

As Acting Associate Administrator for Response and Recovery, David Bibo has overseen FEMA's response, recovery, logistics, and field operations nationwide since January 2020. In this position, he has spearheaded FEMA's role in leading response operations to the COVID-19 pandemic. Under his leadership, the FEMA team processed an unprecedented number of disaster declarations with all 55 states and territories, as well as the District of Columbia, under a major disaster declaration at the same time; managed the largest supply chain mission in the agency's history; deployed thousands of staff to support state, local, tribal, and territorial governments; and obligated over \$57 billion from the Disaster Relief Fund in support of the nationwide pandemic response.

Mr. Bibo led FEMA's nationwide response and recovery operations during the historic 2020 Atlantic hurricane and West Coast wildfire seasons and oversaw the award of the agency's largest infrastructure grants in history to assist with Puerto Rico's ongoing recovery from hurricanes Irma and Maria.

A career member of the Senior Executive Service since 2012, Mr. Bibo first joined FEMA in 2009 and has served in roles including Deputy Associate Administrator for Response and Recovery, Deputy Associate Administrator and Associate Administrator for Policy, Program Analysis and International Affairs, and Acting FEMA Chief of Staff. He served in senior roles during the 2017 and 2018 hurricane seasons, including hurricanes Harvey, Irma, Maria, and Michael, the 2017 and 2018 California wildfires, the 2020 Puerto Rico earthquakes, and has overseen FEMA operations nationwide in the COVID-19 pandemic.

Mr. Bibo served as Director and then Senior Director for Preparedness on the staff of the White House National Security Council (NSC) from November 2011 – December 2013. In these roles, he oversaw the development and implementation of policy on national preparedness, national security and emergency preparedness communications, and medical and public health preparedness for natural and manmade biological incidents. Mr. Bibo also served previously as a Special Advisor to the Director of the United States Secret Service.

Prior to joining Federal service, Mr. Bibo served in state and local government. In 2007, as one of Harvard's inaugural Dukakis Governors' Fellows, he supported the Massachusetts Governor's Homeland Security Advisor in building the Commonwealth's preparedness. Mr. Bibo served from 2004 – 2006 as Assistant Homeland Security Director for the City of Boston and eight metropolitan communities, designing and implementing initiatives to build the region's preparedness and response capabilities in the wake of September 11th.

Mr. Bibo is a recipient of the Secretary of Homeland Security's Outstanding Service Medal.

Mr. Bibo holds a Master's in Public Policy with a concentration in International Security and Political Economy from Harvard's Kennedy School of Government and a Bachelor of Arts from Stonehill College in Easton, MA. Mr. Bibo worked his way through college as an EMT in metro Boston. He lives in Washington, DC, with Dr. Erin Ward Bibo and their three children.



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Kristin Fontenot

Director, Office of Environmental Policy and Historic Preservation

Ms. Kristin Fontenot serves as the Director for FEMA's Office of Environmental Policy and Historic Preservation (OEHP). Under Ms. Fontenot's leadership, OEHP helps communities reduce the impact that disasters and emergency management decisions and operations have on the Nation's natural and cultural resources.

FEMA actively strives to fulfill its mission in compliance with the National Environmental and Historic Preservation Policy through the full and transparent integration of EHP values and requirements into emergency management decision-making and processes. To achieve this, OEHP's work spans all FEMA offices and programs. Office-wide, the goal is to integrate the environmental and historic preservation foundational elements early in program and project decision-making.

The fundamental elements of OEHP that make this work possible span coordination and integration of EHP into program delivery, the development and interpretation of environmental and historic preservation guidance and policies, and the readiness of the EHP cadre, who serve throughout the year as leaders and technical experts in field operations across the country following disasters.

Together, OEHP weaves these different but critical aspects of its work into one agile organization that can provide value across all aspects of FEMA through environmental and historic preservation considerations that strengthen FEMA's core mission to build, sustain, and improve our capability to prepare for, protect against, respond to, recover from, and mitigate all hazards.

Ms. Fontenot has been working in OEHP since 2013 and first served as FEMA's Environmental Officer before transitioning into Deputy Director and now Director of OEHP. She holds a Master of Arts in History from the University of Massachusetts, Amherst, and a Bachelor of Arts in History from the University of Delaware.

In prior capacities, Ms. Fontenot served as an architectural historian and environmental specialist for the Department of the Army as well as a consultant working on similar EHP issues for multiple federal agencies, including FEMA following Hurricane Katrina in Louisiana. A native of Philadelphia, PA, Kristin and her family live in northern Virginia.



