

Antoine B. Richards, DSc(c), MPH, CNP

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EXECUTIVE SUMMARY

Assiduous public health and emergency management professional who undertakes executive leadership tasks with a passion for initiative-driven, successful outcomes. Practical experience in public health, public affairs, policy advocacy, research, and emergency management commensurate with education and experience. Operates with a sense of urgency and compassion and thrives in fast-paced settings. Research interests include social vulnerability, social determinants of health, diversity, equity, and inclusion, resilience, and sustainability. **Core competencies include:**

Community Outreach and Engagement • Quantitative Research • Qualitative Research • Strategic Planning • Project Management • Program Evaluation • Data Analytics • Policy Analysis • Grant & Proposal Development

EDUCATION

Jacksonville State University • Jacksonville, AL • August 2017 – Present

Doctor of Science (DSc) in Emergency Management
Anticipated Graduation: May 2025

Morehouse School of Medicine • Atlanta, GA • August 2015 – May 2017

Master of Public Health (MPH)

Master's Thesis: Factors Related to Health-Related Quality of Life Among Adults Ages 18 Years and Older in the United States.

Kennesaw State University • Kennesaw, GA • August 2011 – May 2015

Bachelor of Science (BS) in Communication (Media Studies Concentration)

PROFESSIONAL EXPERIENCE

EMINENT ADVISORY GROUP, L.L.C. • Tampa, FL • March 2021 – Present

Founder, Chief Executive Officer

Serves as Founder and Chief Executive Officer (CEO) responsible for the successful operation, strategic direction, and financial stability of Eminent Advisory Group, L.L.C.; a minority-owned small business providing tailored solutions and strategies for public health and emergency management programs. Specializes in grant writing and development of small- and large-scale requests for proposals (RFPs), operation plans, standard operating procedures, community action plans (CAPS), quantitative and qualitative research, advanced data analytics, and program evaluation strategies for public health and emergency management initiatives.

INSTITUTE FOR DIVERSITY & INCLUSION IN EMERGENCY MANAGEMENT (I-DIEM) • Atlanta, GA • January 2020 – Present

Chief of Staff – 40 hours per week (August 2020 – Present)

Plans and directs administrative, programmatic, and operational activities for Chief Executive Officer, Advisory Board, and Board of Directors. Organizes and prioritizes critical issues and required information to assist in strategic planning and foresight. Serves as point-of-contact between executive leadership and organizational partners and stakeholders. Provides oversight and guidance to organizational programs, services, training, projects, and recruitment and retention initiatives. Acts as Senior Advisor to the Chief Executive Officer. Responsible for daily organization operations, organization budget development, program/project management

and delegation of contractual opportunities among organization partners. Develops major goals and objectives to support organizational function and continuity. Conducts research and data analytics in support of organizational strategies. Maintains comprehensive knowledge of overall organizational function. Reports directly to the Chief Executive Officer.

- Leads strategic planning and foresight for global expansion efforts in Africa and Caribbean including the establishment of Global Outreach Centers.
- Increased annual operating budget from \$75K to over \$1M over 12-month period through grant acquisition and federal contracts totaling over \$3M in organizational revenue.
- Increased organizational capacity 300% including FTEs, PTEs, and contractors since hire.

Senior Advisor – 10-20 Hours Per Week (Volunteer) (January 2020 – August 2020)

Served as Senior Advisor to the Chief Executive Officer providing strategic foresight, strategic planning, organizational growth modeling, program design and development, marketing and communication, grant writing and proposal development, and program/project management assistance for start-up nonprofit to support organizational growth.

- Launched and managed four (4) national programs obtaining over \$300K in sponsorships to support program implementation and organizational capacity building.
- Lead the acquisition, implementation, and evaluation of major contracts totaling \$250K to establish past performance and generate future revenue opportunities.
- Increased organizational brand awareness through development of Branding and Marketing Strategy resulting in 200% increase in social / digital media impressions and reach.

Supervisor: Chauncia Willis, MPA, MEP, CEM, CDP, CPC - Chief Executive Officer, (727) 481-5512, Chauncia.Willis@i-diem.org, may be contacted.

H. LEE MOFFITT CANCER CENTER & RESEARCH INSTITUTE • Tampa, FL • June 2019 – August 2020

Department of Thoracic Oncology; Clinical Science – 40 hours per week

Research Project Specialist

Collaborated with Chair and Program Leader of Thoracic Oncology, and department faculty, to manage assigned research projects including preparation and review of clinical/laboratory protocols, preparation and submission of clinical trial manuscripts, and grant submissions. Oversaw development on new research initiatives including organizing staff, researchers, and clinicians from multiple Moffitt departments, developing and monitoring budgets, and supervising implementation of new clinical trials and initiatives. Conducted literature reviews and drafted preparation of manuscripts and scientific sections of grants. Assisted with preparation of non-scientific sections of grant applications, including development of multi-million-dollar grant budgets.

- Lead, Minority Task Force – Managed and coordinated internal and external initiatives focused on increasing minority accruals to thoracic clinical trials.
- Lead, Thoracic Honors Inclusion, Diversity, and Equity (TIDE) Initiative – Founded and managed the Thoracic Oncology Program's Initiative on cultural competence and internal DEI strategies centered on increasing workplace inclusivity.

