'23JUN23 PM 12:54 CITY CLERK

OFFICE OF THE MAYOR
CITY AND COUNTY OF HONOLULU
530 SOUTH KING STREET, ROOM 300 • HONOLULU, HAWAII 96813
PHONE: (808) 768-4141 • FAX: (808) 768-4242 • INTERNET: www.honolulu.gov

RICK BLANGIARDI
MAYOR

MICHAEL D. FORMBY
MANAGING DIRECTOR

KRISHNA F. JAYARAM
DEPUTY MANAGING DIRECTOR

June 22, 2023

The Honorable Tommy Waters
Chair and Presiding Officer
and Members
Honolulu City Council
530 South King Street, Room 202
Honolulu, Hawaii 96813

Dear Chair Waters and Councilmembers:

Pursuant to Section 13-103(b) of the Revised Charter of the City and County of Honolulu, I hereby appoint, subject to confirmation by your Honorable Body, Ms. Muhtadia Rice as a member of the Ethics Commission. Ms. Rice will fill the vacancy created by the resignation of Lynette Lo Kanda and serve for a term to expire on December 31, 2026. I would appreciate your favorable consideration of Ms. Rice's appointment and request adoption by the City Council in the most expedient manner possible.

I have enclosed a draft resolution and Ms. Rice's personal information form for your review. For any general inquiries you may have regarding this appointment, please contact my executive assistant, Kevan Wong, at 768-6608.

Sincerely,

Rick Blangiardi
Mayor

Enclosures

cc: Ms. Muhtadia Rice
Department of the Corporation Counsel
Ethics Commission

MAYOR'S MESSAGE 122

# CITY COUNCIL

CITY AND COUNTY OF HONOLULU
HONOLULU, HAWAII

No. _____

# RESOLUTION

CONFIRMING THE APPOINTMENT OF MUHTADIA RICE TO SERVE ON THE ETHICS COMMISSION OF THE CITY AND COUNTY OF HONOLULU.

WHEREAS, Section 11-107 of the Revised Charter of the City and County of Honolulu, 1973 ("Charter"), as amended, establishes an Ethics Commission ("Commission") comprised of seven members appointed by the Mayor and confirmed by the Council to five-year terms; and

WHEREAS, the Commission has the basic duties of rendering advisory opinions and conducting investigations concerning the application of the standards of ethical conduct of the City and recommending appropriate disciplinary action against city officers and employees who violate the standards; and

WHEREAS, Section 11-107 of the Charter prohibits members of the Commission from taking an active part in political management or in political campaigns; and

WHEREAS, Section 13-103 of the Charter requires a Commission member to be a registered voter of the City; and

WHEREAS, by Mayor's letter, dated June 22, 2023, the Mayor has appointed Ms. Muhtadia Rice to the Commission; and

WHEREAS, if confirmed by the Council, Ms. Rice will fill the vacancy created by the resignation of Lynette Lo Kanda and serve a term expiring on December 31, 2026; and

WHEREAS, the Council has reviewed Ms. Rice's qualifications and character and finds that Ms. Rice qualifies to serve on the Commission; now, therefore,

BE IT RESOLVED by the Council of the City and County of Honolulu that this body confirms the appointment of Ms. Muhtadia Rice to the Ethics Commission for a term expiring on December 31, 2026; and

BE IT FURTHER RESOLVED that the Council expresses its gratitude and appreciation to Ms. Rice for her willingness to be considered for public service and actively participate in city government; and

# CITY COUNCIL

CITY AND COUNTY OF HONOLULU
HONOLULU, HAWAII

No. _____

# RESOLUTION

BE IT FINALLY RESOLVED that copies of this Resolution be transmitted to the Mayor, Chair of the Ethics Commission, and Ms. Muhtadia Rice.

INTRODUCED BY:

_____

_____

_____

_____

_____

_____

_____

_____

DATE OF INTRODUCTION:

_____

_____ _____

Honolulu, Hawaii Councilmembers

# Office of the City Clerk

CITY AND COUNTY OF HONOLULU
STATE OF HAWAII

# Voter Certificate

*I, Glen I. Takahashi, City Clerk of the City & County of Honolulu, State of Hawaii do hereby certify that,*

***MUHTADIA RICE***

*a resident of the City and County of Honolulu, State of Hawaii is a duly registered elector (voter) of*

*Precinct 04, Representative District 50, State of Hawaii*

*Voter ID No: 1577476* *Registration Date: 08/05/2010*

*Date of Birth:*

*In Witness Whereof, I have hereunto set my hand and caused the Seal of the City and County of Honolulu to be affixed on June 21, 2023.*

Signature Block

*Signature of Elector*

*Glen I. Takahashi, City Clerk*
*City and County of Honolulu*
*State of Hawaii*

This certificate expires at the earlier of either the date the named elector relinquishes the voter residence associated with this certificate or after the next scheduled Hawaii General election after the affixed issuance date.

