



# Contra Costa County

**Print Form**

Please return completed applications to:  
Clerk of the Board of Supervisors  
1025 Escobar Street, 1st Floor  
Martinez, CA 94553  
or email to: ClerkofTheBoard@cob.cccounty.us

## BOARDS, COMMITTEES, AND COMMISSIONS APPLICATION

**First Name** 
**Middle Initial** 
**Last Name**

**Home Address - Street** 
**City** 
**State** 
**Postal Code**

**Primary Phone (best number to reach you)** 
**Email Address**

**Resident of Supervisorial District (if out of County, please enter N/A):**  [District Locator Tool](#)

**Do you work in Contra Costa County?**  Yes  No **If Yes, in which District do you work?**

**Current Employer** 
**Job Title** 
**Length of Employment**

**How long have you lived or worked in Contra Costa County?**

**Board, Committee, or Commission** 
**Seat Name**

**Have you ever attended a meeting of the advisory board for which you are applying?**  
 Please check one:  Yes  No **If Yes, how many?**

## EDUCATION

Check appropriate box if you possess one of the following:

High School Diploma
  CA High School Proficiency Certificate
  G.E.D. Certificate

Colleges or Universities Attended	Degree Type/ Course of Study/Major	Degree Awarded	
Diablo Valley College	General Education, Psychology	<input type="checkbox"/> Yes	<input checked="" type="checkbox"/> No
Nan McKay University	Psychology, Case Work	<input type="checkbox"/> Yes	<input type="checkbox"/> No
		<input type="checkbox"/> Yes	<input type="checkbox"/> No

**Occupational Licenses Completed:**

**Other Trainings Completed:**

**Certificate Awarded for Training?**  Yes  No

**Certificate Awarded for Training?**  Yes  No

**Do you have any obligations that might affect your attendance at scheduled meetings?**  Yes  No

If Yes, please explain:

**Would you like to be considered for appointment to other advisory bodies for which you may be qualified?**  Yes  No

**Are you a veteran of the U.S. Armed Forces?**  Yes  No

Please explain why you would like to serve on this particular board, committee, or commission.

It would be an honor to serve on the Advisory Council on Equal Employment Opportunity (ACEEO) as I am passionate about our community and nonprofit service providers and supporting local businesses as well as their growth. I am equally eager to work on strategies and policies that increase opportunities, ensuring they are presented in an equitable way, and that funds are allocated and utilized properly. It would be a privilege to be a part of a team that improves these processes and work towards making systemic change.

Describe your qualifications for this appointment. (NOTE: you may also include a copy of your resume).

I have dedicated over 20 years working in Contra Costa County in workforce services as a service provider in various nonprofit organizations, providing oversight and administration for contracts and programs, and analyzing outcome-based reporting. In these capacities I have developed employment programs for our disadvantaged population and community members. I have had the privilege to partner with local businesses and nonprofit community-based organizations and understand not only their needs but also the needs of those seeking employment opportunities. As a business owner myself, being the founder of Humanity Way, I understand the foundational need that opportunity's are given to each and every individual and not just a limited few. That those available to them ensure fair treatment, while also ensuring employers are compliant with best practices and labor guidelines. It is equally vital that small business enterprises (SBE's) receive reasonable support and accommodations that allow them to remain competitive when applying for funding opportunities and local bids. Historically, I have been a part of multiple RFP Selection Panels, determining how funds are distributed. I am dedicated to helping people, promoting support and sustainable growth within our local economy and my qualifications and work experience align with the needs that this position requires.

I am including my resume with this application:

Please check one:  Yes  No

Are you currently or have you ever been appointed to a Contra Costa County advisory board?

Please check one:  Yes  No

If Yes, please list the Contra Costa County advisory board(s) on which you are currently serving:

WORKFORCE DEVELOPMENT BOARD

If Yes, please also list the Contra Costa County advisory board(s) on which you have previously served:

COMMUNITY ADVISORY BOARD (CAB) FOR AB 109 PUBLIC REALIGNMENT

List any volunteer and community experience, including any boards on which you have served.