Supervisor: Jhanelle Gray, MD, Chair – Department Chair - Thoracic Oncology, (813) 745-3027, Jhanelle.Gray@moffitt.org, may be contacted.

PEACEBUILDING SOLUTIONS • Atlanta, GA • January 2019 – August 2022

Research & Operations Department – 10-20 hours per week (Volunteer)

Director of Research & Operations

Managed a robust research and operations department of 7-10 volunteers globally across multiple disciplines and degree levels. Managed research projects including the planning, design, and implementation of humanitarian interventions. Assisted in the development of research methods with a clear focus on refugee and internally displaced populations. Reviewed and analyzed data using ethical and sound research analysis methodology. Conducted reviews of literature and policy to inform research projects relevant to the organization. Prepared and published research documents and articles that clearly communicated the analysis of research results and assisted in recruitment of volunteer staff and interns in the Research and Operations Department.

Maintained the department's annual operating budget and logistical oversight during interventional deployment.

Supervisor: Maira Sousa Joergensen – Chief Executive Officer, msjoergensen@solvepeace.org, may be contacted.

JACKSONVILLE STATE UNIVERSITY • Jacksonville, AL • January 2018 – May 2019

Center for Disaster and Community Resilience (CDCR)

Research Assistant

Engaged in innovative, interdisciplinary research and applications for understanding and improving disaster and community resilience. Explored collaborations with other research centers in pursuit of a more resilient nation. Proposed policy drafts, initiatives, and implementation strategies to promote disaster and community resilience.

- Lead, Case Study Development – COVID-19 & Underserved Populations – Managed data collection for an online repository of emergency management case studies centered on COVID-19 and underserved populations.

Supervisor: Jane Kushma, PhD – Center Director, Professor, (256) 782-8432, jkushma@jsu.edu, may be contacted.

CLARK ATLANTA UNIVERSITY • Atlanta, GA • August 2017 – March 2019

Center for Cancer Research and Therapeutic Development (CCRTD) – 40 hours per week

Research Associate

Managed Clark Atlanta University's Prostate Cancer Registry; a unique web-based registry designed to gather information about prostate cancer survivors' experiences and needs to fuel research that has garnered over 1000+ respondents nationally and internationally. Developed and prepared research proposals and grants. Supported research by maintaining a comprehensive, up-to-date, and functional research prostate cancer registry website. Contributed to all aspects of CCRTD's Community Outreach Core.

- Conducted quantitative and qualitative analysis of Prostate Cancer Registry data for publication and presentations on behalf of the Center **[See Publications & Presentations]**
- Developed a qualitative outreach and education study on "Prostate Cancer Among Multi-Ethnic (African & Caribbean men) in the United States."
- Co-coordinated the Center's "Harvest of Health Wellness Fair;" an annual wellness fair that offers education and screening opportunities for 200+ participants in low-income, highly uninsured areas of metropolitan Atlanta.
- Increased social media impressions by 200% using Twitter and Facebook social media campaigns highlighting the center's faculty and student involvement, community outreach initiatives, and pertinent research findings.

Supervisor: Kimberly Davis, PhD, Senior Research Scientist, (404) 880-6767, kedavis@cau.edu, may not be contacted.

FULTON COUNTY BOARD OF HEALTH • Atlanta, GA • May 2016 – September 2017

Partnerships to Improve Community Health (PICH) Program – 20 hours per week

*A federal community health program funded by the Centers for Disease Control and Prevention under cooperative agreement #IU58DP005568-01 that worked with community partners to develop strategies and implement programs to promote healthier lifestyles and reduce both health disparities and the incidence of chronic disease among county residents. **Key initiatives included:** tobacco/smoke-free living, healthy eating, and physical activity. **Program-ended September 29, 2017.***

Public Affairs Specialist

Drafted content including press releases, blog posts, video scripts, marketing emails and key messages for spokespeople in the areas of Tobacco/Smoke-Free Living, Healthy Eating, Physical Activity and Community Health. Created monthly social media campaigns and editorial calendars. Served as internal communication and external communication liaison between media and organization. Conducted presentations on communication methods and community outreach. Marketed association's highly technical events and initiatives, using key messages to refine into simple, memorable pieces of content, across various channels, including website,

marketing emails and social media generating over 400 million total impressions.

- Achieved 47 tobacco/smoke-free restaurants in Fulton County, and unanimous vote by the Board of Commissioners for a smoking ban in Fulton County parks and recreation facilities by generating 313,702,283 media impressions for Tobacco/Smoke-Free living through development and implementation of multi-media marketing campaigns including television, print, radio, social/digital media, and billboards with the PICH Communications Team.
- Achieved implementation of healthy eating programs in over 100 early childhood education (ECE) centers in Fulton County through partnerships and communicative efforts generating over 2 million media impressions.
- Influenced physical activity initiatives across the city through communicative efforts highlighting PICH's Interfaith Active Living Initiative, Bike Share Atlanta, and Complete Streets initiatives generating over 12 million media impressions through multi-media campaigns.
- Managed the comprehensive CDC Media Impressions Workbook monitoring multi-media campaign analytics including circulation numbers, media impressions, finances, and budgetary spending.

Supervisor: Sonja Steptoe, JD, Senior Public Affairs Officer, (404) 612-3492, ssteptoe@fultoncountyga.gov, may not be contacted.

