

## Transforming Systems Together – Community Members, Systems Leaders and Facilitators

### Community Members – Primary



#### **Aleatha Austin-Thompson**

Aleatha Austin-Thompson is a parent and community volunteer. She is active in the school system as a Parent Teacher Association (PTA) member, and as a volunteer with the Eastside Heat Athletics, a youth basketball team. Her other community involvement includes volunteer work on political campaigns, facilitating community conversations, and listening to community concerns. She is honored to be a part of the Transforming Systems Together and will use her position on the team to be part of the solution.



#### **Beverly Bushyhead**

Beverly Bushyhead is an equity strategist, leadership visionary, radio host/ producer and leads in the spaces of Indigenous community building, systems change, non-violent/peace/trauma recovery and more. She holds a Master of Public Administration from Hamline University, and serves on the Nonviolent Peaceforce and Board of Family Tree Clinic.



#### **Tierre Caldwell**

Tierre Caldwell works as a Reentry Employment Specialist for The Power of People Leadership Institute where he provides mentorship, equity-based community engagement and career counseling for returning citizens reintegrating back into society.

A member of the advisory board for the American Civil Liberties Union's Smart Justice Campaign, Caldwell is a steadfast proponent of criminal justice and prison reform and fighting the war on mass incarceration. He is adamant in the battle to end technical violations and restore the right of felons to vote once released back into society. He is also involved with Restore the Vote – Minnesota, a program aimed at dismantling felony voter disenfranchisement to allow more than 50,000 unheard voices to be heard.

Caldwell's other community involvement includes: mentoring middle and high school students about drug prevention through the FBI's Community Outreach Program; facilitation with the Father Project – a program that assists low-income fathers to establish parental rights, contact with their children and to be more productive parents; community outreach for the Minnesota African American Heritage Museum; lead mentor for the Boys of Hope program which teaches personal power, cultural awareness, manhood, leadership and service-learning to young boys; and a trainer with the North 4 Program with Emerge, an initiative geared toward self-development, personal power, and disrupting the school-to-prison pipeline for at-risk youth.

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### **John Day**

John Day is an enrolled member of the Leech Lake Band of Ojibwe within the Minnesota Chippewa Tribe. He has more than 30 years of experience working in the areas of Indian education, health, and human services. Day participates in and practices traditional Ojibwe ceremonies.

Day is retired from the academic staff of the University of Minnesota-Duluth's Department of Social Work. He served on numerous boards and committees to assist in shaping University policies, practices, and curriculum and testified before the Minnesota Legislature and the University of Minnesota Board of Regents in support of American Indian initiatives, programs and students. He served on the state's Library and Guardian ad Litem boards and currently serves on the state's Urban Indian Advisory Board and Indian Child Welfare Advisory Council, in addition to consulting with the Minnesota Humanities Commission. He is a board member of the American Indian Community Housing Organization (Duluth) and a member of the Saint Paul Indians in Action committee.



### **Lisa Deputie**

Lisa Deputie has been working for more than 10 years with diverse communities to raise her voice to let systems, organizations, parents and family members know that there is room at the table, and that we must be included in a meaningful way to create the change we want to see.

She has grown from a parent sitting in a focus group with other parents similarly seeking better outcomes for the over-represented African American, and Black and Brown children within the child protection system, to sitting on workgroups, committees and boards that collaborate and partner with agencies and organizations. Using a shared leadership and strength-based model that builds on capabilities, she has been involved in asking the community what are their biggest challenges to community development and self-healing.

Deputie works as Director of Prevention Initiatives for the Metro Area at the Minnesota Communities Caring for Children (MCCC) where she builds relationships to stop child abuse and neglect before it starts. Before she joined MCCC's staff, Deputie was a participant in their Parent Leadership for Child Safety and Permanency Team and a contracted consultant.

Deputie has also mentored parents with open child protection cases, supporting and advocating on behalf of parents. She cares about parents' rights and building communities and raises her voice to help underserved and unprivileged communities thrive by holding systems accountable for creating safe environments for all.



### **Robert L. Edwards III**

Robert L Edwards III born and raised in Saint Paul. Father, coach, teacher, business owner, Community advocate. He has worked in education for the last 10 years and recently graduated with a degree in Criminal Justice.

