

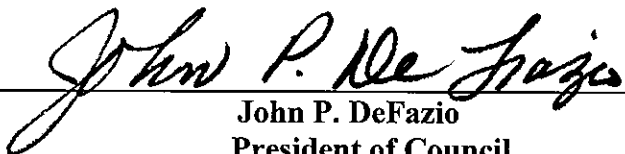
**APPOINTMENT**

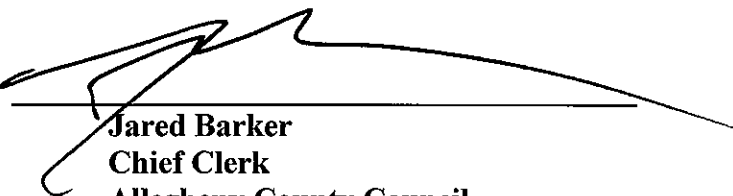
Approving the reappointment of Dina Clark to serve as a member of the Allegheny County Juvenile Detention Board of Advisors for a term to expire on December 31, 2018.

**SPONSORED BY COUNTY EXECUTIVE FITZGERALD**

In Council FEBRUARY 16<sup>th</sup>, 2016.

Read and approved by Motion of Council.

  
\_\_\_\_\_  
John P. DeFazio  
President of Council

Attest:   
\_\_\_\_\_  
Jared Barker  
Chief Clerk  
Allegheny County Council

COUNTY OF



ALLEGHENY

RICH FITZGERALD  
COUNTY EXECUTIVE

January 28, 2016

Honorable President and Members  
Allegheny County Council  
119 Courthouse  
Pittsburgh, PA 15219

RECEIVED  
ALLEGHENY COUNTY COUNCIL  
2016 JAN 28 AM 10:44  
*R*

Dear Members of Council:

Please find the attached resume of Dina Clark, whom I am recommending for reappointment to the Allegheny County Juvenile Detention Board of Advisors.

The purpose of the board is to review policies and procedures submitted by the Shuman Center Director and to advise the Director with respect to improvements that may increase efficiency and effectiveness of the general operations of the facility. I am recommending Ms. Clark serve a term to expire on December 31, 2018.

Ms. Clark is currently the Manager of Diversity and Inclusion for Covestro. She previously served as Senior Director of Equity and Advocacy for the YWCA of Greater Pittsburgh.

I appreciate your consideration and ask you to act on this appointment as quickly as possible. Ms. Clark will make herself available for review before the appropriate committee if members of Council wish to speak with her.

Sincerely,

Rich Fitzgerald  
Allegheny County Executive

OFFICE OF THE COUNTY EXECUTIVE

101 COURTHOUSE • 436 GRANT STREET • PITTSBURGH, PA 15219 • PHONE (412) 350-6500 • FAX (412) 350-6512  
WWW.ALLEGHENYCOUNTY.US • EXECUTIVE@ALLEGHENYCOUNTY.US

**Dina L. Clark, Diversity & Inclusion Manager – North America  
Covestro**

(Previously known as Bayer Material Science)

In August 2015, Dina Clark began her role with Covestro as the Diversity & Inclusion Manager for North America/NAFTA region at their North American headquarters based in Pittsburgh. In this role, Dina spearheads the development and implementation of diversity strategies and initiatives for Covestro. This includes leading efforts to develop diversity awareness and training, conducting outreach with professional and community based organizations, and managing all of the company's Employee Resource Groups across the United States. Dina also participates on Covestro's global diversity and inclusion council, maintains external visibility to development trends in the company's field, and is spearheading efforts to also include a focus on Supplier Diversity.

Prior to her role with Covestro, Dina served as the Senior Director of Equity & Advocacy with the YWCA Greater Pittsburgh, where she ran the YWCA's Center for Race and Gender Equity, which works to support the YWCA's focus on eliminating racism and empowering women through racial justice, community engagement and advocacy efforts. Prior to this position, she served as the first Executive Director of the Western Pennsylvania Diversity Initiative (WPDI), a not-for-profit membership organization dedicated to promoting regional economic growth by providing resources to employers in the Greater Pittsburgh region to attract, hire, and retain employees from a variety of diverse backgrounds and perspectives. Dina also served as Regional Education Project Director for the Anti-Defamation League, which serves Ohio, Western Pennsylvania, Kentucky and West Virginia. Based in Pittsburgh, she worked to provide educational resources and anti-bias training for school administrators, teachers and students, as well as colleges and universities, community based organizations and corporations across all four states.

