

Allyson Muniz Damikolas



2026 FIRST 5 ORANGE COUNTY BOARD APPLICATION

Name ALLYSON MUÑIZ DAMIKOLAS

Home Address: [REDACTED]

City TUSTIN Zip 9

Cell Phone [REDACTED] Personal Email [REDACTED]

Business/Agency TUSTIN UNIFIED SCHOOL DISTRICT Title TRUSTEE

Business/Agency Address [REDACTED]

City [REDACTED] Zip [REDACTED]

Business Phone [REDACTED] Business Email [REDACTED]

CATEGORIES FOR APPOINTMENT

Please indicate all the categories with which you are currently affiliated as cited in County Ordinance Sec. 1-2-334 First 5 Orange County [Strategic Plan](#)

X Category 1 - Education and Early Intervention [Please check all that apply]

- Representative of a local childcare resource or referral agency.
- X Representative of a local organization working with families in early childhood education or early intervention.
- A parent or caregiver of a young child participating in early learning and/or receiving early intervention services.
- Representative from a subsidized or tuition-based infant and toddler childcare program or provider.
- Educator with expertise and experience in early childhood.

X Category 2 – Healthy Children and Early Intervention [Please check all that apply]

- X Representative of a community-based organization that promotes early childhood health and well-being.
- X Representative of a local organization working on health prevention or early intervention for families.
- A parent or caregiver of a young child receiving health services.
- A representative of a local medical, pediatric, or obstetric association or society.

Please describe and provide examples of your qualifications and/or experiences that make you eligible for the category(ies) for which you are applying:

I have served on the Tustin Unified School District Board of Education for the past 5 years. Tustin Unified School District (District) serves approximately 21,000 students, covering parts of Santa Ana, Tustin, Irvine, and unincorporated Orange County. During my tenure, I brought "Community Schools" to the District, strengthening our communities and reducing the achievement gap. I remain an active advocate of this program today. I also drove the addition of several nursing positions and new non-profit partner relationships to support mental and physical health. We have also built strong relationships with local food banks, mobile health and dental units, and mental health service providers. These initiatives are ongoing and have yielded positive results for student outcomes.

Public schools should be a powerful equalizing force in our democracy. My goal as a school board trustee has been to ensure that every child has the opportunity to reach their full potential.

In addition to my professional role in the community, I am a parent of two students with special educational needs. As a mother of two critically ill children, navigating the medical system, including insurance companies, became essential to see my own children thrive. While "in patient" with my children for up to 20 weeks per year, I became involved in helping other families, particularly those with low incomes. At the hospital's request, I held meetings and produced educational videos with medical staff for families of children with complex medical needs.

Both of my younger children required early intervention, and my family considers itself part of the disabled community at large. We have participated in camps and non-profit organizations that support families of people with disabilities. Our involvement with the Family Support Network camp ultimately led me to serve on the organization's Board of Directors for approximately 4 years. With those personal and professional experiences, I have continually worked to improve the lives of the children in my community, regardless of background. I believe that supporting our community in a variety of ways can provide an equitable chance and support thriving families. I have experienced it firsthand and want to help others achieve their full potential. Working with children and families has always been my passion because I understand how powerful the outcomes can be.

Please describe your experience and expertise working directly with communities from diverse (racial, ethnic, and socioeconomic, linguistic, socio-economic, etc.) backgrounds and how your experience and expertise improve equitable outcomes for Orange County families so that all children can reach their full potential and support [First 5 OC's Strategic Plan](#).

I grew up in a Hispanic family, and as a child, I experienced food insecurity and a lack of resources. My early childhood experience shaped my drive to use education to rise out of poverty and achieve the American dream. My parents' first language was Spanish, but neither English nor Spanish was spoken well in my home. This made navigating the education system difficult, but I ultimately prevailed and earned a degree in chemical engineering.

The Tustin Unified School District includes families from diverse cultural and economic backgrounds. Within the district, I've been integrally involved as a parent and board member in the district's English Language Acquiring Community (ELAC), Community Schools (located at every Title 1 School), and an active member of the district's Special Education Community Advisory Committee. In my professional role, I mentor young people from socially disadvantaged backgrounds with career and educational goals. My goal in working in these spaces is to uplift our most marginalized communities, which often include children.

Please explain why you wish to serve on the First 5 Orange County Commission and the skills that you would bring to First 5.

I believe that, as a Hispanic woman who has worked in STEM, an active school board trustee, a community advocate, and a mother of children with special needs, I would be a good fit for the organization. I bring a wealth of experience to this board. I am a well-known member of my community and have key relationships built on making and keeping commitments throughout Orange County. My work and passion over the past decade have been focused on improving the lives of children and families. I achieved results and can bring my network and problem-solving mentality to the board.

Please describe what you would like to accomplish while on the Commission or a specific issue related to young children and families that you would like to champion in Orange County, and how it aligns with First 5 Orange County's [Strategic Plan](#)

I would like to use the partnership that we can develop with First 5 Orange County and local school districts to improve the educational success of all our students. I know, from my own experience and from working with public schools, that many of our children begin their education journey without the same necessary skills as their peers. I also know that if children are not at grade-level reading by 3rd grade, their educational outcomes are much worse than those of children who read at grade-level fluency. Thus, working to improve the lives of young children, whether that be ensuring they are fed and/or have access to early childhood education, can improve the odds that they are ready for school by age 3. I hope that by leveraging our collective resources, including expertise in education and family support mechanisms, we can improve educational outcomes for all our Orange County students, thereby leading to a thriving Orange County community.

Please describe how you would personally/professionally support and promote the work of First 5 Orange County, including your networks and any strategies for advancing policies that support young children and families.

Over the past decade, I have developed deep ties to the Tustin community and beyond. I have used my personal and professional networks to solve problems not just in Tustin, but in the surrounding county. I have done so by building trust through follow-through on commitments and by being consistent in my goal of supporting all children to reach their potential. With this guiding principle, it has centered my focus on where my time and resources should be spent. I plan to develop trust and partnerships across new areas while leveraging my connections with federal, state, and local elected officials, non-profit agencies, and active community partners.

CONFLICT OF INTEREST

Do you have any direct economic interest in programs or other services that may seek funding from First 5 Orange County Children and Families Commission?

No

Yes, Please explain

RESUME

Attach a current resume including educational and employment history and mail or email with membership application to:

First 5 Orange County,
1505 East 17th Street, Suite 230,
Santa Ana, CA 92705;
email: First5OC@cfcoc.ocgov.com
Attention: Tiffany Alva

To be considered, an application and resume must be postmarked or emailed by
March 13, 2026 by 5:00 pm

Signature Allyson Muñoz Pamikolas Date March 12, 2026

Allyson M. Damikolas

Highlights

A results-oriented leader with an excellent track record of driving positive change in the community. Allyson Muñiz Damikolas is the mother of three children, including two daughters affected by a complex genetic disorder. Allyson left her career as a chemical engineer to advocate for her children full-time. Over the past decade, she has faced numerous challenges navigating the complex medical system and government organizations necessary for her daughters to thrive. Through the initial advocacy for her daughters, Allyson expanded her reach, offering support to other parents navigating the complexities of the medical system.

In early 2015, as Allyson's children's health improved, she shifted her focus to education advocacy and became deeply involved in her local public schools. Her previous work was focused on advocating for socially disadvantaged children in Title 1 schools and, now more broadly, in the Tustin Unified School District in Tustin, California. Allyson was elected to the Tustin Unified School Board in 2020 to expand her advocacy for ALL the children in her community.

Key Skills

- Advocacy
- Strategic visioning
- Budget management
- Team Leadership
- Community engagement
- Fundraising
- Project management
- Social networking

PROFESSIONAL EXPERIENCE

Tustin Unified Board of Education, Board Member, 2020 – present

Developing a vision to increase student success by developing strategies to increase parental involvement in education and increase community engagement. Establishing an annual budget of almost \$400 million is necessary to support the diverse needs of 26 schools. Brought Community Schools to TUSD. Secured a partnership with Segerstrom Performing Arts to bring musical theatre to two Title 1 elementary schools.

Tustin Unified School District, Special Education Community Advisory Committee, 2016 to Present

Participates as an active panel board member in issues related to the success of students with disabilities. This requires knowledge of the Individuals with Disabilities Education Act and of current state laws and education budgeting practices.

Beckman High School, Parent Teacher Organization President, 2020 to 2021

Columbus Tustin Middle School, Parent Teacher Organization President, 2018 to 2020

Family Support Network, Board of Directors, Board Member, 2006 to 2010

Participation in planning events and services for families of children with disabilities. Participated in non-profit budgeting and financial planning. Worked as a parent-to-parent counselor.

Brown and Caldwell, Environmental Engineers and Consultants, - Environmental Engineer, 2001 to 2003

Assisted private and public organizations deliver environmental projects. Regulatory compliance, hazardous material remediation, site inspection, and storm water management. Client engagement.

