

# UNTAPPED **TALENT** SUMMIT



FRIDAY, APRIL 28, 2023



7:30 AM – 4:00 PM

**PENNINGTON CONFERENCE CENTER**

6400 Perkins Road ~ Baton Rouge, Louisiana

## UNLOCKING POSSIBILITIES TOGETHER



Summit content curated by Partners in the 2<sup>nd</sup> Chance Collective



## AGENDA AT A GLANCE

Friday, April 28, 2023 7:00 AM – 4:00 PM  
Pennington Conference Center

# AGENDA



### April 28<sup>th</sup>

|                  |   |
|------------------|---|
| 7:00 AM          | REGISTRATION OPENS                            |
| 7:30 – 9:00 AM   | COFFEE & CONVERSATION NETWORKING              |
| 7:45 – 8:55 AM   | RE-ENTRY SIMULATION MORNING SESSION           |
| 9:00 – 10:35 AM  | OPENING GENERAL SESSION                       |
| 10:35 - 10:45 AM | TRANSITION TO SESSIONS                        |
| 10:45 – 11:45 AM | MORNING BREAK OUT SESSIONS                    |
| 11:45 – 1:20 PM  | TRANSITION & POWER LUNCH                      |
| 1:20 - 1:30 PM   | TRANSITION TO SESSIONS                        |
| 1:30 – 2:30 PM   | AFTERNOON BREAK OUT SESSIONS                  |
| 2:15 – 3:25 PM   | RE-ENTRY SIMULATION AFTERNOON SESSION         |
| 2:30 – 4:00 PM   | REGIONAL JUSTICE-FOCUSED ECOSYSTEM GATHERINGS |
| 4:00 PM          | CLEAN-UP & LOAD OUT                           |



The Urban League of Louisiana will be conducting a Virtual Job Fair during the Summit.

AM Session: **9:00 - noon**  
PM Session: **1:15 - 3:45**

~ **NOTE:** THE LOUISIANA WORKFORCE COMMISSION'S WORKFORCE MOBILE CENTER WILL BE ON-SITE ALL DAY FOR TOURS



Friday, April 28, 2023 7:00 AM – 4:00 PM  
Pennington Conference Center

Agenda

|   |   |   |   |   |
|---|---|---|---|---|
| 7:00 AM                                     | Registration Opens  |   |   |   |
| 7:30  | Networking Coffee & Conversation<br>Main Auditorium   |   | 7:45  | Re-Entry Simulator – Session 1<br>Conference Center - Lower Level |
| 9:00  | Opening General Session - Main Auditorium   |   | 9:00 - noon   | Urban League Virtual Job Fair<br>Conference Room - Main Level     |
|   | Keynote Address   | Dr. Lucretia Murphy, Vice President   Director<br>Jobs for the Future (JFF)   Center for Justice and Economic Advancement<br><br>Her work focuses on people and places—developing integrated strategies that increase economic opportunity for individuals and economic prosperity for communities—with a focus on economic mobility for individuals who have been involved with the criminal justice system.   |   |   |
|   | Reaction Panel  | Dr. Kim Hunter Reed<br>Commissioner of Higher Ed  | Dr. Monty Sullivan<br>LCTC System President                                   | Sec. James LeBlanc<br>DPSC Secretary                              |
| Adam Knapp*<br>Baton Rouge Area Chamber CEO |   | Joshua Teekel<br>Gerry Lane Enterprises General Manager   | Syrita Steib<br>Operation Restoration Founder<br>Formerly Incarcerated Person |   |
| 10:30                                       | Transition to Breakout Sessions   (NOTE: Remember to visit the LWC Mobile Workforce Center) |   |   |   |
| 10:45                                       | Breakout Session 1  |   |   |   |
|   | Workforce 1 Breakout<br><br>Room: Downstairs Browsing                                       | Working with the Workforce<br>Louisiana Workforce Commission<br><br>Discover the many ways to work with the Louisiana Workforce Commission, where “Putting People to Work” is our mission. The LWC Office of Workforce Development offers workforce development programs and services to address the needs of individuals and employers. LWC provides numerous employer-supported services with programs and incentives to aid business in achieving its workforce development needs via the reentry population. Such programs and incentives include Fidelity Bonding, Registered Apprenticeship, and Work Opportunity Tax Credit. LWC offers additional services that are available through our partnership with statewide-located American Job Centers. Be sure to visit the Louisiana Workforce Commission Mobile Workforce Center located in the Pennington parking lot! There is so much more... Join us! |   |   |
|   |   | Kenny Lynch<br>Program Director for Outreach & Targeted Populations   |   | Lisa M. Williams*<br>Business Services                            |
|   | Session Presenters  | Stephen Peychaud<br>Registered Apprenticeship Director  |   | Rhea Woods<br>State Director, CSBG                                |

\* Note: The asterisk denotes the panel facilitator or host.

|  |   |  |   |  |
|--|---|--|---|--|
|  | Workforce 2 Breakout<br><br>Room: 324     | <b>DCFS Employment and Training Programs – Investing in LA’s Citizens</b><br>Department of Children and Family Services<br><br><i>In this session you will learn about the employment and training programs offered by the Louisiana Department of Children &amp; Family Services to assist families in removing barriers to employment leading to economic mobility, and self-sustainability. The more resources a person has, the easier it is to make changes and live well. Whether facing situational or generational poverty, establishing long-term goals, short-term objectives, and having a support system, a cycle of poverty can be broken.</i>  |   |  |
|  | Session Presenters                        | Lorrie Briggs*<br>Deputy Assistant Secretary   |   | RuNiaja Vicksbrown<br>Program Manager                      |
|  | Ed & Employ 1 Breakout<br><br>Room: 325   | <b>Reframing the Talent Development Pipeline</b><br>Louisiana Community and Technical College System (LCTCS)<br><br><i>The traditional correctional education model uses siloed sequential secondary and postsecondary education, and many people leave correctional settings without achieving any educational mobility, putting them at higher risk of recidivism. Using the Integrated Education and Training (IET) strategy as a building block for robust career and technical education (CTE) programs, correctional education models can support people who are incarcerated or returning to their communities and employment through concurrent enrollment in both secondary and postsecondary training that addresses both academic and technical knowledge and skills, including employability skills, and provides supportive services to ensure all learners may achieve success. The session will (1) identify IET as an evidence-based education acceleration strategy, (2) demonstrate the alignment of IETs with high-quality CTE Programs of Study, and (3) highlight exemplar practices from around the state.</i> |   |  |
|  | Session Presenters                        | Erin Landry<br>Adult Education   | Dr. Brittney Williams<br>State Director CTE | Dr. Tiffany Howard*<br>Director, Transportation            |
|  | Ed & Employ 2 Breakout<br><br>Room: 322   | <b>Re-entry Gumbo: Employer Engagement</b><br>Right On Crime (ROC) & Department of Public Safety and Corrections (DPSC)<br><br><i>Louisiana is known for its unique cuisine, and we like to compare daily tasks with cooking. This workshop provides a “recipe” for Re-Entry Gumbo with a focus on a key ingredient – Employer Engagement. Gumbo is cooked in a large pot and is a mixture of many ingredients. Most ingredients are taken from what is on hand in the kitchen, and after simmering for hours, reach their perfection. Gumbo, like successful re-entry, is a complex mixture of ingredients. A former probation and parole officer and the family gumbo cooker will walk participants through the process of taking what is on hand (ingredients) and putting them together (the pot) to create the perfect gumbo (the recipe for second chance hiring). This presentation follows Right on Crime’s employer forums that were implemented with community partners, employers, probation and parole, and law enforcement to inform employers of the business case for second chance hiring.</i>                       |   |  |
|  | Session Presenters                        | Scott Peyton*<br>State Director, ROC   |   | Agent Hester Z. Serrano<br>Re-Entry Program Manager - DPSC |
|  | Tips for FIPs 1 Breakout<br><br>Room: 326 | <b>A Warm Handoff: From Prison to Community</b><br>Capitol Area Reentry Coalition (CAPARC)<br><br><i>Re-entry begins at the time an individual is incarcerated and continues until he/she is released. CAPARC is a coalition of community partners and stakeholders who are dedicated to the successful reintegration of individuals who are returning from prison back into the community. These community partners are public and private entities including community and faith-based organizations, social services agencies, and government institutions in the Baton Rouge Metropolitan area that provide wrap-around resources and services to returning citizens in the areas most needed, such as housing, employment, transportation, mental health, substance abuse, family reunification, education, and legal assistance. This session is designed to share with the audience what a seamless transition from prison to community looks like in the everyday world of re-entry.</i>   |   |  |
|  | Session Presenters                        | Verna Bradley-Jackson<br>Housing   | Rev. Dr. Brian Sleeth<br>Job Readiness      | Lashauna Shelton<br>Transportation                         |
|  |   | Lyn Hakeem<br>Health/Wellness  | Blake Allen<br>Legal                        | Stacci Tobin<br>Peer Support                               |
|  |   | Donna Hamilton*<br>CAPARC Coordinator  |   | Dr. Brandy Tyson<br>Education                              |

\* Note: The asterisk denotes the panel facilitator or host.



