

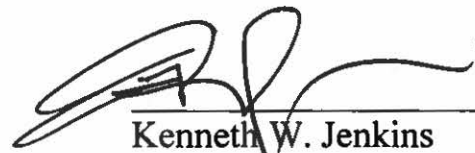


Kenneth W. Jenkins  
County Executive

WHEREAS, a vacancy exists in the membership of the Westchester County Youth Board:

NOW, THEREFORE, I, Kenneth W. Jenkins, County Executive of Westchester County, in accordance with the terms and provisions of the Westchester County Charter, appoint Haley Pilgrim, 277 E. 5<sup>th</sup> Street, Mount Vernon, New York as an at-large member of the Westchester County Youth Board, for the term May 20, 2025 to December 31, 2025.

Given under my hand  
and seal this 20<sup>th</sup> day  
of May, 2025.



Kenneth W. Jenkins  
County Executive

Office of the County Executive

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148 Martine Avenue  
White Plains, New York 10601

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Kenneth W. Jenkins  
County Executive

May 20, 2025

Ms. Haley Pilgrim  
227 E 5<sup>th</sup> Street,  
Mount Vernon, NY 10553

Dear Haley,

It is my pleasure to appoint you to serve as an "At-Large" member of the Westchester County Youth Board, effective today, Tuesday, May 20, 2025. This appointment is an "unexpired" term, to expire on December 31, 2025.

Your appointment is subject to confirmation by the Westchester County Board of Legislators, but your service begins immediately. You must complete the attached Oath of Office within 30 days, either by appearing at the County Clerk's office or mailing the signed and notarized form to our office.

When you have filed your Oath of Office, a Resolution to confirm your appointment will be submitted to the County Board of Legislators. As part of the confirmation process, you may be called before the Board to be interviewed. Please contact the Youth Bureau at (914) 995-2753, for the date, place, and time of the upcoming meeting for your participation.

Pursuant to Local Law, as a member of a Westchester County Board and/or Commission, you are responsible for adhering to the requirements of our Code of Ethics.

Warmest wishes for a successful tenure.

Very Truly Yours,

A handwritten signature in black ink, appearing to be "KWJ", with a long, sweeping horizontal line extending to the right.

Kenneth W. Jenkins  
Westchester County Executive

KWJ/ts

cc: Honorable Board of Legislators  
Joan McDonald, Director of Operations  
Ernest McFadden, Exec. Director, Youth Bureau

# Haley Pilgrim, Ph.D.

616-558-7962 | [LinkedIn.com/in/haleypilgrim/](https://www.linkedin.com/in/haleypilgrim/) | [hpilgrim@sas.upenn.edu](mailto:hpilgrim@sas.upenn.edu) | She/her pronouns

## EXPERIENCE

**Publicis Sapient**, New York

2023 - Present

*Principal / Senior manager*

- Led cross-functional teams in the successful delivery of complex digital transformation projects, consistently exceeding project goals and timelines
- Developed end to end business case and run rate model for utilities company to exit service relationship, saving \$5M

**Bain & Company**, Washington DC

2021 –2023

*Management Consultant*

*Accelerated performance transformation for a top 200 University*

- Designed quantitative and qualitative approach for assessing program portfolio of 150+ majors
- Created communication materials for Board of Trustees, Provost, and faculty to share to community of 17K students

*Strategy and operational plan development for start-up*

- Worked closely with CEO to develop five-year strategic and operational plan; created board meeting materials
- Led market research, analyzed trends, and identified employer needs to create compelling value prop

*Spin-off planning for a \$6B food processing company*

- Developed model to quantify potential separation dis-synergies for IT and identified areas for savings of \$10M
- Built separation planning package for c-suite, including gov. structure, road map, key risks, and mitigation actions

*Global marketing expense management process optimization of a \$30B beverage company*

- Conducted an in-depth analysis of existing processes to identify areas for improvement to allow for rapid iterations
- Redesigned the processes, policies, and systems used to plan, track, manage the effectiveness of, and report on marketing investment through managing competing interests of two business units

*Global COVID PMO for an organization with 13,000 employees*

- Navigated global organizational structures and aligned objectives with cross-functional teams to coordinate responses across regions to emerging COVID situations as a PMO for 15 executive leaders
- Conducted regular reviews of the organization's COVID response, including performance metrics, to identify opportunities for improvement and refine the PMO framework

**University of Pennsylvania**, Philadelphia, PA

2015 –2021

*Graduate Associate*

- Created strategies to promote awareness around equitable practices in the selection, evaluation and training of incoming Resident and Graduate Associates to become the most racially diverse staff of 12 college houses
- Developed an inclusive living environment for students from across the US and world through monthly educational social programming

**Social Justice Research Academy**, Philadelphia, PA

2018 –2020

*Senior Teaching Fellow*

- Trained new Teaching Fellows with workshops on: Data-Driven Instruction, Race and Diversity, and Lesson Planning
- Designed a social justice curriculum focused on instilling high schoolers with tools to be leaders in their communities

## EDUCATION

**University of Pennsylvania**, Philadelphia, PA

2021

*Ph.D., Sociology*

**Northwestern University**, Evanston, IL

2011 - 2014

*B.S., Organizational Dynamics, Minor: Sociological Research*

## SELECTED DEI LEADERSHIP

**Black at Bain (BABs) Coordinator**

2021- 2023

- Revitalized BABs through creating an executive board, doubling cultural events, and obtaining executive buy-in

**SAGE Publishing DEI Consultant**

2020-2021

- Edited 12 videos for accuracy and accessibility to accompany several titles on diversity concepts such as color-blind-racism, White privilege, stereotypes, and intersectionality

**Penn Graduate and Professional Students Assembly President**

2018 – 2019

- Set strategic vision and strategy for diversity campaigns, leading to implantation of an institutional-wide bias reporting form, the creation of the first-generation low-income graduate community, and sexual harassment reform committee
- Restructured 2.2M budget to increase funding to marginalized groups by 220%

**Inaugural Chair of the Inclusion, Diversity, Equity Access, and Leadership Council**

2017 – 2018

- Co-designed an organization-wide inclusion strategy as a recommendation for the Provost and Diversity Officer

**COUNTY OF WESTCHESTER**  
**OATH OF OFFICE**  
**For Appointees to County Boards and Commissions**

STATE OF NEW YORK )

COUNTY OF WESTCHESTER )

ss.:

I, haley pilgrim do solemnly swear (or affirm) that I will support  
(Print or Type Name)

the constitution of the United States, and the constitution of the State of New York, and that I will faithfully  
discharge the duties of the office of youth board in and for the  
(Print or Type Board Name)

County of Westchester, according to the best of my ability.

Date: June 7, 2015

Haley Pilgrim

Haley Pilgrim

(Signature)

Sworn to and subscribed before me this 07 day of June,  
2015.

ALVARO EDMUNDO NIEVES

(Signature)

Polk Florida

haley pilgrim

(Print or Type Name)

Online Notary

(Title of Official Administering Oath)



ALVARO EDMUNDO NIEVES  
Notary Public - State of Florida  
Commission # 4433998  
Expires on January 21, 2023

Notarized remotely online using communication technology via Proof.

Mail original Oath of Office to Office to Andrew Ferris, Office of the County Executive, 148 Martine Ave., Room 916D, White Plains, NY 10601 for filing within thirty (30) days of the commencement of the term of office or the notice of appointment.