CITY AND COUNTY OF HONOLULU
NOMINEE/APPOINTEE FORM

1. Position Nominated to: Ethics Commmission

2. Name: Muhtadia (Tadia) S. Rice
(First) (Middle) (Last)

3. Are you a citizen of the United States? Yes
Are you a resident of the City and County of Honolulu? Yes If yes, how long 10-20 years
Are you a registered voter in the City and County of Honolulu? Yes

4. Occupation: Consultant

5. Name and address of employer or firm:
Rice Consulting
322 Aoloa Stree, Ste 601, Kailua, HI 96734

6. Does your employer do any business with the City and County of Honolulu? No
If yes, state the nature of business and approximate dollar amount in the last five years:

7. Do you or does any member of your immediate family hold office or own stock in any firm?
No

8. Does the firm do business with the City and County of Honolulu? No
If yes, provide details including the name(s) of the firm:

9. Do you have any part-time employment, professional activity, or financial interests other than those indicated in the previous question? No
If yes, provide details:

10. Do you foresee any possible conflict between your present work, financial investments, business transactions or any other activity which would be incompatible with the proper discharge of your official duties or hinder you from effectively carrying out the duties for which you have been appointed? No

11. Are any members of your family employed by the City and County of Honolulu or any attached agency? No
If yes, please specify the department and division:

12. Are there any incidents in your past that may jeopardize your nomination? No

13. Have you ever been convicted of a felony? No If yes, provide details:

14. Education:

CMA Enterprise Breakthrough Institute Lean Six Sigma - Certificate of Completion (to be completed third quarter 2023); University of Hawaii Information Security Specialist - Certificate of Competence; University of Hawaii Labor Education & Parliamentary Law - Certificate of Competence; Los Angeles Bar Association Civil, Family, Workplace Mediation - Certificate of Completion Legislative & Government Mediation - Certificate of Completion; Xerox International Center for Training and Management Development,

~~Xerox International Center for Training and Management Development, Leesburg, VA Advanced Management Studies - Certificate of Completion; Senior Sales Management - Certificate of Completion~~

15. Provide a summary of major work experience for the last ten (10) years. Begin with your present job including military (attach additional sheets if necessary or resume):

Entrepreneurial management consultant and nonprofit growth strategy professional with agile business strategies that advances organizational mission. Proven success increasing operating revenue/profit through resource allocation and alignment of operations to control overall costs, cash flow, and fiscal activity. Twenty years in senior management with global experience as an inclusive leader with a servant-leadership philosophy. Expert in organizational dynamics, conflict management, interpersonal, intergroup, intercultural, and

16. Community activities, etc. (also list any service on any other board or commission Federal, State or County):

Since inception of this 501(c)3 non-profit membership organization created in 2000 I have executed the Educate A Girl Change The World scholarship program, granting educational scholarships to 22 women and girls around the world who demonstrate excellence in arts and science, and are agents of change in their communities. I also create fundraising campaigns to support the Light of Africa social and economic development project, a public-private partnership, offering safe houses to women in South Africa, along with hygiene

17. Have you ever been a member of a board or commission with the City and County of Honolulu?

No

If yes, provide name(s) of board/commission:

18. Will you be able to commit to the full term of this appointment? Yes

19. Will you be able to commit to meeting dates and times? Yes

20. Are you regularly away from Honolulu? No If yes, please explain:

21. Are you willing to make a confidential financial disclosure to the city Ethics Commission upon appointment and yearly thereafter? Yes

22. What do you understand to be the prime duties of your county appointment?

Advances standards of ethical conduct in government to improve and maintain public confidence in government officials and employees, advises and makes recommendations to city employees, officials, and the public regarding conflicts of interest; enforces the ethics laws; educates city officers and employees; administers and enforces financial disclosure requirements; administers and enforces lobbying laws.

