

# DR. LANIKQUE L. HOWARD

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## **RELEVANT EXPERIENCE**

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### **Senior Administrator for Programs**

#### **First 5 Alameda County**

February 2019-Present

- Responsible for the development, implementation, fiscal management, quality assurance, and evaluation of First 5's place-based initiatives and family engagement and support strategies, including the expansion and sustainability of community-based family resource centers, systems building efforts aimed specifically at engaging fathers, medical-legal partnerships, cultural access services, concrete supports for families, preschool transition services for children entering kindergarten, and an early care and education workforce development program that is jointly funded by First 5, philanthropy, and TANF dollars
- Partner with families, communities, systems leaders, and other stakeholders to utilize cross-cutting initiatives and investments to reduce poverty, meet the concrete needs of families, and increase assets and opportunities in historically disadvantaged communities
- Develop plans for program development and/or program contraction as needed, assuring that programs are integrated within each strategy area, across strategies, and with community programs and county human service systems, when appropriate
- Support planning, development, and administration of departmental policies, procedures, and services
- Supervise 16 staff, including program administrators, coordinators, managers, family specialists, administrative associates, and interns, assuring programs are implemented as planned, contract compliance requirements are met, work is appropriately distributed across staff, and training and professional development needs are identified and addressed
- Lead First 5's COVID-19 essential supply distribution efforts, including developing and executing a plan to provide concrete support to 38 community-based organizations, establishing a network of county-wide distribution hubs that provide weekly food and essential supply giveaways, resulting in the distribution of over three million items to 425 child care providers and 10,282 families (unduplicated) in three months
- Manage a \$9.6 million budget

### **Founder + Principal Consultant**

#### **Children 1<sup>st</sup> Strategy Group**

May 2018-Present

- Advise local and national agencies on a range of issues that impact the well-being of marginalized children, families, and communities, including the effectiveness of promising and existing practices and programs intended to reduce racial disparities in large systems
- Support clients in developing and implementing poverty reduction programs, strategies, and initiatives
- Assist clients in utilizing data to identify and resolve programmatic and operational challenges
- Develop materials to help organizations effectively communicate with multiple audiences, including briefs, reports, and infographics

### **Early Childhood Special Projects Coordinator**

#### **First 5 Alameda County**

May 2018-February 2019

- Developed and evaluated innovative pilot projects, while working with the CEO to sustain and embed promising practices into local and national early childhood systems of care
- Successfully increased the effectiveness of several agency programs, including increasing the number of families served by First 5's diaper program by over 700 percent in less than a year

- Analyzed changes in relevant early childhood best practices, regulations, policies, and funding streams; evaluated the impact on projects, and utilized information to recommend project and program modifications, as well as new directions and strategies
- Developed and maintained relationships with key stakeholders, and represented the agency in the absence of the CEO
- Negotiated contracts with consultants and service providers, ensuring contracts were prepared and executed accurately and timely, and ensured compliance with contract deliverables

**Senior Research Assistant**

**Institute for Research on Poverty**

May 2016-May 2018

- Provided technical assistance to the State of Wisconsin on the development, dissemination, and implementation of policies and organizational practices that effectively support children and families
- Led the evaluation of Wisconsin's first coordinated, statewide child welfare-child support policy
- Coordinated and facilitated cross-cutting conversations and initiatives between university, state, and county-level researchers, practitioners, and policymakers
- Worked with a team of researchers to evaluate the Child Support Noncustodial Parent Employment Demonstration, a multi-state evaluation of an Office of Child Support Enforcement-funded effort to increase child support compliance and help parents strengthen their relationships with their children

