



# TOWN OF CHAPEL HILL

## Town Council Meeting Agenda

Town Hall  
405 Martin Luther King Jr.  
Boulevard  
Chapel Hill, NC 27514

Mayor Pam Hemminger  
Mayor pro tem Jessica Anderson  
Council Member Donna Bell  
Council Member Allen Buansi  
Council Member Hongbin Gu

Council Member Nancy Oates  
Council Member Michael Parker  
Council Member Rachel Schaevitz  
Council Member Karen Stegman

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**Wednesday, February 14, 2018 7:00 PM RM 110 | Council Chamber**

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### OPENING

### PETITIONS FROM THE PUBLIC AND COUNCIL MEMBERS

*Petitions and other similar requests submitted by the public, whether written or oral, are heard at the beginning of each regular meeting. Except in the case of urgency and unanimous vote of the Council members present, petitions will not be acted upon at the time presented. After receiving a petition, the Council shall, by simple motion, dispose of it as follows: consideration at a future regular Council meeting; referral to another board or committee for study and report; referral to the Town Manager for investigation and report; receive for information. See the Status of Petitions to Council webpage to track the petition. Receiving or referring of a petition does not constitute approval, agreement, or consent.*

### PUBLIC COMMENT - ITEMS NOT ON PRINTED AGENDA

### ANNOUNCEMENTS BY COUNCIL MEMBERS

### DISCUSSION

1. Building Integrated Communities Project Update. [\[18-0101\]](#)

PRESENTER: Sarah Osmer Viñas, Assistant Director, Office for Housing and Community  
Dr. Hannah Gill, UNC-Chapel Hill

RECOMMENDATION: That the Council receive this report.

2. Discuss Expectations and Competencies for the Town Manager Recruitment and Selection Process. (no attachment) [\[18-0102\]](#)

PRESENTER: Stephen K. Straus, Ph.D., Developmental Associates

The purpose of this item is for the Council to provide a foundation for defining the competencies sought in recruitment of the next Town Manager and in designing the selection process.

## **APPOINTMENTS**

3. Appointment to the Grievance Hearing Board.

**[\[18-0103\]](#)**

## **REQUEST FOR CLOSED SESSION TO DISCUSS ECONOMIC DEVELOPMENT, PROPERTY ACQUISITION, PERSONNEL, AND/OR LITIGATION MATTERS**



## Item Overview

Item #: 1., File #: [18-0101], Version: 1

Meeting Date: 2/14/2018

**Building Integrated Communities Project Update.****Staff:**Loryn Clark, Executive Director  
Sarah Osmer Viñas, Assistant Director**Department:**

Housing and Community

**Overview:** This item provides an update on the Building Integrated Communities (BIC) project, a two year collaboration with the University of North Carolina at Chapel Hill.

**Recommendation(s):**

That the Council receive this report.

**Overview of the Building Integrated Communities (BIC) Project**

BIC is a multi-year planning process that helps North Carolina local governments successfully engage with local foreign-born, refugee, and Hispanic/Latinx residents in order to: improve relationships, enhance communication, and promote civic participation and leadership in local government.

As a result of working with BIC, local governments and diverse community stakeholders gain tools and build capacity to generate locally relevant strategies for promoting economic development and strengthening educational advancement. Since 2010, the statewide BIC initiative has partnered with the municipalities of Greenville, High Point, Winston-Salem, and Sanford to create and implement four citywide action plans for improving the integration of newcomers.

Following a competitive process, the Town of Chapel Hill was selected as one of two municipalities to participate in the BIC project for 2017-2019. The BIC project aligns with the Town's goals of making Chapel Hill a *Place for Everyone*, and an *Inclusive Community*, both of which are goals identified in our Comprehensive Plan and Council Goals.

*Project Process & Progress to Date*

Over the summer of 2017, an interdepartmental staff team, led by our Office for Housing and Community, began working with the UNC BIC Team to carry out the three-part project process outlined below.

**1. Community Assessment** (September 2017-February 2018)

- Establish steering committee

*Progress to date*

- ✓ The core project team recruited 22 individuals to serve on the BIC project steering committee, who are foreign-born and refugee residents and/or agency staff persons representing 17 different organizations and institutions.
- Build relationships and share knowledge

*Progress to date*

- ✓ The steering committee has met five times since July 2017, building relationships with one another and providing direction for the community assessment phase of the project.

- Conduct research

*Progress to date*

- ✓ UNC team has pulled demographic data from the U.S. Census, American Community Survey, and local agencies.
- ✓ The project team hosted two multi-lingual community conversations thus far, offered in English, Mandarin Chinese, Korean, Burmese, Karin, Arabic, and Russian languages. These community conversations were attended by over 100 Chapel Hill residents. An additional English-Spanish community conversation is planned for February 15, 2018 at St. Thomas More Catholic Church.

**2. Action Planning** (February-June 2018)







- Choose issues to focus on
- Develop town strategies ("action plans") to improve issues
- Hold public strategy sessions

**3. Implementation** ( July 2018-April 2019)

- Carry out actions
- Monitor progress
- Make improvements
- Prepare to measure impacts

**Fiscal Impact/Resources:** There is no fiscal impact identified at this time, aside from modest costs associated with meeting materials and interpretation and translation services for the project. The potential costs associated with implementation of the strategies identified through the BIC project are to be determined during the final phase of the project.

