



MURIEL BOWSER
MAYOR

May 3, 2024

The Honorable Phil Mendelson
Chairman
Council of the District of Columbia
John A. Wilson Building
1350 Pennsylvania Avenue, NW, Suite 504
Washington, DC 20004

Dear Chairman Mendelson:

In accordance with section 2 of the Confirmation Act of 1978, effective March 3, 1979 (D.C. Law 2-142; D.C. Official Code § 1-523.01), and pursuant to section 102 of the Racial Equity Achieves Results (REACH) Amendment Act of 2020, effective March 16, 2021 (D.C. Law 23-181; D.C. Official Code § 2-1471.02), I am pleased to nominate the following individual:

Kimberly Jeffries Leonard
East Beach Drive, NW
Washington, DC 20012
(Ward 4)

for appointment as a member of the Racial Equity Advisory Board, filling a vacant seat formerly held by Estephany Brito-Carlo, for the remainder of an unexpired term to end December 17, 2024, and for a subsequent term to end December 17, 2026.

Enclosed, you will find biographical information detailing the experience of the above-mentioned nominee, together with a proposed resolution to assist the Council during the confirmation process.

I would appreciate the Council's earliest consideration of this nomination for confirmation. Please do not hesitate to contact me, or Steven Walker, Director, Mayor's Office of Talent and Appointments, should the Council require additional information.

Sincerely,

A handwritten signature in black ink, appearing to read "Muriel Bowser".

Muriel Bowser
Mayor



Chairman Phil Mendelson
at the request of the Mayor

A PROPOSED RESOLUTION

IN THE COUNCIL OF THE DISTRICT OF COLUMBIA

To confirm the appointment of Kimberly Jeffries Leonard to the Racial Equity Advisory Board.

RESOLVED, BY THE COUNCIL OF THE DISTRICT OF COLUMBIA, that this resolution may be cited as the “Racial Equity Advisory Board Kimberly Jeffries Leonard Confirmation Resolution of 2024”.

Sec. 2. The Council of the District of Columbia confirms the appointment of:

Kimberly Jeffries Leonard
East Beach Drive, NW
Washington, DC 20012
(Ward 4)

as a member of the Racial Equity Advisory Board, established by section 102 of the Racial Equity Achieves Results (REACH) Amendment Act of 2020, effective March 16, 2021 (D.C. Law 23-181; D.C. Official Code § 2-1471.02), filling a vacant seat formerly held by Estephany Brito-Carlo, for the remainder of an unexpired term to end December 17, 2024, and for a subsequent term to end December 17, 2026.

Sec. 3. The Council of the District of Columbia shall transmit a copy of this resolution, upon its adoption, to the nominee and to the Office of the Mayor.

Sec. 4. This resolution shall take effect immediately.

Kimberly Jeffries Leonard, Ph.D.

East Beach Drive NW
Washington, DC 20012

Kimberly Jeffries Leonard, Ph.D. is the President and CEO of Envision Consulting, LLC, where she provides executive level solutions for public, private, and government entities including strategic planning, program design and implementation, and program/systems assessment and evaluation. Dr. Leonard most recently served as the Deputy Director of the Center for Substance Abuse Treatment (CSAT) at the Substance Abuse and Mental Health Services Administration (SAMHSA) of the U.S. Department of Health and Human Services. In this role, Dr. Leonard was responsible for the implementation and effective execution of CSAT's organizational priorities, operational functions and policy principles.

Dr. Leonard also served as the Senior Deputy Director of the Addiction Prevention and Recovery Administration under the District of Columbia's Department of Health. In this role she was the Single State Authority for substance abuse services for the District of Columbia and planned, directed, regulated and monitored the quality of the District's substance abuse treatment and prevention services. She also managed the coordination of policy and programs with other District Agencies and the court system for the purpose of maximizing government resources and provided policy leadership for community-based prevention, education, and treatment programs. Prior to this appointment, Dr. Leonard held the position of Chief Operating Officer of DC's Department of Health where she was responsible for providing leadership and oversight in all operational aspects in DOH. In this role, she was also responsible for strategic planning, performance management, budgeting, and programmatic input.

Dr. Leonard served as Senior Technical Vice President and Senior Research Scientist at The MayaTech Corporation where she provided technical and strategic direction for administrative, research, and development activities across the company. She was Co-Principal Investigator on an Office of Women's Health Cardiovascular Disease Prevention collaborative grant between The Links, Incorporated and the University of California - Davis, Women's Cardiovascular Medicine Program. She served as lead evaluator of awareness and health education campaigns targeted at minorities and underserved populations developed by State of the Art and funded by the National Institutes of Health. Dr. Leonard served as the Chair of the Community Outreach Workers Network (CROWN) Board sponsored by the Uniformed Services University Center for Health Disparities (USUCHD). The purpose of the Board is to assist in engaging more African Americans in relevant research by ensuring that the research engaged in by researchers utilizing the USUCHD database is implemented in a culturally appropriate manner.