Dina's interest areas in diversity, equity and inclusion are complimented by her strong training background. Specifically she addresses such topics as equity, anti-bias education, diversity and inclusion, civil rights, community empowerment and leadership, and has been dedicated to this work through advocacy efforts, training presentations and community engagement projects for over 19 years. She has conducted several presentations nationwide including workshops for the National Association for the Education of Young Children, Family Communications Inc/Producers of Mr. Rogers Neighborhood, Vassar College, University of Michigan, Magnet Schools of New York, New York State Department of Health, and the Federal Bureau of Investigation.

In addition to training, in 2006 Dina was selected for a fellowship with the Children's Defense Fund in Washington, D.C. and was named as one of Pittsburgh's 40 under 40 leaders by Pittsburgh Magazine. In 2009, she was also named one of 50 recipients of the "Women of Excellence" award, from the Pittsburgh Courier, and in 2015 recipient of the Allegheny County Bar Association Homer S. Brown Spirit Award.

Dina is very involved in the Pittsburgh community. She is a graduate of Leadership Pittsburgh Inc (Class XXIII), and she currently serves on several boards and advisory committees. In addition, Dina also currently works as a professional tester for housing discrimination for the Fair Housing Partnership of Pittsburgh and as a diversity/anti-bias trainer for the Anti Defamation League. In 2012, she was selected as a participant for the Federal Bureau of Investigation (FBI) Citizen's Academy, Class XIII and invited to serve as a board member of the FBI Citizen's Academy Alumni Association. Dina has a Bachelor's Degree in Psychology/Child & Family Studies from Syracuse University, a Master's Degree from Duquesne University, with a focus on global leadership and she is currently working on her Doctorate in Education at Point Park University, with a focus on leadership and administration.

**EXECUTIVE PROFILE**

---

*A motivated and passionate leader with an impressive track record of issue advocacy at the local, state and national level*

Passionate champion of equality, advocacy and grassroots community engagement, with more than 15 years of progressive responsibility managing and directing programs aimed at improving the lives of underserved populations through issue, advocacy or policy campaigns. Fiercely dedicated to issues of equity, anti-bias education, diversity and inclusion, civil rights, community empowerment and leadership. Proven history of providing direct service and support to clients, while strengthening and maintaining relationships with key stakeholders, community leaders, funders and other agencies. Establishes and oversees programmatic and administrative strategies designed to meet overarching objectives set by boards and senior leadership, ensuring programmatic outcomes are exceeded and effectively measured. Possesses excellent training, facilitation and consultation skills with ability to diplomatically resolve conflict.

**CORE EXECUTIVE QUALIFICATIONS**

- Program Management
- Community Leadership
- Negotiation/Collaboration
- Budgeting/ Grant Writing
- Program Review/Analysis
- High-Impact Decision Making
- Education & Outreach
- Diversity/ Inclusion Training
- Community Engagement/ Relations
- Evaluation & Measurement
- Communication/ Public Speaking
- Staff Development and Mentoring
- Strategic Planning Initiatives
- Advocacy Planning & Execution
- Research & Reporting

**EDUCATION & TRAINING**

---

**Doctor of Education**, Leadership & Administration, Point Park University, Pittsburgh, PA (Expected 2017)

**Master of Science**, Global Leadership, Duquesne University, Pittsburgh, PA

**Bachelor of Arts**, Dual Major - Psychology/ Child & Family Studies, Syracuse University, Syracuse, NY

**Anti-Defamation League's Diversity & Inclusion Training**

- Conducted in Pennsylvania, New York, Connecticut, Ohio and Kentucky (1996 - Present)

**Pennsylvania Early Learning Keys to Quality Training**

- Pennsylvania Quality Assurance System headquartered in Pittsburgh (2006 - 2013)

**PROFESSIONAL HISTORY**

---

**COVESTRO** (PREVIOUSLY KNOWN AS BAYER MATERIAL SCIENCE)

**AUGUST 2015-PRESENT**

**Diversity & Inclusion Manager- North America**

Spearheads the development and implementation of diversity strategies and initiatives for Covestro's North American/NAFTA Region. Leads efforts to develop diversity awareness and training, conducts outreach with professional and community based organizations, and manages all of the company's Employee Resource Groups across the United States. Engages partners with Covestro's global diversity and inclusion group, maintains external visibility to development trends in the company's field, and spearheads the implementation of a Supplier Diversity focus.

