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## BAC-9648

### Contact Information

Contact Name	Erin Brown	Home Address	[REDACTED]
Preferred Phone	[REDACTED]	Home City	Denver
Preferred Email	[REDACTED]	Home State	CO
Other Phone		Home Zip	[REDACTED]
Other Email		County	CO
DOB	[REDACTED]	Hispanic or Latino origin or Descent?	No
Gender	Female	Race/Ethnicity	African American
Other Gender		Other Ethnicity	
Title		Salutation	
		Pronouns	She, her/hers

### Application

Status	Pending Confirmation	Council Resolution Number	
Notes			

### Board Information

Board Name	Denver Preschool Program Board of Directors	Original Start Date	
		End Date	
		Other boards or commissions served	Denver African American Commission

### Work Information

Employer		Work Address	
Position		Work City	
Business Phone #		Work State	
Work Email		Work Zip	

### Additional Information

### Education and General Qualifications

Name of High School		Name of Graduate School	
Location of High School		Location of Graduate School	
# of Years Attended High school		# of Years Attended Graduate School	

Did you Graduate High School Yes

Did you Graduate

Graduate Major

Name of College

Location of College

# of Years Attended College

Did you Graduate College

Undergrad Major

### Reference Details

Reference Name #1

Reference Email #1

Reference Phone #1

Reference Address #1

Reference Name #2

Reference Email #2

Reference Phone #2

Reference Address #2

Reference Name #3

Reference Email #3

Reference Phone #3

Reference Address #3

Agree to a background check

Owner Esther Lee Leach

Created By Denver Integration, 10/27/2024 2:13 PM

Last Modified By Munique Moore, 11/21/2024 11:11 AM

### Notes & Attachments

CIO BIO 7\_2024 CHS.docx

Erin\_Brown\_Resume CHFVP 2\_7\_21 (1).pdf

Type	Attachment
Last Modified	Denver Integration
Description	<a href="#">View file</a>

Type	Attachment
Last Modified	Denver Integration
Description	<a href="#">View file</a>

### Applicants History

11/21/2024 11:11 AM

User Munique Moore  
Action Changed Status from In Progress to Pending Confirmation.

11/18/2024 11:49 AM

User Fatimah Ben-Masaud  
Action Changed Status from New to In Progress.

10/27/2024 2:13 PM

User Denver Integration  
Action Created.

**Experienced Compassionate Leader**

Expertise developing program strategies and building collaboration to achieve meaningful outcomes.

**Profile of Key Strengths**

- ◆ Recognized by management, colleagues, partners and constituents as a skilled community advocate who excels at driving cohesive strategies and relevant tactics for social and economic development.
- ◆ Organizes steps and resources to achieve the desired objectives, and sets clear, measurable goals; communicates objectives and expectations to partners and stakeholders to solidify understanding, support and commitment.
- ◆ Adept at organizing, orchestrating, coordinating and following through to the end of a project; strives for tangible improvements that will produce the greatest impact on served communities.
- ◆ Applies objective, practical problem-solving skills to address challenges, complexity and change; keeps groups and organizations running smoothly and moving forward.

*Leadership Attributes:* adaptable, stabilizing, personable, receptive, patient, good-natured, responsive and innovative.

**Professional Experience**

**CITY AND COUNTY OF DENVER**

**2019 -Present**

**Deputy Chief of Staff | Chief Equity Officer, Mayor's Office**

*Responsible for: Operational and policy guidance and oversight for 8 city agencies; provide leadership for key administration initiatives and priorities, manage 5 direct reports in the Mayor's Office of Social Equity and Innovation, contribute to the management of a \$1.46 billion-dollar budget.*