Kennedy Jenks Consulting, Environmental Engineer, 1999 to 2001 Regulatory compliance, inspection, & env. mgmt.

Derlan Aerospace Incorporated, 1998 to 1999 - Process engineering and manufacturing project support.

EDUCATION

Bachelor of Science, Chemical Engineering, California State Polytechnic University, Pomona, 1999

Rubi Lopez Becerra



DOUG CHAFFEE

CHAIR, ORANGE COUNTY BOARD OF SUPERVISORS
SUPERVISOR, FOURTH DISTRICT
COUNTY ADMINISTRATION NORTH
400 W. CIVIC CENTER DR.
SANTA ANA, CALIFORNIA 92701
PHONE (714) 834-3440

Attachment A

January 21, 2026

Greetings,

The Orange County Board of Supervisors is seeking candidates to serve on the First 5 Orange County Commission. First 5 Orange County oversees the allocation of funds from Proposition 10, which added a 50-cent tax on tobacco products sold in California. Funds help pay for education, health care and child development programs for children from the prenatal stage to age five, along with their families. In particular, we are very interested in individuals that would like to improve health disparities and the opportunity gap and for Orange County families so that all children can reach their full potential and support [First 5 OC's Strategic Plan](#).

First 5 OC's board meets six times a year on the first Wednesday of February, April, June, August, October, and December. Board members may also serve on ad-hoc committees to review programs and services, participate in program site visits, or represent First 5 OC at community events. The recruitment is open to new applicants and current members, and we are looking to fill three seats for a two-year term from 2026-2028.

Two open positions are in the health category, and one is in the education category. Candidates must have relevant expertise or experience in one of these categories. Examples of candidates that fall within the education category include representatives from community-based organizations that serve young children and families, individuals in the child care sectors, or a parent or caregiver receiving early education services. Examples of candidates that fall within the health category include representatives who deliver health or medical services prenatally and to young children and their families, medical organizations, medical doctors, dentists, or a parent or caregiver of a young child receiving health services.

Applications for these positions will be accepted until 5:00 p.m. on March 13, 2026 (application attached). Applications are also available online at www.first5oc.org. To be considered, an application and resume must be postmarked March 13, 2026, or emailed to:

First 5 Orange County
1505 East 17th Street, Suite 230 -- Santa Ana, CA 92705
Attention: Tiffany Alva
First5OC@cfcoc.ocgov.com

Please share this information with qualified individuals that may be interested in serving on the First 5 Orange County board. Recruitment questions may be directed to Tiffany Alva at Tiffany.Alva@cfcoc.ocgov.com

Sincerely,

Doug Chaffee
Chair, Orange County Board of Supervisors
Supervisor, Fourth District

BOARD POSITION DESCRIPTION

There are nine members on the First 5 Orange County board, all of whom are appointed by the Orange County Board of Supervisors and serve as “at-will” appointments.

One of the positions is always filled by a member of the Board of Supervisors, annually appointed in January by the Chair and approved by the full Board of Supervisors. Two additional positions are filled automatically, designated by the Board of Supervisors by position, and include the Director of the Orange County Health Care Agency (or designee) and County Executive Officer (or designee).

The remaining six positions are at-large members, who serve staggered two-year terms that begin April 1 and expire March 31 of the second year. Each year, three of these positions must be filled through a recruitment and reappointment process. Qualified candidates are nominated by designated members of the Orange County Board of Supervisors.

WHAT ARE THE REQUIREMENTS TO BE A COMMISSIONER?

Candidates for the at-large positions must have relevant expertise or experience in one of the following two categories: education and early intervention, or healthy children and early intervention. Specific requirements for each category are included on the membership application. Candidates must either live within Orange County or be an officer, director, or employee of an organization or agency doing business within Orange County.

Examples of candidates that fall within the education category include representatives from community-based organizations that serve young children and families, individuals in the child care sectors, or a parent or caregiver receiving early education services.

Examples of candidates that fall within the health category include representatives who deliver health or medical services prenatally and to young children and their families, medical organizations, medical doctors, dentists, or a parent or caregiver of a young child receiving health services.

RECRUITMENT AND SELECTION PROCESS/SCHEDULE FOR 2025

The recruitment is open to new applicants and current members to fill three seats for the 2026-2028 term. Two in the category of Health and Early Intervention and One in the category of Education and Early Intervention. Applications will be accepted by 5:00 p.m. on March 13, 2026. Applications will be screened to ensure candidates meet the minimum qualifications. Applications from qualified candidates will be submitted to the Clerk of the Board of Supervisors. The designated members of the Board of Supervisors will nominate at least two, but no more than three candidates for the Commission. The appointments or reappointments will be made by the full Board of Supervisors at a public meeting on or before the first Board of Supervisors meeting in April.

APPLICATION

To be considered for an appointment, please mail or email a completed application and resume to:

First 5 Orange County Children and Families Commission
1505 East 17th Street, Suite 230 -- Santa Ana, CA 92705

Attention: Tiffany Alva

email: First5OC@cfcoc.ocgov.com

For application and recruitment information call (714) 206-0216

COMMISSION MEETINGS, DUTIES AND COMPENSATION

The Commission members meet the first Wednesday of the following months: February, April, June, August, October, and December. The Commission administers the program funds that are consistent with the mission, goals and objectives of the [Strategic Plan](#). An annual half-day planning meeting may be scheduled in February. Commission members may also serve on ad-hoc committees to review programs and services, participate in program site visits, or represent First 5 Orange County at community events. Compensation is required by law and is limited to a per diem and reimbursement of out-of-pocket expense up to \$100.00 per meeting.

CONFLICT OF INTEREST

Statements of Economic Interests (SEIs or Form 700s) are required for all Commission members. They are an important means for the official that files them, the media, and the public to help gauge where potential conflicts of interest may exist. These state mandated forms include information about the sources of an official's income, investments, business positions, real property holdings and gifts. Merely reporting an economic interest is not a conflict in itself; a conflict arises when an official governmental decision, made by the official, impacts their economic interests.

GIFT BAN ORDINANCE

The County of Orange Gift Ban Ordinance applies to First 5 Orange County:

- No person who is doing business with the First 5 Orange County shall make any gift to any First 5 Orange County officer.
- No First 5 Orange County Officer shall solicit or accept any gift from any person whom they know, or has reason to know, is doing business with First 5 Orange County.
- "Doing business with First 5 Orange County" is defined as:
 - Seeking the award of a contract or grant from First 5 Orange County.
 - Having sought the award of a contract or grant from First 5 Orange County in the past 12 months.
 - Being engaged as a lobbyist from the time of such engagement until 12 months after the award of the contract or grant which was the subject of the engagement.
 - Having an existing contractual relationship with First 5 Orange County, until 12 months after the contractual obligations of all parties have been completed.



2026 FIRST 5 ORANGE COUNTY BOARD APPLICATION

Name Rubi Lopez Becerra

Home Address: [REDACTED]

City Santa Ana Zip [REDACTED]

Cell Phone [REDACTED] Personal Email [REDACTED]

Business/Agency Child Guidance Center, Inc. Title Clinical Program Director

Business/Agency Address [REDACTED]

City [REDACTED] Zip [REDACTED]

Business Phone [REDACTED] Business Email [REDACTED]

CATEGORIES FOR APPOINTMENT

Please indicate all the categories with which you are currently affiliated as cited in County Ordinance Sec. 1-2-334 First 5 Orange County [Strategic Plan](#)

- Category 1 - Education and Early Intervention [Please check all that apply]**
 - Representative of a local child care resource or referral agency.
 - Representative of a local organization working with families in early childhood education or early intervention.
 - A parent or caregiver of a young child participating in early learning and/or receiving early intervention services.
 - Representative from a subsidized or tuition-based infant and toddler childcare program or provider.
 - Educator with expertise and experience in early childhood.
- Category 2 – Healthy Children and Early Intervention [Please check all that apply]**
 - Representative of a community-based organization that promotes early childhood health and well-being.
 - Representative of a local organization working on health prevention or early intervention for families.
 - A parent or caregiver of a young child receiving health services.
 - A representative of a local medical, pediatric, or obstetric association or society.

Please describe and provide examples of your qualifications and/or experiences that make you eligible for the category(ies) for which you are applying:

I am a Licensed Marriage and Family Therapist who has spent the past 18 years serving children

and families in Orange County. I have been with the Child Guidance Center since 2011, where I have served as a clinician, clinical supervisor, and currently as Clinical Program Director for the Strong Families Strong Children Program since 2017. In these roles, I have helped build and implement innovative programs that expand access to care and support trauma-informed, family-centered services for children and parents. My work focuses on early identification of behavioral health needs, strengthening families, and connecting parents with resurces that support healthy childhood development.

