



You Can't Fail

BECAUSE YOUR HISTORY SAYS YOU CAN'T

LEADERSHIP LEARNING COMMUNITY

2021 Cohort Program





You Can't Fail, Inc. (YCF) is a non-profit company whose mission is to provide strategically designed multicultural leadership learning environments for professional women of color and those who support them, "Unexpected Leaders", and other young women and individuals who are striving to build their self-esteem and grow personally as they build a successful leadership path.

YCF Leadership Learning Community

is a 6-month long leadership development program running from June through November 2021. This program is specifically designed to develop and accelerate the leadership development and career paths of early- and mid-career professional women of color. The YCF Leadership Learning Community (YCF LLC) is made possible at no cost to the participants due to support from National Grid, Community Bank N.A. and the Upstate Minority Economic Alliance.

YCF LLC participants engage in monthly workshops led by successful established women leaders on topics strategically identified as important to the development of women leaders.

Participants in the program are assigned a personal mentor who is a senior leader in the participant's professional industry. Mentors and participants will meet throughout the learning community to assist the participants in developing the philosophies, skills, career strategies and behaviors of effective women leaders. Upon completion of the program, participants will develop and present a comprehensive leadership development plan they will use to guide decisions about their careers over the next 36 months. This plan will be presented in front of a panel of executive leaders who will provide feedback for applying this plan to ongoing career development.



A Message from the Executive Director



On behalf of the entire You Can't Fail, Inc. Board of Directors, I would like to wish heartfelt congratulations to the 2021 Cohort of the You Can't Fail Leadership Learning Community! Over the last four years, we have graduated 40 women in this innovative leadership development program. Since then, many have progressed in their careers receiving promotions, graduate degrees and are launching new opportunities. There is no doubt that each of you in this class will

shock and awe us as you apply the learning that you have received over the last eight months.

Thank you to our program sponsors, volunteer mentors and presenters for your partnership and investment in You Can't Fail, Inc. We look forward to your continued support in the coming years as we expand our offerings to increase the impact of You Can't Fail and the Leadership Learning Community.

Sincerely,

Caerisa Richardson
Executive Director

YCF Leadership Learning Community Class of 2021

- Kenyata Calloway Youth Development Supervisor
Huntington Family Centers Inc.
- Justine David Account Supervisor, Public Relations
Mower Agency
- Tricia Dwyer Contact Tracer
SSO LLC
- Shayla Graham Lab Coordinator/Manager
SUNY Morrisville
- Dr. Tanya Green Douglas Guest Lecturer
University at Albany and College of Saint Rose
- Arlaina Harris Director of Community Partnerships
Blueprint 15
- Tiffany Lloyd Director
Allyn Family Foundation
- Paloma Sarkar Vice President
Enterprise Risk Management and Strategic Planning, Pathfinder Bank





Kenyata Calloway

Youth Development Supervisor
Huntington Family Centers Inc.



OBJECTIVE

To obtain a challenging position in youth services where my skills and experience may be utilized.

RELEVANT SKILLS

- Ability to meet and exceed quality standards
- Ability to promote community involvement
- Enjoy working with children and families
- Compliance with all safety regulations CPR Certification
- Ability to develop and run programming

EDUCATION

Syracuse University2021- present

Anthropology/African American Studies

Onondaga Community College2007- 2018

Photography / Fine Art

Glenmont Job Corps: Glenmont NY 2000

High School Diploma / Certified Nurse Assistant

EXPERIENCE

Huntington Family Centers Inc. Syracuse, NY

Youth Development Supervisor2018-present

- Supervise and delegate responsibilities to Youth Department staff
- Direct supervision of youth, ages 5-19
- Planning and implementation of age appropriate programming for children ages 5-19
- Completion of daily checks, monthly and quarterly reports

Youth Resource Worker2014-2018

- Direct service with at risk youth ages 11-19
- Help strengthen relationships between youth and their families, community members, peers and school/employers
- Develop a goal plan with the youth utilizing data collected during the assessment

After School Counselor2013-2014

- Monitor children
- Implementation of planned programming

Ninety-two... Mentoring ProgramSyracuse, NY

Owner/CEO2012- Present

- Develop policies and programs for the mentor's staff and mentees youth ages 5-18.
- Hiring and training mentors staff.
- Monitor expenditures and income, plan for core budget
- Coordinate and overseeing of the program - scheduling, transportation, snacks, materials, and field trips.
- Oversee development and coordination of events and new programs, conference, workshops, publications, website, and endorsed service provider relationships.

Boys & Girls ClubSyracuse, NY

Program Director2012-2013

- Supervise Afterschool Program Aides and Teen Program Staff
- Planning and implementation of age appropriate programming for children ages 6-18
- Ensure compliance with policy and procedure
- Overseeing planned programming
- Collaboration with other Syracuse club unit directors
- Implementation of a quality management systems to ensure customer satisfaction
- Ensure compliance with policies and procedures
- Payroll and budget management

Unit Director2011-2012

- Supervision and evaluation of staff Afterschool Program Aides and Teen Program Staff
- Collaboration with other Syracuse club unit directors
- Implementation of a quality management systems to ensure customer satisfaction
- Ensure compliance with policies and procedures
- Payroll and budget management

Program Director2007-2011

- Supervise Afterschool Program Aides and Teen Program Staff
- Planning and implementation of age appropriate programming for children ages 6-18
- Ensure compliance with policy and procedure
- Overseeing planned programming

Program Aide2006-2007

- Monitor Children
- Participate in Boys and Girls Club Activities
- Implementation of planned programming

Center for DisabledAlbany, NY

Teaching Assistant2000-2006

- Working individually with disabled children
- Assist in scheduling
- Class Room Management



For more than 150 years,
we've put our customers first.
It's how we do business and
it's what sets us apart.