**YWCA OF GREATER PITTSBURGH, PITTSBURGH, PA**

**2010 - 2015**

**Senior Director, Equity & Advocacy**

Provided training and technical assistance across all sectors to address diversity, inclusion and equity. Consistently championed efforts to educate and advocate for change. Orchestrated issue-based education and advocacy programming, including Anti-Human Trafficking Education and Violence Prevention initiatives. Conducted Diversity & Inclusion training and technical assistance, developed community outreach and civic engagement strategies and

provided support to the YWCA's Equity Team, Young Leaders Board and the Center for Race & Gender Equity

*Professional History - Continued*

Community Advisory Committee. Engaged grassroots networks and hosted community forums, workshops and trainings. Oversaw the YWCA Center for Race & Gender Equity, supervised team of program staff and interns. Lead efforts to establish partnerships, alliances and coalitions to further the mission of Eliminating Racism and Empowering Women. Managed relationships with School Districts, Higher Education Institutions, Corporate and Non-profit partners and other key stakeholders.

**FAIR HOUSING PARTNERSHIP, PITTSBURGH, PA**

**2011 - 2015**

***Professional Tester for Housing Discrimination***

Serves as a fully trained tester, helping identify possible instances of discrimination in housing practices, upholding state and federal anti-discrimination laws. Provides evidence and may be called to testify in court cases. Educates the community about consumer rights and responsibilities in the housing market and directs individuals to resources.

**WESTERN PENNSYLVANIA DIVERSITY INITIATIVE, PITTSBURGH, PA**

**2009 - 2010**

***Executive Director***

Instrumental in the development and governance of membership-based organization with regional focus on economic growth in Western Pennsylvania. Oversaw initiatives providing resources to employers in Greater Pittsburgh region to attract, hire and retain employees from diverse backgrounds. Increased membership base from six to more than 75 companies and established community advisory committee comprised of 35 cross-sector members.

**ANTI-DEFAMATION LEAGUE, PITTSBURGH, PA**

**2005 - 2009**

***Regional Education Director***

Led educational efforts for nonprofit organization focused on increasing awareness of inclusion and equity issues through community outreach in Western Pennsylvania, Ohio, Kentucky and West Virginia. Planned and implemented all areas of Institute's anti-bias regional educational programs. Worked to establish a Pittsburgh-based presence within this multi-state region. Developed marketing and technical assistance strategy.

**THE MENTORING PARTNERSHIP OF SW PENNSYLVANIA, PITTSBURGH, PA**

**2004 - 2009**

***Director of Agency Relations***

Oversaw program development, community outreach and engagement, training, technical assistance, program evaluation, and community-based networking for diverse youth mentoring programs throughout the region. Also continued to work as trainer and curriculum developer throughout tenure.

**PITTSBURGH ASSOC. FOR THE EDUCATION OF YOUNG CHILDREN, PITTSBURGH, PA**

**2003 - 2004**

***Career Advising Coordinator***

Provided direct career advising with education professionals. Collaborated with local, regional, state and national early care and education systems. Participated in ongoing public relations and community-based outreach activities. Conducted formative and summative evaluations and presented outcomes to staff and leadership.

**KEY PRESENTATIONS AND TRAININGS**

---

**CORPORATIONS**

- **First Commonwealth Bank**, Keynote presentation for President & Executive Team (2013)
- **Aerotek**, Diversity & Inclusion Training (2012) & Panel Discussion (2013)
- **FedEx Ground Corporate Headquarters**, co-keynote presenter (2012)
- **Peoples Natural Gas**, Training program for Human Resources/ Diversity Council (2011)
- **Direct Energy**, Training program for Managers and Diversity & Inclusion Team (2010)