In addition to my professional experience, I bring the perspective of a parent who has personally navigated early childhood health and developmental systems. I am the mother of three children (ages 12, 10, and 2), and my 10-year-old daughter has Down syndrome and benefited from early intervention services that supported her development and connected our family to resources and community. At two years old, she was also diagnosed with leukemia and received care at Rady Children's Health; she is now in remission and thriving despite also living with a rare orthopedic condition that requires the use of a wheelchair. Today she is integrated in an inclusive general education classroom where she contributes meaningfully to her school community. These experiences have strengthened my commitment to ensuring that all children and families have access to the supports they need to thrive.

Please describe your experience and expertise working directly with communities from diverse (racial, ethnic, and socioeconomic, linguistic, socio-economic, etc.) backgrounds and how your experience and expertise improve equitable outcomes for Orange County families so that all children can reach their full potential and support [First 5 OC's Strategic Plan](#). Throughout my career, I have worked with families across OC from diverse racial, ethnic, linguistic, and socioeconomic backgrounds who often face barriers to accessing care. At Child Guidance Center, I have focused on developing culturally responsive, family-centered programs and strengthening partnerships with schools and community organizations to expand access to services. As a Latina mother and parent of a child with a disability, I also bring a personal perspective that helps me connect authentically with families navigating complex systems of care. These experiences have strengthened my commitment to ensuring that all children and families have equitable access to the supports they need to thrive.

Please explain why you wish to serve on the First 5 Orange County Commission and the skills that you would bring to First 5.

My professional and personal experiences center on advancing equity for children and families, particularly those facing structural barriers to healthcare, MH services, and early developmental support. Through program development, clinical supervision, and community collaboration, I work to reduce barriers to care, strengthen family engagement, and ensure services are culturally responsive and trauma-informed. As both a clinician and parent advocate, I bring a systems and lived-experience perspective to help shape policies that support all families in Orange County.

Please describe what you would like to accomplish while on the Commission or a specific issue related to young children and families that you would like to champion in Orange County, and how it aligns with First 5 Orange County's [Strategic Plan](#)

If appointed to the Commission, I would focus on strengthening early childhood systems of care and improving access to developmental, behavioral health, and family support services, particularly for children with medical or developmental needs. I would also advocate for stronger coordination between healthcare providers, early childhood programs, and community-based organizations to better support families.

My goal is to promote prevention, early intervention, and family-centered systems that help all children in OC thrive.

Please describe how you would personally/professionally support and promote the work of First 5 Orange County, including your networks and any strategies for advancing policies that support young children and families.

Throughout my career, I have built strong partnerships with community organizations, healthcare providers, educators, and family advocates across Orange County. In my role as Clinical Program Director and as a Family Advisor with Rady Children's Health, I collaborate with stakeholders to improve services for families and bring both professional

RUBI LOPEZ BECERRA, LMFT

EDUCATION

Master of Arts in Clinical Psychology August 2006- June 2008

Emphasis in Marriage and Family Therapy
Pepperdine University; Irvine, CA

Bachelor of Arts in Political Science August 2001- May 2005

Emphasis in International Studies
Minor in Germanic Studies Chapman
University; Orange, CA

Comparative German and European Politics August 2004 - December 2004
Freie Universität Berlin; Berlin,
Germany

LANGUAGES

Bi-cultural/Bilingual (English and Spanish)

BBS REGISTRATION

Licensed Marriage and Family Therapist (LMFT) – MFT 51037 January 2012

PROFESSIONAL EXPERIENCE

Clinical Program Director
Strong Families, Strong Children (SFSC) Program
Child Guidance Center, Santa Ana, CA
February 2017 – Present

- Clinical and administrative oversight of the operations and outpatient services of the Strong Families Strong Children (SFSC) Behavioral Health Program, serving veterans and their families throughout Orange County.
- Provide clinical oversight and guidance to ensure that mental health services are culturally sensitive, evidence-based, and delivered according to best practices.
- Supervise and support program staff, including mental health professionals, peer navigators, case managers, and other personnel, ensuring they have the necessary training and resources to effectively serve military families.
- Represent and advocate for the SFSC program at community and county level meetings.
- Collaborate with community partners to enhance service delivery, leverage resources, and advocate for the needs of veterans and their families.
- Establish and maintain quality assurance measures to monitor program effectiveness, client outcomes, and compliance with relevant standards and regulations.
- Conduct regular program evaluations to assess effectiveness and identify areas for improvement. Prepare and submit reports to funders and stakeholders as required.

Licensed Marriage and Family Therapist
OC Psychology Center – Private Practice Group, Newport Beach, CA
May 2019 – Present

- Assessment and Diagnosis: Conduct thorough assessments to understand the emotional, behavioral, and relational issues affecting clients, and formulating accurate diagnoses based on the DSM.

- **Treatment Planning:** Collaborate with clients to develop personalized treatment plans that address their unique needs, goals, and strengths. This may involve individual therapy, couples therapy, family therapy, or a combination of modalities.
- **Therapeutic Interventions:** Provide evidence-based therapy interventions to help clients improve their mental health and relationships. This may include cognitive-behavioral therapy (CBT), solution-focused therapy, narrative therapy, and other approaches tailored to the client's needs.
- **Crisis Intervention:** Provide immediate support and interventions for clients experiencing crisis situations, such as suicidal ideation, domestic violence, or severe mental health symptoms.
- **Education and Advocacy:** Educate clients about mental health issues, treatment options, and coping strategies. Advocating for clients' needs and rights within the healthcare system and community.
- **Collaboration and Referrals:** Collaborate with other mental health professionals, healthcare providers, and community resources to ensure comprehensive care for clients. Making referrals to specialists when appropriate.
- **Ethical and Legal Compliance:** Adhere to ethical guidelines and legal regulations governing the practice of marriage and family therapy, including maintaining confidentiality and obtaining informed consent.
- **Documentation and Record-Keeping:** Maintain accurate and up-to-date records of client assessments, treatment plans, progress notes, and other relevant information in compliance with legal and professional standards.
- **Professional Development:** Engage in ongoing professional development to stay current with best practices, research, and trends in the field of marriage and family therapy.

Licensed Marriage and Family Therapist

HCA-Medical

Program

Child Guidance Center, Santa Ana, CA

January 2012 – February 2017

Population: Children, Adolescents and their families

Diagnoses Typically Assigned: Depression, Anxiety, Adjustment Disorders, Disruptive Disorder.

- Conducted comprehensive assessments in both English and Spanish.
- Developed and implement treatment plans for individual, group, collateral and family therapy.
- Provided individual, collateral and family psychotherapy in both English and Spanish for clients with a variety of presenting problems.
- Engaged in case consultation with clinicians and psychiatrist on weekly basis.
- Participated in agency-related activities including: review of charts, staff meetings and in-service trainings.
- Received training in Evidenced Based Practices of Trauma Focused CBT (TF-CBT), Parent Child Interaction Therapy (PCIT), Families OverComing Under Stress for Military Population (FOCUS) and Eye Movement Desensitization and Reprocessing (EMDR).

SUPERVISED MASTERS-LEVEL CLINICAL EXPERIENCE

Associate Marriage and Family Therapist Intern

Child Guidance Center, Santa Ana, CA

August 2011 – January 2012

Supervisor: Tay Sandoz, PsyD

Supervisor Theoretical Orientation: Systems, CBT

Population: Children, Adolescents and their families

Diagnoses Typically Assigned: Depression, Anxiety, Adjustment Disorders, Disruptive Disorder.

- Conducted comprehensive assessments in both English and Spanish.
- Developed and implement treatment plans for individual, group, collateral and family therapy.
- Provided individual, collateral and family psychotherapy in both English and Spanish for clients with a variety of presenting problems.

- Engaged in case consultation with clinicians and psychiatrist on weekly basis.
- Participated in agency-related activities including: review of charts, staff meetings and in-service trainings.

**Community Education Specialist
Pepperdine Resource Youth Diversion & Education (PRYDE) School-Based Program,
Capistrano Unified School District**

January 2008 – August 2011

Supervisor: Ken Woog, PsyD

Supervisor Theoretical Orientation: Behavioral Therapy

Population: Children, Adolescents and their families

Diagnoses Typically Assigned: Depression, Anxiety, Adjustment Disorder, Mood Disorder

- Provided gang prevention/intervention and education
- Conducted individual, group and family therapy in English and Spanish
- Educated on judgment and impulse control
- Trained in conflict management and resolution
- Facilitated drug, alcohol, & tobacco education
- Facilitated assertion training groups
- Trained in Communication & Problem Solving
- Co-facilitated socialization skills training group

Diversion Specialist

**Pepperdine Resource Youth Diversion & Education (PRYDE) Orange County Sherriff's
Department, Aliso Viejo**

October 2006 – August 2011

Supervisor: Robert Hohenstein, PhD

Supervisor Theoretical Orientation: Psychodynamic Theory

Population: Children, Adolescents and their families

Diagnoses Typically Assigned: Depression, Anxiety, Adjustment Disorder, Mood Disorder

- Collaborated with the Orange County Sheriff-Coroner Department with Juvenile Services.
- Provided counseling services and resources to first time youth offenders and their families to assist youth in preventing them from entering juvenile legal system.
- Duties include psychosocial assessment; individual, group and family counseling to children, adolescents and families; case management, and making referrals to community-based resources.

