

# About the Speakers

## **Robert Barnes**

*President and CEO*

**International Bank of Commerce, Austin**

President and CEO of International Bank of Commerce in Austin, Barnes has more than 30 years of banking experience. He oversees and directs the bank's activities throughout the entire Austin region and serves as president of IBC First Equity, IBC's mortgage division. In 2004, Barnes led the company's entry into the Austin market when IBC opened its regional headquarters. As part of his leadership role, Barnes is spearheading IBC's expansion in the greater Austin area through new branch construction and community reinvestment. Barnes has also served as senior vice president and commercial lender at IBC. Previously, he was executive vice president with Compass Bank and president of Wesleyan Bank. An active member of the Austin community, Barnes is a board member of the University of Texas' McCombs School of Business, the Long Center Corporate Council and Opportunity Austin. Barnes earned a bachelor's degree in political science from Randolph-Macon College in Ashland, Va., and a master's of business administration degree from the University of Arkansas in Fayetteville.

## **Joe Bontke**

*Chair*

**Governor's Committee on People with Disabilities**

Bontke is the chair of the Governor's Committee on People with Disabilities and previously served as its vice chair. He is also the outreach manager and ombudsman for the Houston district office of the U.S. Equal Employment Opportunity Commission (EEOC). Bontke has been in the field of human resources and civil rights for the past 24 years and has experience in employment law and adult education. He has been a human resources director, a training coordinator for the American Disabilities Act Technical Assistance Center for Federal Region VI and an assistant professor at Baylor College of Medicine. Bontke earned a bachelor's degree in philosophy and a master's degree in education.

## **David Braddock**

*Executive Director of the Coleman Institute for Cognitive Disabilities and  
Associate Vice President*

**University of Colorado System**

Braddock is associate vice president of the University of Colorado System and executive director of the Coleman Institute for Cognitive Disabilities. He also holds the endowed Coleman–Turner Chair in Cognitive Disability and is a tenured professor of psychiatry in the University of Colorado School of Medicine at the Anschutz Medical Campus. Braddock previously spent more than 20 years at the University of Illinois at Chicago and is currently professor emeritus. He was founding head of UIC's academic department of disability and



human development and was instrumental in establishing several innovative programs there, including the nation's first PhD program in disability studies, the State of the States in Developmental Disabilities Project, and centers in assistive technology, aging and the Americans with Disabilities Act. Braddock's more than 240 publications primarily focus on long-term care services for people with developmental disabilities, health promotion and disease prevention, and public policy toward disability. He has given over 400 presentations in 48 states and seven foreign countries, consulted with numerous federal agencies and congressional committees, and testified in the legislatures of 15 states. His research has influenced developmental disabilities legislation, civil rights litigation and appropriations decisions at the state and national level. Honors include the Lifetime Achievement Award of the American Public Health Association's Disability Forum (2006) and career research awards from the Association for Retarded Citizens of the United States (1987) and the American Association on Mental Retardation (1998). Braddock currently serves on the board of directors of Special Olympics International and the Coleman Colorado Foundation.

## **Mandy De Mayo**

*Principal*

De Mayo Associates

As principal of De Mayo Associates, De Mayo provides policy research and development services. With more than 18 years of experience in the areas of affordable housing and community development, she currently consults with both nonprofit and for-profit organizations interested in developing or expanding affordable housing opportunities. Recent policy projects include: Building and Retaining an Affordable Austin (prepared for HousingWorks, Urban Land Institute Austin, Real Estate Council of Austin and Austin Area Research Organization), Affordable Housing in the City of Austin's Transit-Oriented Development (TOD) Districts (prepared for Neighborhood Housing and Community Development), Preserving Affordable Housing in Austin—A Platform for Action (prepared for NHCD), The Affordable Housing Incentives Task Force Report (prepared for NHCD), and Section 811 Reform and Demonstration Program (prepared for the U.S. Department of Housing and Urban Development). De Mayo holds a master's degree in public affairs from the Lyndon B. Johnson School of Public Affairs at the University of Texas at Austin.