Our people genuinely care about
their neighbors, and that shapes
every decision we make, from
supporting local causes to helping
businesses and families succeed.

Our checking and savings accounts,
credit cards, mortgages, personal
and business loans, and financial
planning help people reach their
goals and live their dreams.

Banking should be personal.
Stop in and we'll show you why that
makes all the difference.





Justine David

Account Supervisor, Public Relations
Mower Agency



SUMMARY OF QUALIFICATIONS

Experienced and qualified in Public Relations and Marketing Strategies. Offering 8+ years of successful Project Management experience combined with a Master of Science degree in Public Relations Management. Highly successful in designing and implementing creative communications techniques to help increase the visibility of programs and organizations.

AREAS OF EXPERTISE

- Client Relations
- Copywriting
- Customer Relations
- E-Marketing
- Event Planning
- Management (CRM)
- Media Relations
- Press Releases
- Project Management
- Storytelling

PROFESSIONAL EXPERIENCE

Mower Agency Buffalo, NY

Account Supervisor, Public Relations 2021-present

- Drive the development and implementation of communication strategies for varying clients and industries related to renewable energy, Law and food innovation sectors;
- Provide expertise in the areas of media, online engagement and public relations outreach for overall strategic planning and to raise brand awareness through broadcast, print and online media;
- Manage daily client interactions and direct media relations through storytelling and proactive media engagement opportunities;
- Execute broad business understanding, strong analytical skills and critical, creative thinking to tell complex stories in an easily digestible way.

Neighborhood Health Center Buffalo, NY

Communications Manager 2019-2021

- Inaugural head of the organization's Communications Function and Team, including supervisory duties;
- Work with the CEO and Executive Leadership to achieve organizational goals and objectives by administering communications and public relations initiatives as determined by the Larger organizational Strategic Planning Process;

- Execute and manage a comprehensive internal and external Strategic Marketing and Communication Plan to increase the current 26,000 unique patient census and practice revenues;
- Develop messaging for proactive media pitching, including creating and sending media alerts, press releases, reports, articles and white-pages, resulting in more than 1 million impressions per year;
- Oversee the Strategic Digital Presence, including the company's 1,000+ social media following;
- Manage the company's website analytic trends, including the project management, content creation, design and redevelopment of a new and improved website;
- Manage all special events, including donor/volunteer appreciation events, in combination with chairing the company's annual fundraiser event, raising a net profit of more than \$70,000 in 2019.

Communications Coordinator. 2017-2019

- Work cross-functionally with organizational Leadership to develop messaging for proactive media pitches, media alerts, press releases, reports and articles;
- Plan and coordinate Neighborhood Health Center marketing and advertising campaigns for patient services and Human Resources recruitment;
- Execute media events, including press events for special announcements, grand openings and partnerships;
- Manage Neighborhood Health Center's digital presence, including all social media accounts, for consistent branding and content management/curation.

Community Foundation - Greater Buffalo. . Buffalo, NY

Communications Associate 2016-2017

- Created and developed Public Relations Strategies for Foundation press outreach and media relations, resulting in over 8 million impressions annually;
- Conceptualized, wrote and edited professional-level media alerts, press releases, brochures, reports, articles and invitations;
- Partnered with the Communications Director in planning and executing media events, including press events;
- Created and managed processes for developing content for the Foundation's digital communication platforms that promote and publicize the organization, as well as the organization's events, programs and initiatives, spearheading the organization's social media presence;

- Managed the Community Foundation's website analytic trends, as well as, all social media performance metrics;
- Served as an oversight Liaison to the Foundation's volunteer board members, council members and community stakeholders.

Program Associate 2013-2015

- Served as the Liaison between the Foundation's communications and program functions;
- Developed and produced written materials, including booklets, pamphlets, ads, flyers, brochures and e-blasts in support of Foundation programming and events;
- Managed and secured external resources of support for the Foundation's initiatives and ensured external grant outcomes are achieved;
- Assisted with planning and implementing conferences and meetings with national Leaders and partners.

VOLUNTEER & COMMUNITY LEADERSHIP

Literacy New York Buffalo-Niagara, Inc.

Vice Chair, Board Member 2018-present

Literacy Buffalo-Niagara, Inc.

Chair, Advancement Committee 2019-present

Metropolitan United Methodist Church

Treasurer 2016-present

Massachusetts Avenue Project

Development Committee Member 2017-2018

EDUCATION

State University of New York College at Buffalo

Master of Science
Public Relations Management 2012

Bachelor of Science
Urban-Regional Analysis and Planning 2009

TECHNOLOGICAL SKILLS

- Adobe Photoshop
- Microsoft Office Suite (including Excel, Outlook, PowerPoint Publisher and Word)
- Website Content Management Systems (CMS)



Tricia Dwyer

Contact Tracer
SSO LLC



PROFESSIONAL SUMMARY

A positive and tenacious business professional with 8+ years experience in delivering solutions and a record of success in client connections. Unique ability to build rapport; praised for tenacity and strong work ethic.

SKILLS

- Communication
- Microsoft Office Suite
- Client and Customer Service
- Problem Solving

SSO LLC Albany NY

- Contact Tracer 2020-present
- Promptly communicated with individuals exposed to COVID-19.
 - Ensured confidentiality and privacy for all involved.
 - Employed dynamic communication and interpersonal skills, cultural competency/sensitivity, tactful language, and empathetic interviewing skills to build and maintain trust with individuals. This resulted in an increase of 5-10% compliance with quarantine regulations.

U.S. Commerce Department Syracuse NY

- Enumerator. Aug - Nov, 2020
- Extensive interviewing and canvassing is required to gain data
 - Gathered and verified the data, recorded it quickly and accurately.

