



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

Street
e
I Code

best number to reach you)

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	
Harvard College	BA/Anthropology	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
Univ. of CA Berkeley	MSW	<input checked="" 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.

As a social worker, I have been working for the well-being of children and families for much of my ~40 year career; this seems like a way to continue that work in a different capacity. Many of the families I have worked with or developed programs for have faced the issues that this committee seeks to address through funding awards. For several years, I created and taught parenting classes, both general ones for parents of young children, and also ones for parents who are divorcing or separating and for those experiencing family violence -- experience which motivates me to want to participate in offering educational and material supports for families that may help all children reach their potential. As a long-time resident of CC County, I believe in acting locally and would like to offer my expertise in evidence-based and community-informed practices to strengthen families facing adversity. As someone who is

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

As a former leader at a local nonprofit for ~20 years, I have developed, implemented, and evaluated programs for children and families, particularly for families facing multiple stressors. I have familiarity with many of the state and county funding streams that support families, mental health services, foster youth, and housing for homeless youth. I have written successful responses to county RFPs, as well as participated in site visits as a grantee. I have contributed a solution-oriented approach and collaborative mindset to meetings with both county staff and nonprofit provider members. I have served on the Executive Committee for the Human Services Alliance of Contra Costa County as well as the Foster Youth Alliance in Alameda County. I recognize the challenges facing the county, nonprofit providers, and families, and believe that collectively we can succeed in addressing these challenges. Lastly, I too am a parent, and

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:

[Empty text box]

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

CPAW (Consolidated Planning Advisory Workgroup) for CC Behavioral Health

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

Current: Board member at Coolidge Court (supportive housing program operated by Fred Finch Youth & Family Services); Welcome Team Lead for Immigrant families through Jewish Family and Children's Services East Bay; Member of Good Guest Kensington supporting Sogorea Te' Land Trust; Block Coordinator for neighborhood emergency response team.

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: [Empty text box]

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: [Empty text box]

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: **Susanna S Marshland**

Date: **3/26/2024**

Submit this application to: 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*

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.

Susanna S. Marshland, LCSW

AREAS OF EXPERTISE

- Exceptional **collaborator** and coalition builder, with experience leading multidisciplinary and multi-agency collaborative efforts.
- Experienced in nonprofit governance, including **executive leadership** roles, reporting to, and serving on Boards of Directors.
- Identification and **implementation of evidence-based practices**, particularly those for high-needs youth and young adults, including those in foster care, in a variety of treatment settings.
- Initiation and sustaining of **equity and diversity initiatives**, including culturally responsive program delivery; the chief architect of agency's successful Racial Equity Initiative in its initial phase in 2017-18, successfully and collaboratively expanding it agency-wide in subsequent years.
- **Management of Personnel, Budgets, Contracts, Programs.**
- **Change Management and Continuous Quality Improvement:** Talented at soliciting stakeholder input, gaining consensus, incorporating culture change, building motivation, pacing change, and achieving outcomes.
- **Program Development, Funding, Redesign, Oversight, Compliance, and Evaluation.** Achieved highest marks in audits for integrity, systems, documentation, and quality of service delivery.
- **Strategic Planning:** led strategic planning process for young adult programs; using Balanced Scorecard, developed and led Learning and Growth strategic initiative for entire agency
- **Project Management** skills, utilizing outstanding organizational and tracking skills
- **Accreditation preparation** with The Joint Commission (led 3 successful surveys in past decade alone, attaining highest possible accreditation term for each)
- **Curriculum Development and Training** (e.g., Strengths-Based Management, Trauma-Informed Approaches to Documentation; Boundaries and Cultural Responsiveness)
- **Policy Development:** Experienced at developing, writing, implementing, and ensuring adherence to clinical and operational policies and procedures that guide and support programmatic quality and safety and comply with ever-evolving industry practices and regulations.

EDUCATION

University of California, Berkeley, CA. M.S.W., Community Mental Health specialization.

Harvard-Radcliffe College, Cambridge, MA. B.A. magna cum laude in anthropology.

American University in Cairo, Egypt. Coursework in family therapy, Arabic.

Transition Aged Youth Leadership Development Graduate, CA, 2009.

WORK EXPERIENCE

CONSULTANT, *Fred Finch Youth & Family Services*, Oakland, CA, 2022-present: Management consultation for senior managers and Executive Team members; proposal writing for government funding; special projects including curriculum development, budgeting, grant management. *Catalyst Center*, CA, 2023-present: provide programmatic and fiscal technical assistance to county and community agency staff developing foster youth services.

BOARD MEMBER/VOLUNTEER, *Coolidge Court Apartments*, Oakland, CA, 2022-present, oversight of fiscal and program operations at a supportive housing project; *Good Guest Kensington* (core member), Kensington, CA, 2023-present, building community support for Sogorea Te' Land Trust; *Investing in Academic Excellence*, (Student Activities Fund), El Cerrito High School, CA, 2011-2015, Secretary and fundraiser; *El Cerrito HS Mountain Biking Team*, CA, 2010-2013, Treasurer, fundraiser, grant writer.