The above statements made by me are true, complete, and correct to the best of my knowledge and belief and are made in good faith.

Muhtadia Rice — (Signature)

April 30, 2023 — (Date)

The above statements made by me are true, complete, and correct to the best of my knowledge and ***The completed form and any attachment(s) will be posted by the City Clerk and available on the City's DocuShare Website.***

# TADIA RICE

## MULTIDISCIPLINARY EXECUTIVE WITH INTERNATIONAL EXPERIENCE

Entrepreneurial management consultant and nonprofit growth strategy professional with agile business strategies that advances organizational mission. Proven success increasing operating revenue/profit through resource allocation and alignment of operations to control overall costs, cash flow, and fiscal activity. Twenty years in senior management with global experience as an inclusive leader with a servant-leadership philosophy. Expert in organizational dynamics, conflict management, interpersonal, intergroup, intercultural, and organizational communication, with diversity, equity, inclusion (DEI), and cultural competence in the forefront. Extensive experience in enterprise transformation for multiple sectors and diverse industries. Trained by Fortune 500 companies as a team-oriented, fact-driven, solution-focused self-starter who analyzes short- and long-term objectives. Produces fundraising and financial development plans, optimizes supporter engagement across all channels to implement CRM expansion facilitating major gifts. Quickly understands issues, challenges, and new perspectives using lateral, vertical, and indigenous thinking. Inspires confidence and creates trust using emotional intelligence and successful management coaching. Effectively negotiates strategic alliances using excellent relationship-building and people skills. Originates vision and defines strategy using consultative approach to build consensus. Media experienced from behind-to-on-camera, radio, print, and multi-media development for information dissemination. Recognized for excellence in communications with strong organizational writing, verbal, inter-personal communication skills, and public relations/OPI proficiency. Author and expert contributor to industry publications on gender issues, climate mitigation, cultural competence, artificial intelligence, international affairs, expressive arts, social justice, and a passion for people and our world.

## PROFESSIONAL EXPERIENCE

**WOMAN RADIO BROADCAST STATION** — **Global Remote/Part-time**
**Director, Executive Producer, On-Air Personality** — **October 2020 – Present**

Creates all broadcast content for a global one-hour weekly radio show, *Womanocity for Women with Curiosity*. Research and identify topics and guests from around the world; source materials for promotion; identify music and sound effects; audio edit interviews for scheduled broadcasts and YouTube channel documentation. I direct and consult with broadcasting presenters, DJs, engineers, and IT staff to safeguard health and safety standards, trade union requirements, ensure that weekly shows run to key demographics. The show address diversity and gender issues to increase proportion of under-represented ethnic groups. I participate in pre-production briefings for other presenters, reporters, technical staff and additional contributors. Physically located in South Africa, I remotely manage logistics of staff, resources, equipment, and also ensure copyright clearance and compliance with media law.

**HAWAI`I ACADEMY OF RECORDING ARTS** (operations closed due to COVID19) — **Honolulu, Hawai`i**
**Chief Executive Officer** — **January 2020 – June 2020**

After consulting to this prestigious 46-year-old non-profit for one year prior to hire, I accepted formal leadership to create annual fundraising plan to achieve budgeted goals for contributed revenues from major gift programs, annual campaigns, special events, appeals, foundational grants, corporate partnerships, planned giving, and fundraising in alignment with the organizational 5-year strategic plan. Responsibilities included all corporate decisions, financial operations, P&L, support for internal infrastructure systems, resource management, marketing, expansion, donor and prospect outreach, engagement, and stewardship. Cultivated long-term relationships with existing donors to drive and expand increased opportunities to benefit members, secured online member voting including identification of social media metrics for impact, supported awards telecasts, and served as media spokesperson. Provided development reports as required, analyzed data, and executed a comprehensive strategy that increased relationships with state agencies, including Creative Industries (division of Hawai`i State Department of Business, Economic Development & Tourism), created program grants up to $250K+ from Hawai`i Tourism Authority and Hawaii Community Foundation. Established partnership with Queen's Health Systems to provide benefits to 600 Academy members. Participated in Nā Hōkū Hanohano award qualification screenings and worked with producers of annual broadcast. (operations closed due to COVID19).

- Created donor development strategy to include 20% increase.
- Optimized operations identified and solved financial problems, reduced costs by 12.3%.
- Facilitated member surveys during COVID-19 with exceptional 82% crisis response.

