


George Latimer  
County Executive

WHEREAS, a vacancy exists in the membership of the Westchester County Human Rights Commission:

NOW, THEREFORE, I, George Latimer, County Executive of Westchester County, in accordance with the terms and provisions of the Westchester County Charter, appoint Zead Ramadan, 5355 Henry Hudson Pkwy. West, 9AB, Riverdale, New York as a member of the Westchester County Human Rights Commission, for the term October 31, 2022 to December 31, 2024.

Given under my hand  
and seal this 31<sup>st</sup> day  
of October, 2022.



George Latimer  
County Executive



**George Latimer**  
County Executive

October 31, 2022

Mr. Zead Ramadan  
5355 Henry Hudson Pkwy West, 9AB  
Riverdale, NY 10471

Dear Mr. Ramadan,

It is my pleasure to appoint you to serve as a member of the Westchester County Human Rights Commission, effective today, Monday, October 31, 2022. This appointment is for a term to expire on December 31, 2024.

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 Human Rights Commission at (914) 995-7711, for the date, place, and time of the Human Rights Commission's 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, which includes the filing of a financial disclosure statement with the County Board of Ethics. Your financial disclosure information along with filing instructions, has been included.

Warmest wishes for a successful tenure.

Very Truly Yours,

George Latimer  
Westchester County Executive

GL/ts

cc: Honorable Board of Legislators  
Tejash Sanchala, Exec. Director, Human Rights Commission  
Joan McDonald, Director of Operations

Office of the County Executive

Michaelian Office Building  
148 Martine Avenue  
White Plains, New York 10601

Email: [cc@westchestergov.com](mailto:cc@westchestergov.com)  
Telephone: (914)995-2900

[westchestergov.com](http://westchestergov.com)

## Zead Ramadan Bio

Zead came to the US at 5 years old and has always made giving back an important part of his life. A proud New Yorker, Zead attended City College of NY and Stony Brook University, where he received his B.A. in Political Science. He learned Spanish from growing up in Washington Heights while retaining his Arabic language and mastering the English language. He interned at the United Nations in 1988, worked as a financial coordinator at Weil, Gotshal & Manges for 6 years. He is currently the Executive Director at the West Harlem Development Corp.

Zead chaired his community board (12) in Manhattan for 2 years of which he has served 15 years. He was the founding chair of the *Malcolm X and Dr. Betty Shabazz Memorial and Educational Center* - a major venue for discussions and exhibitions on the history of human and civil rights in the US. He is the former chair of the Council on American Islamic Relations-NY chapter (CAIR-NY) who advocate for victims of discrimination and violence, and for the fair treatment of all communities and peoples no matter their faith. He is a *representative* (HVICC Trustee-PR Director) to the Peekskill Area Pastor Association (PAPA), Yorktown Heights Clergy Association, Muslim American Civil Liberties Coalition and NY Muslim Leaders Coalition.



**PROFESSIONAL SUMMARY:**

Over twenty years of experience in community leadership, advocacy, nonprofit governance and development, community outreach and organization, policy development and implementation, small business planning and management. Passion for working with other leaders and stakeholders to widen the scale of prosperity across all sectors including Affordable Housing, Economic and Workforce Development, Senior and Youth Services, the Arts, Human and Civil Rights, Education, Job Creation and Training, while utilizing collaborative and creative cross sector strategies and extensive media experience.

**PROFESSIONAL EXPERIENCE****West Harlem Development Corp. (WHDC)**

Executive Director

*May 2022 – Present*

Executive Director - Interim

*Nov 2020 – Jan 2022*

- Transitioned WHDC after Ex Dir (and senior staff departures); hired new staff
- Updated office financial processes to ACH to increase security and work-flow efficiency
- Worked with staff and Board Chair to manage public statements and effectively communicate with Columbia U, Elected officials, CB9M, grantees and other stakeholders
- Prepared annual budget and projected plans for 2021 for WHDC board approval
- Updated and simplified the CBG application and process while awarding over \$1.5m to over 85 local NFP orgs and distributed funds instantly and securely
- Held largest groups of SSEP and ARISE! programs after departure of lead staff including negotiating 6 new contracts with CB9 NFP entities to execute programs efficiently
- Negotiated and coordinated with city agencies, public officials and CB9 to create the largest monthly street festival in W Harlem (“Uptown Night Market”) with MASC Hospitality which offered economic opportunities for small local businesses and artists
- Negotiated with NYC Parks Dept to resurface the artificial turf and track for a CB9 park within a year to serve local schools, teams, and community
- Coordinated with local police precincts and NFP orgs to distribute hundreds of turkeys and thousands of toys to MCD9 constituents during the 2021 holidays
- Planned the creation of the West Harlem Arts Alliance, an umbrella arts org with CB9 that was incorporated in 2021 and ready to serve the local community in 2022
- Led staff through turbulent pandemic time to produce one of the most productive years while executing (these and many more) WHDC board approved initiatives.