ACADEMIC BACKGROUND

Ph.D., Personality Psychology, Howard University, Washington, DC, 1994

M.A., Psychology, North Carolina Central University, Durham, NC, 1989

B.S., Psychology, Fayetteville State University, Fayetteville, NC, 1986

HONORS AND AWARDS

Chancellor's Medallion, Fayetteville State University, 2017

AARP African American Change Maker, 2015

Chairman, Community Outreach Network Workers Board, 2011-2014

Fayetteville State University Distinguished Alumni Citation, National Alumni Association for Equal Opportunity in Higher Education (NAFEO), 2005

Certificate of Special Congressional Recognition, Representative Donna Christian-Christianson, 2004

Chair, Institutional Review Board, DANYA International, 1999- 2003

College on Problems of Drug Dependence Travel Award Recipient, CPDD, 1998

American Association of Cancer Research Minority Scholar Award, AACR, 1997

EMPLOYMENT HISTORY:

President and CEO, Envision Consulting, LLC 2011 - present

Provides public health and executive management strategies and solutions for public and private entities. Services include strategic planning; organizational and program evaluation and assessment; and program design.

Deputy Director 2014-2015

Employer: Center for Substance Abuse Treatment, Substance Abuse and Mental Health Services Administration, U.S. Department of Health and Human Services
Choke Cherry Road, Rockville MD 20850

Responsibilities: As a member of the Center's management team, collaborated with the Director to establish and articulate CSAT policy, strategic organizational priorities, and operating principles. Oversaw Center personnel and performed related supervisory and managerial duties, including organization of work groups, determination and adjustment of program goals, policies, objectives, and procedures, and resolution of policy and technical issues referred by subordinate managers for executive-level attention. Developed and applied creative workforce management policies and programs that positively influence the ability of staff members to deliver high quality products and services. Worked in conjunction with the Director and Acting Director of CSAT to oversee the formulation and development of CSAT policies, objectives and strategic goals to ensure a comprehensive and integrated program; supervised the planning and evaluation of CSAT programs; deployed resources consistent with long and short-term plans, and identified ways to improve CSAT business processes and enhance quality and productivity; provided guidance to subordinate offices and divisions on formulating budget requests, and reviewed the Center's justifications and the presentation of budget and program information to SAMHSA, DHHS, OMB, and Congress; collaborated with States, communities, health care providers, and national organizations to upgrade the quality of addiction treatment, improve the effectiveness of drug treatment programs, and to provide resources to ensure provision of services; and developed and maintained intra-agency and interagency alliances as a liaison, cooperated and maintained working relationships with key experts and professional organizations in the behavioral health treatment fields, and with State and local officials. As needed, represented the CSAT Director and Acting Director in SAMHSA/HHS executive staff meetings and in federal and external settings. Was a part of the Secretary of HHS Mentoring Circle.

Senior Deputy Director 2011

Employer: Addiction Prevention and Recovery Administration, District of Columbia Department of Health
1300 First Street NE, Washington DC 2002

Responsibilities: As a member of the Executive Staff of the Department of Health, provided leadership and strategic direction to Administration. Planned, directed, regulated and monitored the quality of substance abuse treatment and prevention services as the Single State Authority for substance abuse services for the District of Columbia; developed and executed an annual operating budget of \$36 million which supported delivery of substance abuse prevention, treatment and recovery support services to District residents coping with addiction or at risk of becoming addicted to alcohol and drugs; assessed the severity of substance use disorder in the District and developed strategic plans, interagency relationships and responses to mitigate its consequences and prevent substance use; developed and implemented policies that govern the operation of substance abuse treatment facilities, delivery of substance abuse prevention and treatment services, and the quality of substance abuse prevention and treatment services delivered in the District of Columbia; managed a diverse staff of approximately 66 FTEs and contract staff, and determined the personnel needs of the agency to support its mission; facilitated the delivery of public prevention services, substance abuse treatment services and recovery support services to approximately 10,000 individuals per year; identified and pursued resources such as federal grants, foundation grants and private donations in order to maximize funding for substance abuse prevention, treatment and recovery support services. Accomplishments include:

- Structuring a substance strategic plan for the District that incorporated a three-fold approach to include patient-centered treatment, internal and external collaborative relationships, and a community-based approach to prevention.
- Securing federal funding to create behavioral health collaborations with mental health, primary care, substance abuse treatment, and HIV/AIDS prevention.
- Finalized a State Plan Amendment for APRA to cover adult substance abuse treatment and rehabilitation services coverage under Medicaid.

