



George Latimer  
County Executive

July 26, 2024

Westchester County Board of Legislators  
800 Michaelian Office Building  
White Plains, New York 10601

Dear Honorable Members of the Board:

In accordance with Section 110.21 of the Laws of Westchester County, transmitted herewith for your confirmation is a resolution to appoint Ernest L. McFadden to the office of Executive Director of the Westchester County Youth Bureau effective August 5, 2024.

As Executive Director of the Youth Bureau, Mr. McFadden will be responsible for, among other things: administering funds appropriated for the Youth Bureau; cooperating with all persons, agencies and associations which provide programs, services and facilities for youths; and recommending plans for the creation and support of recreation and youth service projects.

I have made a thorough review of Mr. McFadden's credentials and experience and have determined that Mr. McFadden's appointment as the Executive Director is in the best interests of the Youth Bureau and of the County generally.

Therefore, I most respectfully recommend and urge your Honorable Board to adopt the attached resolution confirming the appointment of Ernest L. McFadden to the office of Executive Director of the Westchester County Youth Bureau effective August 5, 2024.

Sincerely,

A handwritten signature in black ink, appearing to read "George Latimer", written in a cursive style.

George Latimer  
County Executive

GL/nn



**George Latimer**  
County Executive

August 1, 2024

**Mr. Ernest Mc Fadden**  
55 Browning Drive  
Ossining, New York 10562

Dear Mr. Mc Fadden,

I am pleased to offer you an appointment to the position of Director—Youth Bureau with an annual salary of \$183,075 effective August 5, 2024.

We are looking forward to your leadership of this important department and appreciate your continued efforts to provide programs and services for the youth of Westchester County.

Please note that, as required by Westchester County Civil Service Rules, it is necessary for you to serve a probationary period of no less than twelve (12) weeks nor more than fifty-two (52) weeks. Please be advised that per Civil Service rules, the probationary period may be terminated for unsatisfactory performance at any time after the minimum period of service and on or before the maximum period of service. Upon completion of the probationary period, your appointment shall become permanent.

If you have any questions, please feel free to contact Human Resources Commissioner Lisa Denig.

I congratulate you on this appointment and wish you continued success.

Sincerely,

A handwritten signature in black ink, appearing to read "George Latimer". The signature is fluid and cursive.

**George Latimer**  
Westchester County Executive

cc: **Joan McDonald**  
Departmental Personnel File  
HR Employee File

Office of the County Executive

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

Email: [ce@westchestercountyny.gov](mailto:ce@westchestercountyny.gov)  
Telephone: (914)995-2900

[westchestercountny.gov](http://westchestercountny.gov)

April 4, 2024

Ernest McFadden  
55 Browning Dr  
Ossining, NY 10562

Westchester County Department of Human Resources  
148 Martine Ave. Suite 100  
White Plains, NY 10601

Dear Department of Human Resources Committee,

I am writing to express my interest in the Director of Youth Bureau position with Westchester County. With a strong background in youth development, program management, and community engagement, I am confident in my ability to lead and enhance the services provided to young people here in Westchester County.

Throughout my career, I have maintain a passion for youth empowerment. Likewise, I have worked tirelessly to create safe and supportive spaces for young people. I believe that investing in their growth and well-being is essential for building a stronger community.

As a Program Administrator, I have instrumental in the implementation of various youth programs, including mentorship initiatives, after-school activities, and leadership workshops. These experiences have equipped me with the skills needed to create impactful programs that address the unique needs of our youth. As a team-oriented leader, I collaborate closely with staff, volunteers, and community partners. I believe in fostering a positive work environment where everyone's contributions are valued and respected.

As the Director, I envision creating a dynamic and inclusive environment where young individuals can thrive. I am committed to fostering their personal growth, providing mentorship opportunities, and advocating for their needs.

I would welcome the opportunity to discuss how my skills align with your organization's mission and goals. Thank you for considering my application. I look forward to the possibility of contributing to the positive impact on youth here in Westchester County.