RESEARCH EXPERIENCE

Graduate Research Assistant

Study on Effects of Stress on College Age Women

Chapman University May 2006 – May 2007

Faculty mentor: Ruby Braum, PhD

- Administered, scored and interpreted tests that measured stress for healthy college women
- Assisted in data analysis and interpretation

STUDENT LEADERSHIP

Phi Alpha Delta Vice President, Chapman University Chapter 2002-2003

- Collaborated with vice-president and treasurer on Phi Alpha Delta budget
- Assisted president in running monthly Phi Alpha Delta meetings

- Engaged with students in joining organization and networking opportunities
- Attended monthly meetings with board members

Phi Alpha Delta Charter Member, Chapman University Chapter 2001-2002

- Collaborated with Pre-Law Society
- Assisted board in developing bi-laws for Phi Alpha Delta
- Assisted with recruitment of new members
- Attended and participated in meetings with board members

ACTIVITIES HONORS AND AWARDS

| | |
|--------------------------------------|------|
| Pepperdine University Dean List | 2007 |
| Pepperdine University Dean List | 2006 |
| Chapman University President Scholar | 2004 |
| Chapman University President Scholar | 2003 |
| Chapman University President Scholar | 2002 |
| Chapman University President Scholar | 2001 |

VOLUNTEER ACTIVITIES

| | |
|---|----------------|
| Children's Hospital of Orange County, CHOC | 2019 – Present |
| <ul style="list-style-type: none"> • CHOC Board Quality Committee – Parent Member • Patient and Family Advisory Council (PFAC) – Parent Member • Oncology Patient and Family Advisory Council (PFAC) – Parent Member | |

PROFESSIONAL AFFILIATIONS

| | |
|--|----------------|
| California Association of Marriage and Family Therapists (CAMFT) | 2008 – Present |
| California Latino Psychological Association (CLPA) | 2010 – 2014 |

Jackie Filbeck



2026 FIRST 5 ORANGE COUNTY BOARD APPLICATION

Name Jackie Filbeck

Home Address: [REDACTED]

City Anaheim Zip [REDACTED]

Cell Phone [REDACTED] Personal Email [REDACTED]

Business/Agency Anaheim Elementary School District Title Board Trustee

Business/Agency Address [REDACTED]

City [REDACTED] Zip [REDACTED]

Business Phone [REDACTED] Business Email [REDACTED]

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Please see attached.

CONFLICT OF INTEREST

Do you have any direct economic interest in programs or other services that may seek funding from First 5 Orange County Children and Families Commission?

- No
- Yes, Please explain

I am a Board Member for the Anaheim Elementary School District, and we receive funding from First 5 for school readiness activities. I would recuse myself and refrain from participating in any decisions related to district funding.

RESUME

Attach a current resume including educational and employment history and mail or email with membership application to:

First 5 Orange County,
 1505 East 17th Street, Suite 230,
 Santa Ana, CA 92705;
 email: First5OC@cfcoc.ocgov.com
 Attention: Tiffany Alva

To be considered, an application and resume must be postmarked or emailed by
March 13, 2026 by 5:00 pm

Signature Jackie Filbeck Date 3-5-26

Answers

1. Question 1 Response**Category 1 - Education and Early Intervention**

I was privileged to serve two terms as a First 5 Commissioner, including my final year in the role as Chair. I am currently in my 12th year as a Board Member for the Anaheim Elementary School District and presently serve as Board President. I represented Orange County Region 15 as a California School Boards Association Delegate for several years and will continue my service on the Board of Directors for the Orange County School Boards Association as an Elementary Representative through 2028. Having been elected twice to the Orange County Committee on School District Organization, I play an active role in major decisions affecting the organization and reorganization of school districts across the county. I'm in my second term on the Anaheim Public Library Board as part of the advisory body appointed by the city to oversee the operations and policies of the city's seven library branches and Heritage Center. In addition, I have several years of prior service as an Anaheim Sister City Commissioner and with the Anaheim Family YMCA Executive Board. My participation in other committees and boards has included organizing citywide events, fundraising initiatives, and supporting youth sports. Throughout my years of service, my focus has remained steadfast: supporting children and early childhood development, strengthening families, and building a vibrant, connected community.

Category 2 - Healthy Children and Early Intervention

As a long-serving member of the Anaheim Elementary School District, I provide oversight of school-based health services across the district. In this role, I have helped guide and initiate health and early intervention programs serving students from preschool (age 3) through kindergarten and beyond. As a district fiduciary, I bring direct oversight and practical understanding of the resources, coordination, and systems required to deliver early intervention, medical therapies, and related health services, particularly as children transition from Regional Center support into AESD school-based services.

2. Question 2 Response

As a Board Member for the Anaheim Elementary School District, I represent a diverse group of students and families. We serve 14,200 preschool - 6th grade students, 16.9% students with disabilities, 10.3% experiencing homelessness, 81.9% low income, 0.7% are foster youth, and 65% speak a language other than English. The different ethnicities served are: African American, American Indian or Alaska Native, Asian, Filipino, Hispanic or Latino, Pacific Islander, White, and some with two or more races.

Our district is committed to delivering a culturally and linguistically responsive education while ensuring all students have access to the essential health resources they need to thrive. Every preschool-6th-grade student receives comprehensive music instruction, including access to six district-provided instruments and culturally connected learning experiences. For many of our students, this is a life-changing opportunity. In response to parent feedback, we have also strengthened our visual and performing arts programs. In addition, we launched a districtwide literacy initiative focused on teacher development

and meaningful family engagement to build strong reading comprehension skills. Our dual language offerings continue to expand and now include Spanish, Korean, and Mandarin Chinese.

My goals focus on inclusion and ensuring equitable access to opportunities so every child can succeed. I believe families should have the resources and support needed to raise their children in safe, healthy, and productive environments. Through our Anaheim Succeeds Extended Learning Opportunity Program, we provide an 11-hour school day with before and after school care, serving approximately 9,500 students with academic enrichment and athletics. We also offer daily no-cost meals to all students, including meal kits for those observing Ramadan.

I strongly support research and data-driven decision-making to strategically guide investments in early childhood development, primary education, wellness, and mental health. Every decision I make is grounded in equity, equality, putting children first, and with a family-oriented perspective. I have consistently advocated for expanded preschool programming and for empowering parent leadership groups through meaningful education and training that strengthens families and neighborhoods.

3. **Question 3 Response**

I remain deeply passionate about the work I was privileged to embrace as a First 5 Commissioner and would welcome the opportunity to continue contributing in that capacity. I was especially proud to assist in the rebuilding and rollout of the Kid Builders Program. Over the course of many weeks, I practiced the learning activities with my four age-appropriate grandchildren and provided feedback that helped inform and strengthen the program's development.

I am actively involved in Family Ambassador and Neighborhood Engagement initiatives and would like to be a part of the ongoing conversations that identify and direct critical resources toward education, health, mental health services, and broader community priorities. I make it a priority to stay informed about the programs and the support available to families so that I can also serve as an effective connector and advocate.

My commitment to First 5 is grounded in a deep dedication to children and to the comprehensive support systems that ensure they are school-ready and positioned to thrive. The organization closely reflects my more than a decade of service in our school district, where I have worked to strengthen early childhood development and advance issues of physical and mental well-being. I bring experience, relationships, and a collaborative spirit to build partnerships that could expand, deepen, and complement this important work. I would welcome the opportunity to contribute my efforts to supporting and promoting the mission and goals set by First 5.

4. **Question 4 Response**

I will focus on who we serve and will relate to the strategic plan, which provides direction through which progress is made on specific goals. I champion the use of the Early Development Index Data with community agencies to ensure that programs and services are in place for children and families 0-5 years of age. I want to expand our Anaheim

Elementary Learning Link Program to more school sites, and I will continue the conversation to have a more continuum of services that are inclusive throughout our preschool and TK classes.

I will continue to advocate for very much-needed childcare programs, along with the training for providers. Quality and affordable childcare is a priority with parents and caregivers. I will be active in bringing resources to the neighborhoods, while growing and strengthening the Parent and Neighborhood Engagement programs that connect us with our communities and their deepest needs. I will prioritize the identification of at-risk families and supportive intervention. I support well-child visits and screenings so that parents have the information, knowledge, and direction needed to help their child be healthy and develop appropriate to age.

5. Question 5 Response

One area where I know I can be helpful is leveraging my professional relationships with many of our local elected officials to facilitate important conversations that help further First 5's policy initiatives. I've known many of them since my days working for the California State Assembly, as a school board trustee, and a longtime member of the Anaheim community. I've connected numerous times with them over the years and I'm a willing advocate for issues where their collaboration and possible funding can make a difference. I would leverage my broader networks to support the First 5 team in building strong relationships that would help officials and community leaders better understand and support the needs of young children and families.

