



2019

ANNUAL REPORT

Child Development Council of Franklin County, Inc.





President & CEO Letter

Child Development Council of Franklin County, Inc.



As the Child Development Council of Franklin County Inc. embarks upon 35 years of serving children and families, our mission couldn't be more critical than now. With the solid foundation left by our now retired Founder and former President & CEO Mattie B. James, and the transition into new leadership and structure, CDCFC will build stronger for the future. The real impact of economic injustice and racial disparities brought to light in this hour require us to adjust our thinking and strategies to meet the needs of families in the current landscape. While CDCFC is funded to provide Head Start programs and services our commitment to children and families is borne out of CDCFC's mission, vision and values which will transcend our funding mandates. The 2018-2019 Annual Report is an overview of the programs CDCFC has been funded to serve our community. It is also an opportunity to look back and see the lives that have been touched through CDCFC's mission and celebrate the accomplishments of our children, families, and staff.

CDCFC's commitment to children and families is demonstrated in these accomplishments and our Core Beliefs are at the heart of all we do.

CDCFC's Core Beliefs are:

- Parents have the primary responsibility for their children and are partners with CDCFC in assisting with their development
- Children and youth must be the country's highest priority for the investment of time, money and resources
- Our families deserve respect, social benefits and access to resources as families from any community; therefore, we are committed to quality, integrity and continuous improvement of the programs we deliver
- Our programs must be accountable to the community in which we work, and the dollars invested must have maximum benefit
- It is the responsibility of each team member to recruit and keep satisfied customers
- Service to our children and families takes priority over all other tasks

With our Core Beliefs undergirding our Mission, CDCFC is positioned to work in partnership with Parents, Families, Staff, Leaders and our community to provide our children what they need to learn, grow, and thrive.

Brenda Rivers
Chief Executive Officer

Child Development Council of Franklin County (CDCFC, inc.) is a nonprofit organization funded by the U. S. Department of Health and Human Services, with additional funding from the City of Columbus. Since 1986, CDCFC has provided comprehensive early education and development services to income eligible preschool children, ages 3-5, and their families.

In 2007, an Early Head Start program was implemented to serve pregnant women and infants/toddlers ages 0-3. We prepare children for success in kindergarten and beyond and provide families with tools for overall success. Most of our programs are no cost for those who qualify under federal poverty guidelines. Publicly Funded Child Care (PFCC) or private pay options are also available for families.

CDCFC provides services to more than 2,000 children and their families annually, at 59 locations and in the Home Based program, throughout Franklin County.

CDCFC's work in the community is enhanced through our collaborations with local entities. Community partners include Columbus City Schools, Columbus Recreation and Parks, Columbus Metropolitan Library, Columbus State Community College, Dublin City Schools, Franklin County Board of Developmental Disabilities, Franklin County Department of Job and Family Services, Mid-Ohio Food Bank, The Ohio State University, Westerville City Schools and Worthington City Schools.

CDCFC is governed by a Board of Directors and Policy Council consisting of parents of enrolled children and corporate and community leaders.

Child Development Council of Franklin County, Inc.

999 Crupper Ave. | Columbus, Ohio 43229 | (614) 431-2186

Our Centers

Child Allegheny

3260 Allegheny Ave.
Columbus, Ohio 43209

Avalon

5220 Avalon Ave.
Columbus, Ohio 43229

Barnett

1184 Barnett Road
Columbus, Ohio 43227

Capital Park

2150 Agler Road
Columbus, Ohio 43224

Deshler

1254 Lockbourne Road
Columbus, Ohio 43206

Easter Seals (Hilliard)