**West Harlem Development Corp. (WHDC)**

Member - Board of Directors

*2013 – 2020*

Chair, Grants Committee

*2014 – 2016*

Treasurer

*2018 – 2020*

- Advocated for revisions to grants process, including attaining a comprehensive granting system (FLUXX) to allow WHDC to create granting standards, better communicate with grantees and assess grants investment impact.
- Reviewed proposals from nonprofits for participation in the multi-million-dollar grants that WHDC awards to support the local community's seniors, youth, arts and culture, education, environment, housing, and workforce and economic development initiatives.
- Advocated for housing court representation for local residents, an umbrella Arts org and Seniors Coalition for CB9M, job creation and affordable housing initiatives.

#### **Upper Manhattan Empowerment Zone (UMEZ - NYC)**

Board of Directors, CIIF & Nominating Committees	<i>2002 – 2006, 2011– 2014</i>
Assistant Chair, Cultural Initiative Investment Fund	<i>2004 – 2005</i>
Chair, Workforce and Human Capital Committee	<i>2005 – 2006</i>
Chair, Nominating Committee	<i>2004 – 2005, 2011 – 2013</i>

- Assisted UMEZ as a N Manhattan representative to manage and distribute a \$300 million Federal, State and City initiative, worked with UMEZ' board to spur economic, cultural, and workforce development growth in the greater Northern Manhattan communities of East, West and Central Harlem, Washington Heights and Inwood serving a population of over 500,000
- Created long-term strategies to address the vital needs of Northern Manhattan, including strategic partnerships
- Reviewed proposals for grants and loans from numerous Northern Manhattan businesses, cultural institutions, and for workforce development programs.
- Led advocacy for numerous initiatives for job creation, small business development, and arts and cultural institutions.

<b>Community Board 12 Manhattan (CB12M)</b>	<i>1998-2013</i>
Chairman, CB12M	<i>2002–2004</i>
Chairman, Parks & Cultural Affairs Committee	<i>2004–2007</i>
Chairman, Economic Development Committee	<i>2001–2002, 2007–2009</i>

- Reorganized and inspired CB12M into one of the most powerful and respected voices for Northern Manhattan (per MBP C.V. Fields)
- Led board to begin largest housing and economic development project in decades in CB12M district (Sherman Creek Development Area).
- Participated and advocated in the initial meetings (2003-4) for the creation of a Community Benefits Agreement (CBA) between Columbia University (CU) and the local community as chair of neighboring CB12M, pursuant to CU's plan to build a new campus in Manhattanville.
- Helped create the annual month-long district-wide Artists and Economic Development collaborative in Northern Manhattan (**The Uptown Arts Stroll**, now in its 18th year).
- Lobbied NYC Parks Department to build a *new children's playground* (Coogan's Bluff), *new baseball diamonds* in Highbridge Park, NYC's first *Mountain Biking Trail* and *Skateboarding Parks* in Northern Manhattan.
- Responsible for reviewing and advising on DCA, SLA, DOB licensing and permitting for district businesses and preparation of CB12M resolutions for recommendation to NYC agencies; instrumental in development of plans to spur economic development in Northern

Manhattan (NYS Comptroller sited over ten percent growth in CB12M district between 2000–2010).

### **Hudson Valley Islamic Community Center**

Public Relations Director, Board of Directors

2009 – Present

- Represented HVICC at Yorktown Planning Board meeting to consider the application of opening an Islamic Center in Mohegan Lake.
- Educate and ensure that the HVICC public and leadership adhere to 501c(3) not-for-profit guidelines re: public announcements, handling of elected officials and candidates, rules re: use of space .
- Invite and host elected officials, interfaith partners, speakers, and other official visitors to HVICC.
- Host community, West Point cadets, and interfaith orgs visiting HVICC for educational, experiential, cultural, charitable and holiday events.

### **Malcolm X and Dr. Betty Shabazz Memorial, Educational & Cultural Center**

Chairman, Board of Directors

2007 – 2018

- Founding Board Chairperson: Led the nonprofit board to develop an infrastructure and foundation for a Center to honor the legacies of Malcolm X and Dr. Betty Shabazz.
- Worked with city agencies to oversee aspects of physical development of the Center.
- As acting Executive Director (2015-2017): managed all aspects of the center after the departure of an Ex Dir, hired new staff and helped raise the most capital in the center's history.
- Increased budget by \$1M via grants, negotiated contracts and contributions within a year.
- Negotiated strategic partnerships with the Smithsonian Institution to bring their traveling exhibits for the first time to N Manhattan (*Freedoms' Sisters* and *IndiVisible*).

### **Washington Heights and Inwood Chamber of Commerce**

Vice-Chairman, Board of Directors

2005 – 2020

- Held quarterly forums with elected officials, NYC agency commissioners and business leaders to discuss key issues to support and that affect the local small business community.
- Advocated for policy creation or change with NYC agencies to better serve N Manhattan businesses and tourism.