|                                    |  |   |   |   |  |
|------------------------------------|--|---|---|---|--|
|                                    | TIPs for FIPs 2 Breakout<br><br>Room: Upstairs Browsing  | <b>On the Other Side: Women Navigating the Workforce</b><br>Formerly Incarcerated Women Making Moves<br><br>After serving out their sentences, these women have risen from the ashes to not only restore their lives, but help others move into their purpose. Come and hear inspiring stories about the power of redemption and focus.   |   |   |  |
|                                    | Session Presenters   | Lisa Crinel*<br>E-ROC, LLC  | Montrell Carmouche<br>Operation Freedom                           | Ameila Herrera<br>V.O.T.E. -Baton Rouge   |  |
|                                    |  | Ivy Mathis<br>Successful Imperfections  | Lyndia Turner<br>Qualified Intellectual Disabilities Professional | Denise Williams<br>Founder, Operation Inclusion                                 |  |
|                                    | Lagniappe 1 Breakout<br><br>Room: 327  | <b>UniteLouisiana: A Solution for Re-Entry</b><br>Corrections   DCFS   Unite Us   United Way<br><br>This UniteLouisiana panel will focus on how the relationship with Child Support Enforcement at DCFS and Unite Us/LA 211 is supporting and meeting federal requirements. They will discuss how the refreshed model of child support is more family- and support-centered than enforcement and can assist re-entrants through their transition and beyond with these agencies' collaborative partnership and the infrastructure supports of Unite Us/LA 211.  |   |   |  |
|                                    | Session Presenters   | Sarah Berthelot<br>United Way of Louisiana  | Mara O'Brien Hahn<br>Unite Us                                     | Rhett Covington<br>Assistant Secretary, DPSC                                    |  |
| Konitra Jack<br>CSE Director, DCFS |  | Cassandra Large*<br>DCFS  |   |   |  |
| 11:45                              | Transition to Lunch<br>(NOTE: Remember to visit the LWC Mobile Workforce Center)                       |   |   |   |  |
| 12:00 PM                           | Power Lunch Session ~ Main Auditorium  |   |   |   |  |
|                                    | POWER LUNCH PANEL  | <b>FIPs Business Panel</b><br>Unlocking Potential: Defying the Odds through Entrepreneurship & Employment   |   |   |  |
|                                    |  | Renard Thomas<br>Re-Entry Alliance for Louisiana (REAL)   | Randy Tucker<br>Tucker Paralegal Services                         | Andre Apparicio<br>Community Organizer  |  |
|                                    |  | Dr. Lisa S. Vosper*<br>Associate Commissioner Board of Regents  | Denise Williams<br>Operation Inclusion                            | Patrick M. Young<br>City of New Orleans   |  |
| 1:15                               | Transition to Afternoon Breakout Sessions<br>(NOTE: Remember to visit the LWC Mobile Workforce Center) |   |   |   |  |
| 1:30                               | Breakout Session 2   |   | 1:15 – 3:45   | Urban League Virtual Job Fair<br>Conference Room - Main Level                   |  |
|                                    | Workforce 1 Breakout<br><br>Room: 324  | <b>Working in the Workforce</b><br>Louisiana Workforce Commission Workforce Development Boards<br><br>Local Workforce Development Boards play an integral role in the reentry ecosystem. The Louisiana Workforce Commission promotes utilizing the in-person assistance and additional services that are offered and available through our partnership with American Job Centers. Local Workforce Development Areas 20 & 51 have each created collaborative partner programs which aid justice involved individuals in obtaining education, training, employment with current pilot programs located within and outside of a correctional facility. As an employer, community-based organization or community partner come hear the possibilities and ways your organizations can partner or create similarly based programs. |   |   |  |
|                                    | Session Presenters   | Crystal Scott<br>Local Area Coordinator, WDB 51   |   | Tina Roper*<br>Workforce Director, Geaux Jobs -                                 |  |
|                                    |  | Nypheteria Clophus<br>One Stop Director, American Job Center  |   | Kelsey Osman & Callie Gilkison<br>State CTE Coordinator & IBC Coordinator, DPSC |  |

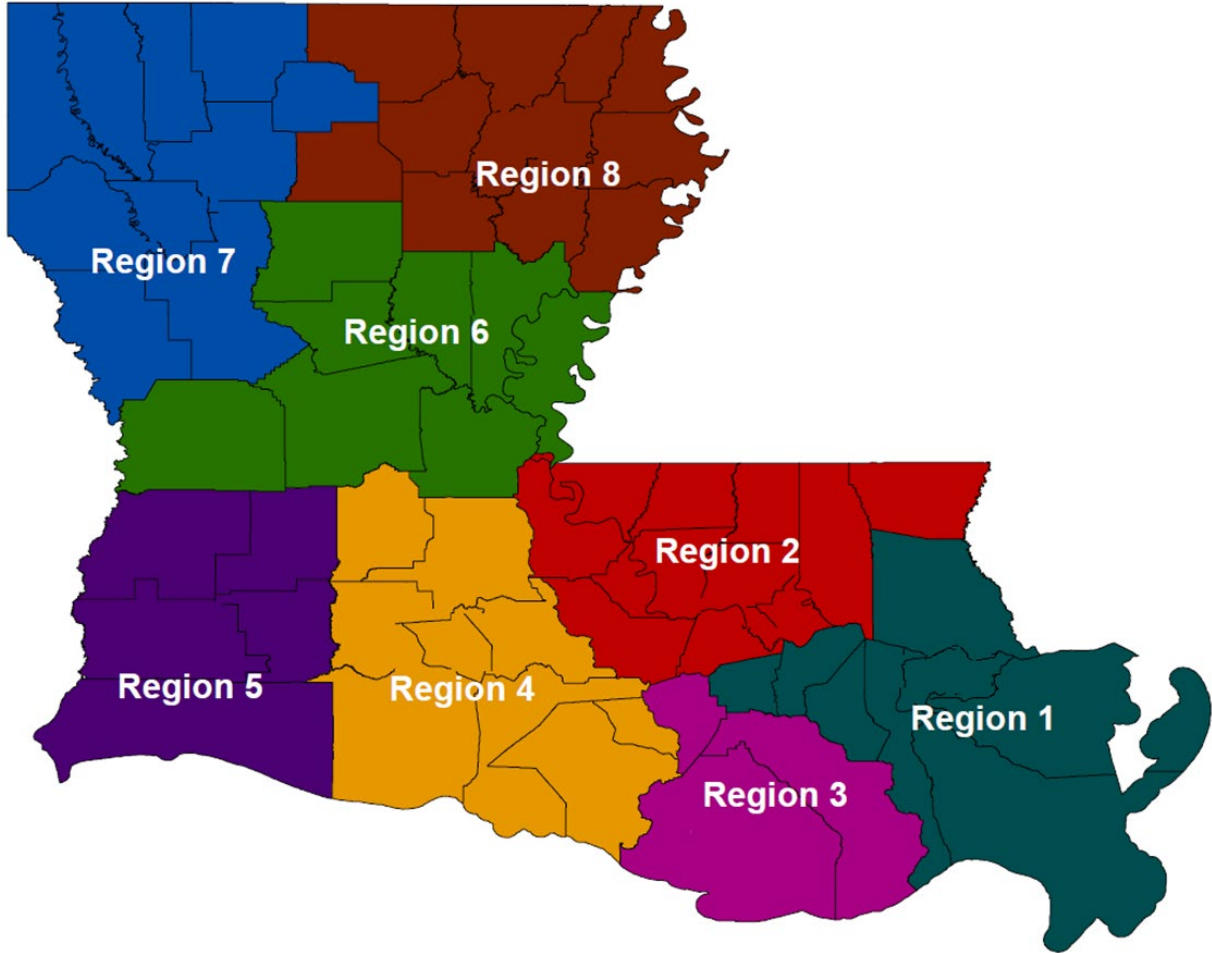
\* Note: The asterisk denotes the panel facilitator or host.

|      |  |   |   |
|------|--|---|---|
|      |  |   |   |
|      | Workforce 2 Breakout<br><br><b>Room:</b> 327   | <b>Apprenticeships Connect Untapped Talent to Careers</b><br>Urban League of Louisiana (ULL)<br><br><i>Apprenticeships are good for career seekers needing to gain or increase skills without paying the high cost for education and for employers who need well-trained workers to increase productivity. Apprenticeships can: Increase employment opportunities for returning citizens or justice-involved individuals; decrease inequality in the workforce; increase diversity and inclusion in the workforce; influence good matches between skills and careers; and enhance productivity.</i>                 |   |
|      | Session Presenters   | Cherie LaCour-Duckworth*<br>Vice President, Urban League  | Ronnie King, Jr.<br>Director of Apprenticeships, Urban League     |
|      |  | Stephen Peychaud<br>Registered Apprenticeships, LWC   | Kerry Ruffin<br>Participant, Urban League Apprenticeship Program  |
|      | Ed & Employ 1 Breakout<br><br><b>Room:</b> 326   | <b>Revolutionary Automotive Technician</b><br>Louisiana Community and Technical College System (LCTCS)<br><br><i>Panel discussion including corrections educators, re-entered citizens, dealership owners to learn how the online education provided by DPS&amp;C and ATLO connects inmates to positive employment partnerships. Curriculum, hands on training, online training and testing will be discussed.</i>  |   |
|      | Session Presenters   | Devin Broome<br>ATLO  | John Easley<br>Program Coordinator, DPSC                          |
|      |  | Clay Mixon*<br>ATLO   | John Sheehan<br>Reentered Citizen – LA WorkForce Re-Entry Program |
|      | TIPs for FIPs 1 Breakout<br><br><b>Room:</b> Upstairs Browsing   | <b>Tips from FIPs: Navigating Life After Life</b><br>Formerly Incarcerated Men Share Their Stories<br><br><i>Panelists will be sharing unique stories and insights about the obstacles they faced on their path to employment. The obstacles that are currently blocking employment for many men and women and causing businesses to be in such great need of workers. As the host and as a FIP the guest will see what second chance hiring looks like. In short, they will be inspired to act....</i>   |   |
|      | Session Presenters   | John Paul Funes<br>Louisiana Parole Project   | Louis Gibson<br>Louisiana Parole Project                          |
|      |  | Lloyd Jarrow*<br>Louisiana Parole Project   | Joshua Hobson<br>Louisiana Parole Project                         |
|      |  | Jadaw Lawrence<br>Louisiana Parole Project  | Matthews Pineda<br>Louisiana Parole Project                       |
|      | Lagniappe 1 Breakout<br><br><b>Room:</b> 325   | <b>Advancing Equity by Engaging Justice-Impacted People</b><br>Vera Institute<br><br><i>This session will highlight how employers and colleges advance equity by engaging people impacted by the criminal legal system. Presenters will highlight why excluding people with lived experience in the justice system is a racial equity issue and provide examples of the work that some employers are doing to engage people in prison through partnerships with corrections departments, colleges, and reentry service providers.</i>   |   |
|      | Session Presenter  | Kayla James<br>Senior Program Associate, Vera   |   |
|      | Lagniappe 2 Breakout<br><br><b>Room:</b> 322   | <b>Mental Health in the Workplace</b><br>Department of Children and Family Services (DCFS)<br><br><i>In this session you will learn about the role work plays in overall health and welfare. Leaders must understand how to provide resources for individuals coping with mental health problems. A healthy work-life can improve the overall productivity of employees. Come learn about:</i> <ul style="list-style-type: none"><li>● Defining Good Mental Health</li><li>● Sense of Identity</li><li>● Shift Since the Pandemic</li><li>● Work-Related Challenges</li><li>● Impact on our Participants.</li></ul> |   |
|      | Session Presenters   | Britney Davis<br>DCFS   | Heather Phillips<br>DCFS  |
| 2:30 | Transition to Regional 2 <sup>nd</sup> Chance Ecosystem Networking Breakouts<br><b>(NOTE: Remember to visit the LWC Mobile Workforce Center)</b> |   |   |