- Established partnerships with the Department of Mental Health to integrate substance abuse and mental health services for residents with co-occurring needs and with the District's criminal justice system to standardize substance abuse treatment and recovery support from initial detention and reentry.

Chief Operating Officer 2010 – 2011

Employer: District of Columbia Department of Health
North Capital Street NE, Washington DC 20002

Responsibilities: As a member of the Executive Staff of the Department, Coordinated the DOH's local and state public health services and ensured the establishment of, and adherence to, DOH policies and procedures. Planned program delivery and provides guidance on fiscal and strategic matters. Oversaw and managed a budget of \$279 million for the Department of Health. Supervised the day-to-day operations and activities of staff while providing direction, supervision and opportunities for technical leadership, and management skills development for an Agency staff of nearly 800. Developed and administered an effective management infrastructure across DOH Administrations and ensured competitive and high quality health services are accessible to residents regardless of income, race, age, or location of facilities. Developed and implemented strategies to monitor and evaluate the level and availability of health and medical services provided to all District wards. Was directly responsible for the Agency's Offices of Contracts and Procurement, Grants Management, Human Resources, Information Technology, Risk Management, Labor Relations, and Facilities Management. Accomplishments include:

- Secured federal funding for management planning and development to focus on organizational streamlining; tightening internal controls; increasing Agency uniformity, accountability, and transparency which in the establishment of the Office of Performance Management within the Agency's Office of the Director.
- Managed and provide oversight of the Agency's space consolidation initiative which included a major facilities renovation and relocation of four DOH Administrations under one roof.

Senior Technical Vice President and Senior Research Scientist 2006-2011

Employer: The MayaTech Corporation
Wayne Avenue, Silver Spring, MD 20910

Responsibilities: Provided technical and strategic direction for administrative, research and development activities across the company. Planned and directed projects and business development to ensure that corporate goals and objectives are accomplished by performing delineated duties personally and through reporting staff. Served as project director and senior technical advisor on MayaTech's public health research, systems-level evaluation, and technical assistance and training projects for Federal agencies and private foundations.

- Through demeanor and action, modeled The MayaTech Corporation's Core Values and reinforced their derived behaviors among personnel and other company staff.
- Actively participated in corporate strategic planning activities with senior corporate officials by contributing insight, intelligence, and knowledge assets to the development of strategic options and plans across business units.
- Provided leadership and direction for business expansion of existing contract work and for new business development consistent with the corporate goals. This included responsibility for the planning and development of winning bids and proposals.
- Responsible for the identification, recruitment, retention, and development of human resources necessary for the successful conduct of operations and contract performance. This included closely coordinating with the Human Resources Department and center managers, and assessing, training, coaching, and mentoring personnel.
- Recognized individual and team achievement of goals, excellent performance, and appropriate risk-taking.
- Established, maintained and expanded senior level customer relationships necessary for ensuring ongoing business expansion.
- Provided senior technical direction to selected projects and tasks as requested by targeted customers or assigned by corporate management.

Director, Center for Technical Assistance, Training, and Research Support 2003-2006

Employer: The MayaTech Corporation
Wayne Avenue, Silver Spring, MD 20910

Responsibilities: Planned, directed, and coordinated activities of personnel, projects, and business development to ensure that goals and objectives of the Center were accomplished by performing the duties assigned personally, through subordinates, and working cross-functionally with other areas in the company. Responsible for managing and developing a staff of over 25 researchers and applied associates, and had fiscal responsibility for TARS' contract revenue of over 40

million dollars. Duties entailed all aspects of the Center's administrative management, project development and growth.

- Planned business expansion with the COO, other center managers, and the business development team, and executes plans through client relationship management, proposal preparation, and project quality assurance.
- Aligned activities and priorities with the strategic goals of the Company.
- Planned and managed Center budget.
- Monitored Center projects with ultimate responsibility and authority for deliverables, staffing, budgets, procedures, resources, and contract compliance.
- Managed Center staff: recommended hires and conducts training, assessments, coaching, and development functions in consultation with Human Resources.
- Provided technical leadership, advice, and support to project management.
- Fostered an effective and diverse work team.
- Rewarded achievement of goals, excellent performance, and appropriate risk-taking.
- Conceived and introduced effective project management change.
- Demonstrated principled leadership and sound business ethics.
- Ensured that Core Values are understood, embodied, and practiced.

