

Michael McAfee

President and CEO, PolicyLink



Dr. Michael McAfee became President and CEO of PolicyLink in 2018, seven years after becoming the inaugural director of the Promise Neighborhoods Institute at PolicyLink. During his time at PolicyLink, Michael has played a leadership role in securing Promise Neighborhoods as a permanent federal program, led efforts to improve outcomes for more than 300,000 children, and facilitated the investment of billions of dollars in neighborhoods of concentrated poverty. He is the catalyst for a new and growing body of work — corporate racial equity — which includes the first comprehensive tool to guide private-sector companies in assessing and actively promoting equity in every aspect of their company’s value chain. Michael carries forward the legacy to realize the promise of equity — just and fair inclusion into a society in which all can participate, prosper, and reach their full potential.

Michael also understands the urgency of now. The nation is rapidly becoming a majority people of color. In cities and towns across the country many people are embracing the concept of equity and intent on achieving racial and economic equity for all. At the same time, as the word is used more, the concept of equity is in danger of becoming diluted, just another catchphrase of civil society, leaving the true promise of racial and economic inclusion unrealized. Michael is determined that this will not happen.

Michael is ensuring equity does not become watered down. He is turning movement leaders’ eyes toward redesigning the “rules of the game” so that all people in America — particularly those who face the burdens of structural racism — participate in a just society, live in a healthy community of opportunity, and prosper in an equitable economy. He is achieving this by enacting liberating public policies targeted to the 100 million people living in or near poverty, the majority of whom are people of color.

His legacy will lie in his efforts to stand in transformative solidarity with others, collectively charting a course to Win on Equity. He is building a well-planned, well-coordinated, well-executed, and sustained campaign that frees America’s democracy from the oppressive blend of patriarchy, capitalism, and racism.

Before joining PolicyLink, Michael served as senior community planning and development representative in the Chicago Regional Office of the U.S. Department of Housing and Urban Development (HUD). While at HUD, he managed a \$450 million housing, community, and economic development portfolio where he partnered with local leaders to create more than 3,000 units of affordable housing and 5,000 jobs and to ensure access to social services for more than 200,000 families.

Michael lives in the Oakland Hills with his wife, Maja, and their two Brussels Griffons (Gigi and Griff). He is an avid off-road hiker and practitioner of yoga.

Shaibya Dalal

Senior Advisor, White House Office of Management and Budget



Shaibya is the Senior Advisor at the White House Office of Management and Budget in the White House, helping lead implementation of President Biden's equity agenda. Shaibya previously served as the Director of Strategic Growth and Operations at PolicyLink, where she partnered with the CEO and COO to design, launch, and lead new strategic initiatives across programs, operations, and communications. In addition, she co-led organizational strategy and portfolio work to advance racial equity in federal government, and helped develop and grow the corporate racial equity portfolio by conducting research, co-authoring reports, speaking at national events, and co-leading consulting engagements with Fortune 500 companies.

As a former chief of staff, speechwriter, and program manager with expertise in issues of racial and economic equity, policy and government relations, and strategic communications, Shaibya is committed to advancing efforts that achieve equitable outcomes through innovation and cross-sector collaboration.

Julie Nelson

Senior Vice President of Programs at Race Forward and Founding Director, Government Alliance on Race and Equity



Julie Nelson is the Senior Vice President of Programs at Race Forward and the Founding Director of the [Government Alliance on Race and Equity \(GARE\)](#), a network of local, regional, and state government jurisdictions working to advance racial equity in their communities.

Julie previously served as Director of the Seattle Office for Civil Rights, where she supported Seattle's Race and Social Justice Initiative, the first initiative in local government designed to dismantle institutional and structural racism. She also served in additional positions with the City of Seattle and other institutions, including the US Department of Housing and Urban Development and Pima County Community Services in Tucson, Arizona.

Julie earned a master's degree in Economics from the University of Washington, and a B.S. in Economics and Finance from the University of Arizona. She has served on the boards of multiple nonprofits and is driven by her passion to realize racial equity, social justice, and inclusive multiracial democracy.

Salin Geevarghese

President & CEO, SGG Insight, LLC and Senior Fellow, CSSP



Salin Geevarghese is the President & CEO of SGG Insight, LLC, a consulting firm offering comprehensive services to public, private, nonprofit and philanthropic sector leaders and organizations. He also serves as Senior Fellow at the Center for the Study of Social Policy (CSSP) as well as the founding Director of the Mixed-Income Strategic Alliance and its Innovation and Action Network. The Mixed-Income Strategic Alliance is a collaboration of CSSP, the National Initiative on Mixed Income Communities at Case Western Reserve University and Urban Strategies, Inc.

