



# AUTHORIZATION AND RELEASE

In connection with my application for employment with Washtenaw County, I understand that information may be requested as to my character, education, employment, including job performance and work habits, and other personal history. I further understand that you may be requesting information regarding my motor vehicle driving record history, workers' compensation claims, credit and criminal history, and other public records. I agree that any false information in support of my application may subject me to discharge at any time during my employment.

I hereby authorize and release from all liability without reservation, Washtenaw County, and any Law Enforcement Agency, administrator, state/federal agency, institution, employers, prior to present, insurance company or person gathering or furnishing the above information.

A photographic or FAX copy of this authorization may be determined to be the equivalent of the original.

Name: Alize Augusta Asberry Payne

Other name(s): Alize Augusta Asberry

Date of Birth: [REDACTED]

Social Security #: [REDACTED]

Driver's License #: [REDACTED]

State Issued: Michigan

Current Address:

Street 1: [REDACTED]

Street 2: [REDACTED]

City: [REDACTED]

State: Michigan

Zip Code: [REDACTED]

Previous Address:

Street 1: [REDACTED]

Street 2: [REDACTED]

Previous City: [REDACTED]

Previous State Michigan

Previous Zip Code: [REDACTED]

Signature: [Handwritten Signature]

Date: 4/23/2019

- Package A
- Package B (requires HR authorization)
- Package C (requires HR authorization)

Department: County Administration

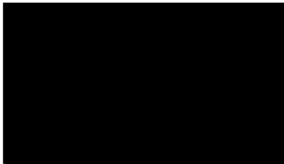
Hiring Manager: Gregory Dill -

Hiring Manager Phone Number: 734 222-3401

*Please forward background check information to Nina Johnson 734-222-6823*

**Hiring Manager:** Fax the signed form to:

**Washtenaw County Sheriff Office- Special Investigations Unit (734) 973-4624**



12/25/18

I am applying for the Racial Equity Officer position.

Beginning as a youth organizer at age 12 in California, I have built a career spanning over two decades focused on grassroots community empowerment and civic engagement work. My focus, in both the public and private sector, has been on development of culturally competent systems and reform of institutions. I have excelled at the design and build out of pilot programs specifically addressing systemic issues of racial and economic inequity. I understand the necessity for, and am skilled in, creating process for addressing root cause issues and robust evaluation to address implicit and explicit bias. As a trainer I have worked nationally in designing curriculum to engage marginalized populations in local and state government. I understand both the amazing opportunity of pilot programs and the real challenges in implantation of a new modality, especially in systems reform.

When I arrived in Michigan almost 3 years ago, I was brought on as campaign manager for a state senate race in the Detroit Metro area. I then went on to run a community benefits ordinance issue campaign for a grassroots coalition, moving almost 97,000 voters. Over the past year I designed and implemented a city charter education and engagement pilot program and acted as a strategic development consultant for a state-wide civic engagement nonprofit. The entity of my work in Michigan has been building the power of marginalized communities, attempted through systems reform, and policy development.

As a woman of color, I am deeply committed to addressing the systemic inequity that marginalized populations face when interfacing with institutions. I also understand that the creation of a more fair and just society benefits everyone. Generally, inequity is not individual but engrained in our systems and structures. From an administrative perspective, I believe in results driven benchmarks and objective evaluation. My leadership style emphasizes transparency and training, empowering my team with the skills they need to be successful while providing clarity about the collective direction.

Based upon the exciting direction that Washtenaw County has gone with institutionalizing the Equity Policy, I look forward to the challenge of building out this work.

I believe that my passion, discipline, optimism, and experience and make me the ideal candidate for this new, and challenging role. Please don't hesitate to contact me with questions or for more information.

Best,

Ailize Asberry Payne

# Alize Asberry Payne



## Profile

Community organizer and program development specialist with more than 20 years of experience in organizational development, strategic planning, campaign design, budget management and program evaluation. Extensive experience in organization administration, specializing in collaborative and alliance partnership development.

## Experience

Consultant, Michigan Voice  
Detroit, MI - 2017

Created City Charter issue education and civic engagement pilot program targeting under engaged voters. Facilitated development of organizational strategic planning process.

Senior Organizer, Detroit People's Platform  
Detroit, MI - 2017

Produced local candidate forums for 2017 primary municipal election. Designed voter engagement program focused on political education. Monitored and provided analysis of economic impact and development public policy and legislation in Michigan. Assisted with organization and campaign strategic planning process with DPP team under direction.