SaveAround Binghamton NY

- Corporate Solutions Account Executive 2017-2019
- Analyzed and solved engagement challenges for large and small corporations.
 - Keep employees and customers engaged through creative digital interactions
 - Partnered cross-functionally to identify marketing opportunities to support brand objectives to acquire more customers, and drove value to existing customers with loyalty and rewards programs.
 - Resulted in increased employee retention across various industries, attraction of new clients by 15% in the grocery markets.
 - Resulted in both elementary and high school extra curricular funds increased by 40%

- Receptionist 2016-2017
- Greeted guests, answered questions and monitored customer traffic.
 - Research and generate sales leads utilizing Excel, ZoHo and Hubspot for a team of 10 sales professionals.

Coco Mojo Restaurant LLC Endicott NY

- Owner Operator 2014-2016
- Led operational efficiency, promoted service and product excellence and created a relaxed casual environment
 - Supervised staff of 5, recruited, trained, managed and developed business strategies.

Farmers Insurance Vestal NY

- Property and Casualty CSR 2011-2014
- Performed in multiple databases, adhered to regulations, billing and claims history servicing.
 - Conveyed in a reassuring manner step by step ways to resolve policy issues, met customer needs related to their policies.

EDUCATION

Le Moyne College Madden School of Business

- Human Resources Management
- Management and Leadership

You Can't Fail History



Gwen Webber-McLeod

You Can't Fail, Inc. is a nonprofit company with 501c3 charitable organization status. Gwen Webber-McLeod, President/CEO Gwen, Inc. and Founder of You Can't Fail, Inc., dreamt about creating an organization that would provide strategically designed multicultural leadership development experiences for emerging and established women leaders. These experiences would explore and place emphasis on the unique leadership journey of professional women of color.

Gwen believes that part of her purpose is to pave the way for the next generation of emerging women leaders and is committed to opening doors for professional women of color. Within one year of incorporating a private sector leadership development corporation, Gwen, Inc. hosted the first You Can't Fail: Because Your History Says You Can't Conference in the fall of 2009. The conference was a great success attracting 100 women from across New York State in its first year.

Gwen, Inc. continued to host the You Can't Fail conference annually and to date has impacted the lives of more than a 1000 women via the conference and related workshop events.

After seven years of producing the conference Gwen Webber-McLeod transitioned the conference into its own free standing nonprofit company, You Can't Fail, Inc. Her dream became a reality on June 25 2015 when You Can't Fail, Inc. received designation as a nonprofit company. The company will continue producing the annual You Can't Fail Conference while providing additional leadership development workshops and collaborating with other organizations.





Shayla Graham

Lab Coordinator/Manager
SUNY Morrisville



PROFESSIONAL OBJECTIVE

A team oriented professional with diversified experience in a variety of high-level coordinator roles. Remarkably skilled in digital marketing and curriculum planning. Captivating public speaker and presenter. Eager to support and promote health and personal growth in the Syracuse community and public at large.

SKILLS/STRENGTHS

- Certified Life Coach
- Public Speaker/Presenter
- Self-Motivated
- Adaptable
- Positive Attitude
- Administrative

WORK EXPERIENCE

SUNY Morrisville Syracuse, NY

Lab Coordinator/Manager 2020-Present

- My daily responsibilities include developing and implementing online curriculum for new job readiness programs, enrolling participants into online learning and certification programs through ATTAIN Lab courseware, promotion of digital literacy
- Routine participant record management in learning management computer-based system to maintain proper student follow-up
- Monthly report production, routine creation of marketing and presentation materials via PowerPoint and Prezi.
- Active engagement with state and community-based organizations to promote partnerships

Upstate Medical University Syracuse, NY

Clinical Research Coordinator 2017-2019

- Participated in radiation oncology cancer and gastroenterology research
- Conducted study protocols, determine subject eligibility per the protocol as well as list and clarify concerns with the Principal Investigator (e.g. inclusion/exclusion criteria, concomitant medications, study procedures, labs, x-ray)

Five Star Urgent Care Syracuse, NY

Administrative Assistant 2016-2017

- Daily responsibilities include but not limited to; Front desk management, in depth gaging of phone calls, patient check-in and producing pt. file in online systems, presenting patient paperwork,
- Scheduled patient appointments by way of multi-line phone system, transferred and dispatched calls to proper recipients
- Actively engaged with staff and patients in a friendly manner.
- Fast paced environment, high-volume patient intake and processing
- Routine cleaning of public waiting room and public areas such as medical sanitization, vacuuming, mopping, window cleaning

TRAINING & EDUCATION

Black Media Mogul Makers Syracuse, NY

Digital Marketing program present

- 10-week digital marketing program that seeks to identify and fortify a new class of media entrepreneurs and owners of entertainment, marketing, news and other media businesses in the city of Syracuse.

You Can't Fail Syracuse, NY Professional Development Learning Community

. present

You Can't Fail is a nonprofit company whose mission is to provide strategically designed multi-cultural leadership learning environments for professional women of color and those who support them "Unexpected leaders" and other young women and individuals who are striving to build their self esteem and grow personally as they build a successful career path.