3830 Trueman Court
Hilliard, Ohio 43026

Gahanna

500 N. Hamilton Road
Gahanna, Ohio 43230

G. Tyree Learning Center

1077 Lexington Avenue
Columbus, Ohio 43201

Innis

3399 Kohr Blvd.
Columbus, Ohio 43224

Johnstown

2879 Johnstown Road
Columbus, Ohio 43219

King Arts Complex

867 Mount Vernon Ave.
Columbus, Ohio 43203

Leawood

1677 S. Hamilton Road
Columbus, Ohio 43227

Lindbergh

2541 Lindbergh Drive
Columbus, Ohio 43223

Linden Park

1400 Myrtle Ave.
Columbus, Ohio 43211

Marburn/ECLC

4141 Rudy Road
Columbus, Ohio 43214

Mattie B. James Center

999 Crupper Avenue
Columbus, Ohio 43229

Maybury

2633 Maybury Rd.
Columbus, Ohio 43232

North Linden

1718 Cooke Road
Columbus, Ohio 43224

Ohio Avenue

505 S. Ohio Avenue
Columbus, Ohio 43205

Rosewind

1400 Brooks Avenue
Columbus, Ohio 43211

St. Agnes

2350 W. Mound Street
Columbus, Ohio 43204

Valley Forge

1321 Urban Drive
Columbus, Ohio 43229

Vineyard

4140 Tuller Rd.
Dublin, Ohio 43017

Worthington

1850 Sutter Parkway
Powell, Ohio 43065

Home Base

999 Crupper Ave.
Columbus, Ohio 43229

Early Head Start Home Base

999 Crupper Ave.
Columbus, Ohio 43229



Child Care Partners

Partnership Listing

A Child's Place

2010 Officeview Place
Reynoldsburg, OH 43068

All in a Day Child Care Ctr.