REGIONAL VICE PRESIDENT, Fred Finch Youth & Family Services (formerly FFYC), Oakland, CA, 2013-2022. Provided clinical and administrative oversight of all programs in multiple Northern CA counties. Portfolio included 20+ housing, residential treatment, supported employment, health care, and community-, clinic-, and school-based mental health programs for youth and young adults and their families with budget of \$25-30M. Consistently delivered positive clinical and fiscal outcomes. As a member of the Executive Team, developed new business; negotiated and managed contracts with multiple local, state, and federal funders (e.g., Regional Center/DDS, county DSS and Medi-Cal, Mental Health Services Act, HUD, private insurers); developed, wrote, and implemented policies; enacted and oversaw quality improvement activities; ensured efficient operation, including implementation of an Electronic Health Record; collaborated with internal departments; collaboratively initiated and expanded an agency-wide Racial Equity Initiative and trauma-informed practices; ensured regulatory compliance; obtained and maintained national accreditation; introduced and sustained evidence-based and -informed practices; wrote and oversaw proposals and grants; collaborated with community agencies. Served on Executive Committee for Contra Costa Human Services Alliance for nearly a decade, and on the Steering Committee for the Foster Youth Alliance in Alameda County.

DIVISION DIRECTOR, Fred Finch Youth Center (FFYC), Oakland, CA, 2003-2013.

Provided fiscal and programmatic oversight of housing and intensive mental health programs serving Transition-Aged Youth (TAY); Wraparound, school-based, and behavioral intervention programs for youth and families. Obtained funding for, launched, and sustained multiple new programs using evidence-based practices. Responsibilities included staff training, budget development and oversight, fundraising, and development and maintenance of collaborative relationships with county and community-based agencies. Responsible for development and oversight of contracts including subcontracts, with county and federal agencies. Recognized as a state-wide expert on best practices for Transition Age Youth. Served as **FIELD INSTRUCTOR** for UC Berkeley MSW students. Served as **CHIEF OPERATING OFFICER** (Interim) from Sept. 2011-Oct. 2012.

PROGRAM DIRECTOR, Kids' Turn, San Francisco, CA, 1997- 2003.

Hired, trained, and supervised master's-level workshop leaders for agency specializing in helping children whose parents separate, divorce, or remarry. Oversaw all program development, delivery, evaluation, and improvement. Developed, wrote, and implemented teen program, stepfamily program, and nonviolent parenting program for teens and parents with a history of family violence. Expanded program to serve a fifth county, and assisted similar programs to launch in other parts of the state and country. Modified curricula for delivery in Spanish-speaking community and for an African-American school. Delivered presentations at state, local, and national conferences; conducted trainings for multidisciplinary professionals. Supported fundraising and legislative efforts. Served as **ACTING EXECUTIVE DIRECTOR**, May-August 2000.

PARENTING INSTRUCTOR, Kaiser, San Francisco, CA, 2000-2002.

Taught parenting classes through the Health Education Department. Also taught drug abuse prevention classes for Kaiser employees with teenage children for the Employee Assistance Program in 2000.

DIRECTOR OF SOCIAL SERVICES, First Hospital Vallejo, CA (now California Specialty Hospital), 1993-1998.
Hired, trained, and supervised social work staff. Conducted verbal and written performance evaluations. Managed FTEs to stay within budget. Guided department through 2 successful JCAHO (now TJC) surveys. Revised policies and procedures manual. Assisted in development and maintenance of effective discharge planning with county mental health agencies. Developed and managed hospital diversion program.

PSYCHIATRIC SOCIAL WORKER, First Hospital Vallejo, CA (now California Specialty Hospital), 1992-1998.
Assessed psychosocial needs of child, adolescent, and adult inpatients; participated in treatment and discharge planning as part of a multidisciplinary team. Conducted family and group therapy. Evaluated patients and arranged for admissions to inpatient and day treatment programs.

PSYCHIATRIC SOCIAL WORKER INTERN, Kaiser Permanente Department of Psychiatry, Redwood City, CA, Nov. 1992-Nov. 1993, post-master's intern; Richmond, CA, Sept. 1991-July 1992, pre-master's intern.
Provided brief outpatient psychotherapy to individuals, couples, and families. Screened and assessed patients requesting treatment. Co-led a short-term group for patients with mental health crises.

PSYCHIATRIC SOCIAL WORKER INTERN, San Francisco General Hospital, African-American Focus Ward, San Francisco, CA, Oct. 1990-May 1991.
Compiled psychosocial histories, planned discharge, and conducted group therapy for adult patients in an acute inpatient unit.

PROGRAM ASSISTANT, Rape Crisis Center, San Pablo, CA, 1989-92.
Provided crisis intervention and advocacy for victims and their families. Delivered educational presentations to community groups. Trained volunteers in counseling skills, racism, and homophobia. Wrote volunteer training manual. Coordinated successful fundraisers.