Consultant, Detroit People's Platform/Building Movement Project  
Detroit, MI - 2016

Designed and implemented Detroit Community Benefits Agreement Proposal A field campaign and redistricting education canvass during 2016 general election cycle. Campaign moved approximately 97,000 voters towards support of Community Benefits Agreement Proposal A.

Campaign Manager, Durhal for Senate  
State Senate District 4, MI - 2016

Implementation and advising of campaign strategic plan. Responsible for management of all campaign operations including fundraising, voter engagement, community outreach, volunteer recruitment, communications, and get out the vote.

Founder, ALM Group LLC  
Detroit, MI -- 2016 - Current

Consulting group, specializing in community engaged economic development and creation of social enterprise for people of color.

Founder, Native Design San Francisco LLC  
San Francisco, CA -- 2013 - 2016

Development consulting firm, specializing in creating public and private sector partnership for nontraditional sustainable non-profit funding models. Managed all day to day operations, hired and supervised staff of 8 employees. Sold company in February 2016.

Strategy Consultant, Alliance for Educational Justice  
Washington D.C. – 2011-2014

**Restructuring and strategy consultant for education focused national alliance group. Worked with more than 30 local and regional membership based organizations to create national policy platform. Led internal restructure process, including staff and budget evaluation.**

Restorative Justice Organizer, Coleman Advocates  
San Francisco, CA – 2011-2013

**Designed and implemented training and organizing recruitment pilot program for high risk continuation school youth age 14-19 within restorative practices framework. Participated in development and implementation of nonpartisan state and national campaigns. Focused on intersectional education policy in collaboration with state and national partners, as national alliance anchor organization. Acted as regional leadership for local and state electoral activities within both 501(c)3 and 501(c)4 agency structures.**

Program Manager, Mission Health Academy: Mission Graduates  
San Francisco, CA – 2007-2009

**Designed and implemented public-private sector collaborative college-to-career pipeline pilot program for health and related fields. Recruited and acted as liaison between more than 20 private and government partner agencies.**

Case Manager, Avenues to Independence: Larkin Street Youth Services  
San Francisco, CA – 2005-2006

**Case manager and mental health advocate at transitional housing program serving homeless youth and former foster care wards. Management of services for clients between foster care, public health, substance abuse treatment, domestic violence services, and criminal justice systems.**

Lead Instructor, Waterfront Program: Mission YMCA  
San Francisco, CA – 2003-2005

**Designed and led curriculum in education retention and leadership development pilot program for at-risk youth age 11-18, with a focus on environmental justice and community development.**

Administrative Assistant, Youth Power: Jamestown Community Center  
San Francisco, CA – 2001-2003

**Youth leadership and empowerment program concentrated on civic engagement. Managed program outreach and recruitment of participants, provided program wide administrative support.**

Youth Organizer/Founding Member, Third Eye Movement: Ella Baker Center for Human Rights  
San Francisco, CA -1997-2001

Founding member of education equity youth organizing program and statewide Schools Not  
Jails coalition. Led statewide electoral campaign against the Gang Violence and Juvenile  
Crime Prevention Act of 1998.

Education

San Francisco State University; San Francisco, CA – Political Science Studies with emphasis  
on constitutional law, prelaw track.

International Institute of Restorative Practices; Philadelphia, PA – Restorative Family and  
Community Conferencing

City College of San Francisco; San Francisco, CA – AS with honors in Behavioral and Social  
Sciences: Administration of Justice, emphasis on juvenile issues.

Skills

Ability to multitask and manage multiple priorities on strict deadlines. Experienced leader,  
skilled in team professional development. Seasoned administrator, with fully developed  
technical skills in MS Office Suite, Google Suite, and NGP VAN.



# WASHTENAW COUNTY

## APPLICATION FOR EMPLOYMENT

(Application must be filled out in its entirety. Failure to do so may void your application.)

(PLEASE PRINT) Submit applications no later than 5:00 p.m. on the posted deadline date.