Research Scientist and Project Director 1997-2006

Employer: The MayaTech Corporation

Wayne Avenue, Silver Spring, MD 20910

Responsibilities: Directed and managed projects including management of staff, budgets, and deliverables.

Directed and managed projects including management of staff, budgets, and deliverables. Selected projects listed below.

1. *DHHS, SAMHSA, CSAT, DSI. Technical Assistance Services for the SAMHSA/CSAT Division of Services Improvement Activities and Its Grantees.* Served as Project Director. Provided fiscal and project management, and technical oversight for 31 million dollar contract providing technical assistance and training to over 450 grant organizations.
2. *DHHS, SAMHSA, CSAP, DKASI. Technical Assistance (TA) for Substance Abuse Prevention and HIV Prevention in Minority Communities.* Served as Project Director. Provided technical, administrative, and fiscal management of project, and directed a technical research support team in the delivery of capacity-building technical assistance and training to 131 community-based and grantee organizations.
3. *DHHS, SAMHSA, CSAP, DKASI. Technical Assistance (TA) for Substance Abuse Prevention and HIV Prevention in Minority Communities.* Served as Evaluation Director. Provided oversight of process and outcome evaluation of the materials developed for this project. Coordinated the design and development of evaluation protocols used to assess the cultural competence of the materials, the materials and message development process, and the evaluation of the impact of the materials and the success of the product dissemination and penetration.
4. *DHHS, SAMHSA, CSAT. National Historically Black Colleges and Universities (HBCU) Substance Abuse Consortium.* Served as the Project Director. Provided oversight of all aspects of this project, including study design, instrument development, recruitment, field implementation, analysis, and report generation.
5. *SAMHSA, Office of the Administrator. Survey of State and Territorial Mental Health Directors.* Served as Project Director. Developed survey instrumentation to examine, from the perspective of mental health directors, the extent of state-level collaboration among HIV/AIDS, substance abuse, and mental health agencies for the coordination of treatment, care and services for individuals living with co-occurring HIV/AIDS, substance abuse, and/or mental illness diagnoses. Directed data collection, data entry, data management, and data analysis activities.
6. *NIH, NIAAA. Substance Abuse Treatment Study.* Served as Project Director for the Substance Abuse Treatment Study, an assessment of group treatment settings and outcomes. Developed and tested methods and instruments for the observation of substance abuse treatment. Managed project activities, including supervising a technical staff, coordinating field activities, preparing the analysis plan, and revising study design, instrumentation, and OMB forms clearance package.
7. *DHHS, SAMHSA, CMH. Technical Assistance to Schools Using Interactive Tool Kits.* Served as the Project Director on the Center for Mental Health Services (CMHS) funded evaluation study, which initiated, developed, and implemented evaluation for three school violence prevention areas. Provided management and methodological oversight. Projects were: (1) Transforming, Linking, and Caring Project; (2) Coalitions for Violence Prevention; and (3) Youth Violence Prevention Program. These projects entailed a cross-regional evaluation of grant programs funded by three CMHS branches across the Division of Prevention, Traumatic Stress and Special Programs and the Division of Service and Systems Improvement. These protocols were the template for the CSAT/CMHS Child Adolescent State Incentive Grant evaluation.

8. National Medical Association. Evaluation of HIV Prevention with National Medical Association. Served as Corporate Monitor and Senior Advisor on evaluation of the NMA HIV community- based educational intervention.

9. DHHS, HRSA, OMH. Engagement of HBCUs in Community Activities Focused on Elimination of Health Disparities. Senior advisor and researcher providing technical assistance, training, evaluation, and cultural competency guidance on the assessment of community focused program activities by HBCUs to address health disparities.

10. State of the Art, Inc. (SOTA). Project Director and Senior Evaluator on a series National Institutes of Health Small Business Innovative Research (SBIR) Phase I and II Evaluation projects. The primary research goal of the projects was to determine if education interventions affect the study subjects in terms of desired outcomes. As Director developed and performed quantitative evaluations consisting of short-term, longitudinal, quasi-experimental, pre/post-test designs, in addition to instrument development. Methods included focus group design, implementation, and analyses; and semi-structured interview design, implementation, and analyses.

11. The National Organization of Concerned Black Men, Inc.. Evaluator for Capital City Cares® Mentoring Project; Abstinence Education; and Fatherhood Initiative. Served as the Project Director for the project evaluations.