## **Marc Gold**

*Special Advisor for Policy and Promoting Independence*

Office of the Commissioner, Texas Department of Aging and Disability Services

Gold is the special advisor for policy and promoting independence and director of Texas' Olmstead response (Promoting Independence Initiative). With the Department of Aging and Disability Services (DADS), he oversees the state's comprehensive response to the 1999 Supreme Court ruling across the entire health and human services system. Gold is also directing Texas' Centers for Medicare and Medicaid Services' "Money Fol-

lows the Person” demonstration. Prior to his current position, Gold was director of the long-term care policy division at the then-Department of Human Services, responsible for policy/regulations for both institutional and community-based services, including nursing and assisted-living facilities, licensure for intermediate care facilities for persons with mental retardation, home and community support services agencies, community-based programs, adult day care and hospice, as well as program operations for the Alzheimer’s program and rehabilitative services. Gold currently is appointed to the Texas Governor’s Commission for Persons with Disabilities, the State Independent Living Council and the National Academy for State Health Policy and is vice chair of the Texas Interagency Homeless Council and the Housing and Health Services Coordinating Council. Gold has graduate degrees from Emory University and Columbia University in psychopharmacology and neuropsychology.

### **Charles D. Hammerman**

*President and CEO*

#### **Disability Opportunity Fund**

Hammerman serves as president and CEO of the Disability Opportunity Fund. Prior to the creation of the DOF, Hammerman founded the Burton Blatt Institute at Syracuse University, an organization to advance civic, economic and social participation of persons with disabilities in a global society. He was director of CDFI initiatives at Syracuse University and served as assistant U.S. attorney in New York. Hammerman worked at Merrill Lynch, serving in a number of roles, including spearheading the creation of the company’s Disability Awareness Professional Network in its world headquarters. As a result, Merrill Lynch was recognized by *Diversity Inc.* magazine as the “number one company for employment of people with disabilities” in 2005 and 2006. Hammerman received his BA from Washington University in St. Louis and his JD from Fordham University.

### **Bruce Hatton**

*Vice President, Affordable Housing Program Manager*

#### **Federal Home Loan Bank of Dallas**

Hatton joined the Federal Home Loan Bank of Dallas in 1997 as an affordable housing analyst. He was promoted to manager of the affordable housing program in 2001 and was named a vice president in 2007. Hatton has 20 years of experience in the financial and real estate industry. He began his career with the Federal Deposit Insurance Corporation as a liquidation specialist, where he was responsible for liquidation of real estate assets and bank closings. Hatton holds a BA in business administration from the University of Arkansas at Pine Bluff and holds a certified housing development finance professional designation from the National Development Council.



## **Sheila Holbrook-White**

*Executive Director*

**Texas Citizen Fund**

Holbrook-White serves as the executive director of Texas Citizen Fund, a nonprofit organization whose mission is to improve the quantity and quality of mobility options for those who cannot or opt not to drive. Holbrook-White's transportation and employment collaborations with persons with disabilities, older adults and low-income families have been funded by a number of organizations, including the Easter Seals Project ACTION, the Community Transportation Association of America and the Federal Transit Administration. A member of the city of Austin's 2010 Strategic Mobility Bond Task Force, Holbrook-White currently serves as vice chair of Austin's Urban Transportation Commission and the Texas Transportation Commission's Bicycle–Pedestrian Advisory Committee.

## **Naomi Hubert**

*Housing Programs Director*

**Easter Seals Central Texas**

Hubert, housing programs director for Easter Seals Central Texas, provides home modification services to people with disabilities. She has 15 years experience providing training and technical assistance to housing and disability service providers, consumers, multifamily developers and homebuilders on the topic of accessible, affordable and integrated housing for people with disabilities. Hubert has a BFA in interior design from Texas Tech University and an MEd in special education from Texas State University.

## **Jean Langendorf**

*Vice President of Community and Housing Services*

**Easter Seals Central Texas**

Langendorf is vice president of Easter Seals Central Texas. As the executive director of United Cerebral Palsy of Texas, she worked to transition the UCP team when it merged with ESCT in 2010. Langendorf served as the project director for the Texas Home of Your Own Coalition, a UCP Texas project designed to expand homeownership opportunities for Texans with disabilities. Previously she managed the El Paso Community Development Block Grant social service programs, served as coordinator of neighborhood development and property management programs, did union organizing and conducted nursing home research. Langendorf was a consultant, providing technical assistance to Public Housing Authorities for Project Access and Fannie Mae and for housing and homeownership programs throughout the United States. She served on the national Fannie Mae Housing Impact Advisory Council and the Texas Department of Housing and Community Affairs Disability Advisory Committee. Currently, Langendorf serves on the Housing and Health Services Coordination Council. She is a graduate of the University of Texas at Austin.