**Council Goals:**

<input checked="" type="checkbox"/>		Create a Place for Everyone	<input type="checkbox"/>		Develop Good Places, New Spaces
<input type="checkbox"/>		Support Community Prosperity	<input type="checkbox"/>		Nurture Our Community
<input type="checkbox"/>		Facilitate Getting Around	<input type="checkbox"/>		Grow Town and Gown Collaboration



**Attachments:**

- Draft Staff Presentation
- BIC Steering Committee Roster

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Item #: 1., File #: [18-0101], Version: 1

Meeting Date: 2/14/2018

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**The Agenda will reflect the text below and/or the motion text will be used during the meeting.**

PRESENTER: Sarah Osmer Viñas, Assistant Director, Office for Housing and Community  
Dr. Hannah Gill, UNC-Chapel Hill

RECOMMENDATION: That the Council receive this report.

# BUILDING INTEGRATED COMMUNITIES IN CHAPEL HILL PROGRESS REPORT



**COUNCIL BUSINESS MEETING**

**February 14, 2018**

**Sarah Osmer Vinas & Dr. Hannah Gill**



L A T I N O  
M I G R A T I O N  
P R O J E C T



UNC  
GLOBAL

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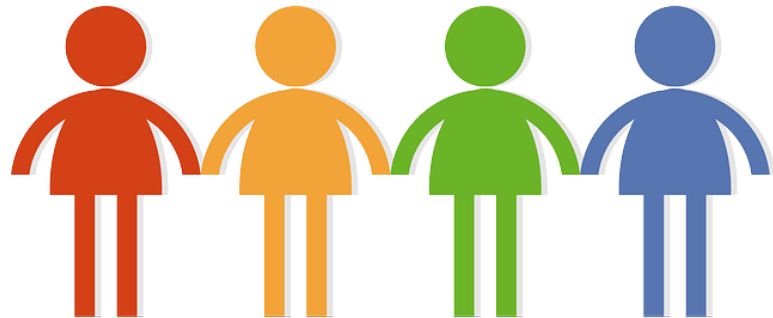
# AGENDA

- Background
- Overview of BIC & Progress to Date
- Next Steps



# WHY BIC?

- Consistent with Town goals – A Place for Everyone
- Interest in developing strategies to further engage and be responsive to our diverse community



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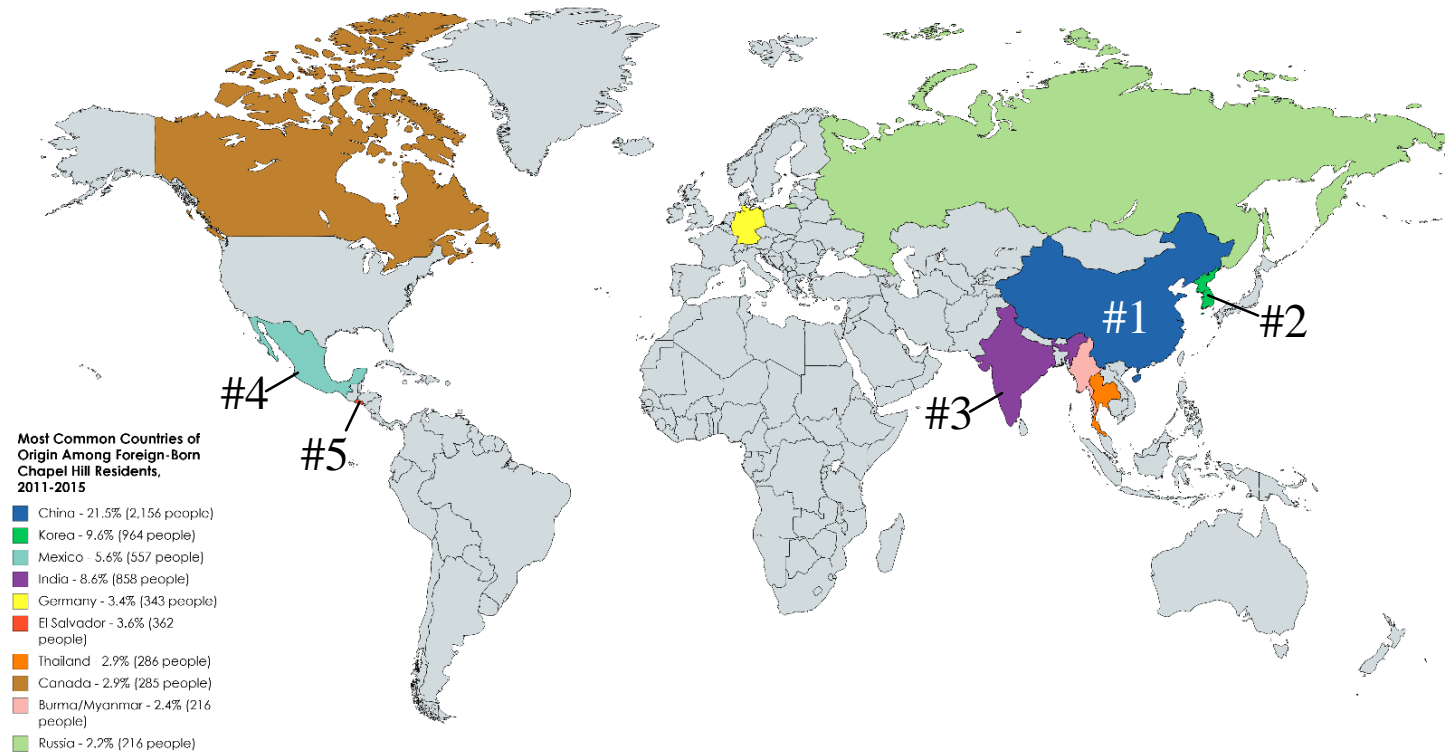
# OUR DIVERSE COMMUNITY

