

DC WIC Executive Committee Members

Updated August 2016

Steven Boney, *Talent Acquisition Manager, WMATA*



Industry Sector: Transportation

Mr. Steven Boney has over 20 years of Human Resources Talent Acquisition experience in the Agency, RPO and Corporate environments. Mr. Boney has 10 years of experience supporting Talent Acquisition services for Federal Gov't contracting agencies as well. His industry knowledge includes: IT, Accounting and Finance, Executive Management, Marketing and Administrative recruitment management. He has participated in full Compensation reviews and developed pricing strategies for Federal Gov't contracts. Mr. Boney has participated in OFCCP full desk audits to which there were no findings by the OFCCP audit staff. He prides himself on staying abreast of Federal compliance laws and guidelines. Mr. Boney is an advocate for diversity and inclusion and promotes strategic partnership development with community based organizations, educational institutions as well as state and local gov't.

Currently Mr. Boney leads a team of Talent Acquisition professionals focused on diversity and operations critical recruitment for the Washington Metropolitan Area Transit Authority (WMATA). The Proactive Sourcing team serves as the diversity branch of the Talent Acquisition dept. Led by Mr. Boney, this team focuses their efforts on partnering with community based organizations to recruit diverse talent into WMATA.

Kim Horn, *President, Kaiser Foundation Health Plan of the Mid-Atlantic States, Inc.*



Industry Sector: Healthcare

Kim Horn is the President of Kaiser Foundation Health Plan of the Mid-Atlantic States, Inc. which generates nearly \$3 billion in revenue annually and employs nearly 7,000 employees. She oversees all aspects for the Mid-Atlantic region that serves more than 615,000 members and operates 31 medical centers throughout the District of Columbia, Northern Virginia and Maryland. She also maintains an ongoing partnership with the Mid-Atlantic Permanente Medical Group. With more than 1,200 board certified physicians, the Permanente Medicaid Group is the largest integrated multi-specialty group practice in the region. Kaiser Permanente is the only health system in the region delivering a fully integrated combination of care and coverage. In her role as President, Kim is dedicated to ensuring people receive an unparalleled health experience.

Prior to joining Kaiser Permanente in October 2012, Kim served as President and Chief Executive Officer of Grand Rapids-based Priority Health. During her 15-year tenure as CEO, the organization grew from 100,000 to over 600,000 members across the state of Michigan and revenues exceeding \$2 billion annually.

Throughout her career, Kim has been active in many community, philanthropic and industry endeavors. She served as president of the Michigan Association of Health Plans, a voice for the industry representing 17 health plans and more than 2.1 million health care consumers throughout the state of Michigan. Kim was also a director and member of the Executive Committee for the Association of Community Health Plans, a national leadership organization that brings together innovative health plans and provider groups to deliver affordable, high quality coverage and care in their communities. She also served as a director and Chair of Tomorrow's Child/Michigan SIDS for more than a decade.

Kim currently serves on the Board of the Washington Economic Club. She is a member of the Executive Committees for the Greater Washington Board of Trade and the DC Chamber of Commerce. Additionally, Kim is on the board of the Living Classrooms Foundation working to strengthen Baltimore communities and inspire young people to achieve their potential through hands-on education and job training. Ms. Horn is a graduate of the **University of Michigan**.

Carlos Jimenez, *Executive Director, Metropolitan Washington Council AFL-CIO*



Industry Sector: Labor Representative

Carlos Jimenez serves as the Executive Director for the Metropolitan Washington Council AFL-CIO, a federation of over 150 labor unions across the region. He comes to the Council with over a decade of campaign, political, and organizational development experience – most recently overseeing the development of local labor-community coalitions in Chicago, Detroit, St. Louis, Cleveland, and Indianapolis. In that role he facilitated the development of strategic plans, communication and grassroots organizing strategies, and coached executive directors and board officers in various capacities.