Edwards is working on starting a juvenile diversion program aimed at helping youth get out of the system and into a trade. This is his first year with TST and is honored to take on this important work and make positive change for the future of Ramsey County.

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### **Jennie Shining Star Marlowe**

Jennie Shining Star Marlowe is an enrolled member of Sisseton Wahpeton Oyate (Dakota) and a full-time student at Metropolitan State University majoring in criminal justice. Active in the Native American community, she sits on the Johnson O'Malley, Title Six Parent Committee, and the Native Circle at Metropolitan State. She is also a member of FEDS – Family Education Diabetes Program Committee.

Marlow previously worked for 16 years as a Certified Nursing Assistant. She is ready to help with her ideas to reform and bring change to the Ramsey County community.

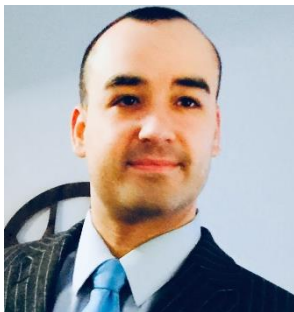


### **KaYing Yang**

KaYing Yang is a social justice advocate who has built and led community development efforts in the United States and Asia. Twenty years ago, Yang began her career as a community organizer and nonprofit leader providing social services and advocacy to refugees and immigrants. She worked in coalition with civil rights groups in Washington, D.C., and international development agencies such as the International Organization for Migration and International Finance Corporation to address refugee migration, educational, economic and gender inequities.

In 2013, she became the co-founder and President of RedGreen Rivers, a social enterprise working with women and girls in the Mekong Region to build sustainable communities. Today she is the Director of Programs for the Coalition of Asian American Leaders. Yang is a 2019 recipient of a Bush Foundation Fellowship, she was also recognized by AARP and Pollen as one of 50 Over 50 most inspiring and accomplished leaders from across Minnesota.

## Community Members – Co-Leads



### **Matthew Emerson**

Matthew Emerson is a Workflow Manager at Augustine Surgical Instruments and a full-time student at Metro State University studying technical communication and professional writing. Emerson volunteers for Project for Pride in Living and participates there in conversations around humanizing systems to meet the need of our communities.

He believes in simple, common-sense changes that make large impacts. He is always willing to challenge systems and institutions when the peoples' money is not being directed towards meeting community needs. He wants to work towards the wellness of our entire community as opposed to penalizing and stigmatizing our community. He is honored by this opportunity and will work to make sure his participation is always aimed at making our community better and healthier.

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### **Shaquonna Jackson**

Shaquonna Jackson is a mother of three sons living on the Eastside of Saint Paul. She is an empathic and dedicated community organizer with a deep passion for helping others and a strong determination to perform great work.

She is experienced in creating and implementing new community-building and engagement plans and strategies, managing volunteers, and has developed youth programming and organized various activities and events.

Jackson received the Neighborhood Honor Roll award in Dec. 2017. She was awarded a plaque for volunteer work done within the community. She also a founding member of the Housing Equity Now St. Paul (HENS) a coalition of groups representing Saint Paul neighborhoods and residents to protect tenants' rights. Jackson is a system changer that inspires action toward racial and social justice, equity and inclusion.



### **Clara Ware**

Clara Ware is a graduate student at Hamline University. Her education includes degrees or course work in education, political science, community organizing and community development. Ware chairs the Concerned Parents Group where she has worked to address homelessness in the Saint Paul Public Schools. She works with other historical, underserved and unrepresented communities of color. She would like one day to run for local elected office.

## **Ramsey County Systems Leaders**



### **Ramsey County District Court Chief Judge, The Honorable Leonardo Castro**

Leonardo Castro is the Chief Judge in the Second Judicial District, Ramsey County District Court, chambered in St. Paul, Minnesota. Judge Castro was appointed to the bench in 2012, and elected by the judges of Ramsey County as Chief Judge in 2020. Prior to his appointment, he served as a public defender in Minnesota for over 20 years, and was the Chief Public Defender in Hennepin County from 2001 – 2009, and southwest MN (Fifth Judicial District) from 1994 – 2001.