4420 Refugee Road
Columbus, OH 43232

Amazing Kids Learning Academy

5011 Chatterton Road
Columbus, OH 43232

Chosen Kids Learning Center II

2545 Petzinger Road, Suite J
Columbus, OH 43209

Chosen Kids Learning Center III

3314 Noe Bixby Road
Columbus, Ohio 43232

Columbus Early Learning Center Champion

240 N. Champion
Columbus, OH 43203

Columbus Early Learning Center Main

1150 East Main Street
Columbus, OH 43205

Creative Child Care-East

5831 Westbourne Avenue
Columbus, OH 43213

Creative Child Care-North

1601 Shanley Drive
Columbus, OH 43224

Creative Child Care-Southeast

2525 Petzinger Road
Columbus, OH 43209

Creative Child Care-West

485 Industrial Mile Road
Columbus, OH 43228

Dahlberg Gibson Learning Center

3675 Walford Street
Columbus, OH 43224

Faith Center International, Too

2511 Mock Road
Columbus, OH 43219

Fresh Start Learning Academy II – East

3500 East Broad Street
Columbus, OH 43209

Fresh Start Learning Academy III – West

1933 Vaughn Street
Columbus, OH 43223

Future Scholars Learning Academy

6116 McNaughten Center
Columbus, OH 43232

Glenwood Center

2833 Valleyview Drive
Columbus, OH 43204

Heaven Sent Children's Academy

5616 Gender Road
Canal Winchester, OH 43110

Heavenly Kids

404 E. Mound Street
Columbus, Ohio 43215

Kiddie Academy - Main

6411 E. Main Street
Reynoldsburg, OH 43068

Kiddie Academy - Tussing

6970 Tussing Road
Reynoldsburg, OH 43068

Kiddie Kare

4085 Venture Place
Groveport, OH 43125

Kids Care Academy

3400 Kohr Boulevard
Columbus, OH 43224

KinderCare Avery

4705 Avery Road
Hilliard, OH 43026

KinderCare Bartlett

6601 Bartlett Road
Reynoldsburg, OH 43068

KinderCare Berry Leaf

3885 Berry Leaf Lane
Hilliard, OH 43026

Little Disciples

4099 Karl Road, Door C
Columbus, OH 43224

Little Miracles

4445 Reinbeau Drive
Columbus, OH 43232

Little Scholars II

2731 Independence Village Center
Reynoldsburg, OH 43068

Our Kidz

1787 East Livingston Avenue
Columbus, OH 43205

Riverside Education Center

3366 Olentangy River Road
Columbus, OH 43202

Starting Point Learning Center

2533 Lockbourne Road
Columbus, OH 43207

Young Scholars of Columbus

3943 Groves Road
Columbus, OH 43232

YWCA Family Center

900 Harvey Court
Columbus, OH 43219

HOW WE SERVE

Our communities



Preparing Children for Kindergarten

Our Efforts to Prepare Children for Kindergarten

At CDCFC we celebrate the uniqueness and diversity of each individual child. We recognize that the foundations of school readiness include safe and inviting classroom environments; nurturing and responsive staff that care for and respect families; and implementation of a curriculum that can be individualized to meet the learning styles of children in our care. Our efforts to prepare children for Kindergarten include:

- Classrooms and programs that are communication and language rich to promote critical thinking, problem solving, and encourage children's engagement
- Implementation of The Creative Curriculum™, a comprehensive, research-based curriculum that meets the developmental needs of all children, including children with disabilities and dual language learners
- Empowering parents by strengthening the home-school connection through volunteer and training opportunities; implementation of home engagement activities that coincide with the curriculum; and utilization of parent input to individualize their child's needs, growth and development
- Offering a variety of enrichment activities to expose children to cultural experiences
- Facilitating a School Readiness Leadership Team comprised of staff, community partners and parents that develop and monitor the agency's school readiness goals
- Collaborating with local school districts to ensure seamless transitions from Head Start to Kindergarten for children and families
- Utilizing multiple data sources from parents, assessments, screenings and observations to individualize for each child

Total Number of Children Receiving Medical and Dental Exams

Number of Medicals Completed			
	Total Served	Medicals Completed	Percentage
Head Start	2673	2417	90%
EHS (not including pregnant moms)	216	159	74%
Total Head Start and EHS	2889	2516	89%

Number of Dentals Completed			
	Total Served	Dentals Completed	Percentage
Head Start	2673	2041	76%
EHS (not including pregnant moms)	216	110	51%
Total Head Start and EHS	2889	2151	74%

2018-2019 Parent Activities

Pathways to Kindergarten Success

The goal of Pathways to Kindergarten Success is to provide families with the tools to make the transition process a success. These tools include local school districts, elementary schools, charter schools, Ed Choice, Lottery information, Kindergarten preparedness and information about dual language learners.

CDCFC Interview Process

The Child Development Council invites parents from all centers to participate in interviews of potential candidates for hire.

The Policy Council

Policy Council is a group of parents elected solely by parents of the children enrolled in Head Start and Community Representatives who volunteer to work with the Policy Council in the best interest of the children.

Center Parent Committees

The committee is elected by center parents to serve as Chair, Co-Chair, and Secretary. The parents assist in planning parent meetings and volunteering at the Head Start center.

March Dadness

Basketball Tournament with CDCFC Male Involvement Program

National Reading Day

National Reading Day is an annual event which celebrates and encourages reading by younger children. National Reading Day is celebrated in thousands of schools all around the United States. This literacy event is designed to help Pre-K through Third Grade students develop the literacy foundation they need to become lifelong learners. Schools, libraries, nonprofit groups, and parents participate in a variety of activities with younger readers on National Reading Day

Holiday Cares

Holiday Cares is an annual event bringing CDCFC Families together. The Family participates in activities and receives resources during the winter season.

Sisterhood Committee

The Sisterhood Committee is an initiative for women involved in the lives of Head Start and Early Head Start children. Designed to empower and motivate women to be self-sufficient, and to take control of their lives, the **Sisterhood Program** utilizes individualized and/or group education, support and advocacy services to aid members in becoming productive, involved members of their communities. One of the program's primary goals is to provide support for members as they deal with life's challenges, while also improving their self-image and their feelings of self-worth. The committee meets four times a year.

Health Advisory Committee

This committee is comprised of parents, Head Start Staff and other communities agencies. The committee is primarily advisory in nature, but assists in plans, policy and procedures. This committee meets three times during the program year.