From April 2014 to January 2017, Geevarghese served in a senior appointed leadership post as HUD's Deputy Assistant Secretary for the Office of International and Philanthropic Innovation (within the Office of Policy Development and Research) during the Administration of President Barack Obama. Appointed by Secretary Shaun Donovan and serving under Secretary Julian Castro, in this role, Salin led an innovation team charged with engaging cross-sector and cross-border partners to harness and apply best practices, programs and policies for the benefit of communities and aligning common efforts.

Prior to this appointment, Secretary Donovan appointed Salin as Acting Director of the Office of Sustainable Housing and Communities. In that role, he was responsible for advancing housing and communities that increase affordability, cost savings, efficiency, and quality of life, while also expanding regional economic growth and opportunity. Salin came to the Obama Administration as a Senior Advisor and as part of the founding leadership of HUD's Office of Sustainable Housing and Communities and the Partnership for Sustainable Communities between HUD, DOT and EPA.

Cecilia Hernandez

Designated Federal Officer, USDA Equity Commission



Cecilia Hernandez is the Designated Federal Officer for the USDA Equity Commission and its Agriculture Subcommittee and Rural Community Economic Development Subcommittee. With nine years of federal service under her belt, Hernandez returns to USDA where she will play an instrumental role in governance of the USDA Equity Commission. Most recently Hernandez spent the past several years with the General Services Administration's Office of Governmentwide Policy as a Program Manager on the President's Management Agenda Team where she was responsible for leading the coordination and development efforts of the President's Management Agenda. Prior to her time at GSA, she served in Office of Budget and Program Analysis at USDA. Hernandez received her Bachelor of Arts in International Relations and Spanish from Ursinus College and a Master of Public Administration in Urban and Regional Affairs, Development Planning and Environmental Sustainability from the

Graduate School of Public and International Affairs at the University of Pittsburgh.

Dennis Chin

Senior Fellow, Race Forward



Dennis Chin (he/his) is a Senior Fellow at Race Forward, where he works to build narrative power to create a just, multiracial democracy. He previously served as Vice President of Narrative, Arts, and Culture at Race Forward, where he led narrative strategy development for Race Forward at large and other projects within the organization. In addition, he works as an organizational trainer and presenter. Some of the organizations he has trained include Emerging Practitioners in Philanthropy (EPIP), the Arcus Foundation, the Kresge Foundation, The California Endowment, the NYC Department of Health and Mental Hygiene, Detroit Equity Action Lab (DEAL), and the National College Access Network (NACN). He currently lives in Queens, New York City.

Miranda Lynch-Smith

Senior Official and Deputy Assistant Secretary, Office of the Assistant Secretary for Planning and Evaluation (ASPE), HHS



Miranda Lynch-Smith, M.S. (she/her) is the Senior Official performing the duties of the Assistant Secretary for Planning and Evaluation (since 1/23) and Deputy Assistant Secretary for Human Services at HHS (since 3/2021). Lynch-Smith leads the office which serves as the think tank for HHS and policy advisor to the Secretary. She also leads a team of policy researchers that advise and collaborate across government on evidence-informed policy that advances child and family well-being, economic mobility, human service program and data integration, and equity in health and human services. She is a key member of the Department's team working on advancing equity, building HHS's equity infrastructure and developing and implementing HHS's equity action plans.

Prior to joining the Biden Administration, Ms. Lynch-Smith was a Policy Fellow at Chapin Hall at the University of Chicago. At Chapin Hall, Lynch-Smith provided strategic guidance and capacity building to child welfare agencies to enhance their performance and services for families and become more prevention and well-being oriented. Lynch-Smith worked directly with public and private decision-makers to translate and use evidence in decision-making, establish well-functioning continuous quality improvement systems and processes, and restructure and align systems, policy and financial investments towards equitable outcomes for families and children. Ms. Lynch-Smith developed nationally-used resources, tools and approaches to enable child welfare leaders and their public, private and community partners to leverage policy opportunities, such as the Family First Prevention Services Act, for reform and transformation.