RACIAL EQUITY OFFICER I/II

1811-20-3307-0001

Job Title	Department	Control Number
Asberry Payne	Alize	A
Last Name	First Name	Middle Initial
[REDACTED]		
Address: Number	Street	City
[REDACTED]		State
[REDACTED]		Zip Code
E-mail Address: [REDACTED]		
Telephone Number(s):	Home	Work
[REDACTED]		Social Security Number

Are you currently employed by Washtenaw County?  **N**

Current Job Title: \_\_\_\_\_ Current Grade: \_\_\_\_\_

Current Department & Location: \_\_\_\_\_ Day phone #: \_\_\_\_\_

Union Member:  Yes  No If Yes, Name of Union & Unit: \_\_\_\_\_

Union Seniority Date (if applicable): \_\_\_\_\_

Current Supervisor's Name and Title: \_\_\_\_\_

**DO YOU HAVE A DRIVER'S LICENSE?**  Yes  No

Driver's License Number: [REDACTED] State of Issue: MI Expiration Date: [REDACTED]

Operator  Commercial (CDL)  Commercial (CDLWP endorsement Passenger)

Have you had any accidents during the past three years?  **N** How Many? \_\_\_\_\_

Have you had any moving violations during the past three year?  **N** How Many? \_\_\_\_\_

Are you under 18 years of age?  Yes  No

If you are under 18 years of age, can you provide required proof of your eligibility to work?  Yes  No

Have you ever been employed with us before?  Yes  No

If yes, give date(s) and name employed under: \_\_\_\_\_

Are you currently employed?  Yes  No

May we contact your present employer at this time?  Yes  No  
(Prior to a final offer of hire, all past employers may be contacted for reference purposes.)

If hired, can you provide written evidence within 3 days of hire that you are authorized to work in the U.S.?  Yes  No

On what date would you be available for work? 01/08/2019

Are you available to work:  Full Time  Part Time  Shift Work  Temporary

**EMPLOYMENT EXPERIENCE:**

*(Start with your present or last job. You may include job-related military service assignment and volunteer activities.)*

1. Employer: ALM Group LLC  
Address and Telephone Number: [REDACTED]  
Job Title: Founder/Owner Supervisor: \_\_\_\_\_  
Dates Employed: From 03/2016 To Current  
Hourly Rate/Salary: Starting - \_\_\_\_\_ Final - \_\_\_\_\_  
Reason for Leaving: current  
Work Performed: Community and development consulting

2. Employer: Michigan Voice  
Address and Telephone Number: [REDACTED]  
Job Title: City Charter Program Consultant Supervisor: [REDACTED]  
Dates Employed: From 02/2018 To current  
Hourly Rate/Salary: Starting - \_\_\_\_\_ Final - \_\_\_\_\_  
Reason for Leaving: current  
Work Performed: Designed and implemented city charter civic engagement pilot program

3. Employer: Detroit People's Platform  
Address and Telephone Number: [REDACTED]  
Job Title: Senior Organizer Supervisor: [REDACTED]  
Dates Employed: From 08/2016 To 08/2017  
Hourly Rate/Salary: Starting \$25 per/hr Final \$30 per/hr  
Reason for Leaving: Grant funded position, grant ended.  
Work Performed: Designed and implemented campaign plan for community benefits ordinance

4. Employer: NDSF LLC  
Address and Telephone Number: [REDACTED]  
Job Title: Founder/Owner Supervisor: \_\_\_\_\_  
Dates Employed: From 06/2013 To 02/2016  
Hourly Rate/Salary: Starting - \_\_\_\_\_ Final - \_\_\_\_\_  
Reason for Leaving: Sold business when I relocated to MI  
Work Performed: Development firm specializing in culturally competent social enterprise pilots

**Education:**

**High School:** Name and Address of School Urban Pioneer Experiential Academy, 682 Schofield Rd, San Francisco CA 94129

Course of Study \_\_\_\_\_

Years Completed 4 Diploma/Degree Yes, with honors Status Graduated

**Undergraduate College:** Name and Address of School City College of San Francisco, 50 Phelan Ave, San Francisco, CA 94112

Course of Study Social and Behavioral Sciences; Criminal Justice Studies; Pol Sci Pre-law

Years Completed 4 Diploma/Degree Yes, with honors Status Graduated

**Graduate Professional:** Name and Address of School \_\_\_\_\_

Course of Study \_\_\_\_\_

Years Completed \_\_\_\_\_ Diploma/Degree \_\_\_\_\_ Status \_\_\_\_\_

**Technical, Business or**

**Other School:** (specify) Name and Address of School International Institute of Restorative Practices , Bethlehem, Pennsylvania