- 17% (10,000) of residents are foreign born
- Top countries of origin among foreign born residents:

Country	Percentage of Foreign-born Residents*	Number of People
<b>China</b>	21.5%	2,156
<b>Korea</b>	9.6%	964
<b>India</b>	8.6%	858
<b>Mexico</b>	5.6%	557
<b>El Salvador</b>	3.6%	362

DRAFT

# MOST COMMON COUNTRIES OF ORIGIN AMONG FOREIGN-BORN IN CHAPEL HILL RESIDENTS



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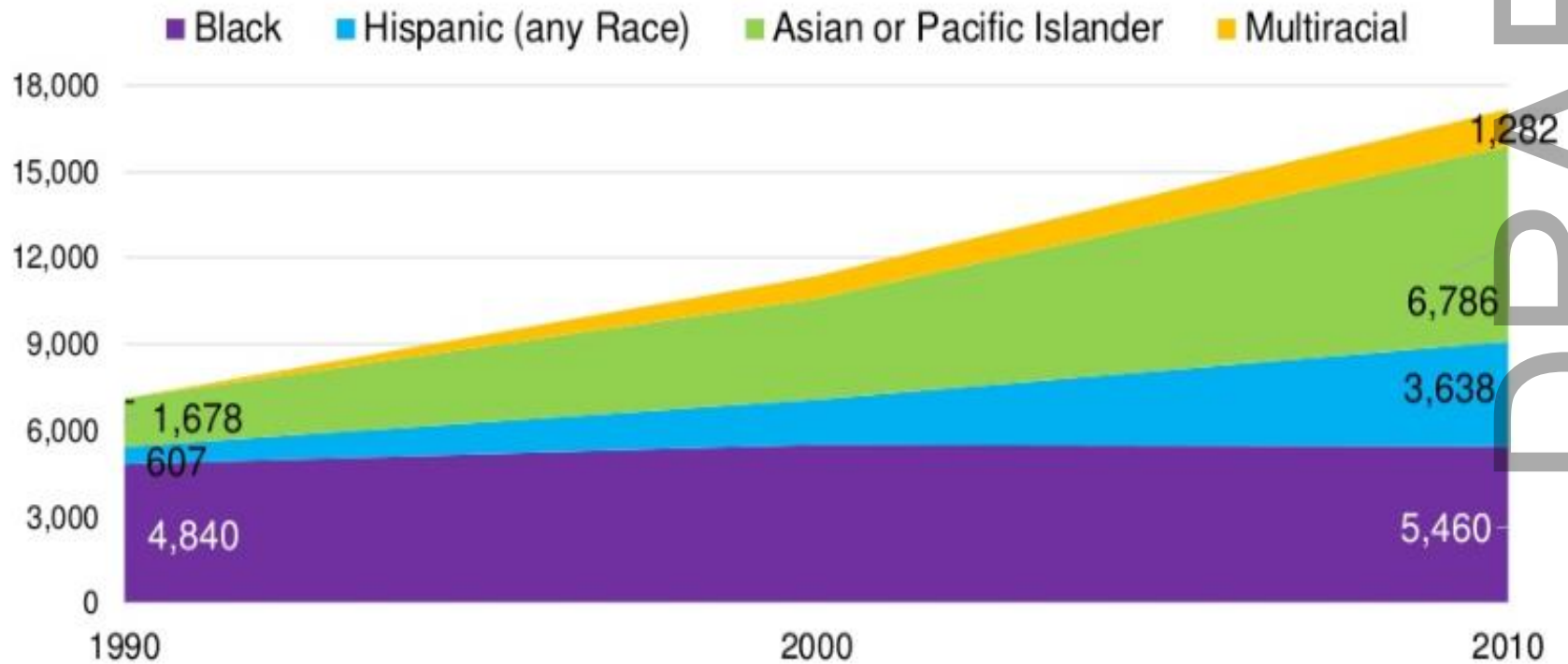
## OUR DIVERSE COMMUNITY

- 24% of foreign-born residents lived in households where there was limited ability to speak English
- 31% of households in our public housing are foreign born



DRAFT

# CHAPEL HILL POPULATION- PEOPLE OF COLOR



# WHAT IS BUILDING INTEGRATED COMMUNITIES (BIC)?

BIC is a **statewide community planning initiative** that helps NC local governments to **successfully engage** with **refugee and foreign-born populations** in order to:

- Enhance communication
- Improve relationships
- Increase leadership and civic engagement opportunities



*Supported by the Institute for the Study of the Americas, The Center for Global Initiatives at UNC Chapel Hill, and the Z. Smith Reynolds Foundation.*

# What is Building Integrated Communities (BIC)?

Local governments and diverse community stakeholders build the relationships and tools to generate **locally-relevant strategies** that strengthen foreign-born residents' **civic engagement**.