Prior to law school Judge Castro served in the United States Air Force during which time he obtained his bachelor's degree in business management from the University of Maryland. Upon completion of his military service he obtained his law degree from Northern Illinois University College of Law.

Chief Judge Castro has been an active member of the Ramsey County Bar Association, Minnesota Hispanic Bar Association, and Hispanic National Bar Association (HNBA) for more than 25 years. He is currently co-chair of the HNBA Judicial Division in charge of planning and implementing the annual Uvaldo Herrera National Moot Court competitions. In 2015 the HNBA honored him with the presentation of the Latino Judge of the Year Award. He is an adjunct professor at the University of St. Thomas School of Law teaching advanced evidence, and has been awarded the Dean's Award for Outstanding Teaching. Judge Castro also serves on the faculty of the Minnesota New Judge Orientation training program and is a member of the Minnesota Judicial Council.

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### **Ramsey County Attorney John Choi**

John Choi was sworn in as the first Korean-American chief prosecutor in the country in 2011. Since taking office, John has become a state and national leader in progressive justice reform, working with public officials and impacted communities to reimagine justice and the role of prosecutors.

John's innovative approach to holding abusers accountable, while working collaboratively with advocacy agencies to help victims, has transformed the way government intervenes in domestic violence and sex trafficking in Minnesota. John is now determined to do the same for victims of sexual assault.

In addition, John has been a champion of raising boys and engaging men to prevent violence against women and girls; successfully advanced legislation to reunite families when it's in foster children's best interest; developed the use of lethality assessments and GPS technology to keep domestic violence victims safe; increased second chances by diverting people before they are charged; successfully advocated to reform state drug laws and reinvest savings in community-based solutions; and established a Veterans Court. John serves on the boards of the Minnesota Coalition Against Sexual Assault and Mitchell Hamline School of Law, is past president of the Minnesota County Attorneys Association and past trustee for the Women's Foundation of Minnesota.

John received the 2015 Minnesota County Attorneys Association Award of Excellence for his innovative leadership in better prosecuting sex traffickers and helping trafficked children. Previously, John served as Saint Paul City Attorney (2006-2010) and spent a decade in private practice. John holds a bachelor's degree in psychology from Marquette University, a J.D. from Hamline University School of Law, and was a Humphrey Fellow at the University of Minnesota.



### **Ramsey County Sheriff Bob Fletcher**

Bob Fletcher is a lifelong Ramsey County resident, coach, and volunteer. A husband and a father of four, he is currently serving a fifth term as Ramsey County Sheriff. Bob previously served as a Saint Paul Police Commander, Mayor of Vadnais Heights, and a two-term Saint Paul City Councilmember. He is a graduate of North Saint Paul High School and Hamline University.

In 1994, Bob was elected to serve as Ramsey County Sheriff. Over the next 16 years, the Sheriff's Office developed several new initiatives that included the Ramsey County Curfew Center and programs for youth literacy and athletics, safe schools, meth prevention, gang intervention, sexual offender and career criminal tracking, and counterterrorism. The Sheriff's Office also enhanced courthouse security, expanded citizen volunteer and engagement opportunities, and established a premier K9 Unit that went on to be national champions.

As Sheriff, Bob appointed the first African American to undersheriff, led outreach efforts with the Southeast Asian community, and was an early adopter of hiring for diversity. He also spearheaded the building of the Law Enforcement Center, Adult Detention Center, and Patrol Station. Community notification technology, real-time information sharing, and a records management system were also implemented. Serious crime in Ramsey County fell by 20%.

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### **Deputy County Manager of Health and Wellness & Public Health Director, Kathy Hedin**

Kathy Hedin is Deputy County Manager of Health and Wellness, leading a service team that consists of the Social Services, Financial Assistance Services, Public Health, Community Corrections, Veterans Services and Administration departments and accounts for 49 percent of the county's budget. She also serves as Director of Saint Paul - Ramsey County Public Health, a department she has led since 2018.

Kathy's exemplary service, inspiring leadership and excellent working relationships spans over two decades at Ramsey County. Most recently, she has led the Public Health response to COVID-19, prioritizing community-focused, equity-first approaches that put the county's Vision, Mission and Goals into action. Hedin is committed to addressing the significant health and racial disparities COVID-19 has unearthed. Her vision is to invest in healing, well-being, bringing people together and finding ways to embed Ramsey County's values to allow repair, growth and partnership.