GRADY HEALTH SYSTEM • Atlanta, GA • October 2011 – August 2017

Radiology Department – 40 hours per week

Diagnostic Radiologic Technologist

A.R.R.T. – RT(R) #419352

Performed diagnostic radiologic procedures in accordance with ARRT regulations with a specialization in Operating Room, Level-I Trauma, Fluoroscopy, Orthopedic, Neo-Natal, and Emergency Radiology. Supervised student technologists in a clinical setting.

- Improved radiology staff efficiency by averaging 500+ completed exams monthly.
- Improved department safety by serving as fire marshal responsible for providing input of department evacuation plans in case of fire emergency.
- Facilitated clinical education of over 200+ student technologists including qualifying exams and clinical competencies teaching practical experience to corroborate academic lessons.

Supervisor: Clifton Davis, Imaging Quality Manager, (678)472-8186, cdavis8@gmh.edu, may be contacted.

TEACHING EXPERIENCE

UNIVERSITY OF NEVADA, LAS VEGAS • Las Vegas, Nevada • January 2023 – Present

Master of Science – Emergency and Crisis Management

Adjunct Professor

COURSE: ECEM 723 – Human Considerations in Disaster – *Explores humanistic perspectives of emergency with a focus on equitable mitigation, preparedness, response, recovery, and resilience for among vulnerable, underserved, and marginalized populations.*

ARKANSAS STATE UNIVERSITY • Jonesboro, Arkansas • March 2022

College of Nursing and Health Professions - BS in Disaster Preparedness and Emergency Management

Guest Lecturer

COURSE: DPEM 3503 – Principles of Disaster Preparedness and Emergency Management

An all hazards approach is utilized to identify legal and ethical issues, cultural, political and religious issues, collective behaviors and group panic, role of the media, effective communication, and identification of resources for persons engaged in disaster and emergency preparedness.

SLIPPERY ROCK UNIVERSITY • Slippery Rock, Pennsylvania • September 2019 – May 2022

Department of Homeland Security and Corporate Security Studies – BS in Homeland Security and Corporate Security Studies

Guest Lecturer

COURSE: HSS-130 – Principles of Emergency Management – *Introduces the foundations of emergency management and discuss the emergency management cycle. The concept of the whole community approach will be emphasized along with the tools and resources used in emergency management situations.*

COURSE: HSS-240 – Emergency and Disaster Recovery – *Management and response to emergencies, disasters, and crises, including natural disasters, accidents, and terroristic/civil strife. Formulation of disaster planning and response strategies from both governmental and private sector perspectives.*

COURSE: HSS-320 – Protecting Critical Infrastructure and Key Assets – *Focuses on the protection of critical infrastructure, including information and telecommunication systems, energy, first responders, transportation, health/medical, and other key assets.*

COURSE: HSS-460 – Emergency Management and Homeland Security Capstone - *Lectured course on diversity, equity, and inclusion in emergency management and homeland security including mechanisms for approaching disaster with an equitable mindset.*

ROYAL ROADS UNIVERSITY • Victoria, British Columbia • January 2019 – Present
School of Humanitarian Studies – MA & Diploma in Disaster and Emergency Management
Graduate Teaching Assistant

COURSE: DEMN502 – Foundations in Disaster and Emergency Management
Examines the socially-constructed relationship between hazards and disasters. Introduces the key stakeholders involved with emergency management, and explores the historic and contemporary principles, policies, and legal frameworks guiding the field of practice. Analyzes different paradigm for conceptualizing the practice of disaster and emergency management in Canadian and international contexts.

COURSE: DEMN503 – Facilitation, Coordination, and Decision Making in Multi-Stakeholder Environments
Analyzes contextual factors that need to be taken into account by emergency managers when developing hazard mitigation strategies, and preparing for, responding to and recovering from disasters. Explores competencies required to effectively engage stakeholders and take into account the diversity of perspectives present in the multi-sector, multi-agency, collaborative environments that characterize disaster and emergency management in the 21st century. Examines characteristics and processes of ethical decision-making.

PEER-REVIEWED PUBLICATIONS

Richards A, Hollis M (2021). Building and Sustaining Emergency Management Programs Among Historically-Black Colleges and Universities (HBCUs). Technical Report. Washington, D.C.: FEMA.

Richards, A (2021). Claire Connelly Knox and Brittany “Brie” Haupt: Cultural Competency for Emergency and Crisis Management: Concepts, Theories, and Case Studies. *Journal of Homeland Security and Emergency Management*, 18(2), 219-223. Book Review. doi: <https://doi.org/10.1515/jhsem-2020-0082>.

Richards, A, Jones PJ, Williams VK, Willis C (2021). Student Voices Series Guidebook: Key Themes & Recommendations from Diverse Populations in Emergency Management and Homeland Security Programs. Atlanta, GA: Institute for Diversity and Inclusion in Emergency Management. Washington D.C.: FEMA. Submitted.

Walsh, W, Kushma, J, Slick, J, Chapman, D, Dickson, R, Gaddy, J, Garcia, G, Glickman, G, Johnson, J, Kendra, J, Lloyd, L, **Richards, A**, Pena-Rivera, N, Russell, T, Santos-Hernandez, J, Tobin, J, Turner, L, Walbrecker, D (2018). “A Proposed FEMA Case Study Development Process.” Technical Report. Washington, D.C.: Federal Emergency Management Agency [FEMA]. [A Proposed FEMA Case Study Development Process](#).

