



October 18, 2011

MEMORANDUM

TO: Eugene Love, Agenda Coordinator
Office of Agenda Coordination

DATE: October 14, 2011

FROM: Christopher Agrippa, Division Chief
Clerk of the Board Division

SUBJECT: Mayoral Appointment – Community
Action and Human Services

The attached Mayoral appointment memorandum was received by the Clerk of the Board on October 13, 2011.

Pursuant to Section 2-1 of the Code, please place this item on the next regularly scheduled Board of County Commissioners' agenda of Tuesday, October 18, 2011, under the Mayoral reports section for the Commission's consideration.

CA/11c
Attachment

cc: Honorable Carlos A. Gimenez, Mayor
Honorable Joe A. Martinez, Chairman, Board of County Commissioners
Honorable Harvey Ruvin, Clerk, Circuit and County Courts
R. A. Cuevas, County Attorney
Alina T. Hudak, Deputy Mayor/County Manager

Memorandum



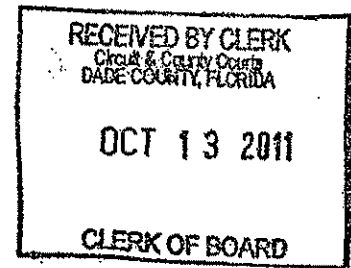
Date: October 13, 2011

To: Honorable Joe A. Martinez, Chairman
and Members, Board of County Commissioners

From: Carlos A. Gimenez
Mayor

A handwritten signature in black ink, appearing to read "Carlos A. Gimenez".

Subject: Mayoral Appointment
Director – Community Action and Human Services



Pursuant to the authority vested in me under the provisions of Section 2.02-D of the Miami-Dade County Home Rule Charter, effective immediately I hereby appoint Ms. Lucia Davis-Raiford to the position of Director of the Community Action and Human Services Department.

Ms. Davis-Raiford currently serves as Director of Human Rights and Fair Employment Practice and shall remain in her position as Director of Human Rights & Fair Employment Practices (HRFEP) while it temporarily reports to the Office of the Mayor. Her dual role will continue until the Board takes action regarding HRFEP and a new director is appointed.

As Director of Human Rights and Fair Employment Practice, Ms. Davis-Raiford oversaw the County's diversity management programs to support equal opportunity in housing, employment public accommodations and access to credit and financing. She also established the first Countywide Equal Employment Opportunity training to County employees. Prior to her tenure with Miami-Dade County, Ms. Davis-Raiford served as the Founding Director of the Domestic Violence Program of the New York City Police Department. She is credited for creating and establishing policy procedures for proactive programs pertaining to issues of domestic violence that became national models.

Ms. Davis-Raiford's resume is attached for your review.

Attachments

c: Honorable Harvey Ruvlin, Clerk of the Courts
R. A. Cuevas, Jr., County Attorney
Office of the Mayor Senior Staff
Department Directors

LUCIA DAVIS-RAIFORD

CAREER SUMMARY

Public-sector executive and results-oriented professional with demonstrated leadership, analytical and problem-solving skills. Extensive experience in effecting organizational change, developing progressive management programs, strategy development and execution.

CORE COMPETENCIES

- Visionary Leadership
- Strategic Staffing
- Creative problem-solving
- Organizational Restructuring
- Key partnership development

EDUCATION

Antioch School of Law, Washington, D.C.; Juris Doctor, 1978
Bennett College, Greensboro, N.C.; B.S. and A Interdisciplinary Studies, 1975

PROFESSIONAL EXPERIENCE

DIRECTOR, OFFICE OF HUMAN RIGHTS & FAIR EMPLOYMENT PRACTICES
MIAMI-DADE COUNTY, MIAMI, FL 2003 - Present
Direct County's diversity management programs to support equal opportunity in housing, employment, public accommodations and access to credit and financing. Direct external programming for implementation of Miami-Dade County Human Rights Ordinance and work-sharing agreements with the U.S. Equal Employment Opportunity Commission. Manage revolving annual inventory of approximately 500 internal and external cases; develop policies and programs to eliminate barriers to equality in Miami Dade County workplaces. Delivered first county-wide EEO training accessible to all 30,000 employees. Eliminated duplicative efforts in resolution of discrimination and unfair employment practice complaints, created Case Tracking System to centralize and monitor department level complaint resolution. Focused training to resolve problem program areas.