Instructor 1994-2001

Employer: Department of Psychology Howard University, Washington, DC

Responsibilities: Taught undergraduate psychology courses addressing substance abuse, substance abuse prevention, statistics, abnormal psychology, behavioral health and relevant research methodologies and findings.

Research Coordinator 1994-2001

Employer: Department of Emergency Medicine, Howard University Hospital, Washington, DC

Responsibilities: Coordinated the development of research activities within the department. Presented lectures on research methods and biostatistics to medical residents and attending physicians.

Postdoctoral Research Fellow 1994-1997

Employer: Howard University Cancer Center, Division of Epidemiology and Biostatistics, Washington, DC

Responsibilities: Worked directly with the Principal Investigator and Director, Howard University Cancer Center in coordinating and implementing research activities on the Cardiovascular/Behavioral Medicine Training Grant awarded by the National Institutes of Health. Coordinated the execution of research activities developed at the Howard University Cancer Center in the areas of cardiovascular, cancer and behavioral epidemiology, and community and preventive/treatment research methodology. Supervised graduate students in the collection of data and data analysis. Led the preparation of publications and proposals for external research funding. Aided in the formulation of theoretical schemes that synthesized the findings from various research projects. Performed all stages of the research process, including hypothesis formulation, data collection and analysis, and preparing reports of the findings. Operated psychophysiological laboratory equipment.

Director, Howard University Smoking Cessation Program 1996-1997

Employer: Howard University Cancer Center, Washington, DC

Responsibilities: Developed clinic research protocol, assessments, and evaluation for the Howard University Smoking Cessation Program. Responsible for identification of program research focus and target population, recruitment, database development, facilitator training, and research staff training in biomedical procedures to measure nicotine and cotinine levels in participants.

Research Associate, Chronic Illness Project 1992-1996

Employer: George Washington University Medical Center, Washington, DC

Responsibilities: Planned and conducted in-services with the staff of the dialysis units on the methodological issues of the study. Collected data on minority subjects and staff in the study. Responsible for presentation of all data, data analysis and result interpretation at weekly research meetings.

Project Director/Program Evaluator, Mayor's Youth Initiative Evaluation Research 1993-1994

Employer: Howard University Department of Psychology and Consortium of Universities, Washington, DC

Responsibilities: Responsible for the day-to-day functioning of the project. Coordinated all data collection activities for the project. Trained students in evaluation instruments and materials specific to each site. Responsible for data coding and entry. Set up databases for project data. Analyzed and interpreted data. Summarized results in a written format.

Senior Research Assistant 1989-1994

Employer: Department of Psychology, Howard University, Washington, DC

Responsibilities: Assisted with the coordination and implementation of research activities, developing and refining research designs, analyzing and interpreting data, summarizing research results and representing Howard University's Department of Psychology at numerous conferences. Provided technical assistance and training on research to undergraduate and graduate students and project directors while a doctoral student and postdoctoral fellow. This included developing and implementing formally structured presentations, in addition to informal meetings as it related to theses and dissertations, research projects and general foundational and preparatory knowledge about research design. The project and research topics were varied in scope and several were related to substance abuse and substance abuse prevention.

Research Assistant/Interviewer, Older and Midlife Caregivers Project 1992-1993

Employer: Howard University Institute for Urban Affairs and Research, Washington, DC

Responsibilities: Assisted in the coordination and implementation of research activities targeting older and midlife persons who served in the parental capacity for a family member or other relative/friends' child.

Graduate Research Assistant, Kellogg Homeless Project 1991-1992

Employer: Institute for Urban Affairs and Research, Washington, DC

Responsibilities: Assisted with research activities relating to the health attitudes and behaviors of homeless persons, and the policies of the various shelters in District of Columbia. Conducted exhaustive literature searches and reviews. Reviewed the relevant reading material, including books, journal articles and reports. Prepared research correspondence and assist in the organization of manuscripts. Assisted with the design of data collection instruments and materials. Analyzed research data and reported preliminary findings.

Research and Teaching Assistant 1986-1989

Employer: Department of Psychology, North Carolina Central University, Durham, NC

Responsibilities: Assisted in the coordination and implementation of research activities specific to cardiovascular and other physiological responses on physiological, social and racial stressors. Developed and refined research designs. Analyzed and interpreted data. Summarized research results and represented North Carolina Centrals Department of Psychology at numerous conferences.