Additionally, I am committed to supporting and sustaining a strong partnership between First 5 and the Anaheim Elementary School District. More than 35 years ago, I began as a school and PTA parent volunteer in this district. That service grew into roles on numerous committees and evolved into community leadership, including serving as a city and county commissioner and an elected official. I will use all that experience and the connections I've made along the way to further the goals of First 5.



JACKIE FILBECK Attachment A

BOARD PRESIDENT

PROFESSIONAL SUMMARY

- Proficient in fostering open dialogue and building consensus as a dynamic liaison between the school district, stakeholders, and the wider community.
- Extensive experience as a trusted and governance leader within multiple public organizations, consistently demonstrating ethical decision-making and a commitment to accountability.
- A longstanding commitment to community service spanning over 35 years, with a focus on enhancing education, fostering civic engagement, and promoting the well-being of diverse communities.

PROFESSIONAL EXPERIENCE

Anaheim Elementary School District | Board Member

January 2015 - Present

- Contributor to strategic decision-making processes involving the school board's overall policy, direction, and budget.
- Effectively represent the interests of the students, parents, and community.
- Ensure fiscal responsibility by collaboratively managing budgets, allocating resources strategically, and meeting regulatory and community financial expectations.

First Five Orange County | County Commissioner Chair, 2024-25 Term

County Commissioner, June 2019 - May 2025

- Part of a nine-member commission responding to children's needs by supporting programs and policy best practices for children's health and development from birth to five years.

California School Boards Association | Region 15 Delegate, 2019-2024

Orange County Committee on School District Organization | Member, 2020-Present

Orange County School Boards Association | Board of Directors

2021 - Present

Anaheim City Library | Board Member, 2023 - Present

Anaheim City Commissioner | Sister City Commission, June 2013 - June 2019

Anaheim Family YMCA | Board of Directors, January 2016 - June 2025

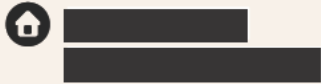
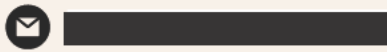
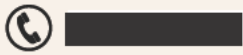
Youth Sports (JUSA, NJB, Little League) | Prior Board Member

California State Assembly | Field Representative, 2011-2013

- Acted as a communication link and political contact assisting a wide variety of the local population with public policy issues involving California and local cities.
- Performed independently as well as with others to help with public relations, legislative and state resource information, protocol, and business promotion.
- Delivered public speaking and presentation services for a variety of organizations.

White Realty, Anaheim | Real Estate Agent, Property Manager

- Work in residential sales, leasing property management. Page 26 of 44
- Maintenance of business accounts, trust funds, and client financial records



SKILLS

- Stakeholder Engagement
- Governance Leadership
- Community Advocacy
- Fiscal Management
- Policy Development
- Public Relations
- Relationship Building

CIVIC & COMMUNITY ENGAGEMENT COMMITTEES

- Anaheim Flag Day Celebration
- Anaheim Fall Festival & Halloween Parade
- Anaheim Nutcracker Christmas Tree Lighting Ceremony

COMMUNITY AWARDS

- **Recipient of Annie Accolade Award** - Anaheim Women's Division Chamber of Commerce
- **Honorary Service Award** - Local 4th District Anaheim PTA
- **Golden Oak Award** - CA State PTA
- **Resolution of Recognition** - CA State Assembly
- **Woman of the Year Award** - CA 65th Assembly District

Angie Rowe



2026 FIRST 5 ORANGE COUNTY BOARD APPLICATION

Name: Angie Rowe

Home Address: [REDACTED]

City: Aliso Viejo Zip: [REDACTED]

Cell Phone: [REDACTED] Personal Email: [REDACTED]

Business/Agency: Beyond Blindness Title: President & CEO

Business/Agency Address: [REDACTED]

City: [REDACTED] Zip: [REDACTED]

Business Phone: [REDACTED] Business Email: [REDACTED]

CATEGORIES FOR APPOINTMENT

Please indicate all the categories with which you are currently affiliated as cited in County Ordinance Sec. 1-2-334 First 5 Orange County [Strategic Plan](#)

- ✓ **Category 1 - Education and Early Intervention [Please check all that apply]**
 - ✓ Representative of a local child care resource or referral agency.
 - ✓ Representative of a local organization working with families in early childhood education or early intervention.
 - A parent or caregiver of a young child participating in early learning and/or receiving early intervention services.
 - ✓ Representative from a subsidized or tuition-based infant and toddler childcare program or provider.
 - ✓ Educator with expertise and experience in early childhood.

- ✓ **Category 2 – Healthy Children and Early Intervention [Please check all that apply]**
 - Representative of a community-based organization that promotes early childhood health and well-being.
 - ✓ Representative of a local organization working on health prevention or early intervention for families.
 - A parent or caregiver of a young child receiving health services.
 - A representative of a local medical, pediatric, or obstetric association or society.

Please describe and provide examples of your qualifications and/or experiences that make you eligible for the category(ies) for which you are applying:

As President & CEO of Beyond Blindness, I lead an Orange County nonprofit providing early intervention, education, and family support services to children ages birth through five

with visual impairments, developmental delays, and other disabilities. Our programs integrate early childhood education, therapeutic services, family support, and community partnerships to ensure children enter school ready to learn.

In my role, I oversee programs that serve infants, toddlers, and preschool-age children through both center-based and community-based services, including inclusive early education classrooms, developmental services, parent education, and partnerships with school districts, Orange County Head Start, Regional Center of Orange County, and healthcare providers.

My experience includes building cross-system collaborations that connect education, health, and family support services so families experience a coordinated continuum of care, consistent with First 5 Orange County's vision of a seamless early childhood system.

I also have extensive experience managing public and private funding, overseeing compliance with state and federal regulations, and working with county and state agencies to expand access to early childhood services, particularly for children with disabilities and families facing economic barriers.

Through this work, I bring expertise in early intervention, early childhood education, family engagement, and systems-level collaboration that aligns directly with the Education and Early Intervention category.

Please describe your experience and expertise working directly with communities from diverse (racial, ethnic, and socioeconomic, linguistic, socio-economic, etc.) backgrounds and how your experience and expertise improve equitable outcomes for Orange County families so that all children can reach their full potential and support [First 5 OC's Strategic Plan](#).

Throughout my career, my work has focused on improving access to education, health, and developmental services for children and families from diverse racial, cultural, linguistic, and socioeconomic backgrounds.

At Beyond Blindness, the majority of families we serve are low-income and from communities that historically face barriers to accessing early childhood services, including families navigating disability, language differences, and complex healthcare or education systems. Our programs are designed to be culturally responsive, family-centered, and accessible regardless of income or diagnosis.

I have led efforts to expand outreach to underserved communities, strengthen partnerships with school districts, Head Start, Regional Center, and healthcare providers, and increase organizational diversity at both the staff and board level to better reflect the communities we serve.

My prior work in rare disease advocacy also involved collaborating with national and international organizations representing diverse populations, helping build community-driven networks that improved access to care, research, and services.

These experiences have strengthened my understanding of the structural barriers families face and the importance of coordinated systems that promote equitable outcomes. This perspective aligns closely with First 5 Orange County's commitment to reducing disparities and ensuring that all children have the opportunity to reach their full potential.

Please explain why you wish to serve on the First 5 Orange County Commission and the skills that you would bring to First 5.

I am seeking appointment to the First 5 Orange County Commission because I am passionate about strengthening the early childhood system so that families experience it as coordinated, accessible, and responsive to their needs.

As a nonprofit CEO working directly with children birth through five and their families, I see firsthand how outcomes improve when health, education, and family support systems work together—and how challenging it can be for families when those systems are fragmented. I am motivated to contribute at the policy and governance level to help advance solutions that improve access, reduce disparities, and support strong outcomes for all young children in Orange County.

I bring experience in organizational leadership, strategic planning, public funding oversight, and cross-sector collaboration. I oversee multi-million-dollar budgets, manage contracts with public agencies, and work closely with community partners, school districts, and healthcare providers to expand services for young children.

I also bring a collaborative approach and a commitment to data-informed decision-making, accountability, and long-term planning, all of which are essential to advancing First 5 Orange County's Strategic Plan.

Please describe what you would like to accomplish while on the Commission or a specific issue related to young children and families that you would like to champion in Orange County, and how it aligns with First 5 Orange County's [Strategic Plan](#)

If appointed to the Commission, I would like to help strengthen the continuum of care for children from prenatal through age five by improving coordination across education, health, and family support systems.

One area I am particularly interested in is ensuring that children with developmental delays, disabilities, or other risk factors are identified early and connected to services without

unnecessary delays. Families often encounter barriers navigating multiple systems, and improving collaboration among providers, school districts, healthcare agencies, and community organizations can significantly improve outcomes.