\* Note: The asterisk denotes the panel facilitator or host.

| Regions                                   | Facilitators             | Location                   |
|---|--------------------------|----------------------------|
| Region 1: Greater NOLA                    | Renee Gill Pratt         | Rm: Main Auditorium        |
| Region 2: Capital Region                  | Lisa Crinel              | Rm: Upstairs Browsing      |
| Region 3: Bayou Region                    | Dr. Brittany Williams    | Rm: 324                    |
| Region 4: Acadiana Region                 | Dr. Tiffany Howard       | Rm: Downstairs Browsing    |
| Region 5: SWLA Region                     | Lisa Williams            | Rm: 325                    |
| Region 6: CenLA Region                    | Andrea Buttross          | Rm: 327                    |
| Region 7: Northwest Region                | Martha Moore             | Rm: 322                    |
| Region 8: Delta Region                    | BJ Bertucci              | Rm: 326                    |
| Jobs for the Future (JFF) Content Experts |                          |                            |
| Dave Altstadt, Director                   | Brandi Mandato, Director | Genevieve Martin, Director |

## Regional Map for Second Chance Ecosystem Breakouts



# NOTES

This image shows a single sheet of white paper with horizontal ruling lines. The lines are evenly spaced and run across the width of the page. There are no margins, text, or other markings on the paper.



Friday, April 28, 2023 7:00 AM – 4:00 PM  
Pennington Conference Center

Speaker Biographies

Summit Speaker Biographies

General Session Biographies

KEYNOTE SPEAKER



Dr. Lucretia Murphy

*Lucretia Murphy is a vice president at Jobs for the Future (JFF) and director of the Center for Justice and Economic Advancement. Her work focuses on people and places—developing integrated strategies that increase economic opportunity for individuals and economic prosperity for communities—with a focus on economic mobility for individuals who have been involved with the criminal justice system.*

*This work emphasizes racial equity, with approaches that confront structural racism and other forms of bias in institutional and systemic policies, practices, and processes.*

*Previously, Lucretia was executive director of the See Forever Foundation, which operates the Maya Angelou Public Charter Schools in Washington, DC. She oversaw the operations of four schools that put young people on trajectories for achievement—an alternative middle school, a high school, a school for young adults ages 16-24, and a school in a juvenile facility. Lucretia also served on committees with district and community leaders to develop policies to support the success of young people. Before joining the foundation, Lucretia worked at JFF once before, advancing community efforts to improve outcomes for opportunity youth.*

*Lucretia is a member of the boards of Child Trends and Break Free Education. She is a passionate speaker on many topics.*



REACTION PANEL



Adam Knapp

*Adam Knapp was named president and CEO of the Baton Rouge Area Chamber in April 2008. A native of Lake Charles, LA, he previously served as the deputy director of the Louisiana Recovery Authority (LRA). Knapp was a key figure in the creation of the entity, which is designed to facilitate the state's recovery efforts in response to Hurricanes Katrina and Rita. Prior to his LRA tenure, he served as economic development advisor to two governors and the policy director for Louisiana Economic Development (LED). At LED, he managed the department's economic policy initiatives, such as workforce development reform, entrepreneurial development, and risk capital accessibility. He directed the development and advancement of state legislative priorities, including the creation and refinement of important economic incentives.*

*Under Governors Foster and Blanco, Knapp worked on economic policy and was also a vital part of the team that successfully recruited and retained companies. Prior to state government, he worked for Accenture, one of the world's premier technology and management consultancy firms, as an emerging technology consultant. Knapp graduated from Davidson College in 1996 and also studied at Harvard University's John F. Kennedy School of Government and Julius-Maximilians Universität in Würzburg, Germany.*



Sec. Jimmy LeBlanc

*Starting his correctional career in the Business Office at the Louisiana Correctional Institute for Women in 1973, LeBlanc was promoted through the ranks with a commitment to working hard and making a difference. Throughout his career, he's been known for the in-depth research and analysis he has conducted in implementing programs that were "evidence-based" even before the description existed. Some examples include the Department's Youthful Offender Program, Faith and Character Based Housing Program, and the beginning of the Department's re-entry initiative, then known as Corrections Organized for Re-entry (COrE).*

*LeBlanc has served in various capacities at both the unit and headquarters level, including Undersecretary (1992-1995) and interim Director of Probation and Parole (1998-1999). He served as the Warden at Dixon Correctional Institute for 12 years prior to accepting the role as Acting Chief of Operations in 2007. During that time, he was recognized by the National Association of Wardens and Superintendents (NAAWS) as the "Warden of the Year."*

*It was in January 2008 when Governor Bobby Jindal appointed LeBlanc to the Cabinet position with responsibility for statewide correctional operations. In 2016 and 2020, he was reappointed by Governor John Bel Edwards to continue to lead the charge in corrections in Louisiana.*



Dr. Kim Hunter Reed

*Kim Hunter Reed, Ph.D., is Louisiana's Commissioner of Higher Education. She is the only female in the country currently serving as a state higher education leader who has led higher education in more than one state. She was recognized nationally as the 2020 Exceptional Leader by the State Higher Education Executive Officers Association (SHEEO). In 2022, she successfully led efforts to secure additional state funding of more than \$150 million, the most significant strategic investment in Louisiana higher education to date. Working with the Louisiana Board of Regents, Reed leads the state's talent development efforts, focused on increasing educational attainment, erasing equity gaps, and increasing prosperity. To reach the state's goal of doubling the annual number of credentials awarded by 2030, she focuses on transformational policies and deep collaborative engagement in line with the Regents' talent imperative.*

*In support of that vision, Louisiana's institutions are focused on strengthening the state's education-to-employment pipeline, accelerating student success, reskilling and training those seeking new career opportunities, finding solutions through research and discovery, and contributing significantly to the state's post-pandemic economic recovery.*

*In January 2023, Reed was named to the 10 Top 10 Black higher education leaders by Forbes, saying "Louisiana's top higher ed exec is unrivaled, the absolute best among state-level leaders."*



Dr. Monty Sullivan

*Since 2014, Dr. Monty Sullivan has served as the President of the Louisiana Community and Technical College System (LCTCS). Prior to being appointed President, Sullivan was the Chancellor of Delgado Community College in New Orleans. In 2005, Sullivan served at Virginia Community College System as the Vice Chancellor of Academic Services and Research, and following this, Interim President of Eastern Shore Community College. From 2001-2005, Sullivan was the Vice Chancellor of Academic Services and Student Affairs at Louisiana Delta Community College. Sullivan also worked at Louisiana Tech University as Director of the Center for Rural Development and as Director of Continuing Education at Louisiana State University.*

*Though Sullivan has spent the majority of his career in Louisiana, from 2005-2009 he moved to the Virginia Community College System, where he served as Vice Chancellor of Academic and Research and as Interim President, before returning to Louisiana via Delgado Community College.*



Joshua Teekel

*Joshua Teekel, a native of Greater Baton Rouge, has supported our community for years. From professional baseball to the company ownership table, Josh has succeeded year after year in helping Gerry Lane Enterprises grow. He is currently Managing Partner of the group and has helped lead the Chevrolet store to become the number one Chevy dealership in the state. He and his beautiful wife, Mandy, stay busy with 4 wonderful children and the joy of helping others live out their dreams.*





Syrita Stieb

At the age of 19, Syrita was sentenced to 120 months in federal prison. After serving nearly 10 years in prison, she was released into a community vastly different from the one she left. Cell phones and computers had evolved beyond recognition and even personal dress and social norms passed her by while she was incarcerated. Other formerly incarcerated women helped her to re-adjust to the world she had left behind. Despite her academic accomplishments while incarcerated, Syrita was initially denied admission at the University of New Orleans due to the criminal history question. Two years later she reapplied unchecked the box and was granted admission. Syrita went on to earn her B.S. from Louisiana State University's Health Sciences Center in New Orleans and is a nationally certified and licensed Clinical Laboratory Scientist. In 2017, Syrita wrote and successfully passed Louisiana Act 276 which prohibits public post-secondary institutions in Louisiana from asking questions relating to criminal history for purposes of admissions, making Louisiana the first state to pass this type of legislation.

Syrita regularly speaks at conferences across the nation about the experiences of incarcerated women. In 2018, she was a co-chair for the healthy families committee for New Orleans Mayor Cantrell's transition team. Syrita was also a panelist on the Empowerment stage at Essence Festival in 2018 and 2019. Syrita is 2020 Rubinger Fellow and Unlocked Futures Fellow.