Senior Research Assistant 1985-1986

Employer: Department of Psychology, Fayetteville State University, Fayetteville, NC

Responsibilities: Assisted in the coordination and implementation of research activities specific to behavioral health, biofeedback, and stressors in African Americans. Developed and refined research designs. Analyzed and interpreted data. Summarized research results and represented Fayetteville State University's Department of Psychology at numerous conferences.

PUBLICATIONS

- Jeffries Leonard, K., Hewitt, W., & Primm, B. *Substance Use, Mental Health, and HIV/AIDS/STIs in African American Communities*. Chapter in The Fight against HIV/AIDS/STIs in African American Communities: Working toward Improved Sexual Health by Improving Health Equity and Reducing Health Disparities, ed. Sutton, M. Valentine, J., Jones, S. & Jenkins, W. APHA Press (in preparation).

- Godette, D., Mulatu, M.S., Jeffries Leonard, K., Randolph, S. & Williams, N. (2011). *Racial/Ethnic Disparities in Patterns and Determinants of Criminal Justice Involvement Among Youth in Substance Abuse Treatment Programs*. *Journal of Correctional Healthcare - Morehouse Correctional Health Disparities Issue*, 4 August 2011.
- Mulatu, M.S., Jeffries Leonard, K., Godette, D.C., & Fulmore, D. (2008). Disparities in the patterns and determinants of HIV risk behaviors among adolescents entering substance abuse treatment programs. *Journal of the National Medical Association*, 100 (12), 1405-1416.
- The National Medical Association Smoking Cessation Consensus Panel (Kimberly Jeffries Leonard, panel member). Report of the National Medical Association: *Smoking Cessation in the African American Community*, March 2007.
- Alleyne S, Reiss D, Leonard KLJ, Turner-Musa J, Wagner B, Simmens S, Holder B, Kimmel P, Kobrin S, & Cruz I. (1996). Staff security and work pressure: contrasting patterns of stability and change across five dialysis units. *Social Science and Medicine*, 43:4, 525-535.
- Prather, C.E.M., Harrell, J.P., Collins, R., Leonard, K.L.J., Boss, M., & Lee, J.W. (1996). Gender differences in mood and physiological responses toward socially stressful stimuli. *Ethnicity and Disease*, 6, 123-131.
- Morris, C.E., Collins, R., Boss, M.A., Gilbert, L., Jeffries, K.L., & Harrell, J.P. The effects of racially noxious and neutral vignettes: Dimensions of mood, personality, and physiological responsivity. *Psych Discourse*, 23(8)10.

SELECTED PRESENTATIONS

- Leonard, K.J., Mulatu, M., Fulmore, D. Godette, D.C. (2008). *Racial/ethnic disparities in sources of stress and social support among adolescents entering substance abuse treatment*. Paper presented at the annual meeting of the American Public Health Association, San Diego, CA.
- Mulatu, M., Leonard, K.J., Godette, D.C., Fulmore, D. (2008). *Evaluation of measurement invariance of the Global Appraisal of Individual of Needs Scales among Diverse Groups of Youth with Substance Use Disorders*. Paper presented at the American Evaluation Association.
- Mulatu, M. S., Jeffries Leonard, K., & Fulmore, D (2007). *Patterns, correlates, and consequences of physical, sexual, and emotional abuse among Caucasian and African American substance abusing youth..* Paper presented at the 12th International Conference on Violence, Abuse, and Trauma, San Diego, California.
- Mulatu, M. S., Jeffries Leonard, K., & Fulmore, D. (2007). *Racial/ethnic disparities in the patterns and correlates of HIV risk behaviors among youth in substance abuse treatment programs*. Paper presented at the 135th Annual Meeting of the American Public Health Association, Washington, DC.
- Mulatu, M. S., Jeffries Leonard, K., & Fulmore, D (2007). *Racial/ethnic disparities in past use of and current need for health education/health promotion services among youth with substance use disorders*. Paper presented at the Annual Meeting of the Society for Public Health Education, Alexandria, VA.
- Jeffries Leonard, K., Mulatu, M. S., Bridgers, J., Fulmore, D., & Lee-Ougo, M. (2007). *Evaluating technical assistance services provided to grantees of federal agencies: Approaches of and lessons from the MayaTech Model*. Paper presented at the Annual Meeting of the American Evaluation Association Baltimore, Maryland.
- Jeffries Leonard, K., Mulatu, M. S., Fulmore, D., & Green, M (2007, August). *Co-occurring mental disorders among female minority youth in substance abuse treatment programs*. Paper presented at the Minority Women's Health Summit, Washington, DC.
- Jeffries Leonard, K., Mulatu, M. S., & Fulmore, D. (2007). *Profile of African American youth in federally funded substance abuse treatment programs*. Paper presented at the 39th Annual International Conference of the Association of Black Psychologists, Houston, TX.
- Jeffries Leonard, K., & Mulatu, M. S. (2007). *Changes in levels of mental health disorders among youth in substance abuse treatment programs: Effects of age, gender, and race/ethnicity*. Paper presented at the Joint Meeting on Adolescent Treatment Effectiveness, Washington, DC.
- Mulatu, M. S., Fulmore, D., Randall, J., & Jeffries Leonard, K. (2007, April). *Racial/ethnic differences in the patterns of treatment related effects on levels of substance use frequency and substance use problems*. Paper presented at the Joint Meeting on Adolescent Treatment Effectiveness, Washington, DC.
- Jeffries Leonard, K., Mulatu, M. S., Clubb, P., & Browne, D (2006). *Substance abuse, criminal justice involvement, and HIV risk behaviors among African American adolescents in substance abuse treatment programs*. Paper