Jimenez has had the opportunity to directly work on union, community, student, and faith-based campaigns – working to advance standards and policies that support working families. He's worked with 1199SEIU MD/DC, the U.S. Student Association, Jobs With Justice, and he has also been an organizing trainer with the Midwest Academy and Wellstone Action. Jimenez serves as Vice-Chair for the D.C. Workforce Investment Council, is a Vice-President with the MD/DC AFL-CIO, and also serves on the board of PowerPac+. He first moved to the region in 2006, and has recently taken on his most challenging and exciting role to date – fatherhood.

Michael W. Maxwell, *Vice President, Human Resources, Pepco Holdings, Inc.*



Industry Sector: Energy/Utilities

Michael “Max” Maxwell is Vice President, Human Resources, of Pepco Holdings, Inc. (PHI), a regional energy holding company that provides utility service to about 2 million customers. PHI, an Exelon company, is an electric utility serving Washington, D.C., and suburban Maryland; Delmarva Power, an electric and gas utility serving Delaware and the rest of the Delmarva Peninsula; and Atlantic City Electric, an electric utility serving southern New Jersey.

Mr. Maxwell is responsible for providing human resources leadership in support of PHI. He is a member of the CEO’s senior leadership team where he provides HR consultation, designs and develops HR strategies for talent management, talent acquisition, diversity & inclusion, labor relations, and workforce planning. In his previous assignment, he was Vice President, Asset Management where he was responsible for assuring the short- and long-term performance and reliability of the transmission, substation and distribution assets of PHI’s regulated utility subsidiaries.

He began his Pepco career in 1987 as an engineer in the substation engineering group. Since then, he has held numerous leadership positions in the substation operations field organization overseeing crews responsible for high-voltage operations on the electric system. In 1997, Mr. Maxwell was named Manager of overhead lines operations, maintenance and construction organization operating in Prince George’s County and the District of Columbia overseeing 200 plus company and contractor personnel. In 2001, he was named General Manager, System Operations where he was responsible for the remote operation of the electric system from Pepco’s Control Center, as well as initial implementation of the company’s new outage management and mobile dispatch systems. He was Vice President, Safety and Strategic Services where he was responsible for corporate and operational safety, procurement and logistics, facilities and real estate, fleet, security and emergency preparedness across PHI.

Mr. Maxwell is a 1987 graduate of the Virginia Military Institute where he earned a bachelor’s degree in Electrical Engineering and a commission in the United States Army Military Intelligence Branch. He served eight years in the U. S. Army Reserve in the 80th Training Division in units in Salem and Dublin, Va where he served as a basic training company commander, and he completed his service as a Captain.

He has served as a member of the Board of Directors of the Greater Washington Boys and Girls Club, member of Leadership Greater Washington, the American Red Cross of Greater Washington, the NAF Engineering Advisory Board, and the VMI Keydet Club. He has also served on the Board of Visitors for the Virginia Military Institute.

Thomas Penny, *General Manager, Courtyard Marriott Convention Center*



Industry Sector: Hospitality

Thomas Penny, a native Washingtonian and supporter of youth and underserved adults in DC, is the General Manager of the Courtyard by Marriott Convention Center. Under his leadership, the Courtyard by Marriott Convention Center has consistently ranked in the top Courtyards in the world in RevPAR (revenue per available room).

Prior to joining the Courtyard, Thomas was the Assistant General Manager of the 532-room Holiday Inn Capitol. While serving in this capacity, Thomas played an instrumental role in the hotel ranking in the top ten Holidays worldwide in RevPAR, achieving multiple brand Quality Excellence awards. Upon being promoted to the position of F&B Director at this hotel at the age of 25 years old, Thomas was at the time the youngest and only African-American member of InterContinental Hotel's Group Food and Beverage Council with responsibility for establishing and evaluating food and beverage standards for at Holiday Inns worldwide.

After having started in the hotel industry at the age of 17 years old and never going more than 3 years without being promoted prior to his appointment as General Manager at the age of 33, Thomas believes that you learn the next job shortly after mastering the one you have. Thomas is presently one of the 4 African-American hotel General Managers out of 120 hotels in the Washington, DC.