Syrita is also a policy consultant for Cut50's Dignity for Incarcerated Women campaign and worked tirelessly on the passage of the First Step Act. Syrita was appointed by the Governor to the Louisiana Justice Reinvestment oversight council and is the Vice-chair for the Louisiana Task Force on Women's Incarceration. She also helped create and was featured in the Newcomb Art Museum's Per (Sister) exhibit which shared the stories of currently and formerly incarcerated women.

Syrita started Operation Restoration in 2016 to eradicate the roadblocks she faced when returning to society after incarceration. Syrita serves as the Executive Director and is responsible for overseeing the administration, programs, and strategic plan of the organization.

## MORNING BREAKOUT SESSIONS

### Working with the Workforce



Kenny Lynch

Kenny Lynch is the Director of Targeted Populations and Employer Outreach within the Office of Workforce Development. He oversees the administrative functions and operation of statewide programs Jobs for Veterans State Grant (JVSG), Incumbent Worker Training Program (IWTP), Work Opportunity Tax Credit (WOTC) and Re-entry programs statewide by implementing current and long-range strategic plans, policies, procedures, and regulations. He directs the revision of rules, regulations and procedures for programs; and provides guidance/direction on programmatic, regulatory, and legal compliance of those programs. Kenny also develops and directs the implementation of policies and procedures to assure statewide achievement of goals and performance objectives and adherence to budgetary limitations. Kenny is a retired military member of the United States Air Force of 24 yrs. He is a native of Bogalusa, LA. He holds a business degree from the University of Maryland University College.



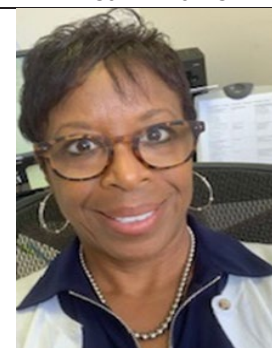
Stephen Peychaud

Stephen Peychaud currently serves as the Director of Registered Apprenticeship. Mr. Peychaud joined the Louisiana Workforce Commission (LWC) in 2021. Prior to coming to LWC he served as a Program Specialist at the Louisiana Department of Transportation (DOTD), certifying and monitoring Disadvantaged Businesses for DOTD's DBE Program. From 2014 to 2018 he served as the Chief Diversity Officer for the City of Alexandria. His twenty-plus years of government and private sector experience give him a unique skill set to enhance (and grow) LWC's Registered Apprenticeships Program.



Lisa Williams

Ms. Williams joined the Louisiana Workforce Commission (LWC) in 2019 and is an employer engagement professional who assists businesses with their workforce development needs. Ms. Williams currently serves within the Business Services Unit as an Industry Sector Coordinator for the Louisiana Workforce Commission. Ms. Williams brings over 27 years of experience that ranges from grassroots to executive-level management in community and workforce development, disaster recovery and political arenas. Ms. Williams serves as a member of the Workforce Development Board Area 20 and maintains active involvement in civic and religious communities while pursuing her passion to make Louisiana a great place to live, work and grow.








Rhea Woods

Rhea Woods is the statewide Director of the Community Services Block Grant, Rapid Response, Trade Adjustment Assistance and Minor Labor Compliance at the Louisiana Workforce Commission. She holds a Bachelor's Degree in Political Science from Loyola University in New Orleans and a Juris Doctorate from Loyola University School of Law.

Rhea has worked with youth and community services and engagement for over 30 years. She was a Juvenile Probation Officer with the Office of Youth Development. She served the City of New Orleans as an Assistant City Attorney, specializing in general litigation. As the Director of Louisiana Youth Enhanced Services, a Department of Health and Hospitals program, she developed and



|   |  |
|---|--|
|   | <p><i>implemented a system of care through cooperative endeavor agreements with juvenile justice, child welfare, education, community leaders, mental health providers and families. In this role, she worked tirelessly to increase the availability of services for children experiencing behavior disorders in the least restrictive environment possible, utilizing the core principles: child-centered, family-focused, community based and culturally and linguistically competent.</i></p> <p><i>Rhea currently serves as a board member of the National Association of State Community Services Programs and is the Region III representative for nine states: Louisiana, Texas, Oklahoma, Iowa, Kansas, Arkansas, Mississippi, Nebraska, New Mexico; and the Virgin Islands.</i></p>  |
| <b>DCFS Employment and Training Programs – Investing in LA’s Citizens</b>           |  |
|    | <p><i>Lorrie G. Briggs has been a Louisiana Civil Servant for thirty-three years. She has worked as an adult probation and parole officer with the Department of Corrections, but the majority of her time as a civil servant has been with the Department of Children and Family Services. Ms. Briggs has worked in every field and field administrative position in the Child Welfare Division as well as being a state consultant with the Child Protection Investigative Section. She served as a Regional Administrator with Economic Stability, Child Support Enforcement and Child Welfare. Ms. Briggs has also worked as an Area Director for Child Support Enforcement. In September of 2020, she became the first Deputy Assistant Secretary of a newly created Workforce section within DCFS. The section initially was composed of SNAP E&amp;T and Strategies to Empower People Program (STEP). The STEP program is Louisiana’s TANF work program. In August of 2021, she developed the Child Support Enforcement Employment and Training Program as an addition to the section. In 2022 she also assumed administration of the TANF program in Louisiana. Ms. Briggs has a Bachelor’s of Criminal Justice from Louisiana State University and a Master’s of Science Degree from the University of Louisiana at Lafayette. She and her husband of 23 years, Raymond Briggs, have two adult sons. Raymond Briggs, Jr works for UPS in Houston, TX and Dylan Briggs is a student at the University of Louisiana at Lafayette.</i></p> |
|  | <p><i>RuNiaja Vicksbrown has been a Louisiana Civil Servant for 13 years. She has worked for the Office of Juvenile Justice in different capacities from accounting to Juvenile Justice Specialist to a Training and Development Specialist. She also has worked for the Department of Children and Family Services in Economic Stability and Workforce Development. Ms. Vicksbrown serves as a Workforce Development Specialist 7 / Program Manager for Workforce Development currently in the Orleans Region. Ms. Vicksbrown graduated in Nursing in 2012 and took a career change later in her career path, to Criminal Justice. She currently is in school obtaining her Bachelor’s in Criminal Justice. She has two beautiful children, Emani, her daughter, who is a current high school student, and Cairo, her 3-year-old son, who runs the home.</i></p>  |

|   |   |
|---|---|
| <b>Reframing the Talent Development Pipeline</b>                                      |   |
|    | <p><i>Serving as Louisiana's State Director of Adult Education for the Louisiana Community &amp; Technical College System since November 2019, Ms. Landry is responsible for the leadership and oversight of 22 adult education programs and nearly 30,000 adult learners statewide. She previously served at Delgado Community College in New Orleans for 12 years. Through many roles — tutor, data specialist, teacher, social media manager, web designer, lead teacher, and administrator — she had the opportunity to help the program grow from serving 200 students annually to over 6,000. Additionally, she was able to play a part in redesigning the role of adult education within the college and the region — as a professional development hub, incubator for career pathways and post-secondary transition, and strong partner in regional workforce development. Along the way, Ms. Landry was lucky to serve in numerous roles within the Louisiana Association of Public, Community, and Adult Education (LAPCAE) — Regional Representative, Webmaster, President, and Treasurer. She is excited about the work happening in the Louisiana Community and Technical College System to break down barriers between credit, adult education, and workforce programming and to look at each student holistically.</i></p> |
|   | <p><i>Dr. Tiffany J. Howard, CWD, serves on the Louisiana Community and Technical College System's Academic and Workforce team as the Director of Transportation Industry Initiatives. She is responsible for providing technical assistance, leadership, and support concerning high-quality training programs that meet the state's and prospective employers' needs. Her major projects include designing and implementing the first dual enrollment Transportation pathway curriculum, leading the \$3.5M Professional Resilience Occupations (PRO) project in collaboration with the Office of Community Development, leading the statewide \$10M Broadband training project, leading the nationwide Noncredit and Credit Alignment project, serving as lead on the Haas training project, and establishing partnerships with various industries seeking workforce solutions across the state. Dr. Howard began her higher education career at Central Louisiana Technical Community College, where she was the youngest appointed Dean in the history of Central Louisiana Technical Community College (CLTCC).</i></p>   |
|  | <p><i>A native of Baton Rouge, LA, Dr. Brittney Baptiste Williams is committed to strengthening the educational opportunities of students in both vision and scope. She earned her undergraduate degree from Louisiana State University and her graduate degrees from Southeastern Louisiana University and the University of Louisiana at Lafayette. Dr. Williams worked extensively with the Carl D. Perkins Grant at Baton Rouge Community College for 10 years before joining the Louisiana Community and Technical College System (LCTCS). As the State Director for Career and Technical Education (CTE), her focus areas include compliance, equity, CTE program alignment, training and partnerships. Dr. Williams has been an active supporter of multiple initiatives to champion career and technical education including most recently Associate of Career and Technical Education (ACTE)'s Postsecondary Leadership Program (2020-fellow), Advance CTE Board of Directors (2022-Region B board member), SkillsUSA Louisiana-Postsecondary (2022- council member), Advance CTE's Postsecondary State CTE Leaders Fellowship (2022-coach) and Advance CTE's Leaders of Color Affinity Group (2022-co-lead).</i></p>  |



**Re-entry Gumbo: Employer Engagement**



Scott Peyton

Scott Peyton is Right on Crime's state director for Louisiana and Mississippi and serves as the Correctional Leadership Director. Scott has over twelve years of work experience with the State of Louisiana: first as a Child Welfare Specialist, then as a Juvenile Probation and Parole Officer, and prior to joining Right on Crime he worked in Adult Probation and Parole as a Specialist supervising violent offender caseloads. Scott has spent time as both a volunteer and reserve Deputy Sheriff, as well as providing, as needed, support to Elayn Hunt Correctional Center, working as a correctional officer. He was a certified Peace Officer Standards and Training instructor and has taught at the Probation and Parole Police Academy. Scott has witnessed first-hand the need for criminal justice reform, the impacts of rehabilitation and re-entry programs, and the inner workings of the Louisiana Probation and Parole system. Scott trained as a medic in the Louisiana National Guard before being honorably discharged in 1991. He graduated from the University of Southwestern Louisiana with a Bachelor of Science in Criminal Justice (1992), and Louisiana State University at Shreveport with a Master's in Nonprofit Administration (2020). Scott is an ordained deacon in the Catholic Church and resides in Louisiana with his wife and six children.



