

# STEPHANIE MASH SYKES

(b) (6)

## EDUCATION

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### **Duke University School of Law**

Juris Doctor; Lead Editor for Duke Law Forum for Law & Social Change.

**Durham, NC**

May 2009

### **Princeton University**

A.B. in Politics, Certificates in African American Studies and Latin American Studies, Study Abroad in Spain.

**Princeton, NJ**

June 2004

## PROFESSIONAL EXPERIENCE

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### **African American Mayors Association (AAMA)**

*Founding Executive Director and General Counsel*

**Washington, DC**

May 2014 – Present

- Co-founded the Association in May 2014, created the strategic plan, and served as the first employee.
- Manage the operations of the Board of Trustees by engaging and advising 17-mayor members including the mayors of Atlanta, Houston, and Washington, D.C., and lead all board meetings by setting the agenda and creating strategic planning documents.
- Hire, train and manage 5 full-time staff members and interns and set professional development standards and goals.
- Create and manage \$1.5 to \$1.8 million yearly operational budget.
- Manage all aspects of AAMA's policy priorities including economic development, technology and telecom, housing, municipal finance and others by engaging national stakeholders and drafting briefing documents, letter submissions, board resolutions and managing policy staff.
- Manage all aspects of AAMA's COVID-19 advocacy with governors, White House officials, and Members of Congress regarding direct funding to cities and increased local authority for COVID-19 response including local mask mandates.
- Drafted the AAMA Mayors' PEACE Pact for Community Centered Policing, a blueprint for city-lead police reform endorsed by mayors across the country and featured in the Washington Post.
- Perform general counsel functions including managing all board meetings, preparing financial and tax statements, reviewing partner and vendor agreements, establishing governance and compliance practices and managing outside legal counsel and accounting and audit functions.
- Manage all aspects of AAMA's communications and press strategy, host of the "Our Mayors Podcast," and manage an external public relations firm resulting in the organization's work in national media outlets including New York Times, Washington Post, Black Enterprise, Blavity, CNN, Fox News and others.
- Serve as a spokesperson for AAMA by attending and presenting at national meetings, conferences, and media engagements (newspapers, radio, podcasts and television), participating in podcasts, TV, radio, and print news publications.
- Manage all aspects of large-scale event planning and fundraising for the annual meeting of member mayors and regional events. Past event participants include U.S. Cabinet Secretaries, members of Congress, senior business executives, and national thought leaders.
- Secured \$7 million over 7 years in donations from Fortune 100 companies in tech, financial, retail and other sectors.
- Manage all aspects and processes, secured funding, curated partnerships, and developed content for the AAMA Mayors' Institute for a Racial Equity and Economic Justice, which provides executive-level education for Black mayors utilizing partner colleges and universities.
- Manage engagement with social impact partners including Civil Rights organizations and progressive advocacy and think tanks such as NAACP, National Urban League, Center for American Progress, Aspen Institute and Brookings.
- Secured multi-year grants from philanthropic partners including Google.org, Kauffman Foundation and Comcast Foundation to develop research, policies and programs focused on racial equity and economic empowerment in local communities on subject matter such as the future of work, entrepreneurship, and broadband access.

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## **Office of the Sacramento Mayor**

*Director of Governmental Affairs*

**Sacramento, CA**

Jan. 2013 – May 2014

- Developed a national campaign for education reform with a national coalition of mayors.
- Developed the outreach plan, identified policy priorities, and managed coalition outreach.

## **Morrison & Foerster LLP**

*Associate*

**Palo Alto, CA**

July 2012 – Dec. 2012

- Supported private and public technology company acquisitions by drafting equity compensation plans, cash award agreements, employment agreements, and non-compete agreements.
- Advised clients on tax matters.

## **Simpson Thacher & Bartlett LLP**

*Associate*

**New York, NY**

Nov. 2009 – March 2012

- Practice areas included executive compensation and employee benefits, labor and mergers and acquisitions.
- Managed client relationships.

## **New Jersey General Assembly Majority Office**

*Policy Analyst*

**Trenton, NJ**

Sept. 2004 – July 2006

- Coordinated legislative action as committee aide to Assembly Consumer Affairs, Housing and Local Government, and Commerce and Economic Development Committees and the Black Caucus.

## **MEMBERSHIPS & VOLUNTEER EXPERIENCE**

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- Biden Harris Policy Volunteer
- Bar admissions in New York State and Washington D.C.
- Verizon National Consumer Advisory Board, Google NextGen Tech Policy Leader, What Works Cities Certification Program Standards Committee (Bloomberg Philanthropies)
- New York City Legal Aid Society Pro Bono Publico Award for Outstanding Service