### **Northern Manhattan Arts Alliance (NoMAA)**

Chairman, Board of Directors

2006 – 2013

- Advocated for and co-founded the “umbrella” organization for artists and arts groups for Northern Manhattan communities of Washington Heights and Inwood.
  - Led NoMAA as a 2012 *National Endowment of the Arts* winning organization, and 3-time *Union Square Awards* for excellence in service to the community awards.
  - Instrumental in attracting \$1.2 million in grants to incubate NoMAA through a strategic partnership with UMEZ and the Hispanic Federation.
  - Held public forums with hundreds of artists and community groups to establish organizational guidelines, vision and mission statements.
-

- Inherited management of the annual “Uptown Arts Stroll”– a district wide arts and economic development partnership and stimulus from 2006 through the present.
- Re-granted over \$300,000 to local artists in its first five years through a partnership with corporate, elected officials and government sponsors.

### **ARC XVI Senior Center**

Member - Board of Directors *2003 – 2007*

Chairman, Fund-Raising Committee *2006 – 2007*

- Led the Strategic Plan Committee for a NYC Senior Center in Washington Heights, which serves over 100,000 senior citizens annually.
- Won “most-efficiently” run senior center in NYC commendation from the New York City Department for the Aging.
- Chaired committees leading to the two most profitable fund-raising annual galas in the history of ARC XVI.

### **CAIR – NY**

Board of Directors *2008 – 2020*

Chairman, Board of Directors *2009-2013, 2016-2020*

Vice-Chair, Board of Directors *2021-Present*

- Led NFP civil rights organization for NY Muslim community.
- Acting Executive Director (2011-2012) after departure of Ex Dir and experienced largest growth in CAIR-NY history, incl hiring of full time director and civil rights attorney
- Increased annual budget from -\$30K to \$700K through fundraising and grants
- Extensive media representation and experience on television, radio and print news defending constitutional and civil rights of New Yorkers.

### **Trevor Day School**

Member- Board of Trustees *2013 – June, 2022*

- Co-led an independent school during its major growth period; including developing a new \$100M LEED certified high school, and the hiring of new administrative leadership.

## **BUSINESS LEADERSHIP**

### **X Caffe Group**

President and CEO *1997 – 2020*

- Co-founded a coffee house business (new café concept) that grew into a successful 7 business operation, with a catering spinoff.
- Created business, strategic and marketing plans for what was called “first downtown style café Uptown” (by NY1 in 1997) and won awards for coffee brewing excellence by Specialty Coffee Assoc. of America (many years).



- Hired over 50 “local” employees and negotiated over 30 service contracts with local institutions and NYC agencies for their events.

**Weil, Gotshal & Manges, LLP**

Financial Coordinator, NYC

*1989 – 1995*

Financial Director, Silicon Valley, CA

*1995 – 1997*

- Liaison to managing partners of business reorganization, corporate, tax and trust & estates departments of one of the NY’s largest law firms.
- Prepared management and financial reports and analysis for department partners and management, including projections, reconciliations, billing and receivables reports.
- Developed business reorganization reports used by the Southern District of NY Court to manage legal fees for Chapter 11 cases (Eastern Airlines, Drexel Burnham Lambert and others).
- Managed WG&M’s Silicon Valley office financial department – went from worst to best financial “realization” office (of 11 internationally) in one year.

**EDUCATION**

**Harvard University – Kennedy School of Government 2020 - Ongoing**  
(Public Leadership Credential)

**United Nations – Internship 1988 -1989**  
Political and Security Council Affairs Division

**Stony Brook University (State University of New York) 1985 –1988**  
B.A. – Political Science (Political Sociology, International Relations)

**City College of NY (City University of New York) 1983 – 1985**  
(MAPES – Minority Assistance Programming in the Engineering and Sciences)

Fluent in Spanish and Arabic





# COUNTY OF WESTCHESTER OATH OF OFFICE

## For Appointees to County Boards and Commissions

STATE OF NEW YORK )  
 ) ss.:  
COUNTY OF WESTCHESTER )

I, Zead Ramadan 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 HUMAN RIGHTS Commission <sup>BOARD MEMBER</sup> in and for the  
County of Westchester, according to the best of my ability.

Date: 11/22/22

[Signature]  
(Signature)

Sworn to and subscribed before me this 22<sup>nd</sup> day of November,  
2022.

[Signature]  
(Signature)

TEJASH SANCHALA  
(Print or Type Name)

Notary Public - Attorney  
(Title of Official Administering Oath)

TEJASH V. SANCHALA  
NOTARY PUBLIC, STATE OF NEW YORK  
Registration No. 02SA6395071  
Qualified in Westchester County 23  
My Commission Expires 07/22/20 23

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.