## **Roy C. Lopez**

*Community Development Specialist*

**Federal Reserve Bank of Dallas**

Lopez is a community development specialist for the Federal Reserve Bank of Dallas. He writes for the Dallas Fed publication *Banking and Community Perspectives* and coordinates writings, outreach, research and workshops on the Community Reinvestment Act, banking the unbanked, financial education, community development and foreclosure intervention. Lopez's experience includes working for the cities of San Antonio and Fort Worth as well as the governmental relations division of the Texas Department of Housing and Community Affairs. Lopez serves on the University of North Texas Health Science Center's Breast Cancer Disparities Community Advisory Board and is the board's immediate past chair. He is an active member of the Texas Foreclosure Prevention Task Force, the Alliance for Economic Inclusion, Building a Better World board, Bank On Dallas steering committee, Bank On Central Texas and volunteers for Banking On Our Future. Lopez received a bachelor's degree in political science from Texas A&M University and a master's degree in urban administration from Trinity University.

## **Elijah May**

*Social Media Consultant and Founder*

**Apprentice Marketing**

May is a social media strategist with 12 years of public relations and marketing experience. He is also founder of Apprentice Marketing, which aims to meet the needs of business owners with limited marketing budgets. May began his career as a public relations specialist for the University of Southern California before moving to Austin, where he worked as a communications officer for the Office of Emergency Management, ambassador for the Greater Austin Chamber of Commerce and as a tourism board member for the city of Cedar Park. In all three cases, May launched social media initiatives that continue today. He also developed the communication strategy and launched the social media efforts behind the Austin Entrepreneur Network and *Texas CEO Magazine* and served as managing partner of interactive agency Zuphix.

## **John Morris**

*Assistive Technology Coordinator, Texas Technology Access Program*

**Texas Center for Disability Studies, University of Texas at Austin**

Morris has been with the Texas Center for Disability Studies since 2007, managing the assistive technology device loan program and providing information on community services and resources to people across Texas. Before joining UT, he worked as a VISTA volunteer at United Cerebral Palsy of Texas and at the Coalition of Texans with Disabilities. Morris currently serves as chair of the Disability Policy Consortium, cochairs the Consumer Direction Workgroup and has served on the Texas Council for Developmental Disabilities since 2001.



## **Elliott Naishtat**

*Representative, District 49*

**Texas House**

Naishtat was elected to the District 49 seat in the Texas House of Representatives in November 1990. Since then, he has been reelected nine times, serves as a member of the Human Services Committee and vice chair of the Public Health Committee and is a founding board member of the House Progressive Caucus. In 10 sessions, Naishtat has passed more than 200 bills, including the Braille Literacy Act of 1991, Landlord–Tenant Security Devices Act of 1993, Nursing Home Reform Act of 1997, Medicaid Simplification Act of 2001, Child Protective Services Act of 2005 and the Seniors’ Property Tax Relief Act of 2007. He also passed bills that improved child-labor-law enforcement, expanded protective services for elderly and disabled people, created a statewide guardianship program and enhanced crime victims’ rights. Naishtat also cosponsored bills that increased protections for patients in managed care organizations and psychiatric, substance abuse and rehabilitation facilities. In recognition of his accomplishments, Naishtat has received awards from numerous organizations, including the National Consumer Health Advocate award from Families USA. He has served as staff counsel for state Sen. Gonzalo Barrientos, practiced private law, served as chairman of Austin’s Community Development Commission and directed the UT School of Social Work’s Legislative Training Program. Naishtat earned a master’s degree in social work and a law degree from the University of Texas.