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# CH BIC STEERING COMMITTEE

Last name	First name	Affiliation(s)
Accordino	Nicole	Transplanting Traditions Community Farm
Alanis	Antonio	El Centro Hispano in Carrboro
Bateman	Flicka	Refugee Support Center
Bailey	Shannon	Chapel Hill Public Library
Black	Krystal	Chapel Hill Public Library
Choi	Youngin	Chapel Hill Community Member
Clifford	Susan	Orange Co. Immigrant and Refugee Health
Duhamel	Peggy (Ghislaine)	Church of the Holy Family
Hernandez	Mariela	Family Success Alliance
Hinson	Josh	UNC Refugee Mental Health and Wellness Initiative
Jackson	Isabel	Orange Co. Dept. on Aging
Johnson	Karon	CH Police Department
Mai Mai	Mai Mai	Chapel Hill Community Member
Muragizi	Soni	Church World Service
Oo	Khin (April)	Family Success Alliance
Rohe	Jamie	Refugee Community Partnership
Royo	Luis, Dcn.	St. Thomas More Catholic Church
Viñas	Sarah	Chapel Hill Office for Housing and Community

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UNC  
GLOBAL



## COMMUNITY CONVERSATIONS FOR FOREIGN-BORN RESIDENTS OF CHAPEL HILL

**Share your experiences and recommendations  
for local government and services**

transportation \* housing \* safety \* leadership opportunities \* parks,  
greenways and recreation \* planning and development

**Tuesday, January 16, 2018 9am-10:30am**

**Seymour Senior Center** 2551 Homestead Rd, Chapel Hill, 27516

*Conversations in Mandarin, Korean, and English Language*

**Saturday, January 20, 2018 11am-12:30pm**

**Chapel Hill Public Library** 100 Library Dr, Chapel Hill, 27514

*Conversations in English, Russian, Burmese, & Arabic Languages;  
Childcare available*

**Thursday, February 15, 2018 7pm-8:30pm**

**St. Thomas More Catholic Church** 940 Carmichael St, Chapel Hill, 27514

*Spanish & English languages; Childcare available*



*All residents welcome. We do not record meetings or request identification/registration.  
Wheelchair accessible.*

**Chapel Hill Building Integrated Communities is a collaborative project of UNC-CH, the Town of Chapel Hill and foreign-born residents. We seek newcomer perspectives to improve leadership opportunities, communication and services. <https://migration.unc.edu/programs/bic/> 919-962-5453**

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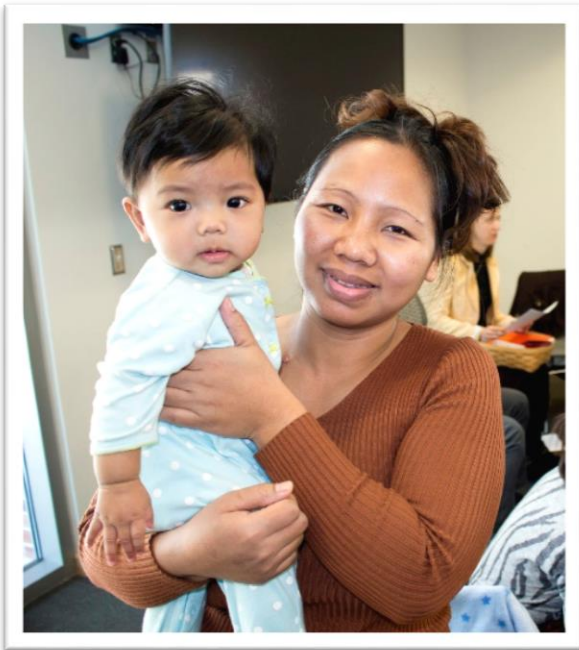
# PUBLIC MEETINGS

- 2 meetings held to date, attended by 105 people from:  
Taiwan, China, Thailand, Burma/Myanmar, Korea, Japan, Ghana, Poland, Switzerland, Canada, Germany, & U.S.
- Facilitated by UNC, Town staff, and 20 community volunteers
- Interpretation provided in 8 different languages (Arabic, Russian, Burmese, Karin, English, Korean, and Mandarin Chinese)



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# Public Meetings



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# THANK YOU TO COUNCILMEMBERS BUANSI AND ANDERSON AND MAYOR HEMMINGER FOR ATTENDING!