Vince Maykovich

Acting Regional Administrator, Region 10

Mr. Vincent Maykovich is currently serving in the role of Acting Region 10 Administrator. Prior to this role, Mr. Maykovich was appointed Deputy Regional Administrator of FEMA Region 10 in January 2020 after serving as the Region's Acting Deputy Regional Administrator since March 2019. As Deputy Regional Administrator, he oversaw operations and policy implementation in support of the Region's tribal nations and the states of Alaska, Idaho, Oregon, and Washington. Those efforts included administering FEMA Region 10's National Preparedness, Hazard Mitigation, Response, and Recovery programs.

Mr. Maykovich previously served as Recovery Division Director for FEMA Region 10 beginning in May



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2016. During his tenure as Division Director, he was responsible for managing all aspects of Recovery operations, including delivery of the Individual Assistance and Public Assistance programs for the states of Alaska, Idaho, Oregon, and Washington, as well as 271 Federally Recognized Tribes and Alaska Native Villages. His primary focus was to improve the Recovery Division's organizational structure, increasing efficiency related to program delivery and improving Regional partnerships with state, tribal, and federal partners.

Mr. Maykovich joined FEMA Region 10 in 2010 as Operational Planning Branch Chief in the Response Division. He directed all activities associated with catastrophic planning to develop detailed and actionable response plans capable of providing critical response capabilities to disaster survivors within the first 72 hours of a catastrophic event. He has been recognized as a subject matter expert at the national level and has developed several significant plans and products that have been instrumental in the development of current planning policy and doctrine.

Prior to joining FEMA, Mr. Maykovich completed 23 years of active-duty service in the United States Army. During his time on active duty, he served in numerous command and leadership assignments throughout the United States and overseas, including Operations Desert Storm, Enduring Freedom, and Iraqi Freedom.

Mr. Maykovich earned a master's degree in Leadership and Management from Webster University in St. Louis, Missouri, and a Bachelor of Arts degree in History from the University of Colorado in Colorado Springs.



Kevin M. Sligh
Advisor to the Administrator
Deputy Regional Administrator, FEMA Region 5

Mr. Kevin M. Sligh serves as the Deputy Regional Administrator for FEMA Region V. In this position, his responsibilities include oversight for the operational aspects of preparedness, response, recovery, and mitigation activities in support of the Region's six Great Lakes states which include Illinois, Indiana, Michigan, Minnesota, Ohio, and Wisconsin, along with 34 federally recognized tribal nations.

Mr. Sligh previously held the position of Deputy Director, Office of Marine Environmental Response Policy (CG-MER) at U.S. Coast Guard Headquarters, where he served as principal advisor to the Director and oversaw three functional divisions covering human resources, budget, and acquisitions; national spill response planning and policy; industry, interagency, and international coordination; and provided leadership and career development. His most recent field level experience included a deployment in December 2018 as the Coast Guard's Incident Commander for Emergency Support Function-10 operations in support of Hurricane Michael along the Florida panhandle.

During the 2017 timeframe, he successfully completed a seven-month detail at the White House, where he served as the Director for Response Policy within the National Security Council Resilience Directorate. His work was crucial to the Administration's efforts during the 2017 hurricane season, where three Category 4 hurricanes struck the U.S. mainland, Puerto Rico, and the U.S. Virgin Islands.

Before transitioning to CG-MER, he served as the Chief, Incident Management & Crisis Response Division at Coast Guard Headquarters, where he was responsible for the Coast Guard's development and management of incident management and preparedness policy in support of the National Response Framework and National Contingency Plan. During that time, Mr. Sligh served as the Coast



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Guard's Crisis Action Team lead at Coast Guard Headquarters in 2014 during the Ebola crisis, preventing the transmission of the Ebola Virus disease entering the United States via the maritime sector. Prior to that, he supported the Coast Guard's Office of Marine Environmental Response as the Nation's Area Contingency Plan program manager and worked for Booz Allen Hamilton in support of Coast Guard Headquarters from 2012-2013.

During a 24-year active duty and reserve career in the military, Mr. Sligh has had extensive experience in incident management and oil spill response. In 2011, Mr. Sligh served as Deputy Incident Commander for the Deepwater Horizon oil spill in the Gulf of Mexico and had previously played key leadership roles during various deployments to Hurricane Katrina from 2005-2006 and FEMA Joint Field Office deployments in support of Hurricanes Ike and Gustav in 2008.

Mr. Sligh enlisted in the U.S. Navy directly out of high school and switched to the Coast Guard in 1992 to complete his active-duty career. He attended college part-time throughout his enlisted and commissioned career, earning a bachelor's degree from Excelsior College and a Master of Business Administration from Northcentral University. Mr. Sligh has been a Certified Emergency Manager (CEM) since November 2008.