Male Involvement Committee

This committee is comprised of at least four parents, community representatives and Head Start staff. The goal of this group is to look at Male Involvement and develop ideas, guidelines and activities. This committee meets once a month.

Self Assessment Committee

This committee is comprised of parents, community representatives and Head Start staff. This committee works along with Quality Assurance in planning and conducting the annual Self Assessment Review.

Menu Evaluation Committee

This committee is comprised parents, staff and communities agencies, and is responsible for planning and evaluating menus, coordinating food shows and food tasting activities for Head Start children, parent, staff and partners. The committee meets at least twice each year.

School Readiness Committee

This committee includes staff from various departments and parent representatives. The committee organizes and monitors the agency's school readiness initiatives by determining school readiness goals for children, monitoring child outcomes data to recommend program improvements, and working with local education agencies on successful kindergarten transitions. This committee meets once a month.

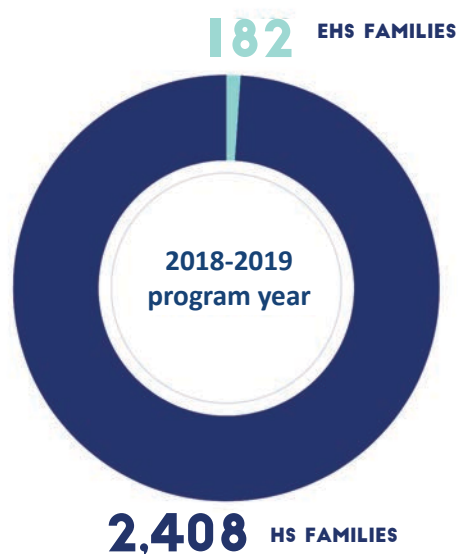
Total Number of Children and Families Served, Average Monthly Enrollment

The following is based on Monthly HS/EHS enrollment information for the 2018-2019 program year.

The total of children served



The total of families served



The average **HS** monthly enrollment (as a percentage of funded enrollment) - 2,175 (100.32%)

- Calculated Sept. 2018 - May 2019

- Monthly Average = 2,174.7 (rounded up to 2,175)

- For HS June 2019 thru Aug. 2019 is not included due to the Funded # being much lower at 811

- The monthly average for this period is 755 (93%)

The average **EHS** monthly enrollment (as a percentage of funded enrollment) - 123 (103%)

- For EHS this is Calculated for Sept. 2018 - Aug 2019

- Monthly Average = 123.5

The PIR for Program Year 2018-2019:

CDCFC reported **233 Head Start Children**

CDCFC reported **31 Early Head Start Children**

<u>HEAD START</u>	
A. 16 Report each enrollee only once by primary type of eligibility	# of children
a. Income below 100% of federal poverty line	1,965
b. Public assistance such as TANF, SSI	195
c. Status as a foster child - # children only	36
d. Status as homeless	233
e. Over income	244

<u>EARLY HEAD START</u>	
A. 16 Report each enrollee only once by primary type of eligibility	# of children/ pregnant women
a. Income below 100% of federal poverty line	150
b. Public assistance such as TANF, SSI	13
c. Status as a foster child - # children only	6
d. Status as homeless	31
e. Over income	16



Needs of Children and Families-Update to the Community Assessment

Opioid Crisis

In 2017, in Franklin County there were 520 deaths from overdose. In 2018, there were 522 deaths from overdose. The top five zip codes that accounted for deaths were: 43207, 43204, 43223, 43206, and 43228. Fentanyl contributed to 79 percent of all overdose deaths. There is an extensive county-wide plan entitled, “Building the Bridge to Tomorrow,” designed to combat this crisis. The plan focuses on four goals: a) Prevent opiate abuse and addiction b) Reduce the number of opiate-related deaths c) Expand access and decrease wait for treatment and d) Improve the safety of our community. This plan does not address reducing the supply of opiates as it is being managed through law enforcement. We will continue to provide training to staff regarding this issue and two staff members attended the OHS Region V Opioid Training in June 2019.