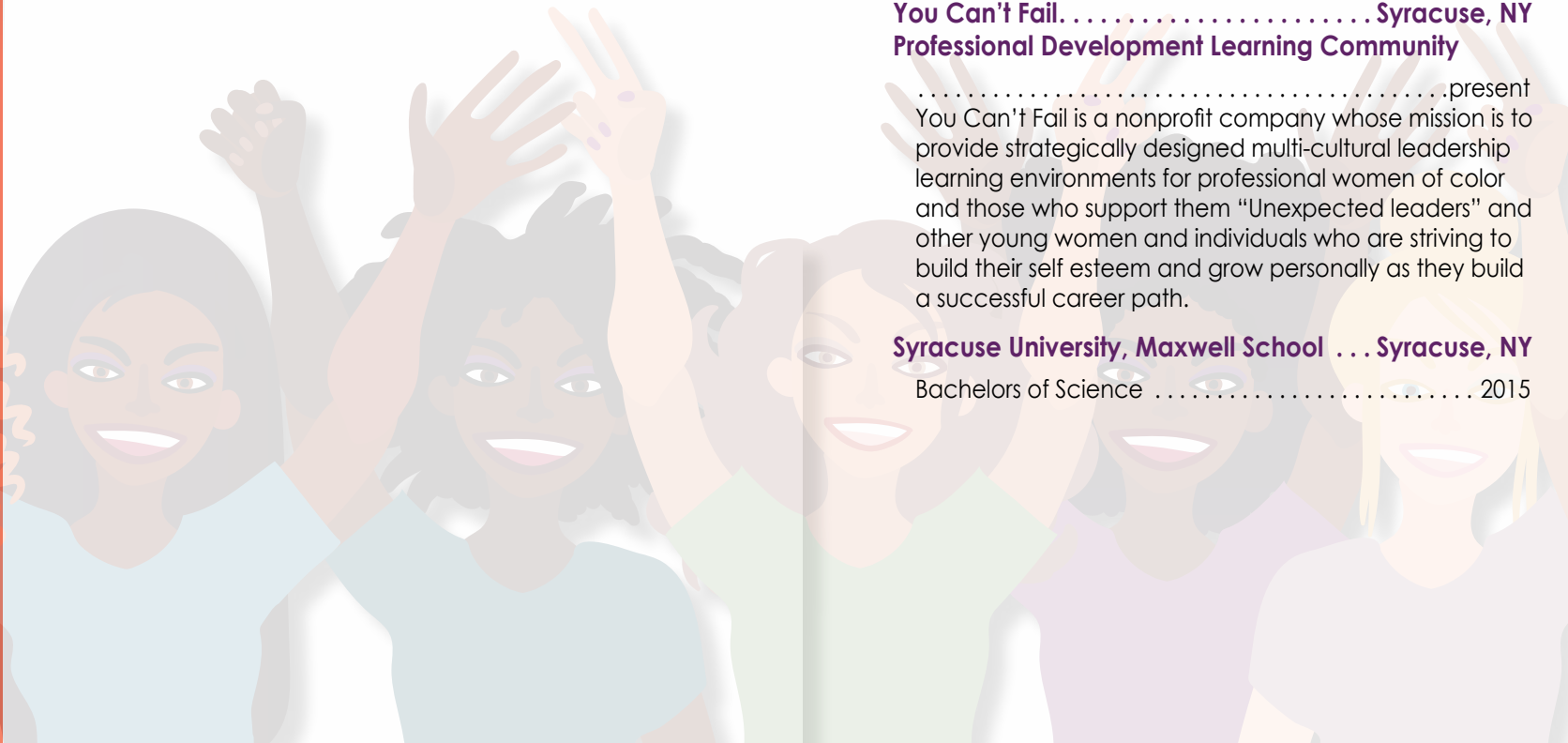
Syracuse University, Maxwell School . . . Syracuse, NY

Bachelors of Science 2015



THE UPSTATE MINORITY ECONOMIC ALLIANCE

OUR MISSION:
HARANESSING THE
ECONOMIC POWER
OF THE MINORITY
COMMUNITY FOR THE
BENEFIT OF THE REGION.





Tanya Green Douglas

Guest Lecturer

University at Albany and College of Saint Rose



Subject matter expert and physician with unwavering commitment to disaster mitigation, infectious disease policy and advocacy; HIV, STI, and tuberculosis prevention; and ethical standards in public health.

Regulatory Compliance • Stakeholder Engagement • Data Research & Analysis • Community & Agency Partnerships • Program Management • Immunization & Vaccines • Infectious Disease • HIV/TB/Syphilis • Budget Control • Team Leadership • Process Optimization • Risk Assessment • Grant Writing & Fundraising • Health Policy Expansion • Curriculum Development

EDUCATION

NYU School of Global Public HealthNew York, NY

Advanced Certificate in Global Disaster Policy, Science and Practice (Pending)

University at Albany School of Public HealthAlbany, NY

Master's in Public Health, Specialization in Health Policy and Management (2012)

University of The West Indies, Faculty Of Medical SciencesMona, Jamaica

Bachelor of Medicine, Bachelor of Surgery (MBBS), Medicine (2003)

University of The West Indies.Mona, Jamaica

Bachelor of Science, Biochemistry (1994)

RELEVANT PROFESSIONAL EXPERIENCE & IMPACT

University at Albany and College of Saint RoseAlbany, NY

Guest Lecturer2018-2020
Scope: Engaged public health students on issues related to infectious disease policy in the local and global arena; particular emphasis on the challenges faced in public health with the COVID 19 pandemic, measles (2018/2019) outbreak, 2014 chikungunya and Ebola epidemics .

National HIV/STI/TB Program, Ministry Of Health Kingston, Jamaica

Medical Officer, Treatment, Care, and Support 2014–2017
Scope: Assisted with construction and oversight of USAID and Global Health Fund's resource budget, HIV, TB, and syphilis patient treatment plans, as well as technical guidance to strengthen infection monitoring and resource mobilization. Collaborated with local organizations providing support for HIV patients to align goals with mission and prepare budgetary guidelines. Conducted program evaluation of contributory arms of HIV/STI/Tb program

- As interim TB program manager, restructured and reinforced nationwide TB program by updating outdated manual with the latest medical information on preventing and controlling TB and HIV infection, streamlining policies and procedures, and performing program evaluations to identify inconsistencies.
- Member of curriculum development team in collaboration with the University of Alabama at Birmingham for training of adjunct health workers
- Served as sought-after liaison and resource for technical support team creating database on patient/drug protocols and treatment plans to eliminate mother-to-child transmission (eMTCT) of congenital syphilis and HIV during pregnancy.
- Organized sensitivity training for health care workers and support staff to eliminate unfair treatment of HIV patients and perfect verbal and non-verbal communication

Medical Associates Hospital Kingston, Jamaica

Physician, Outpatient Department 2008–10; 2014–17
Scope: Drove patient care and operational improvements across department, working collaboratively to diagnose and develop treatment plans for sexually transmitted infections (STIs), TB, conjunctivitis, and blunt head trauma. Accelerated case management handling by implementing innovative protocols for handling medical emergencies efficiently to increase survival rates. Created and streamlined department-wide standard operating procedures (SOPs) and quality assurance standards for team to ensure well-rounded patient care and safety.