presented at the NIDA Substance Abuse, Criminal Justice and HIV in African Americans: Research Development Workshop, Silver Spring, MD.

- Leonard, KLJ, Tsai, Y-J, Johnson, A, Edwards, T. (2002). *National Historically Black Colleges and University (HBCU) Substance Use Survey Questionnaire: A Study of Alcohol Attitudes and Behaviors among HBCU College Freshmen*. Paper presented at the 130th Annual Meeting of the American Public Health Association, Philadelphia, PA.
- Brower, Y-J, Leonard, KLJ, Mattson, M (2000). *The Effect of Observation on the Group Treatment Process*. Paper presented at the 128th Annual Meeting of the American Public Health Association, Boston, MA.
- Leonard, KJL, Mattson, M, Brower, Y-J (2000). *Characteristics of a Select Sample of Substance Abuse Treatment Facilities: An Introduction to the Substance Abuse Treatment Study (SATS)*. Paper Presented at the 128th Annual Meeting of the American Public Health Association, Boston, MA.
- Mattson, M, Leonard, KLJ, Brower, Y-J. (2000). *The Impact of New Research Findings on Alcoholism Treatment: A Pilot Study*. Paper presented at Research Society on Alcoholism, Denver, CO.
- Leonard, KLJ, Brower, Y-J, Mattson, M. (2000). *Philosophies and Goals of Substance Abuse Treatment Centers: An Examination of Implementation, Practice, and Application*. Paper presented at the 128th Annual Meeting of the American Public Health Association, Boston, MA.
- Leonard KLJ, Adams-Campbell LL, Singleton EG. (1998). *Smoking beliefs and behaviors in African American smokers and ex-smokers*. Paper presented at the College on Problems of Drug Dependence 60th Annual Scientific Meeting, Scottsdale, AZ.
- Leonard KLJ, Peniston RL, Kim KS, Adams-Campbell LL. (1996). *Isolated systolic hypertension in African-Americans*. Paper presented at the 36th Annual Conference on Cardiovascular Disease Epidemiology and Prevention, San Francisco CA.
- Collins, R., Morris, C.E., Boss, M., Gilbert, L, Jeffries-Leonard, K., and Harrell, J. (1993) *Stress and Racism: An Issue of Coping*. Paper presented at the 1993 Howard University Graduate Research Symposium. Washington, DC.

POSTERS

- Jeffries Leonard, K., & Mulatu, M. S. (2007). *Racial and ethnic disparities in tobacco use and dependence among substance abusing youth*. Poster presented at the National Conference on Tobacco or Health, Minneapolis, Minnesota.
- Jeffries Leonard, K., Mulatu, M. S., & Fulmore, D. (2007). *Illegal activities and criminal justice system involvement among youth in substance abuse treatment programs: Racial/ethnic disparities and policy implications*. Poster presented at the 135th Annual Conference of the American Public Health Association, Washington, DC.
- Mulatu, M. S., Rice-Reese, D., Fulmore, D., & Jeffries Leonard, K. (2007). *Disparities in the level of care placement of African American and Caucasian youth with substance use disorders*. Poster presented at the 20th Annual Research Conference - A System of Care for Childrens Mental Health: Expanding the Research Base, Tampa, Florida.
- Mulatu, M. S., Jeffries Leonard, K., Bridgers, J., & Fulmore, D. (2007). *Relationships between family-related factors and sexual risk behaviors among African American youth with substance use disorders*. Poster presented at the NIMH Annual International Research Conference on the Role of Families in Preventing and Adapting to HIV/AIDS, San Francisco, California.
- Leonard, KJL, Brower, Y-J. (2000). *The Nationally Historically Black Colleges and Universities (NHBCU) Substance Use Survey Project: A Pilot Study of Use, Attitudes and Beliefs in HBCU College Freshman*. Poster presented at the 128th Annual Meeting of the American Public Health Association, Boston, MA.
- Collins, R. Morris-Prather, C., Boss, M., Gilbert, Jeffries-Leonard, K., and Lee, J. (1993). *A Closer Look at the Ways of Coping Checklist: Reliability and Parallelism*. Poster presented at the 1993 Convention of the Association of Black Psychologists. Toronto, Canada.
- Morris-Prather, C., Collins, R., Boss, M., Moore, L., Jeffries-Leonard, K. and Lee, J. (1993) *Gender Differences in Mood Responses to Racism: The Role of Afrocentricity and Realism*. Poster presented at the 1993 Convention of the Association of Black Psychologists. Toronto, Canada.