Homelessness

The number of homeless residents in Franklin County increased in 2018 by 6.9 percent to an estimated 1,807 people: that was the highest number recorded since 2007. About 31 percent of homeless were classified as “families”, which indicated the children were included in the percentage. According to the Community Shelter Board, the exploding prices of real estate and rents combined with low-wage jobs and stagnate compensation have created a financial trap for many residents. There remains a significant lack of affordable housing in our community. To address this issue, we are in partnership with a family



homeless shelter and will continue the partnership for the 2019-2020 program year. We established a new partnership this year with an organization called “Lower Lights Ministry” which serves homeless families and they will provide referrals to CDCFC. In addition, one of the community representatives on Policy Council works for an organization that provides affordable housing to low income residents.

Infant Mortality

In 2018, there were 18,212 babies born in Franklin County; however, there were 136 babies that did not reach their first birthday, this number is down from 155 deaths in 2017. This means the infant mortality rate is 7.5, which is short of the county’s goal of 6.0. The rate for Black babies is 2.5 times higher than that of White babies. Black babies represent 51.5 percent of infant deaths. The leading causes of babies deaths are sleep related birth defects, preterm/low birth weight, maternal conditions and other causes. Strategies to combat this dismal situation are implemented by the City of Columbus, CelebrateOne program that includes expanding access to and enrollment in home visiting programs, increase neighbor-based safe sleep ambassador training and encouraging early access to quality prenatal care. We are in a partnership with CelebrateOne to provide services to Head Start families and pregnant women by offering or making referrals to community baby showers, safe sleep training, pregnancy wellness events, car seat safety training and new parent trainings.

Bullying

Bullying has become a major issue especially for young people. According to Helping Hand, Inc.™, bullying is unwanted aggressive behavior by a person or group that targets another person or group. It involves an imbalance of power and is usually repeated over time. Bullying is not teasing. Bullying can start at age 3 or 4 and can continue into the teen age years. It happens to both boys and girls and may be done one on one or by groups of children against an individual. At CDCFC, children are exposed to anti-bullying behavior through the DINO School and reinforced through lesson plans on friendship and problem-solving.

Our plan is to educate parents on the importance of communication and trust building with their children. Beginning when they are preschoolers, we will continue to teach children about friendship and anti-bullying in school; and we will work with our teachers to recognize bullying behaviors and how to address them effectively. CDCFC staff and families work as a team to build self-esteem and resiliency in all our children.

OUR DATA REPORTS



Most Recent Audit Report (2018)

Results of the most recent review by the Secretary and the financial Audit

Independent Auditor

Charles E. Harris & Associates

Certified Public Accountants

Statements of Independent Auditor's Report

- Audit of statements of financial position as of October 31, 2018 of Child Development Council of Franklin County Inc.
- Opinion: *"In our opinion, the financial statements referred to above present fairly, in all material respects, the financial position of CDCFC as of October 31, 2018 and October 31, 2017, and the changes in its net assets, and its cash flows for the years then ended in accordance with accounting principles generally accepted in the United States of America."*
- Internal Control Over Financial Reporting: *"during our audit we did not identify any deficiencies in internal control that we consider to be material weaknesses."*
- Compliance and Other Matters: The results of tests of CDCFC's compliance Government Auditing Standards

Independent Auditor's Report for the Major Program and on Internal Control Over Compliance Required by the Uniform Guidance

Report on Compliance for the Major Federal Program

Management is responsible for compliance with the federal statutes, regulations, and the terms and conditions of its federal awards applicable to its federal programs

- Opinion: *"In our opinion, CDCFC complied, in all material respects with the types of compliance requirements referred to above that could have a direct and material effect on its major program for the year ended October 31, 2018"*
- Opinion: *"We did not identify any deficiencies in internal control over compliance that we consider to be material weaknesses."*