Healthy Capital District InitiativeAlbany, NY

Public Health Educator. 2011
Scope: Constructed multifaceted primary care educational campaign geared towards health maintenance awareness while instituting sustainable partnerships with public and private sector experts. Created scalable tools to measure educational campaign impact and strengthen community development. Entrusted to generate error-free HEAL IX grant report on findings for submission to New York State Department of Health and HCDCI's partners.

- Collaborated with community partners to offset use of emergency department and analyzed data to properly implement pilot program and unearth loopholes in emergency department use.

St. Ann's Bay HospitalSt. Ann's Bay, Jamaica

Physician, Accident & Emergency Department 2003–2008
Scope: Provided outstanding and compassionate patient care for Level III trauma facility by assessing patients to determine proper diagnoses and treatment procedures, using preventative approach, dictating patient admission and transfer requests, and preparing legal and insurance documentation.

- Developed and presented in-depth medical case studies as part of medical staff events and Grand Rounds conferences.
- Mentored and trained medical residents, nursing students, and EMTs on hospital policies, procedures, ethical standards, and laws regarding stellar medical care.

PUBLICATIONS

- Christie CDC, Palmer PM, Tomlinson J, Green Douglas T et al (2017, May) Achieving Elimination of Vertical Transmission of HIV in Jamaica. Published in Annals of Public Health and Research 4 (2):1061
- Green Douglas T & Richards A. (2018, Mar), Factors Associated with Treatment Outcomes in Tb/HIV Coinfected Patients in Jamaica. Submitted London School of Hygiene & Tropical Medicine

COMMUNITY INVOLVEMENT

- Member Medical Reserve Corps NY (COVID 19 Response)
- Member, Youth Development & Improvement Team for Albany, New York's First Ward
- Former Volunteer and Participant, Jamaica Cancer Society 'Relay for Life and American Cancer Society 'Relay for Life'.
- Volunteer Physician, Jamaica's First Emergency Response Team, Haiti Earthquake

PROFESSIONAL DEVELOPMENT

- Certificate: COVID 19 Contact Tracing Johns Hopkins University
- FEMA IS000700b Introduction to National Incident Management System
- STI Foundation Course: British Association for Sexual Health and HIV (BASHH) and Caribbean Care Prevention and Research Institute (CCPRI)
- Certificate of Completion: HIV Symposium at University Hospital of the West Indies (UHWI);
- Certificate of Participation: Regional Meeting, National TB Program Managers of the Americas
- ECFMG Certified



Arlaina Harris

Director of Community Partnerships
Blueprint 15



EDUCATION

Syracuse University-Falk College

Master of Social Work 2020
• Magna Cum Laude (GPA 3.9)

University of Rochester

B.A. in Psychology 2014

HONORS & ACTIVITIES

40 Under Forty - Honoree 2021
Wear You, LLC - Founder 2020-present
Phi Alpha Honor Society - Vice President 2020
Keith A. Alford Diversity & Inclusion Award. 2020
Social Workers United - Vice President 2019-2020
Our Glass Consulting - Partner Owner 2019-present

WORK EXPERIENCE

Blueprint 15, Inc.

Director of Community Partnerships 2020-present
• Developed a multi-tiered Neighborhood Navigators program to build and sustain resident leadership and power
• Facilitated meaningful engagement with 530 families in target footprint through various outreach efforts
• Nurture relationships between residents, government, community and private partners to advance a shared vision
• Assisted with submittal and execution of Enterprise Community Partners Grant– awarded \$1 million to advance anti-displacement strategies

Huntington Family Centers

Executive Leadership & Administrative Intern . . 2019-2020
• Participated in board meetings, strategic planning committees, agency leadership processes and overall operations
• Oversaw operation of weekly food pantry benefitting approx. 100 families
• Assisted with development of inclusive hiring processes for Marketing Director position

Liberty Resources Integrated Healthcare

Case Management Intern 2018-2019
• Provided intensive case management services to a caseload of 8-10 clients residing in Onondaga and Oswego County.
• Documented progress notes, goal attainment, and client engagement utilizing Evolv database
• Collaborated on a multidisciplinary team of mental health professionals to improve engagement and service delivery

Elmcrest Children's Center

Youth Development Professional 2015-2018
• Supervised 9 girls ages 11-17 who suffer from a range of behavioral and mental health challenges
• Provided guidance and support to residents with their treatment plans, goals and challenges
• Lead daily and weekly activities and groups including tutoring, life skills groups and recreation

LEADERSHIP EXPERIENCE

Café Sankofa Cooperative

Executive Board Member - President 2020-present
Executive Board Member - Secretary. 2019-2020
• Led the board of directors in successful transition to a 501c3 organization
• Led the application process for the CNYCF Black Equity and Excellence grant and was awarded \$55,000
• Facilitated a revision of our membership model and space rental fee structure
• Ensure the proper management, recording and use of important organizational records
• Oversee event planning and goal strategizing for pro-Black wellness initiatives

Food Bank of CNY

Food Sense Site Coordinator
• Operate a monthly food buying program through the Food Bank of CNY to address food insecurity on the South Side of Syracuse benefitting approx. 200 low-income families annually.