Carlton Eley

Senior Director for Federal Strategies, Race Forward



Carlton Eley is Senior Director for Federal Strategies. He comes to Race Forward following a long career of encouraging planning and policy solutions that are responsive to the needs of underserved communities and vulnerable populations. Prior to joining Race Forward, Carlton worked at the Miami Valley Regional Planning Commission as Regional Equity Initiative Manager. From 2016 to 2019, Carlton completed multiple projects that served to re-energize the American Planning Association's focus on advancing equity, including chairing the Social Equity Task Force.

Carlton is a former civil servant whose career with the U.S. Environmental Protection Agency (EPA) spanned twenty years. He was the first urban planner hired by the Office of Environmental Justice at EPA. Carlton distinguished himself as an accomplished expert on the topic of equitable development. He managed national workshops; conducted community technical assistance; and published multiple articles that explore the intersection of equity and community planning.

Carlton was named the 2021 Sojourner Truth Fellow for Taubman College of Architecture and Urban Planning at the University of Michigan. Carlton has a MS in Urban and Regional Planning from the University of Iowa as well as a BA in Sociology/Social Work Curriculum from Elizabeth City State University (ECSU).

Kevin Johnson

Director, Partnership for Public Service



Kevin Johnson (he/him) is currently a director on the Federal Workforce Programs at the Partnership for Public Service where he develops solutions and services for all human capital functional areas, including serving as the lead for the Partnership's diversity, equity, inclusion, and accessibility (DEIA) workstream. He has led several initiatives including, but not limited to, generating a business case to strengthen an agency's talent acquisition infrastructure, enhancing DEIA principles and practices of Senior Executive Services (SES) members across an agency, and co-developing the first Chief Diversity Officer Bootcamp for federal DEIA leaders.

Previously, he oversaw the strategic direction of all business functional leadership development programs at the Partnership, in addition to designing and facilitating sessions at all career levels encompassing a wide range of topics. He also played an integral role in the development of the Partnership's Public Service Leadership Model that established a new standard for effective federal leadership.

Prior to joining the Partnership, Kevin was the Diversity & EEO Specialist for Battelle Memorial Institute. At Battelle, he oversaw all DEIA initiatives and activities for the 3,500-person organization including equal employment opportunity compliance and the strategic direction of employee resource groups. He also completed a two-year Peace Corps service in Ghana (West Africa), where he served as the country post's Information and Communication Technology lead during his second year of service.

Kevin earned a B.S. in Civil Engineering and a Master's in Human Resource Management, both from The Ohio State University.

Madeleine McCullough

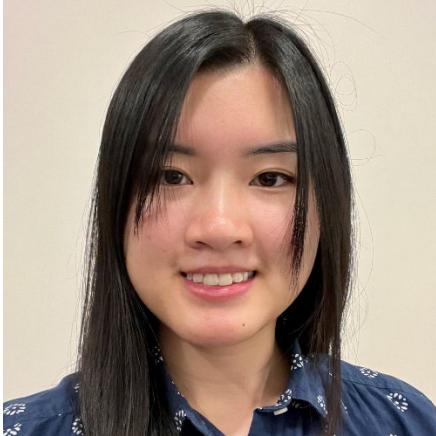
Associate Manager, Partnership for Public Service



Madeleine McCullough (she/her) works with federal human capital professionals to ensure agencies attract, hire, engage, and develop exceptional public servants. She has always loved the social sciences but refined her interest in public policy through her coursework as a Political Science and Economics major and her employment at the Center for Retirement Research. Her experiences as a member of her university's student government inspire her commitment to effective and collaborative leadership. Madeleine's favorite public servant is Frances Perkins, the first female cabinet member, FDR's Secretary of Labor, and the mastermind behind the Social Security Administration.

Shirley Tang

Associate, Partnership for Public Service



Shirley Tang (she/her) supports Federal Workforce programs including diversity, equity, inclusion, and accessibility (DEIA) sessions, the Intergovernmental Personnel Act (IPA) Talent Exchange program, and the Future Leaders in Public Service internship program. Shirley was inspired by female leaders in public service and devoted her energy to recruiting and retaining diverse talent in the federal space. She is drawn to organizations like the Partnership that make meaningful public service contributions. Shirley's favorite public servant is Secretary Deb Haaland, first Native American to serve as Secretary of the Interior, and one of the first Native American women to serve in Congress, championing environmental justice, gender issues, and family-friendly policies.