**Leadership**

- Serve as one of the mayor's senior advisors addressing complex issues with both internal and external stakeholders, create organizational structures to position administration to improve operations to achieve short and long term goals; provide guidance on policy under consideration through vetting to gain clarity on proposed outcomes, budgetary and operational impacts and value alignment prior to advancing to the mayor; support engagement of mayoral appointees through retreat planning, professional development and working groups to garner subject matter expertise by creating opportunities for innovative solutions that support the key focus areas of the administration.
- Named the City and County of Denver's first Equity Officer and established the Mayor's Office of Social Equity and Innovation; providing leadership for the implementation of the city's Race and Social Justice Initiative, developing operational strategies and policies to address historic inequities and work in partnership with city agencies and community partners to deliver culturally informed and responsive services to the residents of Denver.
- Created a process and accountability reporting structure to ensure administration priority plans and projects tracked on time through cross department collaboration achieving desired outcomes across the following programmatic areas; workforce, mental health, housing, transportation and special infrastructure projects.
- Serve as the City and County of Denver's Emergency Operation Center Deputy Director during the coronavirus activation, managing the human resource supports and employee workplace safety; provided oversight for social safety net programs with the primary focus on increasing access to resources and services by creating an intentional response to support vulnerable communities to build more equitable health and safety outcomes.

### **Strategic Planning and Convening**

- Advanced efforts to establish the first standalone housing department for the City of Denver, focused on the full continuum of homeless support services, affordable housing and home ownership.
  - Engage with business community, philanthropic organizations and neighborhood groups to listen to concerns and work towards solutions to improve services and supports for unhoused individuals; provide leadership for a multi-department collaboration to ensure coordination of city resources and services to address public health and safety needs for constituents and those experiencing homelessness.
  - Cultivate relationships with local and national partners to convene experts on nationally trending topics in the areas of youth violence prevention and social equity to remove silos and work towards shared goals to benefit community.
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### **CITY AND COUNTY OF DENVER**

**2014 - 2018**

#### **Executive Director, Office of Children's Affairs**

*Responsible for: Overseeing and advancing the city's work to prepare Denver's children to compete and succeed in the 21st century through implementation and management of educational opportunities, manage 5 direct reports and 24 full-time employees; oversight and management of 14 million operational budget.*

#### ***Leadership***

- Cultivate, foster and maintain positive working relationships with representatives from agencies and departments, community and business groups and elected officials to gain cooperation and support to further organizational or operational interests and objectives.
- Collaborate and interact with senior leadership team and others internal or external to the City and County of Denver to secure funds and resources for organization, functional and operational interests and objectives; manages all budget and fiscal oversight.
- Serve as a strategic advisor to the mayor on short term and long-term actions related to education and youth related issues for the City and County of Denver; primary liaison to Denver Public Schools.

#### ***Program and Policy Initiatives***

- Increased accessibility and quality of out of school programs in partnership with Denver Public Schools and non-profit community to establish an after-school intermediary; a partnership of diverse stakeholders to improve afterschool opportunities through data driven decisions to increase program quality and access across the city.
- Led the effort for the City of Denver to improve opportunities for boys and young men of color through the My Brother's Keeper program; working collaboratively with youth, community members, nonprofit organizations, businesses and educational organizations to design strategies to improve systems and remove barriers to achievement.
- Established framework for the creation of Denver Education Attainment Network to increase the college attainment for students in Denver Public Schools, specifically low-income, first generation minority students; primary efforts are focused on enrollment, presentence and attainment.
- Provided thought leadership and monitored political will to create College Matters ballot initiative to create a dedicated funding stream thorough sales tax revenue to support Denver college students with loan relief and support services to aid in persistence and degree attainment.
- Contributed to the launch of Make Your Mark, a city-wide partnership with Denver Public Schools, charter schools and community organizations to create a robust campaign to prioritize the need to diversify Denver's educator workforce.

#### ***Strategic Planning and Convening***

- Provide leadership for the Denver Education Compact, a collaboration of cross sector partners from PK-12, higher education, philanthropy, business and non-profit organizations focused on building a cohesive cradle to career continuum to support programs and policies that improve results for Denver's youth.