**RICE CONSULTING** **Honolulu, Hawai`i/Los Angeles, California**
**Principal** **January 2008 – December 2019**

Provides innovative business strategies and resource allocation models for greater effectiveness and efficiency of corporate and non-profit operations. Implemented design thinking and leadership development for entrepreneurial driven team processes, Board development, diversity, equity and inclusion (DEI) programs. Directed and managed projects, events and engagements; collaborated with colleagues, facilitated discussions between management and staff. Trained CEOs, C-level managers, civic and political leaders with thought-leadership, mediation, team building, employee performance, professional development, and company culture amelioration. Recommended new strategies and redefined corporate vision, public relations and promotions across diverse media channels. Identified re-engineering solutions to advance and extend success of corporate, manufacturing, and nonprofit service enterprises. Facilitated appearances of celebrity clients such as Dizzy Gillespie, Danny Glover, Prince, Fergie Jenkins, and more. Traveled globally to organize Parliamentary delegations and bi-lateral trade agreements between sub-Saharan African nations and U.S. States of California and Arizona. Governmental clients included South Africa, Namibia, U.S. National Security Agency; United States Federal Executive Board Diversity Council. Consulted to Pacific Business Center Program Climate and Sustainability Conferences; Hawaii Academy of Recording Arts; Shidler College of Business, University of Hawai`i-Manoa; Wai`alae Charter School; Easter Seals Hawai`i; ETM Media; Matemotja Productions; Sustainable Ocean Systems, Inc; HIT Methods Global Health Crisis Response; Thermal Conversion Organic Materials (TCOM); QRSE Engineering Solutions; NuFlow Technologies-Australia; Bausch & Lomb-South Africa.

**MACHAKA MEDIA (PTY) LTD** **Johannesburg, South Africa**
**Managing Director** **January 2001 – December 2007**

Managed all media, entertainment, and public relations for South African icon entertainer, Yvonne Chaka Chaka (Princess of Africa), and all artists signed on the Machaka Music label. Reviewed and analyzed investment opportunities and negotiated distribution and endorsement deals. Implemented marketing and branding, public relations, publicity, and built successful relationships with international media outlets in Africa, Asia, United States, and India. Managed marketing strategies, supervised CD launches, created biographies. Negotiated fees and set budgets for all domestic and international performances. Assessed business strategies and reduced overhead costs by 30%. Grew artist catalog by 200% and helped develop new artists. Concurrently served as Director of the PRINCESS OF AFRICA FOUNDATION, the Section 21 Division of Machaka Media that focused on education campaigns for maternal health and the permanent interruption of malaria transmission in South Africa and Zambia. It was the first non-profit Public-Private Partnership (PPP) for Limpopo Province Malaria Control Program. Created and distributed illustrated hard-back books with built-in audio technology for low literacy communities and rural populations. Implemented on-the-ground mosquito net distribution to eradicate infections and utilized innovative non-traditional training and education methodologies. Grant partners included UNICEF, Roll-Back Malaria, World Bank, United Nations, and the World Health Organization.

**TAHIRIH ASSOCIATION** (Est. 2000 as a 501(c)3 non-profit member organization **Global Remote/Part-time**
**Founder & President** **2000—Present**

Created in 2012 the BEYOND BARS project provided an expressive arts program to incarcerated women for ten years. In 2022 it converted to a Reentry Program to serve formerly incarcerated women with a 25-module professional development curriculum. Since inception, this organization has granted educational scholarships to 22 women and girls in six marginalized communities and countries around the world who demonstrated excellence in arts expression, technology, and science. Also supports Light of Africa, a public-private partnership offering safe houses to women in South Africa, along with hygiene and food distribution. Manages donor development, public relations, media content, video production, and graphics design.