Contra Costa County Workforce Development Board, currently serving  
First Presbyterian Church of Concord Session, currently serving  
Alameda County Workforce Development Board, previously served  
NAACCR - North American Association of Central Cancer Registries, previously served

Do you have a familial relationship with a member of the Board of Supervisors? (Please refer to the relationships listed under the "Important Information" section on page 3 of this application or Resolution No. 2021/234).

Please check one:  Yes  No

If Yes, please identify the nature of the relationship:

Do you have any financial relationships with the county, such as grants, contracts, or other economic relationships?

Please check one:  Yes  No

If Yes, please identify the nature of the relationship: Contra Costa County (EHSD) STEP-UP Contract

I CERTIFY that the statements made by me in this application are true, complete, and correct to the best of my knowledge and belief, and are made in good faith. I acknowledge and understand that all information in this application is publicly accessible. I understand and agree that misstatements and/or omissions of material fact may cause forfeiture of my rights to serve on a board, committee, or commission in Contra Costa County.

Signed:

*DeVonn Powers*

Date:

2/26/2024

**Submit this application to:** [ClerkofTheBoard@cob.cccounty.us](mailto:ClerkofTheBoard@cob.cccounty.us) OR Clerk of the Board  
1025 Escobar Street, 1st Floor  
Martinez, CA 94553

*Questions about this application? Contact the Clerk of the Board at (925) 655-2000 or by email at [ClerkofTheBoard@cob.cccounty.us](mailto:ClerkofTheBoard@cob.cccounty.us)*

### **Important Information**

1. This application and any attachments you provide to it is a public document and is subject to the California Public Records Act (CA Government Code §6250-6270).
2. All members of appointed bodies are required to take the advisory body training provided by Contra Costa County.
3. Members of certain boards, commissions, and committees may be required to: 1) file a Statement of Economic Interest Form also known as a Form 700, and 2) complete the State Ethics Training Course as required by AB 1234.
4. Meetings may be held in various locations and some locations may not be accessible by public transportation.
5. Meeting dates and times are subject to change and may occur up to two (2) days per month.
6. Some boards, committees, or commissions may assign members to subcommittees or work groups which may require an additional commitment of time.
7. As indicated in Board Resolution 2021/234, a person will not be eligible for appointment if he/she is related to a Board of Supervisors' member in any of the following relationships: (1) Mother, father, son, and daughter; (2) Brother, sister, grandmother, grandfather, grandson, and granddaughter; (3) Husband, wife, father-in-law, mother-in-law, son-in-law, daughter-in-law, stepson, and stepdaughter; (4) Registered domestic partner, pursuant to California Family Code section 297; (5) The relatives, as defined in 1 and 2 above, for a registered domestic partner; (6) Any person with whom a Board Member shares a financial interest as defined in the Political Reform Act (Gov't Code §87103, Financial Interest), such as a business partner or business associate.

## PROFESSIONAL OBJECTIVE

To continue to build the Humanity Way, Inc. team where my years of experience are utilized to empower, motivate, and support staff in creatively achieving their vision while accomplishing their mission.

## EXECUTIVE LEADERSHIP

### BUSINESS DEVELOPMENT & CONTRACT MANAGEMENT

- 6 years of experience as an Executive Director; serving on the Board of Directors
- 11 years of experience of departmental/division oversight
- 18 years of experience directing/managing multiple contracts and programs
- 17 years of experience in program design and program start-up
- 26 years serving diverse populations

## CORE COMPETENCIES

Strategic Planning & Execution	Fiscal Accountably	Contract Negotiation
Process & System Integration	P&L Management	Grant Writing-RFP Process
Infrastructure & Program Design	Business Development	Public Relations & Marketing
Operational Oversight	Performance Benchmarks	Coalition Building
Leadership Development	Policy Improvement	Accurate Reporting