- Convene and provide oversight for Denver’s Children’s Cabinet to coordinate city efforts, investments and policy through the coordination of city-based programs and services to improve service coordination and alignment; established baseline for child well-being and integrated performance metrics to improve citywide youth outcomes.
- Manage 2A and Healthy Lifestyle Fund investments distributing \$1.5 million dollars annually through a competitive RFP process to increase access and participation in afterschool and summer programs throughout opportunity neighborhoods in Denver through supporting innovative programs that lead to increased achievement during the school day and build stronger social emotional competencies.

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**CITY AND COUNTY OF DENVER**

**2011-2014**

**Deputy Director of Recreation**

*Responsible for: The development and implementation of programs and operations management of recreation division, managed 5 direct reports and 149 full time employees and 1,555 part time employees; oversight and management of a 16 million operational budget.*

***Leadership***

- Provided organizational planning, monitoring and evaluation for a comprehensive recreation program that includes 30 recreation centers and 29 swimming pools.
- Set and carried out vision as to how recreation programming meets the needs of the community; which includes childcare, safety, licensing needs, training, community memberships and health and wellness improvements.
- Provided fiscal oversight for assigned areas and associated recreation programs and projects; identifying budget requirements and allocation of resources, establishing expense limits and authorized expenditures.
- Designed staff development initiatives to instill shared values and enhance core competencies across operations to improve staff alignment and program metrics to contribute to the vision, mission and goals for the department.
- Maintained external awareness, monitoring conditions and trends, innovations and practices that may have implications for the organization and incorporated systems thinking to help lead change that supports continuous improvement.

***Program Development***

- Advanced the administration’s vision to deliver a city where health and wellness mattered through comprehensive outreach and implementation of recreation programs by building relationships with business partners and non-profit organizations.
- Implemented one of the most equitable and accessible youth programs in the country by utilizing Measure 2A funds to create the MY Denver program; giving youth free year- round access to recreation centers and cultural facilities; currently 90,000 youth are enrolled in the program.

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**KAPPA MANAGEMENT, INC.**

**2001 - 2011**

**Director of Resident Services**

*Responsible for: Expanding the position scope to ensure active leadership and involvement with all residents in HUD subsidized facilities and ensuring on-going independent and safe quality of life. Managed a 100 client case load across three facilities in the Denver Metro area.*

***Leadership***

- Maximized resident accessibility to entitlement programs; achieved 100% occupancy rate in all properties with 90% of residents receiving benefit programs and reduced the need for assisted living and nursing home care by 10%.

- Led the external Professional Assessment Committee (PAC) to collaborate on resources; restructured the committee to address integrated health services, social services, senior advocacy, and housing representation, chaired meetings, and reported strategies and results to the Executive Director.

**Program Development**

- Researched grant and non-profit organizations and businesses with focus on senior quality of life; wrote and secured grants for community education, health, nutrition and fitness programs.
- Initiated strategic partnerships to increase the value and scope of program benefits; collaborated with the USDA to participate in offering nutrition and cooking classes, partnered with community centers to provide transportation to activities, and worked with home health agencies and complete care providers offering in-home services.
- Planned and implemented new fitness programs; achieved 45% resident participation in health and wellness classes, 30% resident participation in educational presentations, and 15% resident participation in exercise programs.
- Leveraged resources and relationships to maximize health and wellness benefits for the community; the programs were 100% funded through collaborative partnerships.

**Case Management**

- Recognized the need for an incoming resident assessment; captured resident status and needs within the first 60 days and translated the results into planning and scheduling required support services.
- Researched, interpreted and applied government entitlement programs on federal, state and local levels; worked with Social Security Administration, county human services and the Department of Housing representatives to match program, supporting enrollment and certification processes to specific resident needs.

**Preparedness Planning (Property and Resident)**

- Elevated and drove the need for contingency planning and emergency preparedness to meet established guidelines and procedures, meeting all city ordinances and requirements.
- Presented quarterly and annual status reports to the Executive Director; outlined active cases and services analysis.
- Conducted training on the guidelines and procedures; organized and trained the housing staff and resident volunteers to ensure safe and effective plan execution.