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# PRESS



- The China Press Weekly
- The Daily Tar Heel: **“Town of Chapel Hill and UNC aim to bridge the gap for immigrant and refugee residents”**
- WCHL Radio

*I am honored to attend the meeting. I think this is a very warm and effective dialogue, and the elderly are very grateful to the government for giving them good service and opportunity.*

*-Jue Hu, The China Press Weekly*



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## NEXT STEPS

- 1. Complete Community Research Phase (Sept 2017 – Feb 2018)**
  - Conduct 3<sup>rd</sup> Community Conversation
  - Complete analysis of data
- 2. Action Planning (Feb - June 2018)**
  - Choose issues to focus on
  - Develop town strategies (“action plans”) to improve issues
  - Hold public strategy sessions
- 3. Implementation ( July 2018 - April 2019)**
  - Carry out actions
  - Monitor progress
  - Make improvements
  - Prepare to measure impacts



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## Building Integrated Communities Steering Committee Members

Last Name	First Name	Affiliation
Accordino	Nicole	Transplanting Traditions Community Farm
Alanis	Antonio	El Centro Hispano in Carrboro
Bateman	Flicka	Refugee Support Center
Bailey	Shannon	Chapel Hill Public Library (staff)
Black	Krystal	Chapel Hill Public Library (staff)
Choi	Youngin	Chapel Hill Community Member
Clifford	Susan	Orange Co. Immigrant and Refugee Health
Duhamel	Peggy	Church of the Holy Family
Hernandez	Mariela	Family Success Alliance
Hinson	Josh	UNC Refugee Mental Health and Wellness Initiative
Jackson	Isabel	Orange Co. Dept. on Aging
Johnson	Karon	CH Police Department
Mai Mai	Mai Mai	Chapel Hill Community Member
Muragizi	Soni	Church World Service
Oo	Khin (April)	Family Success Alliance
Rohe	Jamie	Refugee Community Partnership
Royo	Luis, Dcn.	St. Thomas More Catholic Church
Viñas	Sarah	Chapel Hill Office for Housing and Community (staff)





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TOWN OF CHAPEL HILL

Town Hall  
405 Martin Luther King Jr.  
Boulevard  
Chapel Hill, NC 27514

Item Overview

Item #: 3., File #: [18-0103], Version: 1

Meeting Date: 2/14/2018

**Appointment to the Grievance Hearing Board.**

**Staff:**

Sabrina Oliver, Director  
Beth Vazquez, Assistant Town Clerk

**Department:**

Communications and Public Affairs



**Recommendation(s):**

That the Council make an appointment to the Grievance Hearing Board for one (1) Town Resident seat, effective immediately.

**Council Goals:**

<input checked="" type="checkbox"/>		Create a Place for Everyone	<input type="checkbox"/>		Develop Good Places, New Spaces
<input type="checkbox"/>		Support Community Prosperity	<input type="checkbox"/>		Nurture Our Community
<input type="checkbox"/>		Facilitate Getting Around	<input type="checkbox"/>		Grow Town and Gown Collaboration



**Attachments:**

- Ballot
- Applications

Note: The Grievance Hearing Board does not make a recommendation to Council regarding appointments.

**BALLOT**

**GRIEVANCE HEARING BOARD**

**FEBRUARY 14, 2018**

Total Membership: 8 (8 Town Residents)  
Current Membership: 7 (1 Female, 6 Male; 6 Caucasian, 1 Undisclosed)  
Current Vacancies: 1 (1 Town Resident)  
Number of Applicants: 2

**Chapel Hill Resident  
Please vote for up to one (1) applicant.**

\_\_\_\_\_ Annie Brayboy

\_\_\_\_\_ Dana Mangum

\_\_\_\_\_ Other; please list \_\_\_\_\_

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**Council Member Signature**

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## Profile

Whenever possible, applications should be submitted prior to the scheduled meeting of the affected advisory board so that they can consider all applications prior to making a recommendation to Council.

## Public Records Statement

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**I acknowledge that all information submitted in this application becomes a public record and will be searchable online. The Town is not able to remove information from the public record once it has been posted.**

---

I Agree

Annie

First Name

Brayboy

Last Name

Middle Initial

abrayboy55@gmail.com

Email Address

512 Lakeshore Lane

Street Address

Suite or Apt

Chapel Hill

City

NC

State

27514

Postal Code

Mobile: (480) 580-8915

Primary Phone

Home:

Alternate Phone

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Residency within the Town limits is required for membership on most Council advisory bodies. Memberships of some committees and task forces may be composed of up to forty percent of non-Town residents.

**What district do you live in? \***

---

Chapel Hill Town limits (Purple)

[Please consult the town maps HERE if you are unsure.](#)

**If you are a Chapel Hill Resident, How long have you lived here?**

---

1-3 years

---

The Council encourages you to visit a meeting of the group that you are interested in serving on. Please choose no more than two groups from the list below to which you would like to apply.

**Which Board is your First Choice? \***

---

Grievance Hearing Board (former Personnel Appeals Committee)

**Which Boards would you like to apply for?**

---

Justice in Action Committee: Eligible

Grievance Hearing Board: Eligible

Question applies to Justice in Action Committee

**Select a Seat Category for the Justice in Action Committee \***

---

Chapel Hill or Carrboro planning jurisdiction

---

**How did you find out about this opportunity? (select all that apply by holding down the shift key)**

---

Internet

Other (provide additional information below)

friend

If you chose "Other" from the advertising opportunity listed above, please specify specify:

---

**Interests & Experiences**

**Please provide a brief statement outlining why you wish to serve on the Advisory Board(s), Commission(s), Committee(s) or Task Force(s) to which you are applying.**

---

Recently retired from Public Health Service and moved back to my home state of NC. Interested in learning more about Chapel Hill government and want to give back to the community.