NEW YORK CITY POLICE DEPARTMENT, NEW YORK, NY 1995 - Aug. 2003
Office of the Chief of Department, Founding Director, Domestic Violence

Created and established policy, procedures and service delivery systems for major police strategy, "Breaking the Cycle of Violence". This aggressive, proactive program ensured equal protection of law for victims of family violence, using innovative policing strategies that become national models. Advised Police Commissioner and Chief of Department on law, policy, legislation, and emerging social issues. As highest-ranking civilian in police operations, developed management and accountability measures, conducted oversight of field operations to ensure effectiveness and outcomes. Developed first system for tracking domestic crime data, wrote curricula and established training procedures at all organizational levels of 50,000 member department. Developed innovative programs and won millions of dollars in grant funds for ground-breaking initiatives. Created special projects using existing resources to accomplish expanded goals. Monitored output of 82 city precincts, 500 functional direct reports, and the domestic violence responses of 40,000 uniformed and plain-clothes personnel. Programs received national and international recognition for developing effective institutional responses to this complex social problem.

RAIKORD ASSOCIATES, NEW YORK, NY
President and CEO

1998 - Present

Assisted business, government and non-profit organizations in developing effective programs. Developed curricula, conducted training; advised on strategic investigations and recommended creative, effective, non-adversarial resolutions. Lectured extensively on matters related to domestic and family violence. Major clients included the National Football League; NYS Unified Court System; New York State Division of Criminal Justice Services; Downtown Business Improvement Alliance; National Basketball Association, governments of Aruba, Antigua, community and social organizations.

NEW YORK CITY TRANSIT POLICE DEPARTMENT, NEW YORK, NY
Director, Legal Services Bureau

1991- 1995

As a direct report to the Chief of Police, advised Chief on policy and legal matters related to patrol strategy, investigations, and administration. Directed activities of 200 sworn and civilian personnel in the Legal Services, Equal Employment Opportunity, Court, Documents, and Disciplinary Units of the nation's seventh largest police department. Reviewed Internal Affairs investigations for legal sufficiency and procedural compliance. Oversight of all employment matters, including the monitoring of recruitment, hiring, transfer, disciplinary, retention and termination decisions. Evaluated civilian complaints; served as liaison to District Attorneys and courts. Directed the department's community service and financial restitution programs.

NEW YORK CITY TRANSIT POLICE DEPARTMENT, NEW YORK, NY
Special Counsel for EEO, Labor, and Government Affairs

1991 - 1992

Reporting to Chief of Police, created, staffed, and directed the Department's first Office of Equal Employment Opportunity. Devised training and complaint resolution strategies in complex 7,000 member law enforcement agency. Developed process to informally resolve grievances and complaints at all levels. Applied conflict resolution strategies to complex facts. Required strong ability to create and implement change in large public sector organization. Served as liaison to New York Police Department, District Attorneys, Unions and fraternal organizations.

METROPOLITAN TRANSPORTATION AUTHORITY, NEW YORK, NY
Acting Vice President for Affirmative Action

1991

Oversaw equal employment practices and minority/women-owned business contracting activities of North America's largest commuter rail and mass transit network with daily ridership of over 5 million, serving 468 subway stations along 660 miles of track. Advised on utilization analyses,

agency contracting and personnel decisions. Ensured and compliance with federal, state, and local laws. Developed innovative cultural programs and programs to ensure participation of women-and minority-owned businesses in procurement process in large member agencies (NYC Transit, Metro-North Commuter Rail, Long Island Railroad). Required strong organizational skills. Revised moribund certification procedures to more efficiently match programs and ensure small contractor success in bidding. Managed staff in compliance activity, equal employment programs and small business development.