Sincerely,



Ernest L. McFadden

(914) 924-1410

**Ernest L. McFadden** 55 Browning Drive, Ossining, New York 10562 \* (914) 924-1410 \* [ernestmcfadden19@yahoo.com](mailto:ernestmcfadden19@yahoo.com)

**EXECUTIVE COMMUNITY/GOVERNMENT RELATIONS STRATEGIST & POSITIVE YOUTH DEVELOPMENT**

**Experienced Human Capital Change Agent**

An accomplished, decisive, and knowledgeable leader with over two decades working at the intersections of government, education, business, and the non-profit sectors. Strong visionary and executive leadership in formulating policies and setting priorities for positive youth development strategies and programs, while collaborating with key stakeholders to ensure effective youth engagement. Proven track record and broad expertise, planning and community/government relations with thirty (30+) nonprofits and municipalities across Westchester County. Strong business acumen and experience in managing multi-million dollar in contracts and deploying financial and technical resources to non-profit organizations and agencies.

- Strategic Human Resources Planning
- Positive Youth Development Strategic Planning
- Corporate Social Responsibility (CSR)
- Employee Relations, Diversity & Inclusion
- Excellent Coaching and Influencing Skills

**PROFESSIONAL ACHIEVEMENT**

**WESTCHESTER COUNTY YOUTH BUREAU**, a division of the County Executive’s Office | July 2018 –

*The Westchester County Youth Bureau is situated within the Office of the County Executive, George Latimer. Grounded in the Positive Youth Development (PYD) framework, the Youth Bureau is the County’s resource for children, youth, and families.*

**Program Administrator**

- Responsible for the oversight of positive youth development programming, fund development, evaluation, monitoring, and technical assistance through private and public partnerships.
- Develop collaboration with k-12, higher education, government officials, faith based organizations, businesses and key stakeholders to develop and implement youth and constituent services.
- Manage forty-five (45+) non-profit/municipal contracts that consist of various programs that serve to support, engage and encourage development of Westchester County’s youth population as well as provide workforce training and career development opportunities.
- Represent the Executive Director and/or the Westchester County Youth Bureau at meetings and conferences.
- Serve as county liaison on the Lower Hudson Valley My Brother’s Keeper Alliance, designed to improve academic, social and employment outcomes for males of color.

**TODAY’S STUDENTS TOMORROW’S TEACHERS** | Westchester, NY - November 2014 – January 2018

*Today’s Students Tomorrow’s Teachers (TSTT), an innovative career development program, which prepares minority students for college and a rewarding career in the teaching profession.*

### **Vice President/Consultant**

- Served as senior strategist and advisor to the President/CEO on program expansion, school district partnerships efforts throughout the U.S. as a solution-based model for closing the teacher diversity gap.
- Collaborated with partner (10) school districts, universities and the business community to develop a teaching staff that mirrors the cultural diversity of the students they teach.
- Served as development officer, writing and reviewing proposals, managed annual giving campaign and grant writing; resulting in \$250,000 in annual grants.

**ALCOA, INC.** | New York, NY & Pittsburgh, PA

**October 2010 – February 2014**

*Fortune 33 ranked metals and engineering company with 2013 revenues of \$24B, 30 countries and 60,000 global employees.*

Responsible for the strategic management process, moving Alcoa's global diversity and inclusion programmatic focus to a comprehensive business strategy, centered on global workforce planning, marketplace competitiveness tied to customer-centric global business insights and organizational "inclusiveness" driving strategic and operational agility. Served as senior global strategist and advisor to the CDO/HR and Executive Council Members on driving Inclusive Leadership initiatives across the enterprise.

### **Director, Workforce Equity and Inclusion**

- Provided consultation to business unit leaders on effectively designing and implementing diversity initiatives to support employee engagement, talent development and retention.
- In collaborating with the Chief Diversity Officers, provided oversight for the Global Diversity Inclusion Council, Global Recruitment Council, community partners, affinity groups and business units in the execution of organizational proficiency to enhance the work environment to elevate employee engagement.
- Established global Diversity, Equity and Inclusion plans and report progress twice annually to the CEO and Board of Directors regarding workforce diversity improvement.
- Provided oversight for the design and implementation of cross-cultural online inclusion training; "*The Power of One – Inclusion Unbound*" impacting 60,000 employees, resulted in the highest level of employee engagement indices and global recognition of exceptional executive leadership, outstanding business performance and unprecedented organizational operational culture.
- Chief architect in the management and deployment of two key research projects designed to drive inclusive leadership behaviors; "Engaging White Male Leaders in D & I strategy" and "Benchmarking Representation levels across industries".
- Held Secretary role on Alcoa Global Inclusion Council - top executive led council, which shaped the strategic plans for Alcoa's D&I efforts including corporate wide objective setting, Employee Resource Groups engagement and strategic external partnerships.

