



## Lydia L. Mihalik

### *Director, Ohio Development Services Agency*

Lydia Mihalik is the director of the Ohio Development Services Agency. The agency provides customer service and support to businesses, communities and individual investors and entrepreneurs to encourage economic development in the state.

Director Mihalik was appointed to lead the agency by Governor Mike DeWine. She comes to the agency after serving as the mayor of the City of Findlay. She is the first woman to hold the city's top post. As mayor, she was a strong proponent of small business and workforce development.

She has been a board member for the Ohio Mayors Alliance, a collaboration of Ohio's 20 largest cities, and has served on the Advisory Board for the U.S. Conference of Mayors.

Director Mihalik is a native of Indiana who moved to Ohio to attend the University of Findlay, where she earned a degree in political science. Her interest in public administration earned her an internship with the City of Findlay, which led to a full-time position in city economic development. She has served as Grant Administrator for the Hancock Regional Planning Commission. She serves on the Hancock County Red Cross Board of Directors as well as Board of Directors for The Partnership for Excellence.





## **LEON ANDREWS**

### **Director**

### **Race, Equity, And Leadership Program (REAL) National League of Cities (NLC)**

Leon T. Andrews, Jr. is the first director of NLC's Race, Equity And Leadership (REAL) Program. He was appointed to this position in 2014. Leon previously served as the senior fellow and program director for

NLC's Institute for Youth, Education, and Families. For eight years, he led all of the Institute's youth development work with mayors and other municipal leaders around the country including in areas related to childhood obesity, disconnected youth, youth engagement and leadership, and youth master planning.

Before joining NLC, Leon completed a research fellowship at The Forum for Youth Investment. Leon has an extensive background working in government, the community, the private sector, and academia for the last 25 years, including the United States Department of Justice, the office of United States Senator Barbara A. Mikulski, the United States Public Interest Research Group, the Allegheny County Department of Human Services, YouthBuild Pittsburgh, the Development Corporation of Columbia Heights, and PricewaterhouseCoopers. Leon also served as an adjunct professor in the Department of Political Science at Eastern Michigan University. He is a published author, a presenter at several conferences and other forums both nationally and internationally. He serves on several national and local boards including ChangeLab Solutions (chair), National Recreation and Parks Association (past chair), National Council on Crime and Delinquency, and the National Network for Youth.

Leon received his Bachelor of Arts in Political Science from Howard University, a Master of Science in Public Policy and Management from Carnegie Mellon University, and is a PhD candidate in the Urban and Regional Planning program at The University of Michigan. Leon is married to an amazing woman, Dr. Kristine M. Andrews. They have three beautiful daughters – Jessica Austin, Julia Iris, and Joanna Jonas.

# Race, Equity and Leadership Initiative (REAL)

In the wake of the 2014 unrest in Ferguson, Missouri, the National League of Cities created the REAL initiative to strengthen local leaders' knowledge and capacity to eliminate racial disparities, heal racial divisions and build more equitable communities. Through training and various resources, REAL helps local elected leaders build safe places where people from all racial, ethnic and cultural backgrounds thrive socially, economically, academically and physically.

**Here are some of the services we can offer your city:**

## Training

We offer a host of training opportunities to empower and equip local officials with the tools needed to address racial disparities in their communities.

- **Leadership Trainings through NLC University**
- **Customized leadership training opportunities for cities, regions and state leagues**

## Technical Assistance

Every community's challenges are unique. We are also on the ground working in cities with local leaders to find local solutions and develop custom tailored plans to help counter structural racism.

- **Learning Community for Truth, Racial Healing and Transformation**
- **Community Conversations on Race Relations, Equity and Justice Technical Assistance**
- **Boys and Men of Color Technical Assistance**

## By the Numbers

**30**

Cities currently receiving training from REAL

MN MD CA PA



FL KS VA TX

8 State leagues working with REAL

**100+**

Number of community conversations facilitated or supported by REAL



## Network Building

NLC connects a network of thousands of local elected officials from across the nation who represent cities both small and large. We use this immense network to build a coalition dedicated to advancing racial equity, through community conversations and our learning communities.

- National REAL Network
- NLC's Council for Race, Equity And Leadership (REAL Council)
- National Municipal Learning Community for Truth, Racial Healing and Transformation
- Community Conversations Network on Race Relation, Equity and Justice
- My Brother's Keeper Community Challenge Learning Community

## Highlighting Racial Equity Efforts of Local Leaders

We document the stories of cities moving the needle on racial equity in order to highlight their positive work, and to share best practices for other cities to learn and grow.