## BOARD OF DIRECTOR ACCOMPLISHMENTS

**HAWAI`I MAOLI - Perpetuating Hawaiian Culture** (Est 1997 as a 501(c)3 non-profit organization) **Honolulu, Hawai`i**
**Board Secretary** **2012-2020**

Fiscal sponsor to Native Hawaiian organizations that preserve cultural practices. Project manager to Hawaiian-owned businesses to empower economic benefit. Assisted Executive Director to maximize and expand fundraising and donor development; directed operational procedures, grant writing, and business practices to ensure due diligence; expanded and improved Board functions and strategic planning for efficiency and effectiveness of 25+ projects worth $12.5M: Mauna `Ala State Monument ($1.6M); GIA Makaha Watershed project ($325K); *I Am Haloa* film project ($183K); and Ko'olaupoko Ahupua`a Boundary Marker Project ($170K). Interfaced with the Mayor's Office of Culture and Arts for annual Honolulu Mango Jam community event; Kapolei City Lights Street Festival; King Kamehameha Parade and Prince Kūhiō Festival.

## AWARDS & RECOGNITION

| | | | |
|---|---|---|---|
| Stars of Oceania Leadership Award-University Hawai`i | 2022 | United States Congress | 2010 |
| City and County of Honolulu | 2019 | California State Senate | 2001 |
| Medalist of Honor-Ellis Island Honors Society | 2017 | United Nations Association | 2000 |

## INDEED ASSESSMENTS

Expert
Management & Leadership Skills: Impact & Influence
Supervisory Skills: Interpersonal Skills
Highly Proficient
Supervisory Skills: Motivating & Assessing Employees
Teamwork: Interpersonal Skills
Active Listening
Work Style: Conscientiousness
Working with MS Word Documents
Proficient
Management & Leadership Skills: Planning & Execution
Creating Presentations with Microsoft PowerPoint

## CERTIFICATIONS & EDUCATION

- CMA Enterprise Breakthrough Institute
  Lean Six Sigma - Certificate of Completion (to be completed third quarter 2023)
- University of Hawaii
  Information Security Specialist - Certificate of Competence
- University of Hawaii
  Labor Education & Parliamentary Law - Certificate of Competence
- Los Angeles Bar Association
  Civil, Family, Workplace Mediation - Certificate of Completion
  Legislative & Government Mediation - Certificate of Completion
- Xerox International Center for Training and Management Development, Leesburg, VA
  Advanced Management Studies - Certificate of Competence
  Senior Sales Management - Certificate of Competence
- Prescott College, AZ
  B.A. Liberal Arts

## MEMBERSHIPS

| | | | |
|---|---|---|---|
| PEN Women | 2023-Present | National Association of Parliamentarians | 2011-2019 |
| Society for HR Management (SHRM) | 2022-Present | Speakers Association of Hawai`i | 2011-2020 |
| LinkedIn Advisors | 2021-Present | International Coach Federation (UK) | 2003-2009 |
| Organization of Women Leaders, Hawai`i | 2020-Present | Institute of Management Consultants (RSA) | 2002-2008 |
| Kailua Hawaiian Civic Club | 2017-Present | American Society of Training & Development | 2000-2010 |
| National Speakers Association (US) | 2014-Present | GRAMMY Recording Academy Producers Wing | 1999-2010 |

## PUBLISHED BOOK CHAPTERS AND MAGAZINE ARTICLES (additional upon request)

| | |
|---|---|
| *Lili'uokalani: The Queen Who Saved Her Nation And Lost Her Throne,* E-Magazine for Today's Female Executive | 2022 |
| *Performance for Incarcerated Women, Transformative Change: 10 Essays on Race & Spirituality*, Pub. RM Chandler | 2022 |
| *The Fascinating History of Hacking*, M Real Magazine Success Talk for Men | 2021 |
| *What Makes Cyberhackers Tick?,* M Real Magazine Success Talk for Men | 2021 |
| *The Future of Cyber Security and Forensics*, E-Magazine for Today's Female Executive | 2020 |
| *Artificial Intelligence: The Future Is Now*, E-Magazine for Today's Female Executive | 2020 |
| *What Americans Should Know About Civil Rights,* Kailua Beach Neighbors, Best Version Media | 2018 |
| *Our Three Queens,* Kailua Beach Neighbors, Best Version Media | 2018 |
| *Celebrate Juneteenth,* Kailua Beach Neighbors, Best Version Media | 2018 |
| *What's Your Mindset?,* E-Magazine for Today's Female Executive | 2015 |
| *Be An Agent of Change*, Magazine for Today's Female Executive | 2015 |
| *M&Ms, Business, and Life*, E-Magazine for Today's Female Executive | 2015 |
| *Gaunxi: Doing Business in China,* E Magazine for Today's Female Executive | 2014 |
| *Horror to Hope, Tragedy to Triumph: Women of Rwanda,* Palgrave Macmillan | 2010 |
| *Enterprising Women in South Africa: 10 Years On*, South Africa Depart Trade and Industry | 2004 |
| *Equal Circles: Breaking Into The Boys Club,* Kalimat Press | 1990 |