*Key Presentations and Trainings - Continued*

**EDUCATION (K-12 AND COLLEGE/ UNIVERSITY)**

- **University of Pittsburgh System:**
  - School of Nursing, Black History Month Keynote (2014)
  - School of Engineering, Diversity & Inclusion Training Sessions (2011 – 2015)
  - Greensburg Campus, 50 Years of Diversity Keynote address (2012)
  - School of Nursing & Center for Race and Social Problems, Panelist (2009)
- **Robert Morris University:**
  - Women's History Month, Keynote Speaker (2014)
  - School of Business, Keynote Speaker (2014)
  - University Diversity Speaker Series, Keynote Speaker (2012)
- **Community College of Allegheny County**
  - Inclusion training/ presentation to President Quintin Bullock and executive leadership team (2014)
  - Leadership Development Institute Presenter (2012 – 2014)
- **Chatham University, PA Center for Women and Politics, New Leadership PA presentation (2013)**
- **Pittsburgh Area Independent Schools Teachers Association Annual Conference, Presenter (2011)**
- **Indiana University of Pennsylvania, Panelist (2007)**
- **Point Park University, Multicultural and Diversity Conference, Presenter (2006 & 2007)**
- **Vassar College, ADL Training, Establishing Bias-Free Foundations (2001)**
- **University of Michigan, Dialogues on Diversity Training (2001)**
- **Magnet Schools of New York, Annual Fall Conference, Anti-Bias Program Initiatives (2000 & 2001)**

**FEDERAL AND STATE GOVERNMENT**

- **Pennsylvania Housing Finance Agency, Building Bridges – Housing Services Conference (2015)**
- **Pittsburgh Commission on Human Relations, Commissioner Training (2013)**
- **U.S. Citizenship and Immigration Services, Naturalization Ceremony Keynote Speaker (2011 & 2013)**
- **City of Pittsburgh Women's History Month Events, "Herstory" panel & Multicultural panel presentation (2010)**
- **Federal Bureau of Investigation, Hate Crimes Conference Presenter (2007 & 2008)**

**NONPROFIT ORGANIZATIONS**

- **Leadership Pittsburgh Inc., Diversity and Inclusion Session Co- Chair, Planner & Presenter (2007 – Present)**
- **Get Involved Inc., 6<sup>th</sup> Annual Pittsburgh Service Summit, Keynote address (2015)**
- **YWCA USA, National Annual Conference, Voting rights/ registration- engagement strategies (2014)**
- **Carnegie Museum of Natural History, RACE: Are We So Different exhibit training for staff and teens (2014)**
- **PACE (Program to Aid Citizen Enterprise), Inclusive Voices - Community Exchange (2010)**
- **YWCA Greater Pittsburgh, 140<sup>th</sup> Anniversary Annual Symposium (2009)**
- **National Association for the Education of Young Children, National conference presenter (2004 – 2007)**
- **New York State Center for School Safety - Anti-Hate & Harassment Conference (2002)**

**CONSULTING/ FACILITATION**

- **Family Communications Inc. Consultant/ Trainer (2005 – 2009)**
- **Mentoring Partnership of Southwestern Pennsylvania, Training/ Curriculum Developer (2005 – 2009)**
- **Pittsburgh Public Schools, Facilitator (2006 – 2007)**
- **University of Pittsburgh, Office of Child Development, (SELS) Trainer (2005 – 2007)**
- **The Heartwood Institute, Early Childhood Training Consultant/ Facilitator (2003 – 2004)**