Agent Hester Z. Serrano

On September 16, 2002, Agent Serrano began working for the Louisiana Department of Public Safety and Corrections, Division of Probation and Parole, where she worked as an agent in the field for the first 17 years of her career. In August of 2019, she was promoted to Re-entry Program Manager, allowing her the opportunity to work hand-in-hand with DOC facilities, the Southeast Central Regional Re-entry Center, the Louisiana Prisoner Re-Entry Initiative's Bayou Region Re-entry Team, the Lafourche Day Reporting Center, the Lafourche Parish Sheriff's Office, the Terrebonne Parish Sheriff's Office, and many other local coalitions and teams. She concentrates her efforts on the removing of barriers and defining the needs of formerly incarcerated persons and justice-involved individuals.

**A Gentle-Handoff: From Prison to Community**



Blake Allen

Blake Allen is a staff attorney at Southeast Louisiana Legal Services helping formerly incarcerated persons address the civil legal barriers to their successful re-entry from prison. His primary practice is disability benefits law, though he also assists clients with expungements, child support suspensions, and other civil legal needs. Blake is committed to eliminating the harm done to clients by the criminal legal system. He has dedicated the entirety of his legal career to this goal, having previously worked as a law clerk for the NAACP Legal Defense Fund and the MacArthur Justice Center, among others. A Houma native, Blake earned a bachelor's degree in philosophy and history from LSU in 2017. He graduated magna cum laude in 2020 from the Georgetown University Law Center.



Verna Bradley-Jackson

Verna Bradley-Jackson is a native of Whiteville, Louisiana. She is a resident of Baton Rouge, Louisiana. She attended Southern University, Louisiana State University and New Orleans Baptist Theological Seminary. She has spent years motivating and inspiring audiences to get out of their comfort zone. Founder and host of Prestigious Inspirational Gospel Hour television show that aired from 1997 to 2010, during that time, she became involved in the housing component of prison re-entry ministry. As a Re-entry Housing specialist in 1997, Verna founded the organization known as One Touch Ministry Inc. and has helped thousands of people coming out of prison with housing and basic needs and is still working in the re-entry housing space. She is a certified Therapon Belief Therapist; completed the National Baptist Convention USA, Inc. Prison Ministry Volunteer Training; is a Certified Re-entry Crisis Counselor; is certified in Biblical Teaching from New Orleans Baptist Theological Seminary; is a Certified Moral Reconation Therapy (MRT) Professional. Verna is a wife, a mother, grandmother, a motivator, a friend, a child of GOD who above all loves the Lord and Savior and has vowed to serve Him forever.



Dr. Lashauna Shelton

Dr. Lashauna Shelton serves as the recruiter for Capital Area Transit System, Baton Rouge's premier transit agency. She specializes in recruitment and onboarding for the organization. Her main responsibilities include sourcing, interviewing, hiring, and onboarding those individuals who prove to be qualified and capable of filling the needs of the agency.



Donna Hamilton




Donna Hamilton is the first Coalition Coordinator for CAPARC and the Community Coordinator for the EBRP area. She works through CAPARC to convene stakeholders and partners to build a strong system around re-entry in East Baton Rouge. Donna Hamilton is also a formerly incarcerated person. As a formerly incarcerated person Donna Hamilton was able to successfully reintegrate into society upon her release from prison. She advocates for returning citizens to have the right to resources and services that are necessary for their successful reintegration into society. Donna Hamilton is an LSU graduate with postgraduate work in the field of Psychology and Mental Health. She has 30 years of experience in Counseling and Mental Health.







Lyn Hakeem



Lyn Hakeem holds a Master of Social Work degree from Louisiana State University, with certification in Gerontology. She serves on the Steering Team of Capital Area Re-Entry Coalition (CAPARC). Lyn Hakeem also works collaboratively with Hamilton Group, a collection of community advocates who create opportunities for youth exposed to traumatizing events to build skills in self-advocacy and resilience. She has worked formally and collaboratively with primary caregivers, healthcare professionals, and other advocates to create service plans, which increase family communication, and promote healthy living lifestyles.






|  |  |
|--|--|
|    | <p>Dr. Brian Sleeth has been the Executive Director of the Christian Outreach Center of Baton Rouge/The Purple Cow since June 2013. The mission of the COC is “self-sufficiency and restored dignity through employment,” and they have been providing job readiness and employment services since 2015. Brian continues to serve in various leadership roles related to prison re-entry. He is a Baton Rouge native and holds four graduate-level degrees, and various certifications. He is also an ordained minister in the Presbyterian Church in America (PCA). He always wears purple shoes.</p>   |
|   | <p>Stacci Tobin has persevered through the challenges of a formerly incarcerated woman. She wears many hats while advocating for change. She is currently a Re-Entry Advocate with Louisiana Parole Project working with the Orleans District Attorney’s Office Civil Rights Division &amp; Promise for Justice Initiative working to get those who were convicted by a non-unanimous jury released. She is the Re-Entry Coordinator for SocialWorx Institute, a trainer for DOC’s Core Correctional Practices, and graduated from the Nancy Marsiglia Institute for Justice at Loyola. She sits on the Executive Steering Team for CAPARC (Capital Area Re-Entry Coalition), as well as EBRPPRC. She is a grant writer, fundraiser, cohost of the Caravan for Justice, and on a community advisory board for 70802. She was nominated by V.O.T.E. to sit on the Clean Slate Task Force and continues her work with Fair Chance in Hiring. She is an award-winning commercial producer, has been in four major motion pictures, and she plays in her own band, Dirty Little Secret. “If we can change Louisiana, we can change the world.”</p>   |
|  | <p>Dr. Brandy Tyson was born and raised in Baton Rouge, Louisiana. She attended Southern University and A&amp;M College where she earned her Bachelor’s and Master’s Degrees in Computer Science. Before the completion of her Doctorate degree in Computer Science at Louisiana State University, she also served as a Bridge to the Doctorate Program Fellow.</p> <p>She currently serves as the Interim Assistant Vice Chancellor for Academic &amp; Workforce Development at Baton Rouge Community College (BRCC). Dr. Tyson previously served as the Dean of Technical &amp; Adult Education. Her focus is on realigning current programs to meet and exceed industry standards and identify and develop new programs to address local, national, and global skill gaps.</p> <p>Her current and previous roles allow her to engage, inspire, and empower students through a transformative learning experience. Her unique background and experiences allow her the opportunity to connect with the community and create pathways that reduce barriers and increase access to higher education. Overseeing both the academic and workforce units provides a unique opportunity to align non-credit and credit programs to create training solutions that allow adult learners to upskill and obtain jobs that support themselves, their households, and the local community. She leads her team in creating solutions to short-term training, degree attainment, and high school equivalency attainment for both personal and professional promotion.</p> |



| On the Other Side: Women Navigating the Workforce                                     |   |
|---|---|
|    | <p>Lisa A. Crinel is Founder &amp; CEO of E ROC, LLC, where her business focuses on Encouraging Returning Citizens with Opportunities and Compassion. She is also an entrepreneur, businesswoman, motivational speaker, and activist. After serving 39 months and 27 days in a Federal Prison for health care fraud, Lisa has seen first-hand how the punishment and rejection never stops after returning home. Her mission is to have a meaningful transition for young ladies and women returning home from incarceration with opportunities to assist with landing on their feet in a dignified manner. Her biggest accomplishment is her only child and son in love who has given her two beautiful grandkids.</p>   |
|    | <p>At the age of 17, I was given a life sentence. After serving 26 years, I was released on December 11, 2018, at the age of 43. I not only left prison with a heart to reach back and help my sisters that were still incarcerated but also to extend myself to the women who are freshly released and teach them that even though there are many obstacles, they can be successful after incarceration. Today, I go back into the prison teaching my re-entry program, which I created based upon real-life experiences that come along with acclimating and how to get around and through them. I recently was promoted at V.O.T.E. which stands for Voice of the Experience as a re-entry specialist/mentor with Vote's first woman transitional house located in New Orleans. I strongly feel that my journey has been an orchestration of God. As vessels in this work all we can do is our part.</p> |
|  | <p>A 57-year-old native of NOLA, mother of 3 and grandmother to 5 has made Baton Rouge her home since 2013. Amelia is a formerly incarcerated woman who has been advocating for prison reform for the last 10 years. She is a chapter organizer for VOTE in Baton Rouge and works directly with families who have loved ones incarcerated in East Baton Rouge Parish Prison. Her lived experiences being someone directly impacted by EBRPP allows her to help others through her support group Voices, navigate the harsh reality as she describes it "guilty until proven innocent " that comes with having a loved one doing time in pretrial detention.</p>   |
|  | <p>Denise is a fearless advocate and ally for women's prison reform, criminal justice and re-entry with a strong focus on highlighting mental health and its intersection with incarceration. Denise brings extensive lived experience as she is a formerly incarcerated woman of 16 years. Denise is the Founder and Executive Director of Operation Inclusion Center for Women Inc, and Simply Advisory Services LLC, as well as the author of the "Decarceration of Incarcerated Trauma" workbook course.</p>  |