I am also interested in supporting efforts to expand access to quality early care and education, particularly for children with special needs and families in underserved communities, and ensuring that providers have the resources needed to deliver high-quality services.

These priorities align with First 5 Orange County's Strategic Plan, including early and ongoing health and development, safe and nurturing environments, strong community supports, and equitable distribution of resources.

Please describe how you would personally/professionally support and promote the work of First 5 Orange County, including your networks and any strategies for advancing policies that support young children and families.

I will support the work of First 5 Orange County by leveraging my professional networks across the early childhood, education, disability, and nonprofit sectors to strengthen partnerships and advance shared goals.

Through my leadership roles with statewide and local organizations, including California Association of Special Education Schools, California Agencies for the Blind and Visually Impaired, and collaborative initiatives focused on home visiting and family support, I work regularly with partners across education, healthcare, social services, and community-based organizations.

I also oversee programs funded through public and private sources and have experience participating in collaborative initiatives designed to expand services for children prenatal through age five, including efforts focused on home visiting, family engagement, and early intervention.

I would use these relationships to help connect First 5 Orange County with community partners, share information across systems, and support policies that improve access to high-quality services for young children and families throughout the county.

CONFLICT OF INTEREST

Do you have any direct economic interest in programs or other services that may seek funding from First 5 Orange County Children and Families Commission?

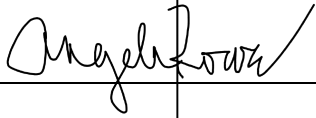
- No
 Yes, Please explain

RESUME

Attach a current resume including educational and employment history and mail or email with membership application to:

First 5 Orange County,
1505 East 17th Street, Suite 230,
Santa Ana, CA 92705;
email: First5OC@cfcoc.ocgov.com
Attention: Tiffany Alva

To be considered, an application and resume must be postmarked or emailed by
March 13, 2026 by 5:00 pm

Signature  Date 03/12/2026

ANGELA ROWEBRINGING INNOVATIVE LEADERSHIP VALUE TO NONPROFIT
ORGANIZATIONS | LEADING WITH COURAGE & LOYALTY

Mission-driven Executive Director and Nonprofit Officer who turns vision into strategies that achieve innovative and sustainable results with measurable impact on communities served. Leverages broad operations experience, finance acumen and thought leadership to solve complex problems and create thriving organizations with record profits and participation. Inclusive, supportive and effective in hiring, developing and coaching staff and large teams of volunteers; builds capability, inspires loyalty and leads teams to success.

BUSINESS, STRATEGY & OPERATIONS STRENGTHS THAT IMPACT RESULTS

- Strategic Planning
- Operations Management
- Compliance & Risk Management
- Finance & Budget Administration
- Contract Management
- Staff Development
- Program Development & Management
- Community Outreach
- Business Development
- Sponsorships & Fundraising
- Board Governance
- Board of Directors Relations
- Investor & Sponsor Relations
- Volunteer Training & Leadership
- Event Planning & Execution
- Transformational Servant Leadership

A CAREER DRIVING ORGANIZATIONAL PERFORMANCE THROUGH MISSION FOCUS & STRATEGIC ACUMEN

BEYOND BLINDNESS, Santa Ana, CA 2019-Present
(Nonprofit organization empowering children with visual impairments and other disabilities to achieve their fullest potential)

President & CEO

Oversee administration, programs and development of strategic plan and direction, as well as build organizational capacity, and growth, diversification and management of board of directors, ophthalmic advisory board and financial resources. Broad operational responsibilities include fundraising, marketing, community outreach and management and development of 60 person staff.

- Executed successful organizational pivot and re-brand of 60-year organization.
- Diversified composition of board of directors from 23% to 50% POC.
- Grown annual revenue from \$2.2 million to \$4.6 million and staff from 28 to 60+
- Reorganized and relaunched early intervention programs and addition of Family Support division resulting in 1500 clients served annually (up from 268 in 2019).
- Grown fee for service revenue from 30% fee for service to 50% fee for service, striving to 60/50 by FY27.
- Developed and implemented successful FY19-FY22 strategic plan and developed aggressive FY22-FY27 strategic plan positioning agency for record growth.
- Signed landmark agreement with Orange County Head Start to serve 64 children aged 0-5 with focus on blind, visually impaired and disability communities.
- OC Top Workplace 2023 and 2024.

Boards, Advisory Councils, Awards and Recognition:

- Orange County Register's 125 Most Influential People in Orange County for 2025.
- KTLA Remarkable Woman Finalist 2025.
- Founding board member and Treasurer, California Agencies for the Blind and Visually Impaired (CAABVI), February 2020 to present.
- Board Member and incoming President (July 2027), California Association of Private Special Education Schools (CAPSES), July 2022 to present.
- OneOC Nonprofit Advisory Council member, November 2021 to November 2024.
- LA Times OC Visionaries Honoree, Education + Nonprofit Category, September 2022, 2023, 2024.
- LA Times CEO Visionary, 2024
- OCBJ Women in Business Non-Profit Category Finalist, 2023.
- Octane Nonprofit Accelerator, Spring 2021 Graduate.
- Junior League of Orange County, Kathryn Raulston Community Service Award, June 2020.
- KNX1070 Hero of the Week, April 2020, November 2022.

GLOBAL GENES, Aliso Viejo, CA

2015–2019

(Global nonprofit organization inspiring, connecting and empowering patients with rare and genetic diseases)

Interim Chief Executive Officer (2018–2019)

Chief Financial Officer and Chief Operating Officer (2015–2018)

Hired to strengthen internal operations and position company for continued growth. Oversaw all business functions, including accounting, development, finance, HR, operations, risk management, signature events and IT. Developed strategic plans, set fundraising goals, administered \$4M annual budget and led team of 21 (5 direct, 16 indirect).

- Drove strategy change, diversifying funding from few donors to a portfolio of donors, minimizing influence from high-value donors, reinforcing focus on organizational mission and increasing net assets 60%.
- Led corporate reorganization, conducting SWOT analysis, eliminating legacy programs and senior positions, creating a flatter and more agile organization with more hands-on staff and opportunities for growth.
- Introduced General Ledger and Class Accounting system to track expenditures by program, ensuring asset allocation aligned with strategic plan and goals.
- Developed RFP and three-bid process for major vendor contracts, securing the highest quality services at most competitive prices—achieved >\$250K in cost savings on 2017 signature events.
- Established first reserve and investment accounts per nonprofit best practices, minimizing risk and positioning organization to continue operations during economic downturns.
- Implemented new payroll process and introduced first health and retirement benefit programs improving employment candidate pool.
- Addressed key governance deficiencies and resolved several inherited audit management letters with significant findings in less than 18 months. Achieved a clean management letter for 2016.

THE OC MARATHON, Costa Mesa, CA

2007–2015

(Organization comprised of The OC Marathon LLC and the non-profit The OC Marathon Foundation)

Program & Event Director

Held concurrent roles as Event Director for the OC Marathon, Half Marathon and 5k and the Program Director for the Kids Run the OC; providing strategic and tactical direction, leading staff, executing events and administering budgets for the separate organizations.

The OC Marathon, LLC (2009–2015)

Instrumental in creation of the LLC, building the infrastructure for the new organization, establishing administrative best practices, and managing all business and financial operations. Broad accountability included payables, tax returns, annual 990 form, K-1s; and administration of \$1.8M annual budget.

- Key influencer in completing the Asset Purchase Agreement Process, collaborating with other Board members and attorney to form OC Marathon LLC in partnership with the OC Marathon Foundation.
- Collaborated with other board members to develop and execute strategies that generated \$650K in funds to facilitate payment of debt.
- Coordinated multicity race course across 5 jurisdictions, lobbying and advocating on behalf of event, attending city supervisor meetings and securing 27 permissions and/or permits.
- Built and maintained relationships with 20 Charity Partners, who in turn raised funds for their organizations (\$250K) and provided volunteers for OC Marathon events.
- In partnership with Race Director, oversaw execution of plan for marathon events with 2200 volunteers and 26 on-course water stations.

Kids Run the OC (KROC), The OC Marathon Foundation (2007–2015)

Championed expansion and national recognition of KROC, securing the licensing, copyright and trademarks required to create a franchise that diversified revenue stream.

- Created a 10-week physical education (PE) program “in a box”, providing teachers with training and nutritional guidelines to prepare kindergarten through 6th grade students to complete twenty-five one-mile runs.
 - Grew the KROC Program from 29 to >100 public and private schools and from 900 to 6,500 event participants; ~10K students participated in 2018.

- The first after school Kids Run Mexico was held in early 2016, launched with much publicity and press conferences with major sports leagues.
- Solicited and managed activation of >\$50K in corporate sponsorships and donations annually.
- Led development of website that included general and event day information, supplemental program resources; and the ability for participants to register for KROC and supporters to donate on site.
- Built partnership critical to program success, collaborating with the Orange County Department of Education to train and certify volunteer coaches and distribute PE program "in a box" free of charge to schools.
- Planned and executed annual and event day trainings for >250 KROC volunteer coaches, teachers and parents (5 to 6 per year); minimizing attendee concerns and keeping them informed and engaged.