Course of Study Restorative Practices, Family Conferencing, Restorative Circles

Years Completed \_\_\_\_\_ Diploma/Degree Certification Status Complete

**Specialized Skills & Level of Skill:** B = Beginner I = Intermediate A = Advanced

- |                     |                         |   |                          |                |
|---------------------|-------------------------|---|--------------------------|----------------|
| <u>A</u> Computer   | <u>A</u> Microsoft Word | <u>I</u> Excel                                | <u>I</u> Access Software | <u>B</u> Visio |
| <u>I</u> Powerpoint | <u>A</u> Outlook        | <u>I</u> Multi-line Phone & Voice Mail System | <u>A</u> Fax Machine     |                |
| <u>A</u> Copier     | <u>I</u> Video Camera   | ___ Website Development                       | ___ JD Edwards           |                |

Expert in facilitation and group management. Expert in anti racism/anti oppression pedagogy.

List professional, trade, apprenticeship, business or civic activities and offices held:  
(If you need additional space, please continue on a separate sheet of paper.)

[Redacted]

**Please list two professional/work references other than or in addition to the ones listed previously:**

- |                       |                       |
|-----------------------|-----------------------|
| Name: [Redacted]      | Name: [Redacted]      |
| Position: [Redacted]  | Position: [Redacted]  |
| Company: [Redacted]   | Company: [Redacted]   |
| Address: [Redacted]   | Address: [Redacted]   |
| Telephone: [Redacted] | Telephone: [Redacted] |



An application form sometimes makes it difficult for an individual to adequately summarize a complete background. Use the space below to add any additional information necessary to describe your full qualifications for the specific position for which you are applying.

Beginning as a youth organizer at age 12 in California, I have built a career spanning over two decades focused on grassroots community empowerment and civic engagement work. My focus, in both the public and private sector, has been on development of culturally competent systems and reform of institutions. I have excelled at the design and build out of pilot programs specifically addressing systemic issues of racial and economic inequity. I understand the necessity for, and am skilled in, creating process for addressing root cause issues and robust evaluation to address implicit and explicit bias. As a trainer I have worked nationally in designing curriculum to engage marginalized populations in local and state government. I understand both the amazing opportunity of pilot programs and the real challenges in implantation of a new modality, especially in systems reform.

When I arrived in Michigan almost 3 years ago, I was brought on as campaign manager for a state senate race in the Detroit Metro area. I then went on to run a community benefits ordinance issue campaign for a grassroots coalition, moving almost 97,000 voters. Over the past year I designed and implemented a city charter education and engagement pilot program and acted as a strategic development consultant for a state-wide civic engagement nonprofit. The entity of my work in Michigan has been building the power of marginalized communities, attempted through systems reform, and policy development.

As a woman of color, I am deeply committed to addressing the systemic inequity that marginalized populations face when interfacing with institutions. I also understand that the creation of a more fair and just society benefits everyone. Generally, inequity is not individual but engrained in our systems and structures. From an administrative perspective, I believe in results driven benchmarks and objective evaluation. My leadership style emphasizes transparency and training, empowering my team with the skills they need to be successful while providing clarity about the collective direction.

By clicking on "submit" I hereby authorize my former employers as indicated above, to provide Washtenaw County any information pertaining to my employment. I also specifically waive the written notice requirement of Section 67 of Public Act 397 of 1978 pertaining to disciplinary reports, letters of reprimand or other disciplinary actions.

In addition, by clicking on "submit", I certify and acknowledge the following: The information is correct to the best of my knowledge and that I have attached all information on my qualifications for this position. I understand any false statement or answer may be grounds for dismissal, if I should be employed by the County. I further understand that if I am offered employment, references will be obtained from previous employers; a physical which includes drug testing for safety sensitive jobs (at County expense) may be required; proof of educational attainment must be submitted; and, if any driving will be done for County purposes in a County vehicle or my own vehicle, a check of my driving record will be obtained. For specific positions, extensive background checks may be required.

Further, by clicking on "submit", I agree that I will sign a written version of this disclaimer if I am ultimately hired by the County.

Signature: \_\_\_\_\_ Date: \_\_\_\_\_

### AN EQUAL OPPORTUNITY EMPLOYER

**FOR HUMAN RESOURCES USE ONLY**

Application Accepted

Application Rejected

Education \_\_\_\_\_

Experience \_\_\_\_\_

Other \_\_\_\_\_

Test Scores: Clerical \_\_\_\_\_ Typing \_\_\_\_\_ Data Entry \_\_\_\_\_