Richards, A, Davis, K, Gooden, RO. (2018). Assessing the Impact of Sexual Function on Perceptions of Masculinity Among Prostate Cancer Survivors in the United States: Findings from the Prostate Cancer Registry. *The Aging Male Journal*. doi: <https://doi.org/10.1080/13685538.2018.1535582>. [PMID: 30457028](#).

Davis, K, **Richards, A**, Gooden, RO. (2018). [Design and Development of a Prostate Cancer Survivor Self-Reported Registry - Journal of Oncology Navigation & Survivorship \(jons-online.com\)](#), 9(12).

Richards, A. (2018). Emergency & Disaster Preparedness for Health Professionals: Second Edition. *Journal of Homeland Security and Emergency Management*. Book Review. doi: <https://doi.org/10.1515/jhsem-2017-0068>.

NON-PEER REVIEWED PUBLICATIONS

Richards, A. Supporting Underserved Communities in Emergency Management [July 2022]. Congressional Testimony. 117th Congress House Subcommittee on Emergency Preparedness, Response, and Recovery. Washington, D.C. [HMTG-117-HM12-Wstate-RichardsA-20220719.pdf \(house.gov\)](#).

Institute for Diversity and Inclusion in Emergency Management [I-DIEM] (2021). Ensuring Equity in FEMA's Disaster Preparedness, Response, and Recovery: Witness Testimony [October 2021]. 117th Congress US House of Representatives Emergency Preparedness, Response, and Recovery Committee on Homeland Security. [2021-10-27-HRG-Testimony-Willis.pdf \(house.gov\)](#).

Institute for Diversity and Inclusion in Emergency Management [I-DIEM] (2021). Emergency Management Action Summit 2019 Convening Report. *Virginia Commonwealth University*.

Richards, A (2021). A New Approach to Humanitarian Assistance. *OLBIOS Network for Action*. [A new approach to humanitarian assistance - Olbios](#).

Richards, A, Cooper, T. (2020). COVID-19 and the African American Community. *Institute for Diversity & Inclusion in Emergency Management*. Technical Report. [COVID-19 & The African American Community - I-DIEM](#).

Institute for Diversity and Inclusion in Emergency Management [I-DIEM] (2020). Pandemic Response: Confronting the Unequal Impacts of COVID-19: Witness Testimony [July 2020]. 116th Congress US House of Representatives Emergency Preparedness, Response, and Recovery Committee on Homeland Security. [Microsoft Word - CongressionalTestimony.final\[19915\] \(house.gov\)](#).

Semien, J, Blanks, J, **Richards, A**, Dixon, B, Daniels, L. (2019) Legacy: A William Averette Anderson Magazine. *William Averette Anderson Fund*. Volume 1 Issue 1.

Daniels, L, Semien, J, Blanks, J, **Richards, A**, & Alleyne, A. (2019). Southbridge Community Report. *William Averette Anderson Fund*. Volume 1 Issue 1.

PRESENTATIONS

Torriente, S, Stiff, M-C, **Richards, A**, Jacobson, R. The National Security – Climate Adaptation Nexus [April 2024]. Congressional Briefing. Environmental and Energy Study Institute (EESI). Washington, DC.

Richards, A, Sanati, M, Jackson, R, Hughes, B, Edmondson, P. Emphasizing Cultural Competency and Preventing Historical Bias in Disasters [March 2024]. Panel Presentation. National Hurricane Conference. Orlando, FL.

May, R, Martin, M, **Richards, A**, Bendick, R, Davidson, T, Ferreira, RJ. How Walmart is Supporting Disaster Preparedness in the Gulf Coast: I-DIEM BUILD Program Engagement & Outcomes [April 2023]. Panel Presentation. National Hurricane Conference. New Orleans, LA.

Richards, A, Hays, S, Nelson, B, Woods, A. How Nonprofits Responded to Hurricane Ian [April 2023]. Panel Presentation. National Hurricane Conference. New Orleans, LA.

Richards, A. Supporting Underserved Communities in Emergency Management [July 2022]. Congressional Testimony. 117th Congress House Subcommittee on Emergency Preparedness, Response, and Recovery. Washington, D.C.

Richards, A. Health Equity in Emergency Preparedness [June 2022]. Keynote Presentation. National Association for Community Health Centers and Primary Care Associations. Virtual.

Rankin, T, **Richards, A**, Davis, V. How Climate Change, the Pandemic, and Disasters are Impacting Tribal Communities [April 2022]. Panel Presentation. National Hurricane Conference. Orlando, FL.

Richards, A, Jones, PJ. I-DIEM University: An Overview of Diversity and Equity Training for the Emergency Management Community [April 2022]. Panel Presentation. National Hurricane Conference. Orlando, FL.

Brown, C, **Richards, A**, Roberson, S. Advancements in Equity: How Programs and Policy are Addressing Barriers for Marginalized Populations [April 2022]. Panel Presentation. National Hurricane Conference. Orlando, FL.

Willis, C, Brown, C, **Richards, A**. Embedding Equity: Diversity and Inclusion in Emergency Management [April 2022]. Walmart Emergency Preparedness Summit. Bentonville, AR.