---

You may upload a supporting document (ex. Resume).  
<strong>Please be advised that any information submitted becomes a public record and may be searchable online.</strong>

---

## Demographics

In order to consider this application and provide some balance to the various boards, this personal information is required:

### Ethnicity

---

American Indian/Alaskan Native Aleutian

### Gender

---

Female

**Please select your age from the following list. \***

---

over 55

### Retired

---

Occupation

**Are you a Town of Chapel Hill employee?**

---

Yes  No

---

## Ethics Statement

**ETHICS GUIDELINES FOR TOWN ADVISORY BOARDS AND COMMISSIONS**

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Members of advisory boards and commissions shall not discuss, advocate, or vote on any matter in which they have a conflict of interest or an interest which reasonably might appear to be in conflict with the concept of fairness in dealing with public business. A conflict of interest or a potential conflict occurs if a member has a separate, private, or monetary interest, either direct or indirect, in any issue or transaction under consideration. In addition, members of the Historic District Commission and Board of Adjustment, when these boards are hearing cases, serve as quasi-judicial bodies. Pursuant to State Statute 106A-388(e)(2), members of these boards “shall not participate in or vote on any quasi-judicial matter in a manner that would violate affected persons’ constitutional rights to an impartial decision maker. Impermissible violations of due process include, but are not limited to, a member having a fixed opinion prior to hearing the matter that is not susceptible to change, undisclosed ex parte communications, a close familial, business, or other associational relationship with an affected person, or a financial interest in the outcome of the matter.” Any member who violates these Ethics Guidelines may be subject to removal from the board or commission. If the advisory board or commission member believes he/she has a conflict of interest then that member should ask the advisory board or commission to be recused from voting. The advisory board or commission should then vote on the question on whether or not to excuse the member making the request. In cases where the individual member or the advisory board or commission establishes a conflict of interest, then the advisory board or commission member shall remove themselves from the voting area. Any advisory board or commission member may seek the counsel of the Town Attorney on questions regarding the interpretation of these ethics guidelines or other conflict of interest matters. The interpretation may include a recommendation on whether or not the advisory board or commission member should excuse himself/herself from voting. The advisory board or commission member may request the Town Attorney respond in writing.

---

I Agree \*

*Applications will be kept on file from July 1st to June 30th of the same fiscal year. Please reapply each fiscal year if you are still interested in serving on an Advisory Board, Commission, Committee or Task Force and have not yet been appointed.*

---

**Profile**

Whenever possible, applications should be submitted prior to the scheduled meeting of the affected advisory board so that they can consider all applications prior to making a recommendation to Council.

**Public Records Statement**

---

**I acknowledge that all information submitted in this application becomes a public record and will be searchable online. The Town is not able to remove information from the public record once it has been posted.**

---

 I Agree

Dana

First Name

W

Middle Initial

Mangum

Last Name

dmangum@nccadv.org

Email Address

104 Brookstone Court

Street Address

Suite or Apt

Chapel Hill

City

NC

State

27514

Postal Code

Home: (919) 260-6922

Primary Phone

Home: (919) 956-9124

Alternate Phone

---

Residency within the Town limits is required for membership on most Council advisory bodies. Memberships of some committees and task forces may be composed of up to forty percent of non-Town residents.

**What district do you live in? \***

---

 Chapel Hill Town limits (Purple)

[Please consult the town maps HERE if you are unsure.](#)

**If you are a Chapel Hill Resident, How long have you lived here?**

---

None Selected

---

The Council encourages you to visit a meeting of the group that you are interested in serving on. Please choose no more than two groups from the list below to which you would like to apply.

**Which Board is your First Choice? \***

---

Grievance Hearing Board (former Personnel Appeals Committee)

**Which Boards would you like to apply for?**

---

Justice in Action Committee: Eligible

Grievance Hearing Board: Eligible

Question applies to Justice in Action Committee

**Select a Seat Category for the Justice in Action Committee \***

---

None Selected

---

**How did you find out about this opportunity? (select all that apply by holding down the shift key)**

---

Internet

If you chose "Other" from the advertising opportunity listed above, please specify specify:

---

**Interests & Experiences**



**Please provide a brief statement outlining why you wish to serve on the Advisory Board(s), Commission(s), Committee(s) or Task Force(s) to which you are applying.**

I would like to serve on a committee that can serves individual needs of its citizens. Currently the Human Services and Justice in Action committees have no vacancies. However, I believe that this committee is important as it hears out and resolves issues related to individuals. I have held several leadership roles, and resolving employee issues has been an important component of my responsibilities,

[ResumeDanaMangum2017.doc](#)

You may upload a supporting document (ex. Resume).