Summary of Schedule of Findings (2 CFR Part 200.515) October 31, 2018

Type of Financial Statement Opinion	unmodified
Material weaknesses in internal control reported as the financial statement level (GAGAS)	NO
Significant deficiencies in internal control reported at the financial level (GAGAS)	NO
Reported Material non-compliance at the financial level (GAGAS)	NO
Material weakness in internal control reported for major federal programs	NO
Significant deficiencies in internal control reported at major federal programs	NO
Type of Major Programs Compliance Opinion	Unmodified
Reportable findings under 2 CFR Part 200.516(a)	NO
Major Programs	Head Start: CFDA #93.600
Dollar Threshold: Type A/B Programs	Type A > \$763,192 Type B: All Others
Low Risk Auditee	Yes
Findings related to the financial statements required to be reported in accordance with GAGAS	NONE
Findings for federal awards	NONE



Public and Private Funds
Received and Source

UNAUDITED

Statement of Financial Position as of October 31, 2019

ASSETS

Current Assets

Cash and Equivalents	1,526,740
Money Market	1,557,601
Certificate of Deposits	330,299
Investments - Prudential Stock	60,152
Accounts Receivable	327,401
Grants Receivable	490,271
Deposits	7,750
Prepays	120

TOTAL CURRENT ASSETS \$4,300,334

PROPERTY & EQUIPMENT, net \$3,624,489

TOTAL ASSETS \$7,924,823

LIABILITIES AND NET

Current Liabilities

Accounts Payable	584,288
Accrued Payroll and Related Expenses	979,396
Deferred Revenue	0

Total Current Liabilities \$1,563,684

Long Term Liabilities 0

Net Assets

Unrestricted	5,997,649
Temporarily Restricted	33,745
Increase/(Decrease) in Net Assets	329,745

Total Net Assets \$6,361,139

TOTAL LIABILITIES AND NET ASSETS \$7,924,823

SUPPORT AND REVENUE

TOTAL

Grant Revenue	24,874,847
Public Funded Child Care	1,451,921
Other Revenue	420,086
Donations	0
Interest Income	27,175
Unrealized Gains/(Loss) on Investments	(1,742)
USDA Revenue	1,017,887

TOTAL REVENUE

\$ 27,790,174

EXPENSES

Personnel	13,896,914
Fringe Benefits	5,241,262
Out-of-Town Travel	66,393
Equipment	73,676
Supplies	2,019,435
Contractual	4,205,662
Construction	0
Other	1,957,088

TOTAL EXPENSES

\$ 27,460,429

INCREASE/(DECREASE) IN NET ASSETS

\$ 329,745

Net Assets - October 31, 2018

\$6,750,899

NET ASSETS - OCTOBER 31, 2019

\$ 7,080,644




Public Budgetary Expenditures
and Proposed Budget

HEAD START - BUDGET CATEGORIES - PROPOSED
FY2019 11/01/2018- 10/31/2019

Head Start - Budget Categories			
Proposed			
	<i>Program</i>	<i>Training</i>	
<i>Budget Category</i>	<i>Operations</i>	<i>Technical Assistance</i>	<i>Non-Federal Share</i>
Personnel	12,918,798	0	5,437,750
Fringe Benefits	4,677,069	0	0
Travel	51,451	0	0
Equipment	14,686	0	3,672
Supplies	679,881	0	0
Contractual	3,281,249	0	0
Construction	0	0	0
Other	1,265,234	269,538	348,055
Total Direct Charges	22,888,368	269,538	5,789,477
Indirect Charges	0	0	0
Total	22,888,368	269,538	5,789,477
Early Head Start - Budget Categories			
Proposed			
	<i>Program</i>	<i>Training</i>	
<i>Budget Category</i>	<i>Operations</i>	<i>Technical Assistance</i>	<i>Non-Federal Share</i>
Personnel	907,520	0	124,079
Fringe Benefits	417,346	0	0
Travel	9,276	0	0
Equipment	0	0	0
Supplies	148,812	0	10,000
Contractual	96,680	0	0
Construction	0	0	0
Other	98,725	38,582	295,156
Total Direct Charges	1,678,359	38,582	429,235
Indirect Charges	0	0	0
Total	1,678,359	38,582	429,235
Totals	24,566,727	308,120	6,218,712