RESEARCH & PUBLICATIONS

Syracuse University / Graduate Assistant . . 2019-2020

Advisor: Yvonne Smith, Ph.D., LMSW
• Interventions that support youth care workers in Residential Treatment Facilities (RTC)

Syracuse University/ Graduate Assistant . . 2018-2021

Advisor: Kendra DeLoach McCutcheon, Ph.D., LMSW
• Investigation of how African American women's mental health effect marital and childrearing attitudes
• Publication: DeLoach McCutcheon, K. P., Watkins, K. Y., Burton, E. V., & Harris, A. C. (2021). African American Women's Marital Attitudes: A Qualitative Study on Never Married Women. Journal of Family Issues

Mt. Hope Family Research Center. 2013

Advisors: Patrick Davies, Ph.D., Melissa Sturge-Apple, Ph.D.
Research Assistant
• Investigation of the effects of inter-parental conflict and family dynamic on youth ages 5-6 years

University of Rochester 2013

Advisor: Richard M. Ryan, Ph.D.
Graduate Assistant
• Investigation or interpersonal, emotional and psychological effects of exclusion vs inclusion in social settings

Thank You

You Can't Fail would like to extend
a special thanks to:

Our Mentors

Courtney Kasper

Kate Michaels

Tiffany Moore

Melody Smith Johnson

Our Workshop Presenters

Tiffany Alvarez-Smith

Indira Bimont

Timi Komonibo

Tiffany Moore

Caeresa Richardson

Juhanna Rogers

Michael Sgro

Melody Smith Johnson

Gwen Webber-McLeod

Our Leadership Presentation Feedback Panelists

Peter Dunn

Central New York Community Foundation

Dashiell Elliott

GRANTMAKERS of Oregon & SW Washington

Robert Simpson

Centerstate CEO

Sheena Solomon

Gifford Foundation



Tiffany Lloyd

Director
Allyn Family Foundation



PROFESSIONAL SUMMARY

Mission-driven Director with more than 15 years working in the field of woman's and reproductive health. Determined and experienced in reproductive health education, program design and implementation, and organizational leadership.

SKILLS

- Management of digital health intervention
- Reproductive equity and justice
- Collective impact strategy
- Community engagement
- Coalition-building

WORK HISTORY

Allyn Family Foundation Syracuse, NY

Director 2019-present

- Led initiatives around the strategic development of innovative and cutting-edge approaches to reducing health disparity.
- Created annual budget and developed comprehensive plan to accomplish organizational goals through strategic grantmaking.
- Assisted with creation of a groundbreaking digital health intervention (www.Laylasgotyou.com).
- Made recommendations for changes in funding process and policies based on data and judgment.
- Utilized health trends and other metrics to create solutions and refine interventions.
- Developed impactful and strategic partnerships with stakeholders to drive collective impact.
- Coordinated convenings and capacity-building activities for local reproductive wellness providers.
- Acted as a liaison between community members and service providers to achieve improved communication of needs and expectations.

Dunbar Center Syracuse, NY

Program Director 2017-2019

- Addressed and resolved technical, financial and operational concerns by working with team members and directors.
- Provided ongoing direction and leadership for program operations
- Developed and organized routine and special programming by factoring in slot timing, demographics and other important parameters.
- Improved success of program by making proactive adjustments to operations.
- Maintained and updated all project related documents.

The Public Good Projects Syracuse, NY

Campaign Manager 2018-2019

- Conducts ongoing assessment of community landscape.
- Recruited Ambassadors and managed volunteer teams.
- Cultivated relationships with community, business and local citizen leaders in order to draw attention to Reproductive Wellbeing movement and bring in new donors and volunteers.

Family Planning Service Syracuse, NY

Health Education Supervisor 2005-2018

- Oversee the implementation of the CAPP evidence-based curriculum.
- Provides ongoing assessment of training needs, educational opportunity and professional development.
- Monitored overhead, prepared budgets and directed spending and resources to support fiscal efficiency.
- Implemented program-level departmental policies and procedures and managed budgets to support educational program and curriculum.
- Acquired grants and other sources of funding for educational programs and projects.
- Evaluated programs and monitored implementation and compliance with regulations to achieve objectives.