|   |   |
|---|---|
|   | <p>Lynda F. Turner was born and reared in Baton Rouge, Louisiana. She attended elementary and postsecondary schools in Louisiana as well. In 1972 she received a diploma in Business Administration from Capital Area Vocational School. She later attended vocational school at Capital Area Vocational School and received a diploma in Practical Nursing and completed her undergraduate work at Southern University Baton Rouge with a major in History and continued at Southern University New Orleans with a Master's Degree in Social Work.</p> <p>Her most current work is as a QIDP (Qualified Intellectual Disabilities Professional) where she supervised three community homes for intellectually disabled adults. Prior to that, she worked in the same capacity, with Forensic Clients where she served men who were found "Not Guilty By Reason of Insanity," or "Civilly Committed," and were discharged from East Feliciana State Mental Hospital.</p>  |
|  | <p>Montrell Carmouche brought the Safety and Freedom Fund to Operation Restoration, where she leads Operation Freedom. She is a member of the executive team and is responsible for establishing program direction for client services and adherence to the organization's client-centered philosophy of service delivery.</p> <p>Montrell has a demonstrated passion and commitment for social justice. She works closely with local, regional and national partners to advance criminal justice reform. Montrell was a featured panelist at the Newcomb Art Museums Per Sister Panel on Criminal Justice Reform and is an active member of the National Bail Fund Network, and the Louisiana Incarcerated Women's Task Force. In 2021, Montrell was named one of the inaugural justice fellows for The Education Trust in addition to being an EPIC Ambassador with the Ladies of Hope Ministries. She was awarded the 2022 Black Voices for Black Justice Award. Montrell is also one of two formerly incarcerated women registered as a lobbyist in the state of Louisiana.</p> <p>In addition, Montrell is the Founder &amp; Chief Executive Officer of Montrell Carmouche, LLC, a consulting firm that specializes in program design, facilitation and civic engagement. Her lived experience has led her to dedicate her professional career to supporting formerly incarcerated people like herself to achieve their dreams. She has extensive experience facilitating meetings, convenings and training. Montrell's facilitation style engages participants in creating, discovering, and applying learning insights to their everyday lives. She helps learners acquire, retain, and apply knowledge and skills by introducing them to the content and then asking questions that fosters discussion.</p> |




|   |   |
|---|---|
| UniteLouisiana: A Solution for Re-Entry   |   |
|    | <p>Working within the United Way Network since 2005, Sarah Hamilton Berthelot serves as President and CEO of the Louisiana Association of United Ways. Sarah advances the collective work of United Ways to create more opportunities for the people of Louisiana. Sarah serves as the statewide project manager for Louisiana 211 and the ALICE project in Louisiana. Sarah is the current President of the Louisiana Voluntary Organizations Active during Disaster. She also serves as a member of the United Way Worldwide National Advisory Council and Chair of the 211 State Leadership Collaborative.</p>   |
|    | <p>Rhett Covington is the Assistant Secretary for the Louisiana Department of Public Safety &amp; Corrections (DPS&amp;C). He has served in this position since January 2015, and formerly served as the Deputy Assistant Secretary for Re-entry and Education Services for six years. He began his criminal justice career as a Probation &amp; Parole Officer and supervisor for 15 years. Mr. Covington is responsible for the Office of Offender Re-entry, Education and Chaplaincy Services. He is the designee for the Secretary of the DPS&amp;C on the Louisiana Re-entry Advisory Council and the Workforce Investment Council.</p> <p>The Office of Offender Re-entry, Education and Chaplaincy Services is responsible for management and expansion of re-entry and academic education opportunities for offenders in the custody of the DPS&amp;C, particularly those housed in local jails. The Office of Offender Re-entry, Education and Chaplaincy Services works with local sheriffs and community organizations to establish a continuum of services throughout the state to better prepare returning citizens for re-entry into the community, lower recidivism, and increase public safety.</p> |
|  | <p>Mara O'Brien Hahn is the Senior Director of Government Innovation at Unite Us, where she leads efforts to transform government services to be more human-centered, accessible, and equitable through the power of technology. With a Master's in Public Health from Tulane University School of Public Health and Tropical Medicine and a strong background in managing family and reproductive health programs, Mara has become a recognized expert in leveraging technology to accelerate the transformation of health and human services.</p> <p>Through her work at Unite Us, Mara is dedicated to driving meaningful change and improving the lives of those who are most vulnerable. Her innovative approach to problem-solving, coupled with her extensive experience in health and public policy, has earned her a reputation as a thought leader in the field.</p> <p>When she's not at work, Mara can be found taking walks around New Orleans City Park with her dogs - Gravy, Mimosa, and Sunnyside - or making an elaborate costume for an upcoming parade.</p>   |






|  |  |
|--|--|
|  <p>Konitra James</p>    | <p>Konitra Jack serves as Louisiana Child Support Enforcement Director and directs the programmatic operations for the child support enforcement section. Konitra joined the Child Support Enforcement team in 2008 as a caseworker in Baton Rouge, LA. She holds a Bachelor of Science degree in Mathematics, a Master's in Business Administration and Juris Doctorate from Southern University Law Center. Konitra serves on the National Council of Child Support Enforcement Association (NCSEA) Policy &amp; Governmental Relations, CSQ Committee (Editor), NCSEA University Committees. Konitra also serves as the Co-Chair of the National Council of Child Support Director (NCCSD) Employer Collaboration Committee and is a member of the NCCSD's Policy &amp; Practice, Systems &amp; Modernization, and Audit Committees. In her spare time, Konitra serves as Co-Leader of Girl Scout Troop 10995 in Baton Rouge. She asks that you make sure you support girls in all of their endeavors, and they will pass it on! Konitra is from Baker, LA. She is a wife and the mother of an 11- and 12-year-old.</p> |
|  <p>Cassandra Large</p> | <p>Cassandra Large has been working in social services and business analytics in some capacity for the last 30 years. She has a Bachelor and Master of Arts in Psychology from California State University, Chico. With this degree she made an impact in state programs, healthcare, and different business processes. Her work in the public sector started in Nevada and continued when she moved to Louisiana. She worked for Louisiana Workforce Commission (LWC) with different programs, including WIOA and Wagner-Peyser. Cassandra's years of experience in leadership can be seen in many ways, as of late, in her current role as the Project Director for No Wrong Door (NWD) at the Department of Children and Family Services (DCFS). Since joining DCFS, she has fostered continuous relationships with partners like Louisiana Association of United Ways (LAUW) for the new endeavors of NWD at DCFS. And on top of handling the details of leading an implementation for an agency of over three thousand employees, Cassandra teaches psychology classes at South Louisiana Community College.</p>      |



| Power Lunch Speaks   |   |
|--|---|
| <b>FIPs Business Panel</b><br><i>Unlocking the Potential: Defying the Odds through Entrepreneurship &amp; Employment</i> |   |
|  <p>Renard Thomas</p>                 | <p>Renard Thomas is a fearless community leader and advocate who has actively served in many initiatives throughout the state of Louisiana involving issues relative to criminal justice and prison reform. Renard served as the first formerly incarcerated person to have performed duties as a Statewide Re-entry Coordinator, working on behalf of Orleans Parish Re-entry Court. Renard is currently the owner and CEO of Fotograffiti Systems, in addition to being an educator of photography at the Xavier and UNO Upward Bound programs. Renard is also a founding member of V.O.T.E. (Voices of the Experienced), as well as an active board member of Justice Accountability Center (JAC), and Re-entry Alliance for Louisiana (R.E.A.L.). Renard is a true leader of the justice involved community providing mentorship and insight to many entities on best strategies to improve and propel re-entry efforts in Louisiana through embracing collective impact. In Renard's spare time he enjoys spending time with his devoted wife, family and friends.</p> |
|  <p>Andre Apparicio</p>              | <p>Andre Apparicio is a community organizer with many years of experience working with the second chance population and our youth of the community. Formerly incarcerated himself, Andre shifted his energy from that of a negative to a positive force. In 2017, he started a non-profit to help the justice involved be better prepared to adjust to life outside of prison. Mr. Apparicio received a certification as a "Credible Messenger". Andre excels at motivating and empowering individuals to be their best selves through education and skill building. Mr. Apparicio currently works as a parole coordinator and liaison and is a credentialed Alcohol and Substance Abuse Counselor and Certified Recovery Coach.</p>  |
|  <p>Randy Tucker</p>                | <p>Randy is the owner and founder of Tucker Paralegal Services in New Orleans, LA. Randy is formerly incarcerated, serving 25 years in prison. While in prison Randy empowered himself despite the circumstances and earned his degree in Criminal Justice/Safety Studies from Northwest Missouri State University. Since being released Randy has assisted countless clients with their legal cases. He is a strong advocate in his community for criminal justice and prison reform as a member of Voices of the Experienced (V.O.T.E.) and is a member of the Kings and Queens Social Aid and Pleasure Club.</p>   |
|  <p>Patrick M. Young</p>            | <p>Patrick M. Young serves as the director of the Mayor's Office of Gun Violence Prevention (OGVP) for the City of New Orleans. During Mayor LaToya Cantrell's first year in office, she released the Generational Gun Violence Reduction Plan aimed at decreasing the city's incidences of gun-related injuries and deaths over the next 50 years. Under Patrick's leadership since April 2021, OGVP has addressed gun violence prevention from a public health approach where the city's residents are provided and empowered with trauma-intervention services and resources from crisis interventionists, partnering agencies and institutions, community stakeholders and evidence-based policymaking. Prior to working in Mayor Cantrell's administration, Patrick served as training manager of Talent and Workforce Development at New Orleans Business Alliance (NOLABA). In partnership with four local opportunity centers, Patrick oversaw trainers who</p>   |