Through his experience of starting as a dishwasher in the hotel industry, Thomas travels the city and region sharing the rich and diverse growth opportunities that exist within the hospitality industry. His message is simple, "If he can, you can." Thomas spends endless hours speaking to District residents at various community-based organizations, schools, universities, community and faith-based meetings.

Over the past 20 years, Thomas has worked to support District residents getting jobs in the hospitality industry through direct and indirect partnerships with Greater Washington Urban League, CSOSA, DOES, UDC-Community College, UDC, Trinity University, Potomac Job Corps, Goodwill of Greater Washington, So Others May Eat (SOME) and DC Central Kitchen.

As of January 2014, Thomas became the second African-American to ever serve as Chair of the Board of the Hotel Association of Washington, DC and the first to ever Chair the Board, while in their 30s. He is a member of the Board of Trustees of the Hospitality High School of Washington, DC where he is helping to ensure DC youth get the best education possible and the hospitality industry has homegrown future leaders. Additionally, Thomas serves on the Board of Destination DC, the organization charged with marketing Washington, DC globally.

Thomas is a member of the Mayor's Workforce Investment Council (WIC) and is Co-Chair of DC NAF Hospitality Executive Advisory Board; a body of hospitality executives charged with exposing high school students to the hospitality business from operations to ownership. Thomas serves on the DC Public Education Fund Board where the Board is working to raise funds to support the innovative and transformational work of Chancellor Henderson and DC Public Schools. Most notably, Mayor Bowser and Chancellor Henderson's "Empowering Males of Color."

Thomas serves on the Board of Trustees of SOME (So Others May Eat), DC Central Kitchen, DC Public Education Fund and co-chairs Prince George's Community College's Hospitality Executive Advisory Board.

Thomas has been the recipient of numerous awards. Some include the National Society of Minorities in Hospitality (NSMH) Howard University Chapter's (2008) Legacy of Achievement Award, (2009) The Network Journal's Top 40 Under Forty Award, (2010) Washington Business Journal's Minority Business Leader Award, (2010) 100 Black Men of Greater Washington's Legacy Award for Mentoring and (2011) Visitors Service Center's Charles A. Horsky Civic Leadership Award.

Thomas graduated with a degree in Business from the University of Maryland College Park and is the proud father of two beautiful children. Thomas is a voracious reader of history and leadership books and is presently working on finishing his own book titled, "Hope, Help and Hospitality", chronicling his life story and experiences within the hotel industry.

Andy Shallal, *Owner, Busboys and Poets and Mulebone Restaurants*



Industry Sector: Hospitality

Anas “Andy” Shallal is an artist and social entrepreneur. He is the founder of Busboys and Poets and Mulebone Restaurants. Both restaurant concepts create an environment where racial and cultural connections are consciously uplifted. Spaces to feed the mind, body and soul and where art, culture and politics take center stage and collide. With 4 locations in the Washington Metropolitan Area, Busboys and Poets has become home for progressives, artists and intellectuals including such notables as Howard Zinn, Cornel West, Alice Walker and Nikki Giovanni to name a few.

Shallal’s businesses are members of the Restaurant Opportunities Center (ROC), a national restaurant worker and owner association that focuses on sustainable business and employment practices. Busboys and Poets and Eatonville Restaurant have been at the forefront of environmental stewardship being one of the first businesses in Washington DC to be 100% wind powered and are at the cutting edge of the local/sustainable food movement winning many awards and recognitions locally and nationally. Shallal has received numerous awards including the Mayor’s Arts Award, Employer of the Year from the Employment Justice Center and the Mayor’s Environmental Award.

Shallal has founded or co-founded several peace and justice organizations and holds leadership positions in numerous others. He is on the board of trustees for the Institute for Policy Studies and the founder of Think Local First DC, a local business association. He currently serves as Chair of the DC Workforce Investment Council (WIC) as well as on the boards of several arts and peace organizations including The Anacostia Community Museum and the Washington Peace Center, Race Forward, The Center for Racial Justice and Innovation, Cultural DC and continues to strive to make his hometown of Washington DC a more livable community.