- Morris, C., Collins, C., Boss, M. Gilbert, L. Jeffries, K., and Harrell, J. (1992) *The Effect of Racially Noxious and Neutral Vignettes: Dimensions of Mood, Personality and Physiological Responsivity*. Poster presented at the 1992 Convention of the Association of Black Psychologists. Denver, CO.
- McManus, C., Deloatch, V., Collins, R., Gutzmer, A., Jeffries, K., Morris, C. and Harrell, J. (1992) *Anger and Racism: A Cardiovascular Study*. Poster Presented at Society for Behavioral Medicine 13th Annual Scientific Sessions. New York, NY.
- Blackman, C., Morris, C., Collins, R., Brown, A., Jeffries, K., Gutzmer, A. and Harrell, J. (1992) *Racism, Stress and Personality: A Dynamic Process Study*. Poster presented at the 1992 Howard University Graduate Research Symposium. Washington, DC.

References available upon request



Executive Office of the Mayor – Mayor’s Office of Talent and Appointments
John A. Wilson Building | 1350 Pennsylvania Avenue, Suite 600 | Washington, DC 20004

Kimberly Jeffries Leonard



Kimberly Jeffries Leonard, Ph.D. is the President and CEO of Envision Consulting, LLC, where she provides executive level solutions for public, private, and government entities including strategic planning, program design and implementation, and program/systems assessment and evaluation.

Dr. Jeffries Leonard’s broad background in public health includes expertise in minority health and behavioral health programs, policies, and related legislation; with subject matter expertise in minority health, HIV/AIDS, substance abuse, cardiovascular disease, health disparities, health care reform, tribal issues, reentry and criminal justice issues, international behavioral health, co-occurring mental health and trauma, and women’s and adolescent services. Dr. Jeffries Leonard has over 30 years of applied health, minority health, and behavioral medicine research, evaluation, and technical assistance and training experience specializing in health promotion and disease prevention. An effective written and oral communicator, Dr. Jeffries Leonard has served as spokeswoman for federal and state government initiatives and for several organizations with interests related to public health issues.

Professionally, Dr. Jeffries Leonard served as the Deputy Director of the Center for Substance Abuse Treatment (CSAT) at the Substance Abuse and Mental Health Services Administration (SAMHSA) of the U.S. Department of Health and Human Services; the Senior Deputy Director of the Addiction Prevention and Recovery Administration under the District of Columbia’s Department of Health; the Chief Operating Officer of DC’s Department of Health; and Senior Technical Vice President and Senior Research Scientist at The MayaTech Corporation.

A Ward 4 resident, Dr. Jeffries Leonard earned a Doctor of Philosophy degree in Psychology from Howard University, a Master of Science degree from North Carolina Central University and her Bachelor of Science in Psychology from Fayetteville State University.



GOVERNMENT OF THE DISTRICT OF COLUMBIA
Executive Office of Mayor Muriel Bowser



Office of the General Counsel to the Mayor

To: Tomas Talamante, Steve Walker
From: Betsy Cavendish
Date: April 24, 2024
Subject: Legal sufficiency review of Resolution nominating Kimberly Jeffries Leonard as a member of the Racial Equity Advisory Board

This is to Certify that this office has reviewed the above-referenced resolution and found it to be legally unobjectionable. If you have any questions in this regard, please do not hesitate to call Erika Satterlee, Deputy General Counsel, Executive Office of the Mayor, at 202-724-1303, or me at 202-724-7681.

A handwritten signature in black ink that reads 'Elizabeth A. Cavendish'. The signature is written in a cursive, flowing style.

Elizabeth A. (Betsy) Cavendish