



Nuestra Historias:

The Latino/a/e/x & Hispanic Experience with Bias in New Jersey

AGENDA
6/11/2024

Moderator:

Angela Campos, Community Relations Specialist, New Jersey Division on Civil Rights

Opening Remarks:

Tee Leonardo-Santiago, Director of Outreach & Community Relations, NJ Division on Civil Rights

Panelists:

Dr. Marisol Marroquín MSW, Presidential Postdoctoral Fellow SAS-N, Rutgers Newark

Michel Acevedo-Zmuda, Chief Executive Officer, Hispanic Family Center of Southern NJ

Saray Ramos, Director of Policy and Advocacy, Latino Action Network Foundation

Questions and Answers

Closing Remarks

Angela Campos, Community Relations Specialist, New Jersey Division on Civil Rights

Moderator & Panelists Bios

Angela Campos (Moderator)

Community Relations Specialist, New Jersey Division on Civil Rights



Angela Campos (she/her) is a multilingual community relations specialist at the New Jersey Division on Civil Rights in the Community Relations Unit (CRU). As a lifelong advocate for trauma informed services to support survivors of harm through a plethora of roles. She joined the division with a diverse history of communal engagement to mitigate the impact of harm.

In her roles in tertiary prevention, she worked directly with impacted community members by providing medical accompaniment to survivors of sexual violence in New Jersey during their forensic medical exam and supportive counseling to families impacted by domestic violence, as well as assisting service providers from domestic violence programs with technical assistance navigating economic barriers experienced by survivors of violence

in their journey to obtaining self reliance after experiencing harm.

During her capacity in secondary prevention Angela facilitated trainings and programs to community members on social emotional skills as a pathway to prevent and reduce the prevalence of chronic mental health challenges in the K- 12 youth and their caregivers. She is a certified facilitator for PreVenture, Botvin's Middle School Life Skills, and the Strengthening Families Program. In addition, Angela is also a certified facilitator of the Safe Dates curriculum and continues to uplift new early childhood educators in collaboration with the Council of Professional Recognition as a Professional Development Specialist.

Angela holds a master's in child advocacy and public policy from Montclair State University and a Domestic Violence Professional certification through the New Jersey Association of Domestic Violence Professionals. Through her academic journey Angela has been trained in Youth Mental Health First Aid, is a certified Lead Safe Renovation Contractor, and is certified as a Danger Assessor through the Johns Hopkins School of Nursing.

In transitioning to supporting the community through her role in the Community Relations Unit Angela is helping to prevent and eliminate acts of bias, prejudice, and discrimination in New Jersey through education and community engagement building towards the DCR vision of a New Jersey where all people are treated equally.

Tee Leonardo-Santiago (Opening Remarks)

Director of Outreach & Community Relations, NJ Division on Civil Rights



Tisha “Tee” Leonardo-Santiago (she/they) is the first Latinx Director of Outreach and Community Relations at the New Jersey Division on Civil Rights (DCR). In this role, they provides strategic oversight and implements statewide outreach and programming to support and educate communities. Tee also uplifts the Division’s initiatives, manages its social media presence, and leads crisis response efforts to prevent and eliminate discrimination and bias in New Jersey.

Tee’s team is also a crisis response unit following major civil rights incidents. As a community mediator, they engage in complex mediation, restorative justice practices, and community dialogue with a trauma-informed care lens. In recognition of the Unit’s exceptional outreach and Tee’s leadership, in 2023,

Attorney General Platkin presented the Community Relations Unit the “Excellence in Community Outreach” Award and Tee the “Excellence for Exceptional Service Award.”

Before joining the Community Relations Unit, Tee began their career at the Division as a Bilingual Investigator in the Enforcement Unit, investigating employment and place of public accommodation cases while assisting with Division outreach. They served as the bilingual subject matter expert in developing and implementing the online complaint portal, the New Jersey Bias Investigation Access System (NJBIAS), launched in November 2020.

Prior to joining DCR, Tee was the first Bilingual General Adjuster for one of the oldest insurance adjustment firms in the country, where they investigated commercial fire & theft, personal lines, fine arts & fidelity claims. Tee is a second-generation Latinx from Hudson County and a first-generation college graduate receiving their undergraduate and graduate degrees in Criminal Justice from New Jersey City University.