THE JUNIOR LEAGUE OF ORANGE COUNTY, CA, INC. (www.jlocc.org)

1997–2007

President (2006-2007)

President Elect · Vice President · Communications Director · Community Director

Rapid progression through Board positions with increasing impact leading up to President providing strategic leadership and operations oversight. Chairman of the Board of Director, Executive Committee and Membership Meetings; voting delegate and representative to national organization; and legal representative for all business and financial matters, including articles of incorporation, budgets, insurance, investments, audits and contracts.

- Identified opportunity to reverse declining membership, drove renewed focus on vision with clarity and change in strategy and re-established organization's position as a leader in the nonprofit sector in California.
- Took on 5-year signature project to support the development of a new charter school for foster children and families at risk, providing volunteers and committing the initial fundraising dollars that provided the foundation for the sponsoring foundation to secure millions to complete the project.
- Trained and built the capability of women in the community to serve as volunteers for partner organizations.

Additional Experience: **Public Affairs Manager**, EVERGREEN HOLDINGS, INC.; **Research Assistant**, GEORGIA INSTITUTE OF TECHNOLOGY; **Environmental, Health & Safety Coordinator**, AMOCO CHEMICAL

EDUCATION & PROFESSIONAL QUALIFICATIONS

Master of Science, Public Policy
Industrial Systems Engineering (ISYE) Management of Technology Certificate

GEORGIA INSTITUTE OF TECHNOLOGY, Atlanta, GA

Bachelor of Science, Environmental Resource Management,

PENNSYLVANIA STATE UNIVERSITY, University Park, PA

Community Involvement Highlights:

- **Junior League of Orange County:** Sustaining Member Programs Director, (July 2019-June 2022)
- **Alpha Chi Omega:** Chapter Advisor UC Santa Barbara, (March 2019 - December 2025); Risk Management Advisor Penn State, (2017-2018)
- **Santa Margarita Catholic High School Mothers Club:** Fashion Show Chair, President (2016-2018)
- **Santa Margarita Catholic School Baseball Boosters:** Fundraising Chair, Banquet Chair, Tournament Travel Coordinator (2014–2016)
- **St. Mary's School Parent Teacher Fellowship:** Co-Room Mom Chair, Treasurer, President, Graduation Chair, Marketing Committee of Board of Trustees (2004–2014)

Irene Salazar



2026 FIRST 5 ORANGE COUNTY BOARD APPLICATION

Name Irene Salazar
Home Address: [REDACTED]
City [REDACTED] Zip [REDACTED]
Cell Phone [REDACTED] Personal Email [REDACTED]
Business/Agency Planned Parenthood Orange & San Bernardino Counties/WIC
Title SVP Community Education & Training Business/Agency Address [REDACTED]
City [REDACTED] Zip [REDACTED]
Business Phone [REDACTED] Business Email [REDACTED]

CATEGORIES FOR APPOINTMENT

Please indicate all the categories with which you are currently affiliated as cited in County Ordinance Sec. 1-2-334 First 5 Orange County [Strategic Plan](#)

- ✓ **Category 1 - Education and Early Intervention [Please check all that apply]**
 - Representative of a local child care resource or referral agency.
 - Representative of a local organization working with families in early childhood education or early intervention.
 - A parent or caregiver of a young child participating in early learning and/or receiving early intervention services.
 - Representative from a subsidized or tuition-based infant and toddler childcare program or provider.
 - Educator with expertise and experience in early childhood.
- ✓ **Category 2 – Healthy Children and Early Intervention [Please check all that apply]**
 - Representative of a community-based organization that promotes early childhood health and well-being.
 - Representative of a local organization working on health prevention or early intervention for families.
 - A parent or caregiver of a young child receiving health services.
 - A representative of a local medical, pediatric, or obstetric association or society.

Please describe and provide examples of your qualifications and/or experiences that make you eligible for the category(ies) for which you are applying:

I currently serve as the Senior Vice President of Community Education and Training, where I oversee all community education partnerships and programming and serve as the WIC Director for the Women, Infants, and Children (WIC) program at PPOBC. For the past two years, I have

also had the honor of serving as a First 5 OC Commissioner. In addition, I am the Co-Chair of our affiliate's DEIB (Diversity, Equity, Inclusion, and Belonging) Committee, where I have led efforts to foster a more inclusive and equitable organizational culture through strategic initiatives, annual trainings, and the intentional cultivation of belonging across our workforce.

Over my 19-year tenure at PPOSBC, I have developed and implemented innovative programs designed to meet the evolving needs of children ages 0–5, youth, young adults, and families throughout Orange and San Bernardino Counties. At WIC, I launched an early literacy initiative that provides age-appropriate books at key developmental milestones to promote lifelong learning and school readiness. I also oversaw the creation of *Equal Voices*, a specialized health education curriculum designed to improve access for individuals with special needs. Most recently, I have been entrusted with developing agency-wide trainings to strengthen organizational capacity and align our workforce with best practices.

Beyond my organizational leadership, I actively participate in local and statewide collaboratives focused on advancing community health and safety. I serve on the MCAH Needs Assessment Steering Committee and contributed to the development of a countywide provider survey to support a comprehensive assessment of the Orange County youth population. As a board member of the California WIC Association, I advocate at the state level to improve services and outcomes for children ages 0–5 and their families. Throughout my career at Head Start and WIC, I have partnered closely with First 5 initiatives to expand access to critical resources and educational materials for families.

With more than 30 years of experience in the nonprofit sector and a Master of Science in Leadership and Management, I remain deeply committed to advancing equity, strengthening families, and building healthier communities.

Please describe your experience and expertise working directly with communities from diverse (racial, ethnic, and socioeconomic, linguistic, socio-economic, etc.) backgrounds and how your experience and expertise improve equitable outcomes for Orange County families so that all children can reach their full potential and support [First 5 OC's Strategic Plan](#).

Among the core values that guide my leadership are compassion, service, and an unwavering commitment to equity. I consistently demonstrate these values in the way I support the communities we serve, the staff I lead, and the colleagues with whom I collaborate. I bring extensive experience managing multiple departments that deliver services to diverse populations across a broad geographic region, ensuring operational excellence while remaining responsive to community needs.

Throughout my career, I have intentionally cultivated strong partnerships with community members and local organizations to better understand and address the unique challenges facing our participants. Prior to joining PPOSBC/WIC, I worked with Head Start in Los Angeles County, serving some of the most vulnerable families in East Los Angeles and surrounding communities. In that role, I helped connect families to critical resources and advocated for equitable access to services, supporting both child development and the creation of stable, nurturing home environments.

As a First 5 Commissioner, I have remained deeply focused on expanding resources and outreach efforts for Orange County's youngest children, particularly those ages 0–3. I have worked collaboratively to increase awareness of available services and strengthen systems that

support early childhood development. Additionally, as a member of PPOSBC's Leadership Council, I partner with community leaders and stakeholders to address systemic disparities, align collective efforts, and advance shared goals that promote healthier, more equitable communities.

Please explain why you wish to serve on the First 5 Orange County Commission and the skills that you would bring to First 5.

Serving as a First 5 OC Commissioner over the past two years has been both an honor and a deeply rewarding experience. It has provided me with the opportunity to advocate on a broader platform and witness firsthand the measurable impact strategic investments can have on children and families across Orange County. I remain deeply passionate about supporting families and view this work not only as a professional responsibility, but as a personal commitment to strengthening our communities.

For more than 30 years, I have worked alongside children and families in diverse capacities, ensuring they have access to essential resources, referrals, and supportive services. I bring extensive experience overseeing community-based programs and managing multiple state and federally funded budgets with strong fiscal accountability. Throughout my tenure at WIC, Head Start, and Planned Parenthood, I have developed innovative programs to address emerging community needs while consistently advocating for policies that improve outcomes for children and families.

My advocacy extends beyond program development. As a former California WIC Association Board President, I represented families at both the state and national levels, championing issues such as food security, breastfeeding support, comprehensive health education, nutrition access, and services for underserved women and children. Over the past 19 years, I have participated in numerous legislative visits to the California State Capitol and Washington, D.C., meeting with lawmakers to advocate for policies that advance health equity and child well-being. I have had the privilege of speaking before the United States Department of Agriculture to successfully advocate for enhanced WIC food benefits during COVID-19, ensuring families received additional nutritional support during a critical time. I have also worked closely with legislative offices to promote breastfeeding initiatives and child development investments in Orange County.

Through service on various committees, boards, and PTA leadership roles within my child's school district, I have strengthened my understanding of governance, policy development, and collaborative leadership. These experiences have reinforced my belief that meaningful change happens when diverse voices come together with shared purpose. I am confident that my leadership experience, fiscal oversight expertise, and long-standing commitment to advocacy would continue to be an asset to this Commission. I also remain eager to learn from fellow Commissioners and community partners as we collectively work to improve outcomes for young children and families.