NEW YORK CITY TRANSIT AUTHORITY, NEW YORK, NY 1986 – 1991
Assistant Vice President for Human Resources & EEO; Director, Office of Business Programs;
Manager, Business Programs

At 65,000 employee agency, devised and managed Human Resources and equal opportunity programs in business contracting and employment. Thrust of work involved assessing organizational process to identify and eliminate barriers. Required knowledge of federal, state, local law and policy; assessing agency need against contractor community availability; ability to develop system of checks and balances in human resource practices to ensure equality of opportunity. Directed activities of managers in application of EEO, affirmative action, and contracting activities. Developed standards for business certification and contract monitoring, monitored contractor compliance with EEO policies.

METRO-DADE COUNTY TRANSPORTATION ADMINISTRATION, MIAMI, FL 1981 – 1986
Director, Office of Equal Employment Opportunity; Minority Business Enterprise Specialist
In progressively responsible roles, directed staff of EEO, MBE, and Contract Compliance units. Developed affirmative action/equal employment plans, strategies, and reports. Designed and implemented nation's first public set-aside program and first bond guarantee program using proceeds of Decade of Progress Bonds. Developed EEO, labor relations, and fair contracting policies and practices. Directed Contract Administration Department.

U.S HOUSE OF REPRESENTATIVES, WASHINGTON, D.C. 1979/ 80
Legislative Aide to Congressman John Conyers, Congressman Micky Leland
Constituent services, legislative drafting on issues related to health, education and welfare..
Liaison to Congressional Black Caucus

PROFESSIONAL AFFILIATIONS

Miami

Boards

- Women's Fund of Miami-Dade
- Carrie Meek Foundation
- Vision to Victory Human Services Corporation

Community Service Organizations

- Delta Sigma Theta
- The Links, Incorporated

New York

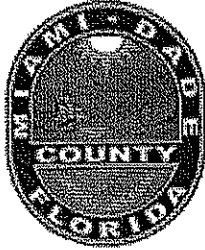
- Member, Junior League of Brooklyn
- Community Advisory Board, Junior League of New York
- Board of Directors, Connect, Inc.

HONORS, PUBLICATIONS, LECTURES

- New York State Governor's Justice, Freedom and Courage Award (Gov. George Pataki)
- Fordham University Law Review
- Federal Bureau of Investigations, Domestic and Workplace Violence Monographs
- New York State Office of Criminal Justice Programs
- NYC Administration for Children's Services "Quality Child Welfare Practice with Families Affected by Domestic Violence"
- Domestic Violence in the Workplace: Developing a Corporate Response
- National District Attorneys Association, lecturer
- The Center for Minority Studies, Inc., lecturer
- New York Asian Women's Center

Consultant and lecturer on role of law enforcement in the development of effective social policy: England, Taiwan, France, South Korea, Japan, South Africa, India, Australia, the Netherlands and Sweden.

REFERENCES UPON REQUEST



Miami-Dade Legislative Item File Number: 112140

[Printable PDF Format](#)

File Number: 112140 **File Type:** Report **Status:** Add-on
Version: 0 **Reference:** **Control:** County Commission
File Name: MAYORAL APPOINTMENT Introduced: 10/14/2011
Requester: Mayor **Cost:** **Final Action:**
Agenda Date: 10/18/2011 **Agenda Item Number:** 2B1
Notes: TLL- **Title:** MAYORAL APPOINTMENT RE: COMMUNITY ACTION AND HUMAN
 10/14/2011 SERVICES DIRECTOR
Indexes: NONE **Sponsors:** NONE
Sunset Provision: No **Effective Date:** **Expiration Date:**
Registered Lobbyist: None Listed

Legislative History

Acting Body	Date	Agenda Item	Action	Sent To	Due Date	Returned	Pass/Fail
Board of County Commissioners	10/18/2011	2B1	Accepted				
County Mayor	10/14/2011		Additions				

Legislative Text

There is no text currently available online for this item.

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