EDUCATION

Keuka College Keuka Park, NY

Master Organizational Leadership 2020

Columbia College Columbia, MO

Bachelor Psychology

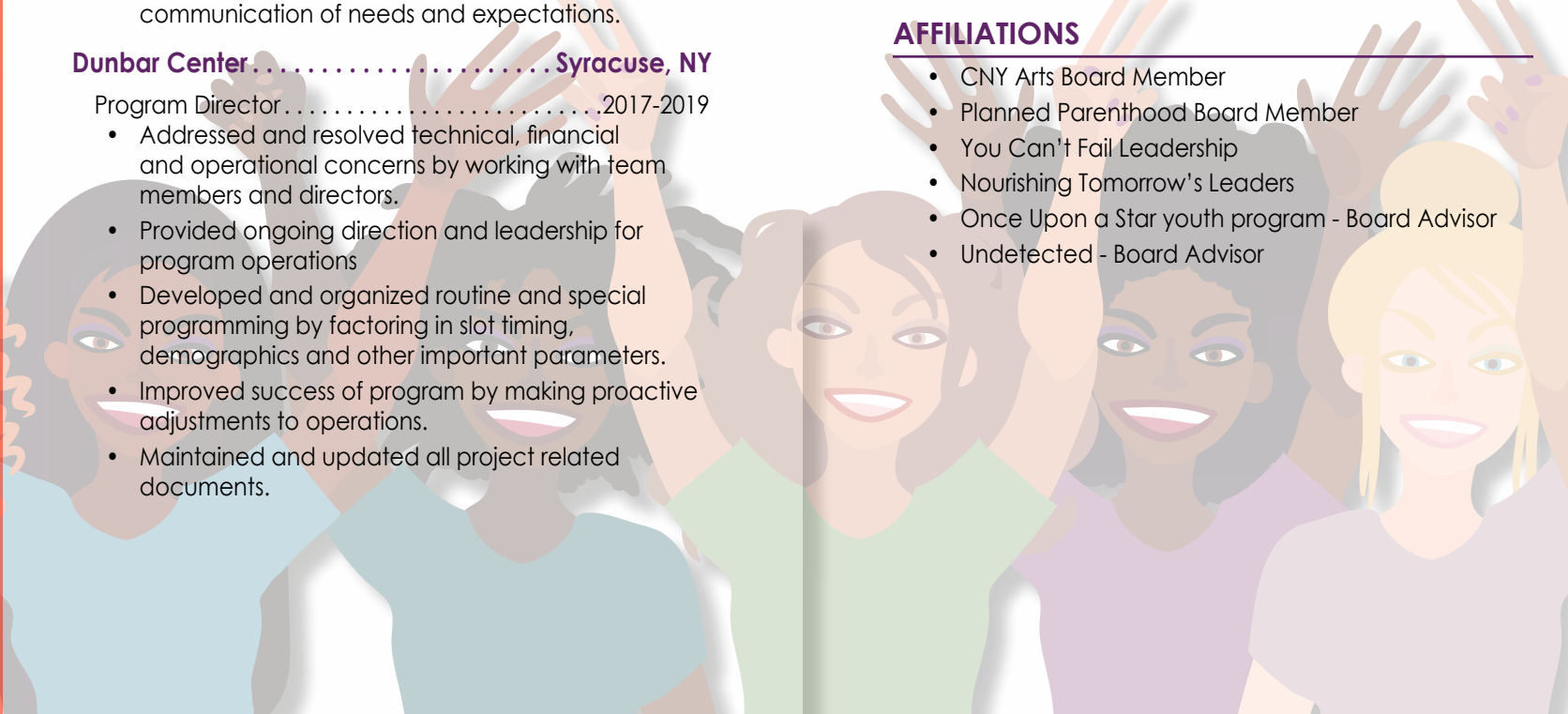
AFFILIATIONS

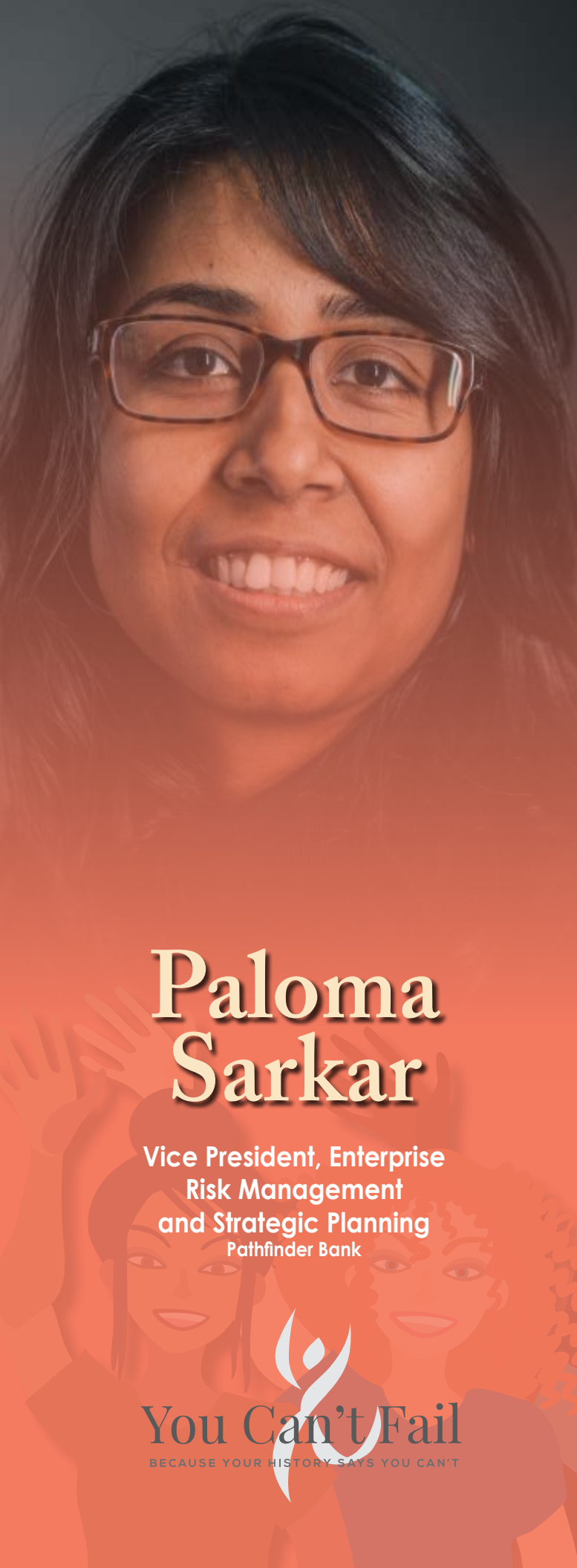
- CNY Arts Board Member
- Planned Parenthood Board Member
- You Can't Fail Leadership
- Nourishing Tomorrow's Leaders
- Once Upon a Star youth program - Board Advisor
- Undetected - Board Advisor



Helping create healthier, better neighborhoods

As a family-owned company, we're committed to helping our customers and employees live healthier, better lives through food. That commitment includes sharing food and enriching our neighborhoods in every way we can. We believe communities thrive when we all work together.





