

TEA 2020 Fall HR Conference Presenters



Christine Mwangi
Founder & President, Be a Rose, Inc.
Founder & CEO, Grounded in Equity, LLC.

Christine Mwangi is a change agent who has utilized her medical training and entrepreneurial background to develop a curriculum that has helped educate hundreds of marginalized women on critical women's health matters. She is the Founder and President of Be a Rose Inc., a non-profit organization that combats period poverty and develops community partnerships through which marginalized and underserved people in Grand Rapids, Michigan gain access to much needed feminine hygiene products (not covered by Medicaid nor food stamps) free of charge.

As a global citizen who has lived, worked, and been educated in 3 continents, Christine possesses a global lens that she skillfully uses to facilitate courageous conversations about race, privilege, and culture. She lends her expertise and thought-provoking leadership to non-profits, educational institutions, foundations, and public sector organizations.

Christine is also the Founder & CEO of Grounded in Equity LLC, a consulting agency committed to partnering with organizations prepared to design and execute critical people management practices or processes, corporate culture shifts and sustainable systems of change that yield greater social belonging, organizational performance, and possibility.



**Charisse Mitchell,
Chief Executive Officer,
YWCA West Central Michigan**

Charisse currently serves as the CEO of the YWCA West Central Michigan whose mission is to eliminate racism, empower women and girls, and provide peace, justice, freedom and dignity for all. The YWCA provides comprehensive domestic violence and sexual assault services to child and adult survivors as well as prevention programming in West Michigan – all through a lens of inclusion and anti-oppression. Before coming to the YWCA, Charisse served for 9 years as Executive Director for the Center for Women in Transition (now Resilience) which serves victims of domestic and sexual violence in Ottawa and Allegan counties. Charisse previously served as President of the Michigan Coalition to End Domestic and Sexual Violence and Co-Chair of the Lakeshore Alliance Against Domestic and Sexual Violence.

Before returning home to Michigan in 2008, Charisse spent more than a decade working in Washington D.C. helping to build capacity and improve the systemic infrastructure needed by agencies which serve children and families



**Joe Matthews,
Vice President of Purchasing and Diversity Officer,
Gentex**

Joe Matthews joined Gentex in 2010 as a Purchasing Manager. In 2013, he was promoted to Purchasing Director with additional responsibilities for supply chain management, with his most recent promotion to Vice President in 2014, Joe's team is responsible for all direct and indirect material goods and services, logistics spend as well as customs compliance and supplier diversity.

In 2018, he was appointed as Gentex's first Diversity Officer. In this role, Joe is responsible for the development and implementation of Gentex's diversity, equity, and inclusion (DE&I) initiatives. Joe is a native of Gary, Indiana. He started his career at Delphi in Kokomo, Indiana in 1991. Joe's experiences there include IC design, operations, manufacturing engineering, and roles of increasing responsibility in supply management. In 2003, Joe became part of the sourcing leadership for Whirlpool Corporation in Michigan. In addition, he held leadership positions for the pre-integration sourcing planning for the Maytag acquisition, Indirect, and Supply Chain. In 2009, Joe worked for Management Engineers (now PwC Strategy&) to expand their presence into the United States. Joe graduated cum laude with a Bachelor of Science degree in Electrical Engineering from Rose-Hulman Institute of Technology. In addition, he has a Master of Engineering, Industrial Engineering and Operations Research, and a Master of Business Administration both cum laude from Cornell University.



***Rhae-Ann Booker, Ph.D.,
Vice President of Diversity, Equity and Inclusion,
Metro Health***

A passionate advocate for comprehensive, data-driven and ongoing strategies for diversity, equity and inclusion (DEI). Experienced executive with track record of initiatives that support organizational goals and individual success for marginalized populations, including design and implementation of Davenport University's first university-wide DEI Strategic Plan. An advocate for health equity who initiated Davenport's collaboration with Grand Rapids African American Health Institute and other community organizations. Developed policies and partnerships at Calvin College that resulted in increased enrollment, retention and graduation rates for underrepresented populations. Committed to the use of data to design programs and evaluate outcomes.



***Maureen Kirkwood,
Executive Director,
Health Net of West Michigan***

Maureen grew up in Grand Rapids, graduated from Catholic Central and GRCC (then known as GRJC), then transferred to the University of Michigan to complete her bachelor's degree. She received her master's degree in public health (MPH) from the UM School of Public Health in 1990.

Over her 30-year career, she has worked for the Kent County Health Department, the Michigan Department of Community Health, and ran her own consulting business. In 2008, she took a position at First Steps, Kent County's early childhood agency, as the manager of the Children's Healthcare Access Program (CHAP). After building that program, she moved to the position of Director of Health Initiatives, overseeing CHAP, Welcome Home Baby, FitKids 360, and the Kent County Oral Health Coalition.

In 2013, she led the formation of Health Net of West Michigan through a merger between First Steps' health programs and Kent Health Plan, and has served as Health Net's executive director since that time. In that role, she leads the Centers for Medicare and Medicaid's Accountable Health Communities project in Kent County, for which Health Net is the grantee. Maureen helps lead several local initiatives that focus on improving equitable health outcomes and addressing social determinants of health. She sits on the Kent County Family and Children's Coordinating Council, GVSU's Kirkhof College of Nursing Advisory Board, and the newly formed Spectrum Health Grand Rapids Community Board.

Maureen has served on a number of local community boards and committees, including Actors' Theatre, the Great Lakes Chapter of the Society for Public Health Education, and the Grand Rapids Women's Chorus, and currently serves as the chair of the Heritage at Diamond board.



***Keyuana Rosemond,
Chief Innovation Officer,
Health Net of West Michigan***

Keyuana has been with the organization since May 2014. Her professional interests include diversity, inclusion and equity work, leadership development, and program and brand expansion.

Keyuana completed her education at Grand Valley State University, earning a bachelor's degree in Sociology with an emphasis in Criminal Justice and Women & Gender Studies; she later obtained both Master of Social Work and Master of Public Administration degrees from GVSU in 2014. She has over 12 years working with children and families as a former campus supervisor, educator, and therapist.

Keyuana joined Health Net as the FitKids360 Program Coordinator and later Program Director where she helped expand the reach of the program to Montana, Colorado, and Indiana while piloting and launching FitKids360 en Español for the Latino Community in Kent County, as well as leading the charge towards sustainability and strategic goals.

Keyuana is involved locally as a board member of Equity PAC, an equity focused political action committee; an Urban Core Collective Transformational Leadership Program (TLP) Alumni Board member; and the current President of the Eta Pi Sigma Chapter of Sigma Gamma Rho Sorority Inc. a historically Black Greek letter organization. Keyuana also writes and performs poetry and released her first collection "Words in ADHD" in January 2018.