Katherine Culliton-Gonzalez

Officer for Civil Rights and Civil Liberties, DHS

Ms. Katherine Culliton-González was appointed by President Biden to serve as Officer for Civil Rights and Civil Liberties on January 20th, 2021. Reporting directly to the Secretary, the Office for Civil Rights and Civil Liberties (CRCL) supports the mission of the Department to secure the Nation while preserving our values, including liberty, fairness, and equality under the law. To do this, CRCL advises on the civil rights implications of DHS policy, receives complaints and provides recommendations to DHS components, and conducts community engagement about civil and human rights matters. CRCL also leads the Department's equal employment opportunity and diversity programs and initiatives.

Ms. Culliton-González brings more than 25 years of cutting-edge civil and human rights expertise, as well as significant strategic leadership experience to this role. She most recently served as Director of the Office of Civil Rights Evaluation of the U.S. Commission on Civil Rights, where she led a team in investigating and drafting a series of 12 comprehensive reports issued to Congress and the American public on a wide range of civil rights issues, including hate crimes, immigration, sexual harassment, voting rights, Native American rights, and police use of force, as well as a review of the performance of the civil rights offices of 13 federal agencies, including CRCL. Prior to that, she served as Senior Counsel at Dēmos, where she led work on constitutional protections for immigrants and their families at the state and local level, and as Director of the Voter Protection Program at Advancement Project, where she led a team in litigation, communications, and advocacy strategies in racial justice efforts.

Ms. Culliton-González previously served at the U.S. Department of Justice's Civil Rights Division, where she brought a series of cases to enforce the provisions of the Voting Rights Act regarding language access and racial discrimination. Further, while serving as Special Counsel for Immigrants' Rights and Access to Justice at the Mexican American Legal Defense and Education Fund (MALDEF), she provided Congressional testimony about the need for DHS to have a dedicated and effective Office for Civil Rights and Civil Liberties. In private practice in the Latin American group at Arnold & Porter, she led pro bono work on behalf of the Central American community in Washington, D.C., and provided human rights law training for the International Association of Women Judges.



FEMA

Throughout her career, Ms. Culliton-González developed highly impactful, community-based civil rights strategies, and she has also written and spoken widely about civil and human rights in English and Spanish. She is a nationally recognized expert on civil rights in the context of changing demographics.

After graduating as valedictorian of the 1993 law class at American University, she was a Fulbright Scholar and taught human rights law in Spanish in Chile from 1993-1994, during the transition to democracy. Her scholarship advanced women's rights as human rights and was used to support the Inter-American Convention on the Prevention, Punishment, and Eradication of Violence Against Women (Belem do Pará). Ms. Culliton-González has also served in recent years as a volunteer Chair of the Civil Rights Section of the Hispanic National Bar Association. She and her husband are the proud parents of three bilingual children.



Charlene Sargent

Director, Pacific Union Conference

Ms. Charlene Sargent joined Adventist Community Services Disaster Response as a volunteer in 1999. She became Director for the Pacific Region in 2004 and has served as Assistant Director and Interim Director for North America. Ms. Sargent currently serves on the Board of Directors for the National Voluntary Organizations Active in Disaster and Chairs their Diversity, Equity, and Inclusion Committee. Ms. Sargent has been a member of the National Mass Care Council and numerous national task forces, working groups, and committees. She has served as a subject matter expert in 38 U.S. states, Saipan, Guam, Canada, Bolivia, and China. Ms. Sargent was privileged to serve as a panelist for a United Nations ARISE Annual General Meeting and has expertise in volunteer and donations management, mass care, and voluntary agency coordination and collaboration. She has deployed in response to fires, hurricanes, tornadoes, typhoons, flooding, shooting, explosion, volcanic eruption, earthquakes, and the pandemic.



Diane Yentel

President and CEO, National Low Income Housing Coalition

Ms. Diane Yentel is the President and CEO of the National Low Income Housing Coalition, a membership organization dedicated solely to achieving socially just public policy that ensures people with the lowest incomes in the United States have affordable and decent homes. Ms. Yentel is a veteran affordable housing policy expert and advocate with nearly two decades of work on affordable housing and community development issues. Before rejoining NLIHC (where she previously worked as a policy analyst), Ms. Yentel was Vice President of Public Policy and Government Affairs at Enterprise Community Partners, where she led federal, state, and local policy, research, and advocacy programs.