**PEPSICO, INC.** | Purchase, NY

**October 2005 – January 2010**

*Fortune ranked 43 Food & Beverage company with 2010 revenues of \$57B in 200 countries and 300,000 global employees.*

Executive with full strategic planning and management responsibility for corporate citizenship for PepsiCo's global consumer products goods corporation. Accountable for strategy development, change management leadership, business plan development, process integration and global team development across the enterprise.



Partnered with the VP of Corporate Social Responsibility (CSR)/Community Affairs providing oversight for PepsiCo's global strategic CSR and multifaceted diversity initiatives. Managed reputation management and external shareholder strategic engagement with some 35 external strategic national alliances and 12 national boards, including U.S. Congressional Caucus Institutions. Leading to the creation of "win-win" partnerships with national community partners.

### **Director, Corporate Social Responsibility/Community Relations**

- Partnered strategically with Sr. executives to ensure their business objectives aligned with the company vision for corporate social responsibility (CSR), while supporting an environment allowing employees to engage fully in community efforts.
- Leveraged ERGs and business unit collaboration with key human resource leaders to advance employee-relations; development of organizational proficiency to enhance employee engagement. Developed strong international grassroots movements using strategic relationships to advance corporate socially responsible efforts.
- Chief strategist in the development and management of employee volunteerism, with expansion in Mexico, South Africa and London.
- Served as spokesperson for organization's "Smart Spot" Health and Wellness Campaign, focused on reducing obesity epidemic within minority communities.
- Collaborated with Presidents/Chief Executive Officers of national organizations and congressional member caucuses to gain alignment on strategic public/private initiatives in areas of public policy, education, economic development and health impacting the community.

### **EDUCATION**

B.S. Human Resources Management – Marist College  
A.A.S Business Management – SUNY Cobleskill

### **CERTIFICATIONS & AFFILIATION**

Member of Ann E. Casey Foundation – Juvenile Justice Applied Leadership Network  
Regional Youth Justice Team Mid-Hudson Region: NYS Division of Criminal Justice Services  
Lower Hudson Valley My Brother's Keeper Alliance, Member  
Project AIM: Adult Identity Mentoring Program – Facilitators Training  
Former NYS Elected Official – Village of Ossining 1996-2002  
Boston College Carroll School of Management: Integrated Global Corporate Citizenship Strategy  
Public Affairs Council: Effective Lobbying in the States of; Ga., Fl., NY, Pennsylvania, Virginia & Ma.  
Exec-Comm LLC Firm: Executive Presentation Certificate  
Executive Board, Science and Technology Entry Program (STEP) at Mercy College  
Past Chair & Board of Director, Westchester Urban League  
Former Board Member & Chairman of Congressional Black Caucus Foundation - Corporate Advisory Council  
Former Member of Corporate Alliance Board, League of United Latin American Citizens  
Former Board of Directors, Westchester Community Opportunity Program, Inc.

### **COMPUTER PROFICIENCY**

PeopleSoft, Word, Excel, PowerPoint

RESOLUTION - 2024

TO THE COUNTY BOARD OF LEGISLATORS  
OF THE COUNTY OF WESTCHESTER, NEW YORK

WHEREAS, the County Executive having appointed Ernest L. McFadden as the Executive Director of the Youth Bureau effective August 5, 2024, in accordance with the terms and provisions of the Laws of Westchester County, as amended, and subject to the confirmation of this Board; it is

RESOLVED, that said appointment be and is hereby confirmed.

Dated: 2024  
White Plains, New York