## **Alfreda B. Norman**

*Vice President and Community Affairs Officer*

**Federal Reserve Bank of Dallas**

Norman supports the Federal Reserve System’s economic growth objectives by promoting community and economic development and fair and impartial access to credit. Norman was one of the first neighborhood development officers hired by Bank of America in Texas in 1992. In charge of developing a strategic community development plan to extend credit to low- and moderate-income communities, she went on to assume statewide Community Reinvestment Act (CRA) responsibilities with Bank of America’s mortgage lending group. In addition to banking, Norman has been a supervisor in the city of Dallas Office of Cultural Affairs and held management positions at The Container Store headquarters in Dallas. Norman earned a bachelor’s degree from Southern Methodist University and is a graduate of the University of Virginia’s Graduate School of Retail Banking.

## **Donna Normandin**

*Senior Vice President, Community Development*  
**Frost Bank**

Normandin, senior vice president of Community Reinvestment Act and community development for Frost National Bank, is responsible for the bank's CRA portfolio for Office of the Comptroller of the Currency examination purposes. She is also the liaison between the bank and local entities such as the city of San Antonio, county commissioners' office, and state and national agencies. Normandin has worked at Frost Bank for 26 years, having held positions in marketing and corporate support and bank acquisitions before joining community development. She is a graduate of Leadership San Antonio XXVI and served on the steering committee for LSA XXVII and as cochair of Leadership San Antonio in 2006. Normandin earned a bachelor's degree in business administration from Incarnate Word University.

## **Jerry Romero**

*Vice President and Community Development Officer, Border Banking Group*  
**Wells Fargo Bank**

Romero is a vice president and community development officer for Wells Fargo Bank's Border Banking Group, which covers the markets of Yuma, Nogales and Douglas in southern Arizona, and El Paso, Laredo, McAllen, Harlingen and Brownsville in Texas. As community development officer, he has developed relationships with nonprofit groups along the U.S. and Mexico border dealing with issues of affordable housing, small business and economic development. He also currently serves on the board of the Texas State Affordable Housing Corporation in Austin. Appointed to the board by then-Gov. George Bush in 1997, Romero was reappointed by Gov. Rick Perry. Romero serves on the Texas Association of Local Housing Finance Agencies board, Texas Community Capital board, as treasurer for the El Paso Housing Finance Corporation and as immediate past chair of the El Paso Collaborative for Community and Economic Development. In addition, he holds leadership positions with the El Paso Community College Foundation board, the Housing Authority of the City of El Paso board and YMCA of El Paso board of directors, among others.

## **Derin Stewart**

*Founder and CEO*  
**Diverse Group**

Stewart is founder and CEO of the Diverse Group, a conglomerate of companies designed to meet the needs of individuals with disabilities. He is also president and cofounder of Diverse Solutions LLC, which assists individuals with vocational training, job placement and supported employment services and consulting for those interested in starting their own businesses under the Diverse Ventures umbrella. Stewart graduated from the University of Kansas with a degree in business management and emphasis in international business and economic development.



## **Don Tracy**

*Council Member*

**City of Cedar Park**

Elected to Place 6 on the Cedar Park City Council in June 2010, Tracy currently serves on the mayor's Planetarium/Science Center Task Force and the Tax Increment Reinvestment Zone #1 board. Previously a member of the Cedar Park 4A Economic Development Board, he has worked in Central Texas as a human resource management and workforce education professional, where he has led collaborative, communitywide skills development initiatives focused on training workers in high-growth, high-opportunity industry clusters. Tracy currently works for Austin Community College, where he is leading a large-scale, multi-institution project team in the development and delivery of new and updated courses and course curricula in the areas of construction, electrical technologies, HVAC and power management systems. Tracy earned a BA from Texas A&M University and an MA from Georgetown University. He holds national certification as a senior professional in human resources.

## **Valerie Williams**

*Senior Vice President*

**Bank of America**

Williams, senior vice president, is a relationship manager and team leader in community development lending, where she primarily focuses on managing the lending team's efforts in the Texas, Utah and Arizona markets. She has been with Bank of America for more than 15 years and has extensive experience in all types of commercial real estate lending. Williams also has more than 30 years of real estate, underwriting and client management expertise. In community development, she works closely with public housing authorities, governmental agencies, for-profit and not-for-profit developers and faith-based organizations to meet the demand for affordable housing. Williams holds a BS in business administration from Central Michigan University and an MBA from Texas Women's University.