Richards, A, Colker, R. Supporting Social Equity and Climate and Climate Resilience Through Building Codes [December 2021]. National Disaster Resilience Conference. Keynote Interview. Clearwater, FL.

Richards, A. Redlining, and Its Long-Term Effects on the Community [August 2021]. National League of Cities: Mayor's Youth Corp and Youth Leadership Council. Keynote. Tampa, FL.

Flemming, S, Meeks, J, Whitt, E, Egle, E, Willis, C, **Richards, A**, Stanley, EM, Davis, VB, Crawford, P. A Look Back at How Nonprofits Responded During the 2020 and 2019 Hurricane Seasons [June 2021]. National Hurricane Conference. Panel Presentation. New Orleans, LA.

Richards, A, Mason, L, Louis E. A Novel Approach to Long-Term Humanitarian Aid: Creating Sustainable Development in Refugee and Internally-Displaced Populations Post-Disaster [February 2021]. IV International Sociological Association Forum of Sociology. Oral presentation. Porto Alegre, Brazil (Virtual).

Council, D, Knox, CC, **Richards A**, Rivera, J, Rodgers, K, Smart III, H. Dismantling White Supremacy in Emergency Management and Disaster Preparedness (Part 6 of DSJ's Dismantling White Supremacy Series [November 2020]. American Society for Public Administration (ASPA): The Section on Democracy and Social Justice. Panel Presentation. Virtual.

Richards, A. Diversity, Equity, & Inclusion: The Past, The Present, and The Pandemic [November 2020]. Dane County, WI. Oral Presentation. Virtual.

Willis, C, **Richards, A**, Hodgin, G. All In: The Shift Towards Inclusive Emergency Management [October 2020]. Welcoming America. Panel Presentation. Virtual Webinar.

Peek, L, **Richards, A**, Villarosa, L. Numbers Don't Lie: Data, Disasters and Racial Disparities [October 2020]. Center for Disaster Philanthropy. Panel Presentation. Virtual Webinar.

Richards, A, Staley, B, Louie V. Diversity, Equity, and Inclusion in the Era of COVID and Beyond: Lessons Learned as we Look to the Future [November 2020]. Diversity and Inclusion Research Conference. Panel Presentation. Virtual.

Richards, A. Expanding Equity: The Impact of COVID-19 Health Disparities on Emergency Management

[August 2020]. FEMA Region IX Virtual Readiness Day Training. Oral Presentation. Virtual.

Salto, A, Tanvetyanon, T, Haura, EB, Creelan, B, Antonia, SJ, Shafique, M, Zheng, H, Barlow, M, Saller, JJ, Castellano-Fornelli, A, **Richards, A**, Thapa, R, Boyle, TA, Chen, DT, Beg, AA, & Gray, JE. [June 2020]. Randomized Phase II Study of Pembrolizumab and Vorinostat in Patients with Metastatic NSCLC (mNSCLC). American Society of Clinical Oncologist (ASCO) Annual Meeting. Accepted [Poster Presentation]. Chicago, IL.

Richards, A, Kushma, J. Collective Impact Approach to Health and Disaster Preparedness [July 2019]. 44th Annual Natural Hazards Workshop. Pechakucha Lighting Talks (Oral). Boulder, Colorado.

Davis, K, **Richards, A**, Gooden, RO. Mediating Factors for Perceived Impact of Prostate Cancer Survivors [November 2018]. 11th Annual AACR Conference on the Science of Cancer Health Disparities in Racial/Ethnic Minorities and the Medically-Underserved, Poster presentation. New Orleans, Louisiana.

Kushma, J, Gaddy, J, Wang, C, **Richards, A**. Career Lifecycle for Faculty – Towards a Prototype Faculty Development Program [June 2018]. 20th Annual FEMA Emergency Management Higher Education Symposium. Panel presentation. Emmitsburg, Maryland.

Richards, A, Kushma, J. Collective Impact Approach to Health and Disaster Preparedness [April 2018]. 2018 Xavier University College of Pharmacy 11th Health Disparities Conference. Poster Presentation. New Orleans, Louisiana.

Davis K, **Richards, A**, Gooden, R. Mediating Factors for Perceived Impact of Prostate Cancer Survivors [April 2018]. 2018 Xavier University College of Pharmacy 11th Health Disparities Conference. Poster presentation. New Orleans, Louisiana.

Goodin L, Steptoe, S, **Richards, A**. Utilizing Social Marketing and Health Promotion with Interfaith Active Living to Reduce Chronic Disease in Vulnerable Populations in Fulton County, GA [August 2017]. 2017 National Conference on Health Communication, Marketing, and Media. Panel presentation. Atlanta, Georgia.

Gerbi, G, **Richards, A**, Archie-Booker, E, Powers, B, Miles-Richardson, S. Factors Associated with Health-Related Quality of Life among adults aged 18 Years and over in the United States. [February 2017]. 2017 Curtis L. Parker Research Symposium. Poster presentation. Atlanta, Georgia.

Gerbi, G, **Richards, A**, Archie-Booker, E, Powers, B, Miles-Richardson, S. Factors Associated with Health-Related Quality of Life among adults aged 18 Years and over in the United States. [October 2016]. 2016 American Public Health Association Conference. Poster presentation. Denver, Colorado.

