

July 21, 2021

Racial Equity & Inclusivity Council Task Force
Los Alamos County Manager and Los Alamos County Council
Los Alamos County, NM 87544

To Whom It May Concern,

I offer my letter expressing interest in being appointed to the vacant seat on the Los Alamos County Racial Justice Task Force.

I feel my skills will benefit this task force in its efforts to provide the County Council with facts and potential actions related to the current state of racial equity and inclusion within Los Alamos County.

I am a certified Project Management Professional (PMP®) through the Project Management Institute (PMI). I have served as the VP of Education, and as the Chapter President for the Local PMI Chapter.

As VP of Education, I organized the chapter's annual eight week PMP Prep class. I was responsible for reviewing, selecting, and procuring the curriculum.

Additionally, I recruited numerous volunteer instructors, created and executed a marketing plan, located and booked a suitable facility for each class, tracked student attendance, and facilitated weekly student feedback about each instructor for use in our continuous improvement efforts.

As the chapter President, I organized large chapter events, including the Regional Leadership Summit, for which I recruited prominent speakers, negotiated venue and event hotel rates, and created and executed a marketing plan.

As a project manager, I have extensive experience facilitating communication with various stakeholders from a wide array of backgrounds.

I have used and further developed these skills in my volunteer work. For example, I worked with several local churches, a few years ago, to organize a series of community dialogues about race.

I frequently engage with people from various cultural, political, racial, and ethnic backgrounds about race and know how to facilitate communication on difficult topics.

Professionally, I worked for Los Alamos County IT as a Senior Application Analyst and as an IT Project manager until October of 2018. I have eleven years of experience as a county employee.

I currently work as a Solution Architect for Los Alamos National Laboratory, where my work includes interviewing customers to elicit requirements, developing technical solutions for complex processes, and overseeing the implementation of those solutions.

I bring extensive experience with organizing and managing projects, communicating with a diverse stakeholder base, facilitating the completion of tasks, analyzing data, developing solutions, and working with an array of people to successfully complete complex projects.

I bring experience and knowledge about Los Alamos County governance. I have received LAC's annual and semi-annual ethics training which includes training on conflict of interest, and I'm familiar with LAC's harassment policy.

I also bring an understanding about what County staff can and cannot do, as well as the limitations and arenas where Los Alamos County has authority, influence, or no input.

I am Native American, I grew up in Los Alamos, graduated from Los Alamos High School, and have lived much of my adult life in Los Alamos.

I have seen some areas where race relations have changed as well as some where change is elusive.

I have also lived outside of Los Alamos. While living in California, I volunteered as a literacy tutor for ESL students and for inmates in the local jail.

While living in New York, I did volunteer work with people who struggled with substance abuse issues. I helped them to find recovery programs and resources as they worked to improve their lives. I worked with people who had access to resources and large support networks, as well as homeless people, and ex-cons. I am able to communicate effectively with people from all walks of life, and with people from a variety of socioeconomic, educational, and religious backgrounds.

Since returning to Los Alamos, I have been a volunteer member of the LAPS Native American Action Advisory Council for several years. I am familiar with and have friends who are affiliated with several local non-profit social service organizations, including JJAB, and First Born.

I am familiar with Robert's Rules of Order and I am comfortable operating within that structure.

I worked closely with Councilor Scott and Councilor Isrealvitz on drafting the Racial Equity and Inclusion Task Force Charter. I am, therefore, quite familiar with the Task Force's mission.

I did not apply, earlier, because other commitments placed large demands on my time. At present, I am free to work on this effort and I would appreciate the opportunity to do so.

I feel that my skills and background make me an ideal candidate for this role, and I would appreciate the opportunity of being able to help ensure that the Los Alamos County's Racial Equity and Inclusivity Task Force is successful, that we effectively gather the facts which Council has requested in the charter, and that we offer useful suggestions to Council about next steps.