## RECENT ACHIEVEMENTS

- Established Humanity Way, Inc. non-profit organization in Contra Costa County
- 4.5M revenue growth, 60% increase within 18 months (contract awards), 20 positions added
- Designed and implemented restructuring plan for Workforce Development Department
- 100% retention - Contract renewals for contracts, grants and gifts for exceptional performance
- Established 75+ community-based partnerships with signed Memorandums of Understanding
- Formed, participated & lead multi-agency collaborations for County, City and Federal contracts

## BOARDS/COMMITTEES/AFFILIATES

Contra Costa County Workforce Development Board member, Community Advisory Board member, West County Reentry Success Steering Committee member, Data Evaluation Committee, Site Planning Committee, Rotary Club, Contra Costa County Employment and Human Services Department, Contra Costa County Administrators Office and Probation Department, Solano County Social Services Department, Alameda County, Contra Costa County One Network and NAACCR.

## WORK EXPERIENCE

### 2016 – Present Founder/Chief Executive Officer – Humanity Way, Inc.

Confer with board members to discuss project issues, coordinate activities, resolved problems, collaboratively plan, ensure compliance organizational goals, objectives, mission and participate in strategic planning and execution, establish policies, procedures, operational oversight, analyze budgetary information, financial planning, revenue forecasts, P&L, pursue new funding opportunities.

### 2016 – 2018 Senior Director of Registry Operations – Cancer Prevention Institute of California

Oversight of Cancer Registry federal contracts - Provide overall supervision and oversight of registry resources, ensure contract compliance, collaborate with oncology, researchers and MDs, strategic planning, operating budget of 31M, comprised of 28 employees, 21 direct reports (4 high-level).

### **2012 – 2016 Senior Director of Contract Services – Goodwill Industries**

Oversight of Workforce Development Department - Contracts - (Alameda, Contra Costa and Solano counties) Provide overall supervision, training of management team, confer with the CEO and board members to discuss organizational issues, operating budget of 11M comprised of 52 employees, 5 direct reports.

Fiscally responsible, analyze and maintain budgetary information, financial planning, revenue forecasts P&L oversight of 32M budget, expand agency revenue; ensure maximization of funds, develop new contracts and funding opportunities, grant writing, staff supervision, contract negotiation, RFP proposal preparation and final selection process, project planning and start-up, direct and ensure compliance of contract services and guidelines, establish and maintain alliances with County, State, local government and community-based partnerships, public speaking, program development, redesign and corrective operational processes, ensured contract outcomes, performance levels and deadlines, public presentations and departmental training, leadership development and motivational speaking, develop outcome based and narrative reports, development and submission of funding reports, payment requirements, financial audit of all payroll, billing, program records and process for all cost centers within workforce development.

- *Awards: 2015 CAL PIA Community Partnership award, 2015 Community Service 3-year contract, 2014 Job Services 3-year contract, 2014 F.A.M.E. Welfare-to-Work 3-year contract, 2013 AB109 Bridges-to-Work 3-year contract, 2015 & 2012 STEP-UP 3-year contract and received the CEO award, 2013, 2014 and in 2015 agency stopped giving out this award.*

### **2011 – 2013 Executive Director – Second Step Sober Living, Lodi CA**

Participated on the Second Step Living (Sober living home for men) committee, conferred with committee and board members to discuss project issues, coordinated activities, resolved problems, collaboratively planned, ensured compliance organizational goals, objectives, mission and strategic planning and execution, established policies, procedures and guidelines, project planning and start-up operational oversight, fiscally responsible, analyze and maintain budgetary information, financial planning, revenue forecasts P&L oversight, expand revenue collaboratively established strategies to maximize returns on investments, increase productivity and explore/pursue new funding opportunities, *letter of recommendation available.*

### **2010 – 2012 Intervention Services Departmental Manager – STAND, Concord, CA**

Provide overall supervision, training and management of the Intervention Services Department comprised of contracts with the Richmond Police Department, Antioch Police Department, Concord Police Department, Pittsburg Health Clinic, EHSD Contra Costa County, Chevron, Junior League, Cal-Ema, (Collaborative LGBTQ Rainbow Community Center, Victims of Crime, Community Violence Solutions), and HUD, direct and oversee operations of “transitional housing”.