|   |  |
|---|--|
|   | <i>taught a New Orleans-model of the STRIVE® work readiness training program. In less than three years, Patrick helped more than 890 formerly incarcerated persons gain full-time employment and potential career pathways – directly contributing to New Orleans’ robust labor force based on the 4-week curriculum that taught them professional development and soft skills training.</i>   |
| Dr. Lisa S. Vosper  | <i>See Bio for <b>Summit Facilitator</b>, page 23.</i>   |
| Denise Williams   | <i>See Bio in the <b>Women Navigating the Workforce</b> Session, page 11.</i>  |
| <b>AFTERNOON BREAKOUT SESSIONS</b>  |  |
| <b>Working in the Workforce: Engaging with JCORE</b>                                |  |
|    | <i>Tina Roper is the Director of Workforce Development for Geaux Jobs - Local Workforce Area 20. She has over 30 years of public experience in workforce, education, data management, and social services. For the past 7 years she has served as the Workforce Director for the 10 parish Geaux Jobs area on the Northshore surrounding Baton Rouge. Workforce Development provides an integrated system of employment, education, training, support, and economic development services for both job seekers and employers for the betterment of the community.</i>   |
|   | <i>Callie Gilkison started her career with the Department of Corrections five years ago as a HiSet instructor. She had great success implementing the same tutored model the Department of Corrections uses in its CTE programs. She has now transitioned into a Regional IBC Coordinator and is using her experience in the academic classroom to navigate the vocational programs that serve the re-entry population.</i>  |
|  | <i>Kelsey Osman is the Career and Technical Education Coordinator for the Louisiana Department of Corrections. Kelsey has over 19 years’ experience in the education arena including elementary, middle, high school, adult, and corrections education as well as administration. Her dedication and drive to make a positive difference in people’s lives are evident in her passion for this career field. In her current role, Kelsey’s responsibility is to oversee and implement Career and Technical Education Programs in state prisons, local jails, regional re-entry centers, and day reporting centers throughout Louisiana. Education is Kelsey’s calling, and Corrections Education is truly near and dear to her heart. When she sees firsthand the impact of these educational opportunities on a demographic who oftentimes feels hopeless, she is intrinsically motivated to persevere.</i> |

|   |   |
|---|---|
|     | <i>Nypheteria R. Clophus grew up in Southwest Louisiana. As a born leader, she always had a vision and planned how to reach her goals. She holds an Associate Degree from Delta Tech, a bachelor’s degree in Sociology with a concentration in Family and Child Studies from McNeese State University, a Master in Accounting from the University of Phoenix, 24 hours toward her Master in Teaching from McNeese State University, and her Career Advisor Certification from the International Association of Career Advisors, Ltd. As the Calcasieu Parish Police Jury’s American Job Centers One Stop Operator Manager, she serves Allen, Beauregard, Calcasieu, Cameron, Jefferson Davis, and Vernon Parishes. As Chairperson of the Employment Sub-Committee for United Way of Southwest Louisiana’s Calcasieu Prison Re-entry Initiative, she also serves on the Bureau of Family Health’s Community Action and Advisory Team, and the Southwest Louisiana Entrepreneurial and Economic Development Center’s Education and Workforce Committee. A passionate community member, she has served as President of NAMI Southwest Louisiana, Secretary of Mason D’Amis, and Treasurer of Lake Charles North Redevelopment Authority. It is Nypheteria’s passion and gift to serve others in whatever way and wherever God leads.</i> |
|   | <i>Crystal Scott is a graduate of Northwestern State University, with a Bachelor of Science degree in Psychology and a 2021 graduate of Leadership Southwest Louisiana. Her career with Calcasieu Parish Police Jury (CPPJ) started over 20 years ago. Currently, she utilizes her skill and passion for people as the Local Area Coordinator. Crystal is responsible for overseeing the Career and Business Services operations of the WIOA program in the American Job Center sites for Local Workforce Development Area #51. Crystal has more than 15 years of experience in Workforce Development, is a Certified Career Advisor; and tirelessly invests her time and energy in civic engagement. When Crystal isn’t working to “put Louisiana to work”, she is caring for her family. She is married, has three children, is active in her church, and enjoys traveling, entertaining, live music, the arts, and spending time with family and friends. Crystal believes in and understands the value and benefit of service to others.</i>  |
| <b>Apprenticeships Connect Untapped Talent to Careers</b>                             |   |
|  | <i>Cherie LaCour-Duckworth is Vice President of Urban League of Louisiana’s Office Workforce Development. Urban League of Louisiana is an anchoring nonprofit that enables African Americans and other underserved communities seeking equity to secure economic self-reliance, parity, and civil rights. The organization strives toward its mission through services provided to citizens engaged in programs housed in three essential Centers of Excellence focused on education and youth development, workforce and economic development, and public policy and advocacy. Cherie has over 30 years of experience in the field of workforce development, which began with the Job Training Partnership Act (JTPA), Workforce Investment Act (WIA), and present-day Workforce Investment Opportunity Act (WIOA). She has a strong acumen in economic and workforce development, database development, executive leadership, and management. LaCour-Duckworth received an award for Excellence in Workforce Development, presented by National Urban League’s President Marc H. Morial.</i>  |







|  |   |
|--|---|
|  <p>Ronnie King, Jr.</p> | <p><i>Ronnie King, Jr. is a management professional with over 12 years of experience in program development and evaluation, information technology, budgets, accounting, and small business startup. He is a native of Louisiana with a deep commitment to urban community development and closing the achievement gap for under-resourced people of color. He currently serves as the Director of Apprenticeships for the Urban League of Louisiana, where he helps to lead apprenticeship initiatives for youth and adult career seekers within the Office of Workforce Development. Ronnie holds a Bachelor of Science degree in economics and finance from Dillard University in New Orleans, LA. He is the father to four wickedly cool and smart kids that he's pretty sure are superheroes in disguise.</i></p>  |
| <p>Stephen Peychaud</p>  | <p>See Bio in the <b>Working with the Workforce</b> Session, page 5.</p>  |
|  <p>Kerry Ruffin</p>    | <p><i>Kerry D. Ruffin is a Native of Louisiana and a current participant in the Urban League of Louisiana's automotive technician apprenticeship program. He loved fixing problems for as long as he could remember. From the start of middle school, Kerry had a vision of being a civil engineer. While in high school, he was in the magnet program. After he graduated high school, Kerry received an acceptance letter to attend Southern University in Baton Rouge, Louisiana, where he attended for 2-years in pursuit of a civil engineering degree. Due to life challenges and poor decision-making, Kerry became a youth with justice involvement, which caused him to withdraw from college. Kerry has made great efforts to turn his life around. He has always been passionate about the automotive and construction industry. In pursuit of his interest, Kerry enrolled in the Urban League of Louisiana's 18-month Pilot Apprenticeship Program for Automobile Service Technician Training. To date, Kerry has completed the first phase of the apprenticeship training, which includes 4-weeks of Career &amp; Workforce Fundamentals training for professional development and has advanced to the second phase of the program. In his free time, he enjoys educating his sons and younger siblings, sharing skills and knowledge that he wishes he had received at an early age.</i></p> |
| <p>Patrick M. Young</p>  | <p>See Bio in the FIPs <b>Business Panel</b> Power Lunch Session, page 15.</p>  |




| <b>Revolutionary Automotive Technician</b>  |  |
|---|--|
|  <p>Devin Broome</p> | <p><i>Louisiana born and raised, Devin is a graduate of Southeastern Louisiana University with degrees in Political Science and Secondary Education. A lifelong passion for technology led him to combine his teaching credentials with his IT skills to become a high school computer science teacher before moving on to higher education where he served for more than a decade as the Information Services Director for the University of Louisiana System. Since partnering with Clay Mixon to create and develop ATLO, Devin has continuously looked for ways to use the company's secure platform to foster the development of online educational programs in correctional environments and expand the scope of potential applications.</i></p>   |
|  <p>John Easley</p>  | <p><i>John Easley currently serves as the Program Consultant for the Re-entry Craft and Technical training programs at Louisiana State Penitentiary. He was the Louisiana Community &amp; Technical College System Career &amp; Technical Education Coordinator until his retirement in 2009. He is an NCCER Master Trainer and Sponsor Representative for Louisiana State Penitentiary. He is also a certification test proctor for the Equipment &amp; Engine Training Council (EETC); HVAC Excellence; North American Technician Excellence (NATE); the National Center for Construction Education and Research (NCCER); the National Occupational Competency Testing Institute (NOCTI); and the Inter-Industry Conference on Automotive Collision Repair (I-CAR). He has served on the advisory committees of the Caddo Career &amp; Technology Center, Carville Job Corps Center, Livingston Parish Literacy Center, Louisiana HVAC Industry Advisory Council, and the Louisiana Automotive Industry Advisory Council. In 2003, he was appointed to Governor-elect Kathleen Blanco's Transition Education Policy Council. As a National Automotive Technician Education Foundation (NATEF) Evaluation Team Leader, he led Automotive Technology training program accreditation visits in Mississippi, Texas, Maryland, Virginia, and Alaska. John was a member of the NATEF Board of Trustees, located in Leesburg, Virginia, from 2002 until 2008. John was recognized as a Craft Workforce Development Champion by the Greater Baton Rouge Industry Alliance in 2018.</i></p> |
|  <p>Clay Mixon</p> | <p><i>A native of Tangipahoa Parish, Louisiana, Clay earned a degree in Computer Science from Southeastern Louisiana University, which he has translated into a successful IT consulting business for the past 15 years. His professional career has crossed over into a number of different technologies, including systems administration, communications, networks and surveillance. He has designed, developed and successfully marketed information products currently in use by law enforcement, municipalities and private businesses throughout the country. Recognizing the almost unlimited potential of the secure online platform developed through ATLO, he continuously looks for new ways to apply revolutionary technology to promote education, improve efficiency, and reduce clients operating costs.</i></p>   |