Thank you for your consideration,

Michael Adams, PMP®
Los Alamos, NM



BILL REDMOND
MEMBER OF CONGRESS
THIRD DISTRICT—NEW MEXICO

August 11, 2021

To: Los Alamos County Council

Re: Letter of Interest to fill a vacancy on the Racial Equity & Inclusivity Task Force

Dear County Council,

I am a 33 year resident of Los Alamos County with extensive experience and interaction with and between the diverse cultures and communities in Northern New Mexico and in Chicago's Southside inner-city.

Background

I grew up in a bi-racial, African-American/Irish-American, family in a bi-racial/multiethnic lower-middle class neighborhood on the Southside of Chicago. Attending a bi-racial high school, that was court-ordered to desegregate, I witnessed first hand the race riots of the late 1960's and early 1970's. Dr. Martin Luther King conducted a peaceful march in my neighborhood. I vividly remember the riots, the looting, the fires, and marshall law imposed on my neighborhood the evening of the day that Dr. King was assassinated. As a teen I participated in activities to fight racial inequality, injustice and prejudice. My family now includes Koreans, Hispanics and Pakistanis.

Qualifications

Due to my hands-on/ real life experience over 5 decades, I believe I would be a valuable contributor on the Racial Equity & Inclusivity Task Force. My experience includes:

- Leadership positions in both African-American and Hispanic-American inner city Boy Scout troops;
- Director of a multiethnic group home in Los Alamos for adult Down Syndrome clients, which included Hispanic and Native American residents;
- Breaking barriers, I pioneered supported employment programs for minority adults with developmental disabilities in Northern New Mexico;
- I wrote and secured passage of historic legislation in the US House of Representatives to provide a path forward to provide reparations for New Mexico Hispanic families that lost 2 million acres of their land. The loss of their

- land was the result of racist practices of the past that triggered seven generations of systemic poverty. This legislation is the only one of its kind in 150 years;
- Wrote legislation for land reparations for Native American communities. My legislation is studied at Harvard Law School in its' Indian Legal Studies Program. The legislation dealt with the purchase, by the US government, of the Valle Caldera, as it related to the ancestral lands of Santa Clara Pueblo.
 - Cooperatively worked with the Eight Northern Pueblos and Ten Southern Pueblos to strengthen education, economic development and environmental restoration;
 - Fought for, and regained, senior water rights for the Jicarilla Apache Tribe;
 - Successfully worked with former presidents Jimmy Carter and Bill Clinton for the release from federal prison of a Native American who was unjustly imprisoned;
 - Worked with Navajo Nation on environmental sovereignty;
 - I have a reputation in Native American Communities as a strong supporter for Indian Self-determination under Public Law 93-138.
 - I launched an effort in Congress to address the inequity regarding new school construction in arrears of \$3.4B in Native American Communities;
 - Supported increased funding for Historically Black Colleges as well as Hispanic Serving Institutions.
 - Internationally, in 2009, I worked to improve mental health services for minority groups in the "Blue Canvas" refugee camps in Chungdu, China following the earthquake that killed 120,000 people and left 5 million people homeless;
 - During the COVID-19 pandemic of 2020, when New Mexico Native American communities had a COVID-19 death rate twice that of New York City, I worked with the volunteer organization, Masks for Native American Neighbors, to raise funds and to deliver 150,000 PPE masks to Native American families and first responders.

I am keenly aware both intellectually and existentially of the inequities in America caused by racism and other factors. I have worked and fought constructively to bring about positive change in race relations and opportunities in Health, Education, Environment, Minority Owned Businesses and Employment for marginalized Americans. I believe that I can positively contribute to the Racial Equity & Inclusivity Task Force. My participation on the Task Force would deepen its' knowledge base and widen its' diversity, options, and perspective.

I respectfully submit this letter of interest for your consideration.

Thank you,

A handwritten signature in blue ink, appearing to read "Bill Redmond", with a large, stylized flourish extending to the right.

Bill Redmond
US Congressman, Retired

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