## GHOST WRITING

Happy Birthday My Daughter, Nelson Mandela, South Africa
The Child of Ngwenya By Yvonne Chaka Chaka, South Africa
Ferguson Jenkins Acceptance Speech, Baseball Hall of Fame Induction, Cooperstown, New York

## KEYNOTE SPEECHES (additional upon request)

Fish Out of Water: Make your Difference Your Success
Beyond Boundaries: Keys to Personal Empowerment
Aloha, Ubuntu & Global Spirituality: A Paradigm Shift
The Aloha Effect: Ancient Wisdom + Modern Science
Mindsets for Success: See Beyond Your Own Horizon
Gaunxi, Blat, Sociolisimo: The Art of the Relationships
Build A Better World - Build A Better You
Women of Wonder Who Changed the World

## TELEVISION APPEARANCES

Panelist, "Prison Nation" public presentation, Albin O. Kuhn Gallery, University of Maryland, Baltimore
Interview, KHON Special News Broadcast, Hawai`i
Repeat Panelist, Sister Power, ThinkTech Hawai, Hawai`i
Interview, Hawai`i News Now Sunrise with Billy V, Hawai`i
Interview, Swazi Television, Swaziland
Interview, AM 2Day, SABC-TV, South Africa
Performer, Grahamstown Sundowner, SABC-TV, South Africa
Panelist, The Iraq War, Cox Cable TV, Los Angeles
Repeat Panelist, Woman to Woman, NBC-TV, Los Angeles

## RADIO/PODCAST APPEARANCES

KHON-TV Black History Month BEYOND BARS
"A Bahá'í Perspective" with Warren Gillette, Podcast
"On The Couch," WOMan Radio, South Africa
KPHI Radio Hawai`i (repeat guest)
KAYA-FM Radio, South Africa
Talk Radio 702, South Africa
Thobela-FM, South Africa
KABC-Radio, Los Angeles (repeat guest)
KFWB-Radio, Los Angeles
"Beauty Pop Live!" with Millena Gay, Podcast
"Beverly Hills Sizzle Report "with Fauna Hodel, Podcast

## GUEST APPEARANCES - PRINT MEDIA

Honolulu Star-Advertiser
Mmegi Newspaper, Botswana
Swazi Weekend Observer Newspaper, Mbabane
City Press Newspaper, South Africa
Maui News, Hawai`i
Los Angeles Times Newspaper, California

## STAGE & FILM EXPERIENCE

"A Woman and Her Words" Theatrical Music Drama International Tour, playwright, actress, Pure One Productions
Performing Guest, Botswana Television, Gabarone
Performing Guest, Mbabane, Lobamba, Eswatini

## MUSIC PRODUCTION CREDIT

"A Woman and Her Words" Cast Recording/Soundtrack performer, graphic design, co-producer, co-composer, sound editor, Pure One Music (BMI) GRAMMY Submission 2000
"Solace of the Eyes - Songs of Tahirih" Music CD, performer, graphic design, co-producer, composer, sound editor, (Pure One Music (BMI) GRAMMY Submission 2000
"If You Have Faith" Performer, Producer, composer, sound editor, Pure One Music (BMI)
Performer, "Handmaidens" Compilation CD, Radio Nur (ASCAP)
"Best of Radio Nur 2003", performer, Radio Nur (ASCAP)
"If You Have Faith" composer, arranger, performer, Pure One Music (BMI)
"Spirit of Africa" co-composer, arranger, performer, Pure One Music (BMI)

## ART EXHIBITION

"BEYOND BARS: Prison Women Speak" Video, Spectrum of Light and Spirit Art Retrospective, Center for Art, Design and Visual Culture, University of Maryland, Baltimore County (UMBC), Baltimore, MD