Houston, A, Johnson, C, **Richards, A**, Thomas, T (2016). Morehouse School of Medicine Master of Public Health Program: Community-Academic Partnership with the HEALing Center Inc. [September 2016]. Community Engagement Day, Morehouse School of Medicine. Poster presentation. Atlanta, GA.

Richards, A (2015). Hip-Hop & Society: An Evaluation of the Cultivation Theory on Violence in the African-American Community. [May 2015]. College of Humanities and Social Sciences: Media Studies Capstone. Poster presentation. Kennesaw State University, Kennesaw, GA

POLICY REVIEWS, RECOMMENDATIONS, & PUBLIC COMMENTS

Institute for Diversity and Inclusion in Emergency Management [I-DIEM] (2022). FEMA Equity Act of 2022. [Policy Review].

Richards, A (2021). FEMA Advisory: Proposed Changes to Community Rating System *on behalf of the National Association of Community Health Centers (NACHC)*. [Policy Recommendations].

Institute for Diversity and Inclusion in Emergency Management [I-DIEM] (2021). Achieving Equity in Disaster Response, Recovery, and Resilience Act of 2021. [Policy Review].

Institute for Diversity and Inclusion in Emergency Management [I-DIEM] (2021). Disaster Learning and Life Saving Act of 2021. [Policy Recommendations].

Institute for Diversity and Inclusion in Emergency Management [I-DIEM] (2020). Comprehensive Preparedness Guide 101: Developing and Maintaining Emergency Operations Plans (CPG 101). [Public Comment].

Institute for Diversity and Inclusion in Emergency Management [I-DIEM] (2020). Building Resilient Infrastructure and Communities (BRIC) – Reference Docket ID FEMA-2019-001. [Public Comment]

STEERING COMMITTEES

CONVERGE: Compound Hazards and Cascading Disaster – Extreme Weather Events in a Time of Pandemic; 2021

CONVERGE COVID-19 Working Groups for Public Health and Social Sciences Research
Research Agenda Setting Paper: [extremeweatherandgeohazards-1594314842933.pdf](https://www.fda.gov/oc/ohrt/ohrt-research-agenda-setting-paper-2021-01-14)

CONVERGE: Population Groups, Organizations, and Social Institutions – Refugees and Internally Displaced Persons (IDPs) in COVID-19; 2021

CONVERGE COVID-19 Working Groups for Public Health and Social Sciences Research
Research Agenda Setting Paper: [refugeesandinternallydisplacedpersons-1594498238548.pdf](https://www.fda.gov/oc/ohrt/ohrt-research-agenda-setting-paper-2021-01-14)

LEADERSHIP & INVOLVEMENT

GULF OF MEXICO CLIMATE AND RESILIENCE COMMUNITY OF PRACTICE • April 2022 – Present
Advisory Committee on Equity (ACE)

Serves as a member of the ACE guiding CoP efforts and providing feedback mechanisms to help identify gaps in tools and services, identify professional development opportunities, and advise on member recruitment in support of improve resilience initiatives among underserved and marginalized communities in Gulf Coast states.

ALLIANCE FOR NATIONAL & COMMUNITY RESILIENCE • April 2022 – Present
Board of Directors

Appointed to Board of Directors responsible for assisting the International Code Council and ANCR's development of Community Resilience Benchmarks related to public health and equity and engaging communities in the benchmarking process.

ASSOCIATION FOR HEALTHCARE EMERGENCY PREPAREDNESS PROFESSIONALS • January 2021 – Present

Advisory Board Member (2023)

Co-Leader, Diversity, Inclusion, and Racial Equity Initiative (2021 – 2023)

Serves as member of 2021-2023 AHEPP Operating Board providing strategic planning, foresight, and advising on overarching issues regarding diversity, inclusion, and racial equity to help shape and advance the profession toward achieving the association's mission, vision, and goals.

REGION IV ACADEMIC COLLABORATIVE • January 2020 – Present

Member

Serves as a member of the Region IV Academic Collaborative; a consortium of emergency management and homeland security programs at universities across FEMA Region IV. Advocates as a student and professional

representative. Collaboratives on grant and program initiatives centered on collective learning and community-based engagement throughout the southeastern United States.

WILLIAM (BILL) AVERETTE ANDERSON FUND • October 2018 – Present

Programming Committee, Chair (2024 – Present)

Leads planning, implementation and evaluation of BAF Student Council programming including three (3) workshops (Fall, Summer, and Spring) and three (3) webinars centered on professional and personal growth and development of minority hazards and disaster doctoral-level research students.

Vice Chairperson (2020 – 2021)

Collaborated with Chairperson to set goals and overall vision for upcoming academic year. Developed and led the Fellowship Intake Committee responsible for annual recruitment of new Fellows. Supported Chairperson in carrying out new initiatives and led Fellow meetings in the absence of Chairperson. Served as a Bill Anderson Fund Ambassador.

Fellow (2018 – Present)

Provides research and input on minority student matriculation in emergency management educational programs including degree completion, acquiring research funding, developing mentor relationships, and providing potential career opportunities. Serves as a member of the advanced writing committee that focuses on writing development of current fellows and organizational publications.

GEORGIA TRAUMA FOUNDATION • Atlanta, GA • March 2018 – March 2019

Founding Advisory Board Member

Developed strategic planning initiatives of the Georgia Trauma Foundation to leverage professional networks for funding and growth of the foundation. Provided strategic foresight to foundation programs. Supported achievement of foundation vision, mission, and goals through research and communication planning.