**Special Assistant for Policy**

**The U.S. Department of Health and Human Services,  
Administration for Children and Families**

May 2015-May 2016

- Advised the Deputy Assistant Secretary for Policy on operational, management, and policy decisions, and was responsible for drafting and reviewing key policy documents and internal communications
- Served as the Deputy Assistant Secretary for Policy's liaison with ACF program offices, the White House, Congress, government partners, and external stakeholders
- Coordinated the work of a five-member policy team
- Worked with 16 human service program and policy offices to address complex policy, program, and staffing concerns, factoring in the political landscape, presidential priorities, and public perception
- Coordinated the review and assessment of technical assistance contracts and efforts to improve data systems, data collection, data sharing, and the use of data analytics to support interoperability across county, state, and federal human service programs

**Confidential Assistant to the Assistant Secretary**

**The U.S. Department of Health and Human Services,  
Administration for Children and Families**

May 2014-May 2015

- Advised the Assistant Secretary on operational, management, and policy matters
- Promoted and disseminated information on the Assistant Secretary's priorities to ACF program offices, the White House, Congress, government partners, and external stakeholders
- Managed interagency and intra-agency agreements, memorandums, cross-cutting initiatives, and policy guidance to states and stakeholders
- Coordinated the review and assessment of ACF's strategic plan, and strategically developed partnerships to minimize duplication of effort and focus the agency's resources on high-impact priorities
- Responded to queries from White House staff, members of Congress, government officials, and the public

**Research Assistant**

**Institute for Research on Poverty**

August 2012-May 2014

- Collaborated with county, state, and federal agencies to develop, implement, and modify public programs and policies

- Translated complex research methods and findings for practitioner and policy audiences
- Conducted qualitative interviews with county and state human service staff to identify organizational challenges and develop effective solutions

## **SELECTED AWARDS AND HONORS**

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| • Author P. Miles Social Policy Award Recipient                                    | 2017 |
| • Dorothy M. Pearson Graduate Fellowship Award Recipient                           | 2017 |
| • Association for Public Policy Analysis and Management Fellowship Recipient       | 2016 |
| • Institute for Research on Poverty Graduate Research Fellowship Recipient         | 2016 |
| • White House Domestic Leadership Workshop Participant                             | 2015 |
| • University of Wisconsin-Madison Graduate Research Scholar                        | 2012 |
| • University of California-Berkeley's EOP Student Life Achievement Award Recipient | 2011 |
| • Cal Alumni Association Leadership Award Recipient                                | 2010 |

## **PUBLICATIONS**

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**Howard, Lanikque**, Lisa Klein Vogel, Maria Cancian, and Jennifer Noyes. 2019. "Building Connections: The Use of Integrated Administrative Data to Identify Issues and Solutions Spanning the Child Welfare and Child Support Systems." *RSF: The Russell Sage Foundation Journal of the Social Sciences*, 5(2), 70.

Noyes Jennifer, Noyes, Lisa Klein Vogel, and **Lanikque Howard**. 2018. "Final Implementation Findings from the Child Support Noncustodial Parent Employment Demonstration (CSPED) Evaluation." Madison, WI: Institute for Research on Poverty, University of Wisconsin–Madison.

**Howard, Lanikque**, Jennifer Noyes, and Cancian, Maria. 2013. "The child support referral process for out-of-home placements: Potential modifications to current Policy." Report Submitted to the Wisconsin Department of Children and Families. Madison, WI: Institute for Research on Poverty, University of Wisconsin–Madison.

### *Articles Under Review*

Walsh, Tova, Emma Carpenter, Molly Costanzo, and **Lanikque Howard**. 2020. "Pregnant women's perspectives on paternal involvement in prenatal care: Implications for efforts to engage expectant fathers."

Carpenter, Emma, Molly Costanzo, **Lanikque Howard** and Tova Walsh. 2020 "Identifying the support needs of expectant mothers at ultrasound: A public health social work intervention opportunity."

## **EDUCATION**

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**University of Wisconsin, Madison** 2018  
Ph.D. in Social Welfare

**University of Wisconsin, Madison** 2014  
Master of Social Work

**University of California, Berkeley** 2012  
Bachelor of Arts in American Studies