## AFFILIATIONS

---

- **Corporate Diversity Officer Forum** Member, Pittsburgh, PA (2015- Present)
- **Ogletree Deakins**, Diversity & Inclusion Roundtable Member (2012 – Present)
- **Bricolage Theater**, Board of Directors (2014 – Present), Inclusion & Accessibility Co-Chair (2015-Present)
- **Chatham University**, Department of Social Work and Criminology Advisory Board (2012 – Present)
- **Point Park University**, Graduate Education Advisory Committee (2012 – Present)
- **Peoples Natural Gas**, Community Advisory Committee (2013 – 2015)
- **Community College of Allegheny County:**
  - Diversity & Inclusion Advisory Committee (2008 – Present)
  - Social Work Advisory Board (June 2004 – Present)
- **Shuman Center Board of Advisors**, Appointment from County Executive Rich Fitzgerald (2014 – Present)
- **Program to Aid Citizen Enterprise (PACE):**
  - Commissioner (2011 – Present)
  - Inclusive Voices Committee (2011 – Present)
  - Board Secretary (2013 – Present)
- **Sustainable Pittsburgh**, Board of Directors (2010 – Present) Board Secretary (2013 - Present)
- **Imani Christian Academy**, Board of Directors (2012-Present)
- **Federal Bureau of Investigation (FBI):**
  - Citizen’s Academy Alumni Association Board of Directors (2012 – Present)
  - Co-Chair Human Trafficking Coalition (2011 – 2014)
  - Allegheny County Adopt a School Advisory Board (2004 – 2010)
  - Hate Crimes Task Force of Cleveland, Ohio (2007 – 2009)
- **Pittsburgh Pirates**, Diversity Advisory Committee (2010 – 2014)
- **Allegheny Regional Asset District**, Citizens Advisory Board Member (2010 – 2014)
- **City of Pittsburgh:**
  - Mayor’s Task Force for the Betterment of Children and Families (2013 – 2014)
  - DiverseCity 365 External Advisory Community Taskforce for Equality and Inclusion (2009 – 2011)
  - Mayor’s Youth Commission, Appointment as Commissioner (2007 – 2010)
- **Robert Morris University**, Office of Student Civic Engagement Advisory Board (2008 – 2011)
- **Pennsylvania Human Relations Commission**, Community Partner/ Advisory Committee (2009 – 2012)
- **WQED Multimedia,**
  - **Education Advisory Committee** (2015- Present)
  - **Volunteer In the Arts Committee** (2012-2015)
  - **Community Advisory Board** (2009 – 2015) Vice Chair (2011 – 2013) Chair (2013 – 2014)
- **Pittsburgh Human Resource Association (PHRA)**, Board of Directors (2011 – 2012)
- **American Civil Liberties Union (ACLU) - Pittsburgh**, Membership Committee (2011 – 2012)
- **Anti-Defamation League, Pittsburgh Board of Directors/ Council** (2009 – 2011)
- **Allegheny Conference on Community Development - Seat at the Table Committee** (2007 – 2010)
- **Family Communications Inc./ Mister Rogers Neighborhood, National Advisory Committee** (2005 – 2006)
- **Pittsburgh Association for the Education of Young Children, Anti-Bias/ Diversity Committee** (2003 – 2006)

## AWARDS

---

- Allegheny County Bar Association, **Homer S. Brown Spirit Award** (2015)
- MLB’s Pittsburgh Pirates and State Farm Insurance **“Go to Bat” Community Engagement Award** (2012)
- Pittsburgh Chapter of Alpha Kappa Alpha Sorority Inc., **Mothers of Distinction Award Recipient** (2010)
- *Pittsburgh Courier*, **Women of Excellence Award Recipient** (2009)
- Children’s Defense Fund, selected as **Fellowship Recipient of Emerging Leaders Project** (2006 – 2007)
- *Pittsburgh Magazine* and WQED Multimedia, named one of **Pittsburgh’s 40 under 40 Leaders** (2006)



# COUNTY OF ALLEGHENY

## OFFICE OF THE COUNTY COUNCIL

119 COURTHOUSE · 436 GRANT STREET  
PITTSBURGH, PA 15219  
PHONE (412) 350-6490 · FAX (412) 350-6499  
COUNCIL@COUNTY.ALLEGHENY.PA.US  
WWW.COUNTY.ALLEGHENY.PA.US/COUNCIL

February 17, 2016

Ms. Dina L. Clark, Diversity & Inclusion Manager, North America  
Covestro  
1 Covestro Circle  
Pittsburgh, PA 15205

Dear Ms. Clark:

This is to inform you that at the Regular Meeting of Allegheny County Council held on February 16, 2016 Council approved your appointment to serve as a member of the Allegheny County Juvenile Detention Board of Advisors, for a term to expire on December 31, 2018.

Congratulations on your appointment and best of luck in this undertaking. We look forward to receiving your recommendations and stand willing to assist you in any way you believe appropriate.

Sincerely,

Edward J. Kress, Appointment Review Committee Chair  
Allegheny County Council

cc: Earl Hill, Director, Shuman Juvenile Detention Center

EJK/sb