**Please be advised that any information submitted becomes a public record and may be searchable online.**

---

## Demographics

In order to consider this application and provide some balance to the various boards, this personal information is required:

### Ethnicity

Other

### Gender

Female

**Please select your age from the following list. \***

over 55

Executive Director, NC  
Coalition Against Domestic  
Violence

Occupation

**Are you a Town of Chapel Hill employee?**

Yes  No

---

## Ethics Statement

**ETHICS GUIDELINES FOR TOWN ADVISORY BOARDS AND COMMISSIONS**

---

Members of advisory boards and commissions shall not discuss, advocate, or vote on any matter in which they have a conflict of interest or an interest which reasonably might appear to be in conflict with the concept of fairness in dealing with public business. A conflict of interest or a potential conflict occurs if a member has a separate, private, or monetary interest, either direct or indirect, in any issue or transaction under consideration. In addition, members of the Historic District Commission and Board of Adjustment, when these boards are hearing cases, serve as quasi-judicial bodies. Pursuant to State Statute 106A-388(e)(2), members of these boards “shall not participate in or vote on any quasi-judicial matter in a manner that would violate affected persons’ constitutional rights to an impartial decision maker. Impermissible violations of due process include, but are not limited to, a member having a fixed opinion prior to hearing the matter that is not susceptible to change, undisclosed ex parte communications, a close familial, business, or other associational relationship with an affected person, or a financial interest in the outcome of the matter.” Any member who violates these Ethics Guidelines may be subject to removal from the board or commission. If the advisory board or commission member believes he/she has a conflict of interest then that member should ask the advisory board or commission to be recused from voting. The advisory board or commission should then vote on the question on whether or not to excuse the member making the request. In cases where the individual member or the advisory board or commission establishes a conflict of interest, then the advisory board or commission member shall remove themselves from the voting area. Any advisory board or commission member may seek the counsel of the Town Attorney on questions regarding the interpretation of these ethics guidelines or other conflict of interest matters. The interpretation may include a recommendation on whether or not the advisory board or commission member should excuse himself/herself from voting. The advisory board or commission member may request the Town Attorney respond in writing.

---

I Agree \*

*Applications will be kept on file from July 1st to June 30th of the same fiscal year. Please reapply each fiscal year if you are still interested in serving on an Advisory Board, Commission, Committee or Task Force and have not yet been appointed.*

## DANA WHITFIELD MANGUM

104 Brookstone Court, Chapel Hill, NC 27514

919.260.6922

[danamangum@gmail.com](mailto:danamangum@gmail.com)

**SUMMARY OF QUALIFICATIONS: Results-oriented and data-driven statewide non-profit and former multi-national pharmaceutical executive with expertise in building alliances among multiple sectors to scale intimate partner violence initiatives to a statewide and national level.**

**Duke University, Durham, NC**  
M.A., Liberal Studies and Health Policy

**University of North Carolina at Chapel Hill**  
**School of Medicine**  
B.S., Radiologic Science, Minor in Nuclear Medicine

NC COALITION AGAINST DOMESTIC VIOLENCE

September 2013- Present

**Executive Director**

- Direct all aspects of the 501(c)3 statewide non-profit, including state policy, research and programming, Training Institute, grant-making, fund-raising, member services, finance, and development, strategically growing from a staff of 12 to 26 people over 2 1/2 year period.
- Grew and manage a budget from \$2 million to \$4 million in 2 1/2 years specifically through the award of state and federal grants..
- Partner with multiple NC stakeholders including legislators, foundations, researchers, and government contacts for funding prevention and intervention program intimate partner violence to provide grants to colleges and universities, and urban and rural communities to scale intimate partner violence initiatives.
- Grew the eNOugh campaign which initiated as a single county education initiative funded by the Kimble Foundation for Freedom, in honor of their daughter, Jamie Kimble, who was killed by her partner. The campaign is now statewide and serves 6 college campuses with plans to scale to all universities and colleges in the state.
- Serve on Governor-appointed state task forces, NC Domestic Violence Commission (serve as Legislative Co-chair) and NC Child Fatality Taskforce; UNC Chapel Hill Children's Home Society, Duke University PREP for Children Advisory Board; Lecturer at the UNC School of Public Health.
- Engaging AORTA to ensure the institution of equitable policies and procedures to support all populations employed at NCCADV. Will provide equity capacity building as technical assistance to 100 domestic violence service providers to ensure all populations have equitable access to services.

DUKE UNIVERSITY, Center for Health Policy and Inequalities Research

November 2010-September 2013

**Executive Director, North Carolina Community AIDS Fund**

- Directed all aspects of a university-based statewide non-profit focused on HIV in the South. Provide direct oversight of business planning, strategic direction, board placements, community engagement, marketing, fund development grant-making, finance management, advocacy, employee and volunteer management, and program management and evaluation .
- Developed and maintained a corporate/foundation major gift pipeline (\$10K-\$1,000K) realizing \$180,000 in new non-restricted funds within the first 8 months, while sustaining a large foundation (Kate B. Reynolds Charitable Trust, Blue Cross Blue Shield of North Carolina Foundation, The Duke Endowment, NC Health and Wellness Trust Fund) pipeline averaging \$150,000 in non-restricted funds annually.
- Awarded and provided oversight of a \$3million corporate grant to initiate and manage a large community service project focused on access to HIV care.
- Provided community grants in excess of \$500K over a 3-year period focusing on people living with HIV/AIDS in marginalized conditions, and supporting programs that address sexism, racism, and homophobia
- Managed the NC AIDS United AmeriCorps program, placing members in multiple NC-based organizations conducting sexual health work for marginalized populations.
- Transitioned organization from university-sponsored to its own 501(c)3.