Paloma Sarkar

Vice President, Enterprise Risk Management and Strategic Planning
Pathfinder Bank



EDUCATION

SUNY OswegoOswego, NY

Masters in Business Administration,
Concentration in Finance 2011

Sikkim Manipal Institute of Technology. India

Bachelors in Technology
Computer Engineering 2007

WORK EXPERIENCE

Pathfinder BankOswego, NY

FVP, Enterprise Risk Management
and Strategic Planning. 2020-present

- Provide hands-on development of risk models involving market, credit, liquidity, strategic/business/reputation, compliance/legal/regulatory, financial, capital adequacy, and operational risk, assure controls are operating effectively, and provide research and analytical support.
- Design and implement overall scorecard process for the organization to ensure there is a process for setting and monitoring appropriate business objectives, which support and align with the bank's mission and are consistent with its risk appetite.
- Designing and implementing an overall risk management process for the organization, which includes an analysis of the financial impact on the company when risks occur. Internal and external events must be identified as risk or opportunity and channeled back to management's strategic-planning or objective-setting processes.
- Prepare, analyze, and review Watchlist, Impairment Report, Historical Loss Rates, and Environmental Factors for Allowance for Loan Loss reserve. Develops and designs financial applications for analyzing and presenting internal and external exposure to distressed corporate entities for allowance for loan loss and environmental factors.
- Tracking and analyzing bank's three Strategic Initiatives- Enhance Non Interest Income, Decrease and Contain Operating Expenses and Rebalance Deposit Mix and monthly reporting to the board. Tracking, analyzing and reporting the bank's Key Performance Indicators with Peers Analysis.

VP, Credit Risk Team Leader 2016-2019

- Performed and Reviewed Credit Analysis on loan applicants, including recommendations on ideal credit structure, and prepared loan presentations for approvals.
- Reviewed and analyzed risks and financial strength of loans currently in bank's portfolio. Prepared, analyzed and presented quarterly portfolio assessment report with analysis based on portfolio

concentration under different categories such as NAICS codes, product types, property types, geographical locations, loan to single borrowers, etc.

- Managed Credit Analysts, Residential Underwriter, Lending Processor and Loss Mitigation.
- Prepared, analyzed, and reviewed Watchlist, Impairment Report, Historical Loss Rates, and Environmental Factors for Allowance for Loan Loss reserve.
- Executed risk modeling for stress testing, reserve margins, and allowance for loan loss.
- Developed and designed financial applications for analyzing and presenting credit risk exposures on corporate entities and individuals based on internal loan loss analysis and external environmental risk factors.
- Used Webi (Web Intelligence) and BI (Business Intelligence) tools to develop reports for Risk analysis based in PLSQL. Assist in all technical issues related to implementation and maintenance of the commercial loan document software, and the system admin for CRM/Financial spread software.

Loan Operations Analyst and
Credit Risk Financial Analyst. 2011-2016

- Reviewed frequency, security requirements, and approval/denial of requests, for loan approval presentations.
- Maintained knowledge of regional and national economic conditions, financing trends, lending regulations, loan documentation, delinquency trends and loan procedures.
- Analyzed periodic customer financial information looking for trends, potential problems and compliance with loan agreement.
- Accompanied business development officers on customer calls to resolve questions regarding customers' loan request and financial condition.
- Assisted in all technical issues related to implementation and maintenance of the commercial loan document software as the system admin for CRM/Financial spread software.
- Detailed Research and problem solving on in depth loan related, customer service concerns in order to resolve the issue and document the steps taken to reach the conclusion.

Tech Mahindra. India

Technical Associate 2007-2010

- Acted as the liaison for the team by interacting with clients to solve their problems while supervising four technical associates.
- Established business and client requirements to meet the client needs of detailed test plans and system studies to prepare for any new client demands.
- Developed codes and reports for various modules such as Finance, Sales, Marketing, Purchasing, Manufacturing, and Payroll for the company.

COMMUNITY SERVICE

Board Member at SUNY Oswego School
of Business Advisory Board 2020-present

Board Member at SUNY Oswego
Finance Program Advisory Board 2020-present

Member of RMA
(Risk Management Association) 2018-present

Treasurer of Safe Haven Museum
and Education Center 2015-present

Treasurer of Friends of Fort Ontario 2019-present

Member of Zonta Club 2018-2019

Alumni Advisor for the Financial Management
Association (FMA) at SUNY Oswego 2013-2014

Treasurer of Habitat for Humanity - Oswego . . 2012-2014

Scheduled blood donation camps for
the Hemophilic Society in the office
premises of Tech Mahindra Pvt. Ltd. 2008-2010

ADDITIONAL INFORMATION

Awards and Acknowledgements

- Received "Outstanding Service Award" in 2016 at Pathfinder Bank.
- Certificate of Appreciation for the enthusiasm, proactive spirit shown and the remarkable difference made to the team in Tech Mahindra in 2008.
- Received best team award in 2008 from Tech Mahindra.

SKILLS:

- Understanding of SDLC with proficiency in mapping client/business requirements, documentation, application design, testing, development, and troubleshooting for complex information systems management.
- Databases knowledge in Navision, SAP Webi Reporting, MISER, and MS-Access.
- Programming Language knowledge of C, C++, Java, and SQL /PL-SQL.
- Proficient in Microsoft Office Applications: Excel, Word, Access, and PowerPoint.

nationalgrid

HERE WITH YOU. HERE FOR YOU.

We're putting our energy behind the community.

National Grid values and respects the strength and diversity of our employees, customers and communities. And we take pride in our employees who volunteer their time and talents to enrich the places where we live, work and play.

www.nationalgridus.com

Connect with us on



You Can't Fail

BECAUSE YOUR HISTORY SAYS YOU CAN'T



You Can't Fail

BECAUSE YOUR HISTORY SAYS YOU CAN'T