JACKSONVILLE STATE UNIVERSITY – IAEM STUDENT CHAPTER • August 2017 – Present.

President (2018-2021)

Managed the operation, involvement, recruitment, and retention efforts of the chapter. Facilitated monthly meetings and webinars for chapter. Created chapter social media campaigns. Organized and coordinated chapter fundraising initiatives. Generated scholarship opportunities for chapter members. Oversaw chapter finances.

- 2019 IAEM Student Chapter of the Year

Member (2017-Present)

Participated as a member of JSU-IAEM's student chapter responsible for volunteered efforts in recruitment, engagement, fundraising, and campus-related activities.

- Achieved distinguished 2017 "Chapter Advisor of the Year."

INTERNATIONAL ASSOCIATION OF EMERGENCY MANAGERS (IAEM) • August 2017 – Present

Region IV Ad-Hoc Council (2020)

Provided strategic leadership planning and council for IAEM Region IV. Served as student council representative by providing insight to student membership recruitment, engagement, participation, and growth of student chapters in Region IV consisting of North Carolina, South Carolina, Georgia, Florida, and Mississippi.

Global Student Council Secretary (2019)

Maintained records of IAEM-GSC minutes while serving as the primary coordinator of IAEM Global Student Council publications, and official correspondences. Additional responsibilities included: Supervised council's social media presence including website and social media and served as a voting member on global student member concerns as a member of the executive council.

Member (2017- Present)

Participates as a member of the United States sector of the IAEM that benefits and supports IAEM. Committee services include the Diversity, Equity, and Inclusion (DEI) Committee.

MOREHOUSE SCHOOL OF MEDICINE STUDENT WELLNESS COMMITTEE • June 2016 – May 2017.

Interpersonal Wellness Committee Co-Chair

Coordinated and managed the functions of the Interpersonal Wellness Committee; a subcommittee of the

Student Wellness Committee geared towards promoting unity of studies across the campus and sustaining a healthy school/life balance.

- Organized and coordinated the “Perfect Your Elevator Speech” series; a bi-annual event that offered education and practical experience in developing and using elevator speech for effective networking.
- Organized and coordinated the “Meet Your Match” event; an annual networking event that matched Morehouse School of Medicine students across all programs to promote schoolwide interaction and collaboration.

AMERICAN PUBLIC HEALTH ASSOCIATION (APHA) • May 2016 – May 2017

Student Member

Participated as a member of APHA as a volunteer, presenter, and member of the Community Health Planning and Policy Division (CHPPD). Provided student insight to pertinent community health initiatives, opportunities, and policy analyses.

GEORGIA PUBLIC HEALTH ASSOCIATION (GPHA) • May 2016 – May 2017

Career Development Member

Served as a member of the Career Development section of the GPHA, where the goal is to improve student relationships, contributions, and networking opportunities in public health.

COMMUNITY ENGAGEMENT

YMCA – TAMPA METROPOLITAN AREA • February 2021 – Present

Healthy Living Committee, Member

Champions healthy living and wellness by advocating for decreased risky health behaviors and acting as a catalyst to change attitudes towards healthy living. Supports the development of strategies, plans, and partnerships and outcomes-based programs to support the well-being of the community, establishing the Y as a recognizable leader in healthy living and preventing chronic diseases through core programming and awareness.

TAMPA BAY CHAMBER OF COMMERCE • March 2020 – Present

Vice Chair, Collegiate Leadership Program (2024-2025)

Policy Advisory Committee (2023)

Day Chair, Healthcare and Mental Health Day, Collegiate Leadership Tampa Bay Program (2023-2024)

Selection Committee, Collegiate Leadership Tampa Bay Program (2022 – 2024)

Member, Engagement Committee (2022 – Present)

Serves as active member of the ELTB Engagement Committee dedicated to engaging and expanding member involvement and opportunities within the Chamber's young professional program.

Co-Chair, Inclusion Committee (2021)

Cultivated an inclusive organization through connecting Emerging Leaders to opportunities for involvement and providing educational resources about local community organizations. Assisted in providing leadership to the Emerging Leaders organization by working with the Tampa Bay Chamber of Commerce to support, cultivate and attract emerging leaders by providing business resources, educational opportunities and community partnerships in an effort to enhance the Greater Tampa area.

Emerging Leader (2020 – Present)

Participates in impactful professional development, networking, and community outreach opportunities in the business and non-profit sectors throughout the Tampa Bay region. Advocates for transformative and progressive policy initiatives throughout the Tampa Bay catchment area.

COBB/DOUGLAS MEDICAL RESERVE CORP (MRC) • Cobb County, GA • January 2018 – March 2019

Volunteer

Strengthened public health infrastructure and improved preparedness and response capabilities of Cobb County through community engagement, community outreach and education activities. Volunteered in preparedness and response activities throughout Cobb/Douglas County.

AMERICAN RED CROSS • Atlanta, GA • September 2016-December 2017

Disaster Workforce/Action Team Volunteer

Participated in disaster services aiding to provide food, shelter, comfort, and relief for families affected by major disasters and fires. Presented and educated individuals and groups on how to be prepared when a disaster strikes.