Courtney R. Snowden, *Deputy Mayor, Deputy Mayor for Greater Economic Opportunity (DMGEO)*



Industry Sector: Government

Courtney R. Snowden is a sixth-generation Washingtonian born at Howard University Hospital. Raised in the Shepherd Park neighborhood of Ward 4, Courtney now lives east of the river (EOTR) in Ward 7 with her young son, Malik. In 2014, Courtney was elected Alternate National Committeewoman to the DC Democratic State Committee, and later ran for an at-large seat on the DC Council. The Washington Post endorsed Courtney as the foremost candidate in the 15 person field, recognizing her *“keen understanding of the need to connect neighborhoods if the city is to thrive. She understands policy, is adept at building coalitions and is both smart and passionate about education reform.”*

Courtney is a graduate of DC Public Schools and received her B.A. in Political Science in 2000 from Beloit College in Beloit, WI. After graduating, Courtney returned home to the District to join the legislative staff of Congresswoman Tammy Baldwin (D-WI) on Capitol Hill.

An active leader in the city’s LGBT and African-American communities and a staunch public education advocate, Courtney has devoted her life to making Washington, DC, a better place for all its residents, corner to corner. She has a record of coalition building and bringing people from different backgrounds together from across the city.

As a principal at The Raben Group, a premiere progressive government relations firm, she advises the firm’s clients on a variety of public policy issues through direct lobbying, strategic planning, and coalition building. Her diverse client portfolio includes Google, the Committee for Education Funding, the National Urban League, and Graham Holdings.

An active, engaged volunteer her entire life, Courtney has lent her grassroots mobilization expertise to Democratic campaigns around the country. In 2008, she served as an active member of Women for Obama and LGBT Americans for Obama, acting as a surrogate around the country. For the last six weeks of the general election campaign, she volunteered her time and talent in Colorado to get Barack Obama elected. She’s also worked on the campaigns of several members of Congress and a number of candidates in the local DC community. Her first campaign was in support of Arrington Dixon for DC Council when she just a little kid.

Courtney moved to the Deanwood neighborhood of Ward 7 in 2005 with her twin sister, Crystal Snowden. Crystal is a teacher, first at Ron Brown Middle School and presently at Friendship Collegiate High School. In that time, Courtney has served as a mentor and tutor to academically challenged students in Ward 7.

Public service was instilled in Courtney by her parents, Calvin and Diana Snowden, and she lives those values through her service on the boards of the Richard Wright Public Charter School and Rockson Community Development Corporation. In 2008, she served as the first female board chair of DC Black Pride, and she's was an active member of the DC GLBT Advisory Committee.

Laurie Wingate, *Executive Director, Raise DC*



Industry Sector: Youth Services

Laurie Wingate serves as Executive Director of Raise DC, the District's cross-sector collective impact partnership focused on improving educational outcomes for DC's youth by focusing on five citywide 'cradle-to-career' goals. Initially launched in 2012, Raise DC joins public, private, philanthropic, and nonprofit leaders to promote collaboration, shared advocacy, alignment of public and private resources – all based on where the data tells us we will make the largest impact. Wingate oversees the programs, people, and processes that drive data and connect members' resources to create system-wide change for youth ages 0-24. In her almost two years at Raise DC, Wingate has grown the organization's Leadership Council to a prestigious 32-member team, and the five Change Networks now include more than 150 partners.

Wingate came to Raise DC with more than 20 years of experience in education and politics. Her career began with Teach for America in Oakland, Calif., where she taught for seven years, followed by three years at Robert Brent Elementary School, a DC Public School. Wingate serves as a founding board member of the Inspired Teaching Demonstration School, a public charter school that works to improve instruction, build teacher capacity, and ensure that school makes the most of students' innate desire to learn.

Wingate also worked for Hillary Clinton for two years as the National Director of 'Lawyers for Hillary and then transitioned to Obama for America where she was the Director of the National Lawyers Unity Project.

Wingate is currently Vice Chair of the Board of Directors for DC Vote where she has been an active board member for six years.