Prior to Enterprise, Ms. Yentel was the Director of the Public Housing Management and Occupancy Division at the U.S. Department of Housing and Urban Development (HUD), where she managed a team overseeing the development and implementation of nationwide public housing policies, procedures, and guidelines. She also worked to advance affordable housing policies with Oxfam America and the Massachusetts Coalition for the Homeless and served for three years as a community development Peace Corps volunteer in Zambia. Ms. Yentel is frequently cited in media



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outlets, including The Washington Post, The New York Times, Politico, Mother Jones, NPR, and The Guardian. She serves on the Board of Directors of the National Housing Conference and the Coalition on Human Needs and has a Master of Social Work from the University of Texas at Austin.



Reyma McCoy McDeid
Executive Director, National Council on Independent Living

Ms. Reyma McCoy McDeid (she/her) is the Executive Director of the National Council on Independent Living and is an Antiracism Convening Fellow at the Center for Antiracist Research at Boston University. She is the recipient of a 2019 AT&T Humanity of Connection Award, and her 2018 run for office was endorsed by the Working Families Party. Her work has been featured in Vice, Pantsuit Nation, TIME, The Guardian, and USA Today. After a twenty-year career as a service provider and advocate, her vocation has shifted from serving marginalized people to addressing how systems create marginalization in the first place.



Annalise Setorie
Director of Partnerships, NAACP

Ms. Annalise J. Setorie (she/her) is a strategic leader with over ten years of nonprofit management experience. Currently, Ms. Setorie serves as the Director of Partnerships at the NAACP, the largest race-based, grassroots civil rights association in the United States. In this role, she works with nonprofit and community partners to further civil rights work across the U.S. and abroad. Prior to overseeing partnerships at the NAACP, she worked in the Association's Events Planning Department and has held positions at various institutes of higher education.

An advocate for social justice and an emerging strategic leader, she considers herself a life-long learner and consistently seeks ways to better serve her community. Ms. Setorie currently sits on the Board of Trustees for Antilles School in St. Thomas, Virgin Islands, of which she is an alum. When she's not cultivating meaningful partnerships and relishing in all things related to Black Girl Magic, Ms. Setorie enjoys experiencing new restaurants, traveling, and Carnival celebrations across the world. She currently resides in the D.C. Metro area with her fur-child, Ace.

Ms. Setorie received a Bachelor of Science from Temple University in 2011 and a Master of Education from the University of Arkansas in 2013.



William (Bill) Moreno
Director of Policy and Legislation
League of United Latin American Citizens (LULAC)

Mr. William (Bill) Moreno is a native Texan and grew up surrounded by a large family in a small South Texas town where his grandfather taught him about the importance of racial equity and social justice from his own engagement with the American GI Forum in Corpus Christi, Texas, which later became the League of United Latin American Citizens (LULAC).



His grandfather instilled the importance of a good public education as the path to lift himself, his family, and Latinos across the Nation. After graduating from the University of the Incarnate Word in San Antonio, Texas, Mr. Moreno took a position with U.S. Congressman Rubén Hinojosa, where he served in both the Washington, DC and Beeville, TX offices.

For more than six years, Mr. Moreno served the constituency of the 15th congressional district. During this time, he was elected to serve on his local school board. His advocacy on behalf of the residents of the 15th Congressional District of TX included infrastructure projects, grants to schools and universities, and economic empowerment initiatives. This experience earned Bill admission into the graduate program at the prestigious Lyndon B. Johnson School of Public Affairs at The University of Texas at Austin. Upon graduating, he returned to public education advocacy as a policy analyst with the Texas Association of School Boards in Austin, Texas.

Shortly after, he took an opportunity to gain national experience in the public education arena as a senior policy analyst with the National Education Association. For more than a decade, he worked on behalf of NEA's 3.2 million members to build relationships and partnerships with national Latino leaders and organizations to advance the mission of public education and his grandfather's dream of lifting up Latinos. He also managed grants to NEA affiliates who strived to bring about racial equity and social justice and build strong relationships with the Latino communities.

To diversify his skillset and complement his policy and program experience, he studied accounting and is actively working towards earning his Certified Public Accountant (CPA). He was named Vice President for Finance and Operations at Excelencia in Education, whose mission is to accelerate Latino student success in higher education. During his tenure, Mr. Moreno managed budget development, implementation, and evaluation. He also managed multi-year grants and contracts to support Excelencia in reaching its mission and reported on the financial activities to the board of directors and finance committee.

Mr. Moreno continues his issue advocacy through policy, programmatic, and financial management opportunities with national organizations whose mission is to advance a better future for generations to come.