**URBAN LEAGUE OF METROPOLITAN DENVER**

**1999 - 2001**

**Vice President, Programs and Development**

*Responsible for: Creating this new position and managing a \$1.5M budget to drive culturally inclusive programs focused on youth and adult education and employment. Managed four direct reports.*

**Leadership**

- Presented program status to the Board of Directors on a monthly basis; made recommendations and outlined upcoming program requirements.
- Represented the Urban League to other Denver-based foundations offering youth development program; supported common strategies for program evaluation, application, and funding.
- Started the Academic Enhancement Center to serve students from elementary school to high school; provided academic counseling, test taking skills, college preparation and mentoring.

**'Project Connect' (Workforce Development)**

- Initiated intake and case management processes to assess, enroll and track program participants; included education assessments (math, writing, reading, computer skills), and enabled on-going employment status tracking.
- Partnered with Qwest on a three-year employment program (funded by Qwest Foundation); Qwest provided all training, and 100% of the graduates were placed. [Program success led to expansion with XO Communications, Comcast, and Covad, and the program received national recognition and funding.]
- Hosted the largest minority job fair in Colorado (2000/2001) with 70 companies participating; partnered with the Denver Post to promote job fair and secured media sponsor to increase participation.

### **'Beacons' (Youth Program)**

- Built, implemented and managed an after-school program for middle school youth; secured \$700K in federal funding to extend program to include broader age group, family and evening programming.
  - Created, scheduled and facilitated training programs for youth development staff and diversity training for managers and program staff; infused operational efficiencies and best practices into the program operations.
- **Operations and Program Management**
    - Tracked program performance and grant objectives and managed budgets for youth, education and workforce departments; educated the staff on budget management, and ensured the departmental budgets aligned with revenue projections.
    - Performed HR oversight of the permanent staff, hourly employees and contract employees; defined employment categories, structured the staff, updated job descriptions, ensured HR compliance, established manager guidelines for performance reviews, and improved employee morale and productivity.
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### **YMCA - EAST DENVER**

**1993 - 1999**

#### **Executive Director** (1996-1999)

*Responsible for: Driving program offerings, operational excellence and community participation. Managed five direct reports (20 total). Reported to President, YMCA of Metropolitan Denver.*

#### **Leadership**

- Directed all program and facility operations for the East Denver YMCA; reversed the long-standing deficit position to balance the budget for two consecutive years.
- Supported and reported to the Executive Team/Board of Directors; recruited new Board members from the private sector to foster relationships and increase fundraising ability.

#### **Project Funding and Support**

- Secured two Community Development Block grants for \$280K; funding supported a new baseball field, outdoor basketball court, a sprinkler system, interior building renovation, a new Preschool classroom, designated school aged areas, and a new HVAC system.
- Selected by Mile High United way as a hands-on Denver Project; volunteers from Denver metro businesses worked on the improvement projects (including a playground area with landscaping).
- Planned and managed a youth scholarship fundraising event and direct campaign; raised \$440K. *[The fundraising event became an annual program hosted by the YMCA of Metro Denver.]*

#### **Program Management and Membership**

- Grew aquatics, youth/teen sports, fitness and membership programs; increased youth sport enrollment 50%, offered new weekly fitness classes with certified instructors, facilitated scheduled youth sports games with other metro system YMCAs, filled aquatic classes to capacity, and increased weekend facility usage.
- Guided each department director in developing an annual plan; components included objectives and benchmarks for program enrollment, revenue and marketing.
- Optimized space allocation and usage; initiated an onsite Head Start program, and facilities rental for meeting space, gym usage and special events improving revenue generation opportunities.
- Developed strong customer service guidelines for the membership department; defined follow-up procedures, improved the membership registration process, and grew adult membership revenue.

#### **Youth Program Director** (1993-1996)

*Responsible for: Expanding this position to revitalize program offerings and increase community participation. Managed three direct reports. Reported to Executive Director.*

#### **Leadership**

- Established the youth department as the organization's main revenue source; received a Colorado Department of Education Grant to support all licensed childcare/educational programs.