HEAD START - BUDGET CATEGORIES - PROPOSED
FY2019 11/01/2018- 10/31/2019

Head Start - Budget Categories			
Actual			
	<i>Program</i>	<i>Training</i>	
<i>Budget Category</i>	<i>Operations</i>	<i>Technical Assistance</i>	<i>Non-Federal Share</i>
Personnel	12,685,710	0	5,437,750
Fringe Benefits	4,809,844	0	0
Travel	60,013	0	0
Equipment	71,006	0	3,672
Supplies	899,225	29,372	0
Contractual	3,834,643	224,506	0
Construction	0	0	0
Other	1,780,983	15,660	348,055
Total Direct Charges	24,141,423	269,538	5,789,477
Indirect Charges	0	0	0
Total	24,141,423	269,538	5,789,477
Early Head Start - Budget Categories			
Actual			
	<i>Program</i>	<i>Training</i>	
<i>Budget Category</i>	<i>Operations</i>	<i>Technical Assistance</i>	<i>Non-Federal Share</i>
Personnel	1,050,001	0	124,079
Fringe Benefits	384,171	0	0
Travel	96	5,280	0
Equipment	376	0	0
Supplies	51,446	11,081	10,000
Contractual	106,963	21,233	0
Construction	0	0	0
Other	122,085	987	295,156
Total Direct Charges	1,715,137	38,582	429,235
Indirect Charges	0	0	0
Total	1,715,137	38,582	429,235
	25,856,561	308,120	6,218,712



OUR MISSION:
**“TO ENRICH THE
LIVES OF CHILDREN
AND FAMILIES”**

2018-2019 BOARD OF DIRECTORS

- TaJuan Burkheart
- James C. Lee
- Tricia May-Woods, M.Ed.
- Zettawee Mix (Chair)
- Ashley Postell
- Elwood Rayford
- Martinique Ridleyb (Secretary)
- Olivia M. Whyte Thomas, M.D.
- Deshawna Stoumle (Policy Council Representative)

2018-2019 POLICY COUNCIL MEMBERS

- Deshawna Stoumle (chair)
- Ashely Jacobs (co-chair)
- De'Lesia Dailey (secretary)
- Jamila Dailey (Parlementarian)
- Marlyne McKee
- Eva Jamuison
- Lousia Dougan
- Candice Holt
- Tre'Asia Hopkins
- Debera Diggs (Community Representative)
- Diane Lampkins (Community Representative)
- Nicole Hill (Community Representative)

2019-2020 BOARD OF DIRECTORS

- Frank Aaron Brunson
- Tajuan Burkheart (Vice Chair)
- Sherri C. Williams
- Shannon L. Fisher
- Janice Gray
- James C. Lee, Esq.
- Sandra M. Miller Ph. D.
- Ashley Postell (Treasurer)
- Ms. Martinique Ridley (Chair)
- Dashawna Stoumle (Secretary)
- Olivia M Whyte Thomas, M.D.
- Trudy Towns, MLHR, SPHR, SCP
- Kamilah J. Twymon, LPCC-S, MBA
- Gertrude Tyree (Emeritus)
- Jason E. Wells

2019-2020 POLICY COUNCIL MEMBERS

- DeShawna Stoumle-Chair
- Candice Holt- Co-Chair
- Delesia Dailey-Secretary
- J'Marshaena Rush
- Phermin Abbott
- Elienna Thompson
- Marlyne McKee
- Iris Ramos
- Nicole Hill-Community Rep
- Debra Diggs-Community Rep
- Phaedra McCray-Community Rep



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