## VIDEO PRODUCTION CREDITS

"BEYOND BARS: Prison Women Speak" Observational Documentary, producer, director, editor
"In Memoriam" Faye Kennedy & John Nichols, Honolulu African American Film Festival, Hawai`i
"Dion'e Searching for Self" co-producer, writer, editor,
"May Maxwell and Abdu'l-Baha", producer, writer, music, sound
"A Life of Active Service to Humanity" producer, writer, editor
"BEYOND BARS Program" Promo, producer, editor, sound
"Build A Better Word" Producer, writer, editor
"Juneteenth: The Watch Night Service" Windward Interfaith `Ohana, online producer, writer, music, sound, editor
"In Memoriam-Sandra Tjitendero" video producer, editor, producer, writer, music, sound, editor, archivist; music by Dave Egger, Vocal Motion 6, Yosi Mesbah

## PROFESSIONAL & PERSONAL REFERENCES

Dr. Diane E. Watson, United States Ambassador (Ret.)
U.S. House of Representatives (CA-CD33) (Ret.)
Los Angeles, CA 90043
[redacted]

Dorothy Wright Nelson, Senior Judge
United States Court of Appeals for the Ninth Circuit
125 South Grand Avenue
Pasadena, CA 91105
[redacted]

The Honorable Dr. Josh Green
Lieutenant Governor State of Hawaii
Hawai'i State Capitol
Honolulu, Hawai`i 96813
[redacted]

Frankie A. Reed, United States Ambassador (Ret.)
U.S. Envoy to the Pacific Islands Forum
[redacted]Wakea Street
Kapolei, Hawai`i 96707
[redacted]

Papalii Failautusi Avegalio Jr., Ph.D., Director
Pacific Business Center Program
Shidler College of Business University of Hawai`i-Manoa
Honolulu, Hawai`i 96822
[redacted]

Maya Soetoro, Ph.D., Director, Pacific Leaders
The Obama Foundation
Graduate Chair, Spark M. Matsunaga Institute for
Peace University of Hawai`i-Manoa
Honolulu, Hawai`i 96822
[redacted]

Ramsay Taum, Director
Pacific Islands Leadership Institute
Hawaii Pacific University
1 Aloha Tower Drive
Honolulu, Hawai`i 96813
[redacted]

John Aeto, President
The Kalaimoku Public Relations & Media Group
1314 South King Street, Suite 1555
Honolulu, Hawai`i 96814
[redacted]

Major General Suzanne Vares-Lum (Ret.), President
The East-West Center
Honolulu, Hawai`i 96822
[redacted]

Hailama Farden, Director
Civic Engagement, Leadership & Ho`omana
Advocacy Kamehameha Schools
567 South King Street
Honolulu, Hawai`i
[redacted]

Patti Epler, Editor
Honolulu Civil Beat
3465 Waialae Avenue, Suite 200 Honolulu, Hawai`i 96816
[redacted]

Sylvia Hussey, Ed.D., Ka Pouhana (CEO)
Office of Hawaiian Affairs
560 N. Nimitz Hwy, Suite 200
Honolulu, Hawai`i 96817
[redacted]

Marlene McCurtis, Documentary Producer/Director
A&E, Discovery, NatGeo Channels
Fellow-Firelight Media Documentary Lab
Timothy Conley, Department Chair
[redacted]

Shireen Janti, Senior Director MusiCares
The Grammys-Recording Academy
3030 Olympic Blvd
Santa Monica, California 90404
[redacted]

Lady Heeni Phillips-Williams, Barrister and Co-President
Sir Peter Williams QC Penal Reform League
Thomson Wilson Law, Mansfield Terrace
Whangarei, New Zealand 0110
[redacted]

Yvonne Mhinga, Ph.D., Vice President
International Confederation of Societies of
Authors and Composers
[redacted]Boulevard du Parc
92200 Neully-sur-Seine, France
[redacted]

## TESTIMONIALS – BUSINESS CONSULTING & COACHING

Nuflow appreciated Tadia's hands-on approach, extensive business knowledge and ability to relate to a diverse range of sectors. Tadia had a real impact on oue licensees. They have taken away some great knowledge which they can apply to growing their business. Tadia has a wealth of knowledge and experience, she will not just educate you, she will take you on a journey. Tadia, it was a pleasure working with you!
*Craig Montgomery, Marketing Manager, Nuflow Technologies, Queensland, Australia*