### **Programs**

- Established one of the first (non-academic facility) Denver Public Schools off-site Early Childhood Education Programs (a full-time pre-school program); secured a CDE grant to support this YMCA East Denver program.
- Received funding from Denver Public Schools for Early Childhood Education; grew the program from a half-day classroom program to two half-day programs.
- Relaunched the Before and After school curriculum; within eight months enrollment increased by 30%.
- Initiated a program whereby YMCA staff tutored Denver Public School students; this was the first external collaboration for the East Denver YMCA and enabled both academic support and after school care.
- Expanded summer day camp to an additional satellite location; enrollment increased by 40%.

### **Team Leadership and Development**

- Led the organization to a new level of performance; created training on program planning, increased staff accountability and creativity, utilize YMCA National training resources.
- Oversaw HR functions; matched staff skills to programs and activities and leveraged quarterly staff training opportunities with other Metro Denver YMCA program staff.

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### **Education**

**Bachelor of Science Degree in Communication; University of Southern Colorado (Pueblo, CO)**

### **Leadership Training**

**Leadership Denver (Denver Metro Chamber of Commerce)  
Aspen Institute Children and Families and Human Services Fellow**

### **Community Leadership**

- **RootEd Denver;** provide guidance on community driven investment to advance racial equity in education. Board member :2020- Present
- **Collaborative Impact Fund;** provide strategic guidance and operational infrastructure to support non-profits with building resiliency, capacity and greater collaboration with city government. Founding board member: 2020 - Present
- **Denver Preschool Program (DPP);** provide operational and program oversight for DPP organization. Board member and Quality Improvement Committee Member: 2018 – Present
- **Rocky Mountain Hospital for Children Community Advisory Board (RMHC);** Provide feedback on current initiatives and strengthen community connection and opportunities. Advisory member 2017 – Present

### **Denver Public Schools**

- **Birth – Eight Roadmap;** partnership with district, Office of Children’s Affairs and community stakeholders committed to ensuring Denver’s children are entering school ready to learn and thrive. Co- Chair: 2016 – 2018
- **Whole Child Task Force;** support alignment of whole child efforts within the district to ensure equitable and inclusive environments. Co-Chair: 2014- 2015
- **Superintendent Round Table;** Provide thought partnership on current work and practices to move towards improved student achievement. Member :2014 – 2018
- **African American Task Force;** provide feedback and recommendations for to task force to ensure meaningful practices and workable policies are in place to build equity in schools. Executive Committee Member: 2016 - 2019
- **SOAR Charter School;** a public charter school network in Northeast Denver. Board of Trustees: 2008-2012 School Accountability Committee (SAC): 2011
- **African American Commission (DACC);** advisory body to the Mayor and Denver (City and County) on African American community issues and concerns. Member, Education Committee: 2009-2012
- **Alpha Kappa Alpha Sorority, Inc.;** Member: 2001-Present



**Erin Brown**  
**Chief Impact Officer**

Erin currently serves as the Chief Impact Officer (CIO), for the Colorado Health where she oversees, all programmatic strategies related to grantmaking, impact investing, and policy advocacy in service of the Foundation's mission to improve the health of Coloradans. As a member of the executive team, she oversees the deployment and impact of grants and community investments.

Erin previously held the Vice President of Community Investment and Impact at The Colorado Health Foundation where she oversaw the deployment and impact of grants and community investments across the state of Colorado.

Erin has served as the Deputy Chief of Staff and held an expanded role as Denver's first Chief Equity Officer for Mayor Michael B. Hancock in the City and County of Denver. As an appointed official for three consecutive administrations under Mayor Hancock, Brown has provided bold and forward-thinking leadership, and has been instrumental in building a system of collaboration among community members and organizations, local municipalities, businesses, and city agencies.

Prior to joining the Mayor's Office of Children's Affairs, she served as Deputy Director for Denver Parks and Recreation, the Director of Resident Services for Kappa Management, held the position of Vice President of Programs and Development for the Urban League of Metropolitan Denver and was an Executive Director for the YMCA of Metropolitan Denver.