

Erica McWhorter

Consultant

EXECUTIVE SUMMARY

I leverage my experience as an attorney, adviser, executive leadership, and consultant to build tailored strategies and insightful solutions steeped in organizational values. I have experience leading capacity building, managing and developing funding and policy priorities, and building equitable systems.

SKILLS & CORE COMPETENCIES

Listening to understand values, priorities, and positioning • Written and verbal explanatory skills
Social impact business planning • Complex system and program analysis, design, and improvement •
Organizational startup and compliance • Board support • Fund development planning

EXPERIENCE

Excelebrate Public Benefit LLC

Nationwide

Principal Consultant

March 2013 – Present

- **Build systems and processes**, including cross system integration, board and advisory body administration and development, operational tools, and partnerships.
- **Lead and support organizational startup and updates**, including business model selection, formation, early stage documents and processes, and business planning.
- **Provide equitable programs and policy development and support**, including partnering for values; social impact program planning, assessments, operational policies and tools; equitable fees, reduced pricing, and charitable contribution strategies.
- **Support organization and program improvement**, including complex program and system assessments (environmental scans, case studies, etc.); growth, scaling, and sustainability plans and implementation; monitoring and improvement tools.
- **Provide fund development and administration**, including fund development plans; grant compliance, use, and contracting; competitive funding processes and competition buildouts.

Contra Costa County, Health, Housing & Homeless Services (H3) Division

Concord, CA

Homeless Services Chief • Chief of Staff • Strategy & Planning Administrator

Jun 2019 – Dec. 2021

- Led and directed County's coordinated homeless service system (CA-505), including organized system wide programming, HMIS, CE, training, and grantmaking, partner development, and coordinated governance, planning, and affordable housing development for County and system.
- Oversaw and implemented County regulatory and strategic homelessness response, including planning and managing agency and system processes, community and client engagement, service provision, and cross system integrations (i.e., health, criminal justice, education, etc.).
- Directed and co-managed fund development and administration, including planning, application, grantmaking, reporting, applicant support, monitoring standards and metrics; shared oversight of County's annual \$30+ million homeless funding portfolio.
- Directed and troubleshoot operations and program matters using data driven decision-making.
- Liaised and directed policy development and implementation with unhoused persons, service providers, community members, allies, legislators, neighbor counties, funders.
- Evaluated, reviewed, designed, and implemented system and agency processes for equity, regulatory compliance, quality improvement, and risk management.

Homebase, Center for Common Concerns

San Francisco, CA

Attorney Consultant

January 2017 – May 2019

- Performed legal and policy analysis, technical assistance, and facilitation for public and private entities nationwide about homelessness, affordable housing, and community development.
- Led and supported fund development, capacity building, compliance, and program evaluation.
- Designed and implemented equitable systems planning method and evaluation of HR policy.

Erica McWhorter

Consultant

- Focuses: equitable systems design, affordable housing finance, and cross system integration.

Association of Prosecuting Attorneys

Washington, DC

Deputy General Counsel • Special Counsel • Consultant

April 2015 – September 2016

- Directed and supported execution of operational strategy: led organization restructuring and partnership mapping development; supported visioning of criminal justice reform strategy.
- Managed, researched, and drafted \$3 million portfolio of private and federal grants.
- Performed legislative and policy drafting and analysis on criminal law and justice reform.
- Provided legal, legislative, policy, and technical support, facilitation, and training to prosecutors and law enforcement, attorneys, system stakeholders, partners, and industry allies.

U.S. Army National Guard

Towson, Maryland

Open Source Intelligence Analyst (TS/SCI)

September 2013 – March 2016

- Research, analyze, and distribute strategic and tactical intelligence in written and oral briefs.
- Appointed as the Public Affairs Representative for the 58th BfSB Headquarters Battalion.

Consulting Regulatory Analyst

September 2014 – April 2015

Financial Crimes Regulatory Network • Securities and Exchange Commission (TS/SCI) Washington, DC

- Researched and analyzed complex intelligence data for financial regulatory compliance.
- Managed and assessed enforcement cases of banking, securities, and regulatory violations.

Maryland Office of the Public Defender, Child In Need of Assistance Division

Baltimore, MD

Assistant Public Defender

March 2010-September 2014

- Litigated and negotiated child welfare cases, criminal misdemeanors, felonies (caseload: 121).
- Advised clients of rights and strategies; identify, secure, and negotiate social services.
- Support legislative policy development and advocacy strategies.
- Liaison to Juvenile Court's Drug Treatment and Alternative Dispute Resolution Committees.

BOARD MEMBERSHIPS

- American Bar Association (ABA) Commission on Homelessness & Poverty (2023 – Present)
- Knitting4Peace, Board Member, Co-Chair (2022 – 2024)
- Berkeley Art Center, Board Member (2017)
- NAACP Washington, DC Branch, Board Member, Legal Redress Committee Co-Chair (2014-2015)
- Hesed Ministries International, Advisory Board Member (2010-2015)

PUBLICATIONS

- Excelebrate PBLLC's *You Should Know This* blog (2022-24), <https://www.excelebrate.org/blog>.
- Erica McWhorter and David LaBahn, "Confronting the Elephants in the Courtroom through Prosecutor Led Diversion Efforts," *Albany Law Review* (Volume 79, Special Issue).
- Erica McWhorter and David LaBahn, "Can the Criminal Justice System Offer Public Health Alternatives to Persons with HIV?" *Madridge Journal of AIDS* (2017 Edition).

EDUCATION

The George Washington University Law School, Washington D.C.

J.D., May 2008

- Recipient, J.B. and Maurice C. Shapiro Public Service Fellowship and Tuition Scholarship
- Editorial Staff, American Intellectual Property Law Association (AIPLA) Quarterly Journal

University of California at Los Angeles (UCLA), Los Angeles, CA

B.A., June 2005

- Bachelor of Arts in Political Science, Minor in Geography/Environmental Studies

CONTINUING EDUCATION & TRAINING

African American Board Leadership Institute (AABLI Cohort #17)

Certificate of Completion, 2020

BAR MEMBERSHIP

Maryland State Bar Member

2008 – Present