Please describe what you would like to accomplish while on the Commission or a specific issue related to young children and families that you would like to champion in Orange County, and how it aligns with First 5 Orange County's [Strategic Plan](#)

As a member of the First 5 Commission, I will remain steadfast in advancing the conditions that allow every child to thrive in a safe, nurturing, and supportive environment. Through my work onsite at WIC, I witness daily the critical importance of early and continuous health and developmental support. The first five years of life are foundational shaping a child’s cognitive, physical, social, and emotional development in ways that influence lifelong outcomes.

By ensuring families receive timely education, developmental screenings, well-child visits, and connections to supportive services such as home visitation and school-readiness initiatives like Kid Builder programs, we create pathways for children to enter school healthy, prepared, and ready to succeed. Early intervention and coordinated care not only strengthen families but also prevent more significant challenges later in life.

My priority is to continue building strong bridges between community partners and the families we serve—expanding outreach into underserved areas, strengthening cross-sector collaboration, and ensuring equitable access to resources. I am committed to advancing sustainable systems that connect families to the right support at the right time, ultimately improving outcomes for Orange County’s youngest children.

Please describe how you would personally/professionally support and promote the work of First 5 Orange County, including your networks and any strategies for advancing policies that support young children and families.

I will continue to actively champion and elevate the work of First 5 OC by promoting its initiatives across my extensive professional networks, community partnerships, and committee engagements. I view my role not only as a commissioner, but also as an ambassador, intentionally leveraging relationships to expand awareness, strengthen collaboration, and amplify impact.

Over the past year, I successfully facilitated connections between First 5 OC, the California WIC Association (CWA), and other key partners, creating opportunities for cross-sector dialogue and shared learning. By bringing stakeholders to the table, we were able to highlight First 5 OC’s valuable programs, explore alignment of services, and strengthen collective efforts to better serve children and families. I remain committed to fostering these strategic partnerships to maximize reach, resources, and outcomes for Orange County’s youngest residents.

CONFLICT OF INTEREST

Do you have any direct economic interest in programs or other services that may seek funding from First 5 Orange County Children and Families Commission?

- ✓ No
- ✓ Yes, Please explain

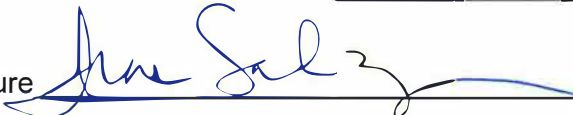
NO

RESUME

Attach a current resume including educational and employment history and mail or email with membership application to:

First 5 Orange County,
1505 East 17th Street, Suite 230,
Santa Ana, CA 92705;
email: First5OC@cfcoc.ocgov.com
Attention: Tiffany Alva

To be considered, an application and resume must be postmarked or emailed by
March 13, 2026 by 5:00 pm

Signature  Date 2/11/20

IRENE SALAZAR

SUMMARY OF QUALIFICATION

- Effectively implemented culture change and belonging across the organization.
- Results-driven professional with proven ability to develop, implement and manage successful community programs and events.
- Strong leader with demonstrated internal and external customer service with the ability to build positive team relationships to accomplish set goals.
- Built strategic partnerships with internal partners, external stakeholders, and advocacy groups to further youth and family access to resources and education.
- Ability to develop and maintain student based peer programs in high schools and colleges.
- Advocate for children, youth and women in different aspects of government.
- Effectively manage multiple State and Federal budgets.
- Extensive experience in serving diverse, multi-cultural and multi-ethnic populations with an understanding of social disparities.

EXPERIENCE

09/19- Present

SENIOR VICE PRESIDENT OF COMMUNITY EDUCATION & TRAINING, PLANNED PARENTHOOD ORANGE & SAN BERNARDINO COUNTIES

Oversee the Community Outreach, Education & Training departments and the Women, Infant, Children Program. Provide strategic planning as part of the executive team. Provide mentoring and coaching to department's directors and indirectly supervise program staff in the department. Responsible for agency wide trainings efforts for the agency and strategic plan. Integrated affiliate we care values in to our everyday workplace. Responsible for the development of diversity employee and board training and cultural change. Oversee efforts in providing health education to high schools, middle schools and professionals and approval of curriculum. Maintain relationships with colleges and high schools to maintain Student Peer Programs. Responsible for cultivating and engaging community leaders through public speaking and involvement in community health events, coalitions, and collaborations to increase community awareness in health education. Ensure funding of existing and new department programs by performing all aspects of program development: budgeting, grant writing, reporting/required monitoring of programs' statistics and records. Lead and pursue opportunities for revenue-producing programming. Provide effective leadership in recognizing, rewarding, and motivating employees that leads to high performance. Engage in advocacy work to promote health, breastfeeding support for mothers, and youth access to resources and social justice. Responsible for the overall WIC program, implementing policy, overseeing operations and State partnership.

3/08-9/19 (PRESENT)

VICE PRESIDENT COMMUNITY EDUCATION & OUTREACH, PLANNED PARENTHOOD OF ORANGE & SAN BERNARDINO COUNTIES.

Directly manage the Community Outreach and Education department and the Women, Infant, Children Program. Provide strategic planning as part of the executive team. Provide mentoring and coaching to department's directors and indirectly supervise program staff in the department. Responsible for the overall coordination of acquiring MOU's with school districts to provide health education. Coordination of college forums and health-based workshops with local universities. Responsible for the culturally linguistic review of community literature/materials. Participate in legislative visits to support youth, families and social justice. Support and increase patient recruitment activities in conjunction with cross departments by developing systems to correlate impact of Community Outreach and Education department activities on patient recruitment goals. (same as additional responsibilities as SVP)

4/06 – 3/08 (PRESENT)

WIC DIRECTOR, PLANNED PARENTHOOD ORANGE & SAN BERNARDINO COUNTIES

Responsible for the overall coordination and management of Planned Parenthood's WIC nutritional services program and staff. Lead implementation of State and USDA WIC policies and procedures, by insuring quality, efficient and cost-effective provision of services. Responsible for monitoring the budget/accounts payable, caseload, special project grants, HR functions and clinic activities on a monthly basis. Work with colleges to place dietetic interns at our WIC sites. Over responsibility of family enrollment and access to the program. Responsible for negotiation of leases, spaces and build out of new facilities. Accountable for collaborative/integration efforts within the affiliate, the community, management and Board of Directors. Developed State and countywide outreach campaigns to increase enrollments. Manage a monthly caseload of 18,000 participants and a budget of \$ 3.3 million annually.

4/00-4/05

FAMILY SERVICES SUPERVISOR, ABC CHILD DEVELOPMENT -HEAD START

Responsible for providing training, support and supervision for twenty-four Family Partnerships Assistants. Implement proper follow-up procedure and documentation for any disciplinary action. Responsible for California Department of Education and State Preschool monthly and quarterly reports. Facilitate in gathering information for the annual community assessment. Responsible for establishing partnerships with the community to insure resources for our families. Responsible for monitoring agency's funding totals, employee's case management files, and service plans. Serve as an integral part of the agency supervisory/management team. Responsible for coordinating and facilitating Annual Resource Fair and for leading the Suspected Child Abuse & Neglect Team. Accountable in developing and planning ongoing recruitment and enrollment strategies. Contribute in establishing formal communication and develop partnership with public, private and community organizations. Maintain on-going collaborative relationships with other service organizations to promote the access of children and families to community services that are responsive to their needs.

EDUCATION

UNIVERSITY OF LA VERNE: MASTER OF SCIENCE IN LEADERSHIP & MANAGEMENT - MAY 2004

**CALIFORNIA STATE UNIVERSITY FULLERTON: BACHELOR OF SCIENCE IN HUMAN SERVICES,
MINOR IN SPANISH. JUNE 1997**

SKILLS

- Financial Management
- Strategic and Program Planning
- Strategic Partnerships
- Fluent in Spanish (reading and writing)
- Mentor and Team building
- Diversity, Equity and Inclusion Policy development
- Planning of organizational leadership training

PROFESSIONAL ACTIVITIES AND MEMBERSHIPS

First5 OC- Current Commissioner term ends 2026

California WIC Association member since 2006

Past President of Board of Directors-

NLMUSD- Facilities Planning Construction Task Force-since 2021

Active Member

Planned Parenthood Community Council's-current member

Latino Leadership Council

LGBTQ Council

African American Council

Children Initiative OC Committee Member- since 2023

Undiagnosed Disease Network (UDN)Advisory Board-since 2025

Active Member

Past Board Member: ABC Child Development

Past Board Member: Orange County Latina Business Women Association Chapter

Past CSUF Advisory Committee: California State Fullerton Department of Public Health

Past NLMUSD PTA COUNCIL- Treasurer