**Research Associate**

June 2008-June 2010

- Co-taught and administered Global Health and Health Equity courses to graduate and undergraduate students, providing insight on violence against women.
- Collaborated regularly with class sponsor, Director, Agency for Healthcare Research and Quality (AHRQ) within the US Department of Health and Human Services (HHS).

**UN WOMEN**

January 2008-May 2012

**Board Member and Business Planning Chair, National and North Carolina Chapters**

- Developed and executed events generating individual and corporate donations of \$500 to \$10,000.
- Moderated session at the 2011 Annual National UN Women Conference, *'The Role of the Private Sector'* and served on the Conference Planning Committee.
- Developed like-minded state-wide stakeholder relationships to enhance impact on women's health issues.
- Initiate public education initiatives, including policy issues at the state and national level.
- Led volunteers with the development of student internship/mentorship programs at the high-school and university levels.

**GLAXOSMITHKLINE PHARMACEUTICALS, INC., Research Triangle Park, NC**

1991 – 2008

**Area Marketing Information Director, US and Puerto Rico**

2002 – 2008

- Led department and consulted directly with regional VPs to provide sales and marketing analysis therapeutic area for the purpose of developing and supporting strategic R&D and Commercial business initiatives.
- Co-developed and implemented a new business model to offshore department capabilities to India.
- Hired, trained managed the analytical support staff (Twelve direct reports) in US and India.
- Diversity Head and Gallup StrengthsFinder Coach for the division.

**Head, Global Supply Chain Resource Center Project**

2001 – 2002

- Led the research and design recommendations for a technology communications center that provides product supply information to healthcare providers.
- Led a team with members representing Africa, East Asia and Pacific, Europe and Central Asia, Latin America and Caribbean, Middle East and North Africa and South Asia regions.
- Directed the business planning, team selection, market research, and financial planning.

**Director, Project and Change Management Office**

1999 – 2001

- Co-founder of the PMO, focusing on the resourcing, design and management of executive-sponsored projects in the R&D and Commercial divisions such as corporate merger, external partner selection processes, activities and financial analysis, and company-wide re-structuring efforts.
- Led team of project managers who executed the business planning, organizational development, financial planning, project management, outcomes measurement, knowledge management, IT support, HR and change management, performance monitoring, and reporting to senior leadership.

**Project Manager, Pre-Merger Capabilities**

1999

- Led a select team of individuals for a company-wide business improvement initiative to address capabilities from drug development through post-product launch. The team represented Medical Affairs, Commercial, and Corporate divisions.
- Led the generation of innovative recommendations and operational efficiencies. The decisions impacted R&D and Commercial practices related to shaping products, marketing and launching products, and developing superior customer insight.
- Participated on the corporate Organizational Development sub-team that planned the readiness and implementation of the operational efficiencies.

**Senior Manager, Marketing**

1996 – 1999

- Created and executed breakthrough commercial marketing programs for multiple therapeutic divisions, while consistently realizing return-on-investments amounts in excess of \$1million each.
- Created and developed department, providing custom, unique, and diverse marketing solutions for the purpose of patient and investigator recruitment to company-sponsored clinical trials for all therapeutic areas.
- Participated on a company-wide committee to develop a company patient clinical trials registry that was published on a national registry. As a result, GSK was recognized as the first in the pharmaceutical industry to voluntarily provide clinical trial information to the public.

**Manager, Marketing**

1991-1996

Developed and managed the recruitment, education and training program for an internal call-center responding to clinical trial and product inquiries from healthcare professionals.

UNIVERSITY OF NORTH CAROLINA HEALTHCARE AND DUKE HOSPITALS, North Carolina 1981-1991

**Nuclear Medicine Technologist**

Administered nuclear medicine procedures for oncology and cardiac patients. Prepared radiopharmaceuticals and conducted radioimmunoassay procedures in the nuclear medicine pharmacy.

**LEADERSHIP ACTIVITIES AND AWARDS**

NC Community AIDS Fund Board Member, 2012-2014; Non-profit Business Consultant, 2008-2012; UN Women USNC Board Member, 2007-2010; GlaxoSmithKline Diversity Head, 2004; Certified Gallup StrengthsFinder Coach, 2004; GlaxoSmithKline Marketing Business Driver Award, 1999-2000; Red Cross Volunteer, Durham Chapter, 1990-1999; GlaxoSmithKline President's Club Award, 1998; Durham Literacy Council Volunteer, 1990-1995; Mallinckrodt Outstanding Radiologic Student Award

**PUBLICATIONS**

Mangum D. Intimate Partner Violence Prevention Programs in North Carolina. North Carolina Medical Journal. November/December 2016;77(6): 398-401.

Accepted Paper:

Rivera M, El-Beshti R, Menefee E, Alzuru C, Fulton D, Mangum D, Dooley R, Dills J, Armstead T. Prevention Strategy Case Study: North Carolina Coalition Against Domestic Violence Model Campus Policy Strategy. Centers for Disease Control website.