BEREAN SEVENTH-DAY ADVENTIST COMMUNITY FOOD BANK • Atlanta, GA • June 2016 – May 2017.

Volunteer

Organized and prepared food for distribution. Managed administrative paperwork for food bank funding. Assisted in the transition from paper records to electronic records.

MOREHOUSE SCHOOL OF MEDICINE • Atlanta, GA • September 2015 – May 2017

Healthy Living & Community Engagement Day; Atlanta, GA

Contributor

Conducted a poster presentation on the Community Academic Partnership (CAP) with the HEALing center that highlighted all current work being done as community partners and students in Neighborhood Planning Units (NPU) in Atlanta, Georgia. Engaged and interacted with the community surrounding the Atlanta University Consortium on the campus of Morehouse School of Medicine to help bring awareness to health and equity. Participated in vendor relations and fitness demonstrations with community members, vendors, and families. Presented awards to community gate-keepers and stakeholders.

Festival of Lights, Atlanta, GA

Volunteer

Worked with community partner, The Historic Westside Cultural Arts Council, to put on the 7th Annual Festival of Lights. The point of the Festival of Lights is to recognize and celebrate the English Avenue community and shed “light” on the good that the community has to offer. Facilitated games with children, provided snacks, judged various talent competitions, participated in the community parade, and conducted health screenings.

37th Annual Community Health and wellness Fair at Greenbriar Mall, Atlanta, GA

Volunteer

Represented Morehouse School of Medicine’s Master of Public Health Program as a volunteer. Assisted in set-up and break-down of health fair. Provided production coordination and services for the event. Facilitated talent show contestants throughout the health fair.

8th Annual Dr. Daniel S. Blumenthal Public Health Summit Student Facilitator, Atlanta, GA

Coordinator

Facilitated discussions around youth violence prevention strategies with students from Atlanta area schools and students from nearby colleges. Planned and presented evidence-based strategies on youth violence prevention through short skits.

Mother Hubbard Christmas Toy Drive, Atlanta, GA

Contributor

Collected and distributed Christmas presents to over 50 students who attend Mother Hubbard’s Daycare in metro Atlanta. This initiative was through Morehouse School of Medicine’s Master of Public Health Program’s Student Government Association to ensure that children attending the daycare had a gift to open the Christmas holiday.

SICKLE & FLOW BENEFIT CONCERT • Atlanta, GA • July 2016

Contributor

Helped raised money and awareness for Sickle and Flow Benefit Concert. This annual event is a benefit concert geared towards raising funds and awareness for Sickle Cell research and cures.

PHEED THE CITY ANNUAL CONCERT & FOOD DRIVE • Atlanta, GA • November 2015 & 2016

Contributor

Helped raise money and awareness for Pheed the City Annual Thanksgiving Food Drive. This annual event provides benefit concerts and parties to accept monetary and food donations to feed hungry families each Thanksgiving. Provided production services for the event.

KEEP ATLANTA WARM ANNUAL CLOTHING DRIVE • Atlanta, GA • December 2013, 2014, 2015, & 2016
Co-Coordinator; Contributor

Helped raise clothing donations and awareness for the annual “Keep Atlanta Warm” winter clothing drive. This annual event occurs annually the weekend before Christmas to help donate clothing to the homeless community in Atlanta to combat harsh winter climates. Organized and planned donation services, food preparation, and games for homeless residents of the English Avenue community. Contributed to donations of clothing supplies including suits, pants, shoes, scarves, hats, shirts, and jackets. Provided production services for the event.

AWARDS

Suncoast Emmy Awards; **Emmy – Documentary, Long Form**, 2024

Telly Awards: **Gold Telly (Documentary – Long Form); Silver Telly (Diversity, Equity and Inclusion; Social Impact)**, 2024

International Association of Emergency Managers; **40 Under 40**; 2024

Tampa Bay Chamber of Commerce; **Deanne Dewey Roberts Emerging Leader of the Year**; 2023

Morehouse School of Medicine; **Top 10 Under 40 Recipient**; 2021

Bill Jenkins Alumni Foundation; **Bill Jenkins Achievement Award Recipient**; 2017

Georgia Public Health Association; **Jim Alley Award Recipient**; 2015

CERTIFICATIONS

Certified Nonprofit Professional (CNP), Nonprofit Leadership Alliance

Health Insurance Portability and Accountability Act (HIPAA) Certification

Public Health Preparedness, Columbia University Mailman School of Public Health

FEMA Emergency Management Institute

- ICS-100 – Introduction to Incident Command System
 - ICS-200 – ICS for Single Resources and Initial Action Incident
 - ICS-700 – A National Incident Management System (NIMS), An Introduction
 - ICS-800 – National Response Framework, An Introduction
 - IS-808 – Emergency Support Function (ESF) #8
 - IS-29 – Public Information Officer Awareness
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ADDITIONAL SKILLS

Microsoft Office (Word, PowerPoint, Excel, Outlook, and Publisher)

Adobe Creative Suite

Audacity

Final Cut

Audio Vault

Social Media (Facebook, Twitter, Instagram, LinkedIn, Snapchat, Hootsuite)

Statistical Analysis (SPSS, Atlas.ti, NVIVO)

Technical Writing (Scientific Writing)
Project Coordination
Project Management
Fundraising
Community Engagement
Community Outreach