Hedin joined Ramsey County in 2001 as an Environmental Health Technician and has been promoted into a number of roles within Public Health since. These include Health Educator - where she worked on issues such as reducing community violence and chronic disease prevention through community engagement - and Manager of Healthy Communities where she worked on issues such as healthy youth development, mental health, aging, health equity, and sexual violence help and prevention. She was promoted to Public Health Director in 2018 and began as Health and Wellness Deputy County Manager Nov. 2, 2020.

Kathy is a 2020-2021 Minnesota Young American Leader and a 2018-2020 Kresge National Emerging Leader in Public Health. She has a bachelor's degree in community health - health science from Minnesota State University, Mankato, and earned a master's degree in human services - social and community work, from Capella University, as well as a certificate from the Harvard Kennedy School. Kathy lives in Saint Paul with her husband and two children.



### **Deputy County Manager of Safety and Justice & Emergency Communications Director, Scott A. Williams**

Scott Williams has worked in local government since 1988, serving in a variety of public safety positions at the municipal and county level. He joined Ramsey County in 2005 to oversee the transition to the 800 MHz ARMER radio system and the establishment of the consolidated Ramsey County Emergency Communications Center. The Ramsey County ECC is the largest 9-1-1 dispatch center in Minnesota, serving St. Paul and most suburban Ramsey County cities.

In 2015, Scott was promoted to Deputy County Manager for the Safety and Justice Service Team to help lead a realignment of the County's organization structure into service teams. The Safety and Justice Service Team includes the Departments of Emergency Communications, Emergency Management/Homeland Security, and Medical Examiner and maintains primary strategic partnerships with the elected Offices of the Sheriff and County Attorney. The Service Team is actively engaged in a broad array of criminal justice and other reforms that support overarching County strategic goals and involve increasing levels of community engagement.

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Prior to Ramsey County, Scott worked for the Hennepin County Sheriff's Office Communications Division for three years where he managed the transition of county and suburban radio users to their new 800 MHz radio system. He also managed the County's program of leasing tower sites to cellular carriers.

Scott worked for the City of Richfield Department of Public Safety for 12 years as Emergency Management Coordinator and Dispatch Center Supervisor. Richfield was the first small PSAP to join the regional 800 MHz radio system. Scott was involved in the early planning for the 800 system and helped write many of the system standards and procedures that are still in use today. He also received his state and federal certification in Emergency Management.



### **Workforce Solutions Director, Ling Becker**

Ling Becker is the Director of Workforce Solutions for Ramsey County. She oversees a department which delivers workforce services and programs to residents and businesses of Ramsey County in partnership with many community-based organizations.

In her capacity with the county, she also serves the Executive Director of the Workforce Innovation Board (WIB) which is a legislatively mandated board bringing together business, government, economic development, education and the community to develop strategic solutions that address employer and job seeker needs. The WIB is responsible for setting strategic direction and providing oversight Minnesota's public workforce system within Ramsey County. Currently, Ling serves on the board of directors for Junior Achievement of the Upper Midwest and the Economic Development Association of Minnesota. She is the Equity Committee co-chair for the Minnesota Association of Workforce Boards, a member of the Governor's Workforce Development Board's Equity Committee and serves in an advisory role on Mayor Carter's People's Prosperity Initiative.

Prior to joining the county, Ling was the Executive Director of the Vadnais Heights Economic Development Corporation serving the NE metro business community. Ling is a graduate of the University of Minnesota Morris and holds a master's degree in public administration from Syracuse University where she was a Woodrow Wilson Fellow.

## **TST Consultants, Community Catalysts and Ramsey County support staff**

### **W. Haywood Burns Institute**

- James Bell, Founding President of the W. Haywood Burns Institute
- Raquel Mariscal, Senior Fellow with the W. Haywood Burns Institute

### **Community Catalysts**

- Anika Bowie
- Elizer Darris
- Laura LaBlanc
- Tonya Long
- John Poupart
- Larene Randle Wade
- John Thompson

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### **Ramsey County support staff**

- LaRone Greer, interim Administrator, Transforming Systems Together