- **REAL Action: A How-To Guide for Local Elected Officials**
- City Profiles
- MBK Action Guide

## Work with Special Populations

We are building on the focus we have had on boys and men of color to include other special populations that provide opportunities to apply a racial equity lens in analyzing broader policy issues such as infrastructure, housing and the economy in order to better serve all communities.

## To Learn More

Contact **Leon T. Andrews**  
Director - Race, Equity and Leadership (REAL)  
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# Jan Hargrave

*The Nation's Leading Behavioral  
Authority And Body Language Expert*

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"Thank you for serving as our keynote speaker for the 2018 INSPIRE Nursing Symposium. Every participant that I spoke with raved about your keen ability to engage your audience from start to finish. I appreciate the time and talent you shared in making this year's event a great success."

Kenn M. Kirksey, Director, Sr. Nurse Scientist, Chair, Clinical Inquiry Review Panel



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## Speaking Topics

### **Understanding the Importance of Nonverbal Communication.**

Learn your nonverbal communication style and the body language of others to gain the advantages you need to make in-depth character assessments.

### **Strictly Business Body Language.**

Learn to uncover the "hidden messages" used in business meetings and in the negotiation process.

### **Negotiating Successfully Through Understanding and Recognizing Personality Differences.**

Learn the psychology of nonverbal behaviors associated with specific personality styles and the ways in which a person acts in response to a particular situation or stimulus.

### **The Bottom Line: Working from Both Sides of the Brain to Achieve Success.**

Learn to recognize right- and left-brain processing strategies for perfecting the effectiveness of your interpersonal skills and improving your self-awareness.

## Bio / Introduction

Jan Hargrave, CEO of Jan Hargrave & Associates, is the nation's leading behavioral authority and body language expert. As an international consultant, acclaimed speaker, distinguished educator and talk show guest, Jan has worked with many of today's leading corporations such as, Lockheed Martin, Merrill Lynch, Starbucks, ESPN, NASA, Comcast and MARS Chocolate.

Jan is the author of 5 books on nonverbal communication: "Strictly Business Body Language," "Judge the Jury," "Freeway of Love," "Let Me See Your Body Talk," and "Poker Face."

Jan received her Bachelor's Degree, Master's Degree, and Education Specialist Degree in Education with emphasis in business psychology from the University of Louisiana in Lafayette.

Jan proves with her contagious warmth, wit, and knowledge that there is a method, and a style, to success.

## Credentials:

Adjunct Professor: University of Houston, MD Anderson Cancer Center, University of Louisiana, and Houston Community College; Member of American College of Forensic Examiners; National Listening Association; 2016 Most Influential Women; Certified Fraud Investigator Instructor; Internal Auditor Certified Instructor.

## Appearances:

Steve Harvey Show; Houston Life TV Show; ABC, NBC, CBS, FOX News; Montel Williams Show; Great Day Houston; People Magazine; The Forensic Examiner; New York Times; Golf Magazine; Cosmopolitan Magazine; Houstonia Magazine; Glamour Magazine; InTouch Weekly Magazine; Life & Style Magazine; First for Women Magazine; Houston's Most Influential Women of 2017.

## **NAN WHALEY, DAYTON MAYOR**



Nan Whaley is proud to choose Dayton as her home. Originally from Indiana, Nan attended the University of Dayton where she graduated in 1998 and soon settled in the Five Oaks neighborhood, where she and her husband Sam reside today.

Her career is distinguished by her commitment to public service, civic involvement and interest in local government. First elected to the Dayton City Commission in 2005, Nan was the youngest woman ever chosen for a Commission seat. She was proud to be elected as Dayton's mayor in 2013 by a double-digit majority. In 2017 she was re-elected mayor without opposition, a first in Dayton's history. As mayor, she has focused on the areas of community development, manufacturing, and women and children.

Nan is a national leader among her peers, serving on the Board of Trustees for the U.S. Conference of Mayors as well as the Chair of the International Committee for the Conference. She serves as a Vice Chair for the National League of Cities, Council on Youth, Education and Families. Nan is also a founding board member for the Ohio's Mayor Alliance, a bipartisan coalition of Ohio's 30 largest cities.

Nan has been committed to the political process in local, state and national elections. While in college, she served as Ohio Chair of the College Democrats. She currently serves as the Vice Chair of the National Conference of Democratic Mayors. Additionally, she is a four-time delegate to the Democratic National Convention.