Michel Acevedo-Zmuda (Panelist)

Chief Executive Officer, Hispanic Family Center of Southern NJ



Michel Acevedo-Zmuda is the Chief Executive Director and Operations Officer for the Hispanic Family Center (HFC) of Southern New Jersey. Prior to leading HFC, Ms. Acevedo-Zmuda has led several non-profit agencies on various levels throughout Southern New Jersey, including serving as a Senior Program Director for Catholic Charities of the Diocese of Camden. Ms. Acevedo-Zmuda's accomplishments include, successfully creating and overseeing programs for underserved populations, involving victims of Domestic Violence, Sexual Violence, Gun Violence, Human Trafficking, and various Economic Challenges. In addition, Ms. Acevedo-Zmuda implements and manages programs in the areas of Clinical Health Support, Individual and Family Counseling, Family Centers offering food, clothing, and employment support, Temporary Housing, Job Training,

ESL and Civics Education, Community Health Education and Support, Immigration/Migrant Support, Legal Support to Victims and Migrants, and Communication to the Community along with Expansion of State and Federal Grant-Driven Programs. Additional responsibilities include leading the HFC Board, as the CEO of the HFC agency, ensuring success of HFC's future growth through strategic development to meet increased, rising demands of underserved populations, navigating multi-level development and oversight, managing multimillion-dollar budgets, transforming work-based inter-cultures within the agency to recruit talent, improve retention, improve revenue and cost savings expenditures, and streamlining communication and implementations between departments and outside organizations and agencies.

Throughout her career, Ms. Acevedo-Zmuda has utilized components of innovative leadership to guide organizations toward achieving their goals while creating both short and long-term strategic goal-driven action plans. In addition, she has effectively used her knowledge, regarding social work administration and nonprofit organizational dynamics to strengthen and expand agencies. Some of these goal-driven accomplishments include, successfully increasing revenue, by way of, obtaining funding opportunities through grants management, networking throughout the community with like-minded organizations with similar missions, and guiding/leading various levels of relationship-building to effectively benefit underserved communities. Overall, in all her roles, Ms. Acevedo-Zmuda serves as a transformational leader and respected/trusted executive advisor, involving organizational operations and non-profit strategic operations. She is an integral, dynamic executive, who creates institutional success by leading outreach, enlisting and implementing volunteer coordination embedded in partnership development, promoting creative targeted marketing, establishing media and public relations, resolving management issues, and initiating team coaching/mentorships as a continuous advocate for community connections, support, and development. Along with her leadership roles and oversight of HFC, Ms. Acevedo-Zmuda, also, serves as a member of the Advisory Board for the Bancroft Schools Organization, Southern New Jersey's Chamber of Commerce, Worldwide Womens Association, Association of Latino Professional for America, and the Lupe Fund, Inc.

Dr. Marisol Marroquín (Panelist)

Presidential Postdoctoral Fellow SAS-N, Rutgers Newark



Dr. Marisol Marroquín (she/her/ella) is a Presidential Postdoctoral Fellow at Rutgers University-Newark, and she concentrates on addressing health inequities, racism, and ableism. Dr. Marroquín received her PhD in Social Work from Arizona State University and has experience as a clinical social worker with many years of experience within permanent supportive housing, outpatient mental health, and hospital settings. Her positionality as a Guatemalan American, daughter of immigrants, and bicultural and bilingual clinician and researcher has helped inform her work to improve health equity among historically marginalized groups at the intersections of race and disability, particularly for Latinx autistic communities. She is passionate about creating community collaborations and networks to help empower underserved communities through

strengths-based approaches and resources to create more socially equitable opportunities for people to live happy, healthy, full lives.

Saray Ramos (Panelist)

Director of Policy and Advocacy, Latino Action Network Foundation



Saray Ramos (she/they) is currently a graduate student in the Master of Public Administration (MPA) program at Rutgers SPAA. She serves as the Director of Policy and Advocacy at the Latino Action Network Foundation. With a deep commitment to public service, they are driven to serve underprivileged Black, Brown, and immigrant communities, striving to make a meaningful impact in their lives. In their free time, Saray enjoys reading, spending time with the family and going to concerts.