Fiscally responsible, analyzed and maintained budgetary information, financial planning, revenue forecasts P&L oversight, expand agency revenue; develop new contracts and funding opportunities, grant writing, contract negotiation, RFP proposal preparation and final selection process, project planning and start-up, direct and ensure compliance of contract services and guidelines, establish and maintain alliances with County, State, local government and community-based partnerships, program development, redesign and corrective operational processes, ensured contract outcomes, performance levels and deadlines, public presentations and departmental training, staff oversight, training and development, supervision and staff evaluation, leadership and career development and motivational speaking, develop outcome based and narrative reports, development and submission of funding reports, payment requirements, financial audit of all payroll. Chaired Cultural Competency Committee, member of and presented on several partnering committees: Coalition for Human Trafficking, Home base committee, Homeless/HUD, Contra Costa Employment committee, Rainbow committee.

- *Awards: 2010 LGBTQ STAND-In-Pride 5-year contract, 2010 Domestic Violence EHSD 3-year contract, Pittsburg Health Clinic 1-year pilot project, MOVE Transitional housing*
- *Achievement/s: Designed and started a volunteer trauma-based vocational drop-in center for domestic violence survivor, this center also included on-site children's activity center*

**2007 – 2010 Program Coordinator/Contract Manager – Goodwill, Antioch CA**

Provided overall supervision, training and management to the Welfare-to-Work (WEX) contract, contract negotiation, RFP proposal preparation and final selection process, lead on taskforce with the Executive Team, planned, directed and ensured compliance of contract services and guidelines implemented alliances and acted as a liaison between County and community-based partnerships, ensured contract outcomes, performance levels and deadlines for multiple contracts, hired and provided training and supervision of program staff, fiscally responsible, analyzed, and maintained budgetary information, developed, revenue reports, reviewed and maintained annual financial plans, monitored, profit and loss statements, submitted purchase order requests, developed outcome based and narrative reports development and submission of funding reports, payment requirements, program site reviews, *reference letters from community partners are available.*

- *Awards: 2010 Work Experience 3-year contract, received the CEO Award in 2009 and 2010.*

**2004 – 2007 G.I.F.T. Program Director, Livermore Housing Authority, Livermore CA**

Provide overall supervision, training and management of three (3) contracts – G.I.F.T Program, Family Self-Sufficiency, and Section 8 Home Ownership HUD

Planned, directed and ensured compliance of contract services and guidelines, supervised staff and the maintenance crew, program design and start-up, ensured contract outcomes, performance levels and deadlines for multiple contracts, planned, coordinated and implemented activities, created alliances and acted as a liaison between County, City, State and community-based partnership, operational oversight, provided direct services to domestic violence survivors, low-income, unemployed, mental health consumers, reentry, fiscally Responsible, developed outcome based reports to HUD for all contracts, completed all property management duties, walk-thru, inspections HUD Code, rent collection and evictions, *received two (2) promotions during my employment.*

**2002 – 2003 5150 Designee/Case Manager – Volunteers of America, Sacramento CA**

Served, screened and treated Mental Health consumers, ensured contract outcomes, performance levels and deadlines, planned, coordinated and implemented activities for participants, crisis intervention and deflection, case planning, provided 5150 assessments under the supervision of a clinician for clients in crisis, medication management, medication administration, case management

**1995 – 1998 Counselor/Case Manager I/II & Shift Leader– Turning Point, Sacramento CA**

Served, screened and treated Developmentally Disabled Mental Health consumers, One-on-One counseling sessions, group therapy and ILS workshops, planned, acted as an advocate and liaison between clients and community-base organizations, crisis intervention and deflection,

**EDUCATION/CERTIFICATION:**

2015	OMB Supercircular Cost Principles	Solano County, CA
2014	Non-Profit – OMB 122 Cost Principles	Solano County, CA
2004	Nan McKay University – Certified Family Specialist	Las Vegas, NA
2001	Diablo Valley College – Psychology/Philosophy	Pleasant Hill, CA