|   |  |
|---|--|
|     | <p>John Sheehan was incarcerated from the age of 21 to 58, exactly 36 years and 2 months. He used that time to help make him a better man and to do his part to change the prison system and society. This was accomplished through the New Orleans Baptist Theological Seminary. He earned his Associate's Degree and Bachelor's Degree in Christian Ministry. He was assigned as an Inmates Minister at Angola, then sent out as a Missionary to Rayburn Correctional Center. For the last 12 years, he has been given the responsibility to be the Lead Automotive Instructor for the Louisiana WorkForce Re-Entry Program, which had the highest ASE pass rate of any Automotive School in the United States.</p>  |
|    | <p>After serving 26 years, Chris Timon continues to demonstrate how education, determination and setting goals creates success. The high quality of programming offered through the Department of Corrections and the technology provided by ATLO enabled Chris to excel in the automotive industry. Instead of obtaining employment as a technician with over 100 certifications from ASE, I-CAR, Toyota and General Motors, he was quickly sought after as a manager for Gerry Lane Collision Center.</p>  |
| <b>Tips from FIPs: Navigating Life After Life</b>                                   |  |
|   | <p>Matthew Pineda attributes his freedom and tremendous success to his faith in God. After 35 years in prison as a Juvenile Lifer, Matthew has become a powerful voice in the reform community, where he works as the Community Engagement Coordinator at LA Parole Project. "To be of service rather than to be served" is his contagious attitude of gratitude. Matthew is very active in his church and has kept a promise to his incarcerated family by volunteering at both Dixon and Elayn Hunt Correctional Centers as much as he can. He facilitates dialogue between CHIP's and members of the public by co-facilitating the Frederick Douglass Project for Justice. He has spoken before Committees at the LA Legislature in support of the abolition of Juvenile Life Sentences and continues the work through his membership with ICAN. Matthew is an inspiration to all and lives life to the fullest. Joie de vivre!</p>   |
|  | <p>At 17 years old, Louis Gibson was sent to prison for life, where he began his path to redemption. He got his GED and a degree in Culinary Arts and was selected to participate in the LA State Police Trusty Program, where he worked for 11 years maintaining LSP aircraft at the BR Metro Airport. Under Act 277 of the LA Legislature, Louis was finally released in 2018 as a client of LA Parole Project. It didn't take long for Parole Project to recognize his passion for this work, quiet leadership, and natural skills as a mentor, offering him a job as a re-entry specialist. That was just the beginning of Louis's powerful journey, leaving PP to change lives at Catholic Charities as a job developer/case manager. Today you can find Louis down in New Orleans at the Public Defender's Office as a resentencing client advocate. Louis has become a powerful force in criminal justice reform and has helped over 300 men and women with a successful transition back into society. Louis believes in the power of redemption because he is living it.</p> |

|   |  |
|---|--|
|     | <p>At 43 years old, Jadaw Lawrence has achieved a great deal in the 21 months he has been home from serving over 18 years of his life in LA State Prisons. Another successful client of Parole Project, Jadaw has moved up the ladder very quickly at Gerry Lane Chevrolet in Management. As a new homeowner, Jadaw continues his speaking engagements, working with the youth and student athletes, and is an Assistant Pastor at his Church in Baker, LA.</p>  |
|    | <p>Joshua Hobson is paving his own path to success and has accomplished much after 24 years of incarceration. As a recipient of the Educational Initiatives Award by the Louisiana Department of Corrections, Josh has attained his Associate's Degree and is in pursuit of his Bachelor's Degree in Communications and Business Management. Joshua currently works as a Qualifications Specialist with CEVA Logistics in Houston, TX and is a member of Lamda PI ETA, the National Communication Association Honor Society. He is another rising star in reform.</p>  |
|    | <p>John Paul Funes is a seasoned professional with extensive experience in the people business. He served as President/CEO of Our Lady of the Lake (LOL) Foundation for 11 years and is still highly regarded for his leadership and dedication to improving healthcare in the community. In 2019, he found himself in the middle of turmoil, and his loyalty landed him a 33-month federal prison sentence. John Paul has been an active member of the Baton Rouge community for many years. He has served on several boards, including the National Diversity Advisory Board at Louisiana State University, and was awarded the Dr. Martin Luther King, Jr. Unsung Hero Award in 2012. He holds a Master's Degree in Healthcare Administration and a Master's Degree in Business Administration from the University of Houston, as well as a BA in Political Science from Louisiana State University. Despite his challenges, John Paul remains committed to making a positive impact in his community. With his new role at Louisiana Parole Project as the Business and Industry Liaison, he looks forward to continuing his passionate work as he gives back to the Baton Rouge community he so loves, John Paul is already making a positive impact on those around him.</p> |
|  | <p>LLOYD JARROW has proven himself to be a shining example of Governor John Bel Edwards' Criminal Justice reform bills at work. He is a former Juvenile Lifer sentenced to life without parole. In the short three years of freedom, Lloyd has worked tirelessly to advocate for change. He is now a Re-entry Specialist employed by La Parole Project. He is also a Honorary Graduate of the Career Pathways Program for Returning Citizens by The Urban League of Louisiana. Lloyd has spoken on many platforms discussing important topics such as Social Justice, Prison Reform and Community Based Public Safety. Lloyd has volunteered within the community with food assistance, mentoring youth and providing employment resources. He is an inspiring author and international speaker. In his spare time Lloyd enjoys meeting people, videography/photography, and traveling.</p> <p><b>#findingurfreedom101</b></p>   |



| Advancing Equity by Engaging Justice-Impacted People  |  |
|---|--|
|  <p>Kayla James</p>        | <p>Kayla James is a senior program associate with Vera’s Unlocking Potential initiative to help expand access to high-quality postsecondary education in prison. She leads the Race, Equity, and Inclusion in Postsecondary Education in Prison pilot project to promote equitable corrections education policy and practices in Washington state. She also provides technical assistance and subject matter expertise to colleges, nonprofits, and corrections agencies, improving educational, vocational, and employment services for people returning to their communities from prisons and jails. Before joining Vera, Kayla worked with New York State and City corrections departments, assisting with training corrections officers and assessing suicide prevention policy. Kayla also worked on global policy and advocacy efforts such as access to justice and bail reform. Kayla received a bachelor’s degree in psychology and criminal justice and a master’s degree in criminal justice from the University at Albany, State University of New York.</p> |
| Mental Health in the Workplace  |  |
|  <p>Britney Davis</p>     | <p>Britney Davis has been a Louisiana state employee since 2017. Britney transferred from the Office of Juvenile Justice to the Department of Children and Family Services in August 2022. Britney is a Workforce Development Specialist 5 for the Orleans Parish Region and its surrounding areas. In this role, she is responsible for identifying community-based organizations that will assist participants who are enrolled in the Child Support Enforcement Employment &amp; Training programs. In her new role, Britney has demonstrated that she is committed to the goal of helping Louisiana citizens overcome employment barriers. Britney received her B.S. in Psychology from University of New Orleans in 2011. She then received her Master of Psychology from University of Phoenix in 2013. She is a dedicated wife, mother, daughter, sister, and friend. She loves reviewing movies and has a huge fan base on TikTok &amp; Instagram.</p>   |
|  <p>Heather Phillips</p> | <p>Heather Leger Phillips is a Child Support Enforcement Employment and Training Consultant with the Department of Children and Family Services. In this role she has helped develop the policy and procedures for the Child Support Enforcement Employment &amp; Training (CSE E&amp;T) program. She is responsible for working with community-based organizations to assist parents overcome their employment barriers. Heather also works with the statistical data for the program with the assistance of the Blanco Center staff. Heather works with an outstanding team that is geared to assisting participants in gaining training, skills, education and job placement for long-term employment and self-sufficiency. Heather received her B.S. from University of Louisiana at Lafayette in Criminal Justice with a minor in History. She has been with DCFS for almost 16 years.</p>  |

|  <p>Charlene Robertson-Trusclair</p> | <p>Charlene Trusclair is currently employed with Child Support Enforcement Employment and Training (CSE E&amp;T), a newly created program under the Louisiana Department of Children &amp; Family Services. In this role, she is responsible for finding Community Based Organizations that offer participants the opportunity to overcome their barriers, meet their child support obligations and support their family. Charlene is a graduate of Shady Grove High School, Rosedale, LA. After graduation, she relocated to El Paso, TX where she attended the University of Texas at El Paso. Due to a family matter, Charlene moved back to Louisiana to provide medical assistance to her grandmother. In her spare time, she enjoys attending church, coordinating events, traveling, and spending time with her grandchildren. She also organized the Hospitality Ministry at her church and assisted with other church ministries.</p>   |
|--|--|
| SUMMIT FACILITATOR AND POWER LUNCH EMCEE   |  |
|  <p>Dr. Lisa S. Vosper</p>          | <p>Dr. Lisa S. Vosper, affectionately “The Collaboration Queen”, has for the past 25 years served in various roles at the state’s Coordinating Board for Higher Education, the Louisiana Board of Regents. Currently, she serves as the Associate Commissioner for Workforce Education and Training at the Louisiana Board of Regents. She has a very diverse professional background, including having worked as a legislative assistant to a state senator; a seventh grade English teacher and drop-out prevention counselor; a community college instructor; a development team member for the organization of a worldwide evangelistic ministry; a tri-state regional coordinator in the Arkansas-Louisiana-Mississippi Delta; and an executive on loan to the Louisiana Workforce Commission.</p> <p>She has received numerous honors, awards, other forms of recognition, and affiliations including being invited by First Lady Michelle Obama’s Reach Higher Initiative to participate on a team representing Louisiana; selected and served on Southern University’s Global Workforce Team powered by the Thurgood Marshall College Fund, traveling to China and Africa to study and contribute to policy development on global education-workforce alignment; featured as a “Higher Education Headliner” by the State Faculty Senate Association; selected as a “Trailblazer in Higher Education” by the Louisiana Association of Women in Higher Education. Dr. Vosper is a consultant and motivational speaker and has presented papers and articles, as well as keynote addresses and speeches, and served on policy teams and panels at numerous state, regional and national workshops, training seminars and conferences. She is a daughter of Louisiana, earning degrees at both Southern University and A&amp;M College and Louisiana State University.</p> |

# NOTES



Special Thanks to Our Summit Sponsors





A VERY SPECIAL THANK YOU TO THE PARTNERS  
WHO HELPED TO MAKE THIS EVENT POSSIBLE ...



Second Chance Ecosystem Collective



Urban League of  
Louisiana  
Office of Workforce Development



Title Sponsors



entergy