Tadia Rice understands business, and she understands the leader's journey in creating a successful business. She asks the right questions, provides valuable insights, and recommends constructive courses of action appropriate to a leadership role. Tadia prepares every executive coaching session with written material, interactive exercises, and items for discussion. Most importantly, she holds her clients accountable for making necessary changes – in themselves and their organizations. Tadia is an effective executive coach who offers pleasant and engaging sessions that makes the journey enjoyable. I highly recommend Tadia for business executives who want to become more effective leaders and team builders.
*Cindy McMillan, Senior Vice President, Communications Pacific, Honolulu, Hawaii*

As Director of Development at Easter Seals Hawaii, and a seasoned people manager, I am familiar with the potential and pitfalls of professional training. Therefore, I approached executive coaching with circumspect and caution. After registering for Tadia Rice's Empowerment Program for Women Leaders I quickly realized that this she was not an ordinary coach, nor was this program! She deftly moved me beyond the surface of my professional goals, and together we delved into issues of leadership, communication, personality, and motivation that I had not explored before. She put me at ease while challenging my "well earned" assumptions. She helped me recognize that some of my patterns were not supporting my goals, and this motivated me to make needed changes that have benefited me immensely. I especially appreciated Tadia's global perspectives and cross-cultural savvy. I have learned to be my authentic self, as well as to trust my audience. That helps me communicate my knowledge more effectively to those less experienced. My emotional intelligence has improved, and Tadia helped me understand how delivery gets in the way of content. I will always be grateful to her for introducing me to my own enduring and limitless potential.
*Kathy Harper, Director of Development, Easter Seals Hawaii, Honolulu, Hawaii*

Waialae School benefited significantly from the consultation work of Tadia Rice. As a highly skilled professional of the highest integrity, she provided expert executive level coaching, as well as effective leadership, during a time of critical transition for our educational institution. Tadia's work facilitated beneficial systems-level change for our employees, and deep personal growth for our administrative staff. I particularly appreciated her expertise, professionalism, and ability to clearly communicate with all levels of our organization. Due to her comprehensive consultation and extensive background working with diverse industries, Tadia provided Waialae School with the ability to create new systems, protocols, and efficient policies that will guide our work for years to come. I highly recommend Tadia Rice to any organization seeking to improve and transform their operations.
*Dr. Kapono Ciotti Chief Executive Educator, Waialae School, Honolulu, Hawaii*

Tadia is a natural leader who knows how to pay attention to the key details to execute a successful business outcome with a positive social impact. Her written and oral presentation skills are superior, she knows how to command an audience and fully engage them. Tadia is a dynamic professional who knows how to communicate, inspire and motivate others.
*Kristin Murphy Avina, Content Marketing and Digital Strategist, Los Angeles, California*

I would like to thank and compliment you for the corporate training course you so capably molded to fit the needs of my staff and myself. The nature of our business is different to other selling techniques, and your presentation to our small but diverse and fairly new team was well accepted. It was imperative that the team members received individual attention, and you delivered! Tadia, your positive nature and international corporate experience were refreshing and appreciated by all!
*Scott Franklin, Commercial Manager, Surgical Products, Bausch & Lomb, Johannesburg, South Africa*

Tadia Rice possesses a remarkable adaptive management style, EI clarity, business acumen, leadership capacity, and organizational skills that are exceptional. Her expertise is a combination of intelligence and integrity, complimented by cultural acuity that is profound. She effectively communicates regardless of language, politics, or ethnicity. Tadia understands protocol. Her diplomatic skills are reflected in the successful global relationships she has established. Tadia understands entertainment and media and is one of the best negotiators there is. She has served as my advisor on many creative productions.
*Yvonne Chaka Chaka, Icon, Entertainer & Entrepreneur, Johannesburg, South Africa*

## TESTIMONIALS – KEYNOTE SPEECHES

As a public personality and long-time entrepreneur who speaks often, I applaud Tadia Rice! Her ability to inspire and manage an audience was reflected during her Gender Equality presentation at the Honolulu Pacific Federal Executive Board of the US Government. Her content not only reflected the challenges facing our society, but she provided real world options for women and men who want to build equal opportunity for themselves, and their children. Tadia speaks about leadership, business management, Hawaiian Aloha, and geopolitical issues with equal credibility. Whatever the issue she will speak from her heart and her broad range of experience. I recommend Tadia to enhance and enrich any program.
*Wally "Famous" Amos, Honolulu, Hawai`i*

Tadia, you delivered one of the more memorable presentations I've ever experienced. As the keynote speaker at the Women's Equality Day celebration on Ford Island your interaction with the audiences resulted in praise from all. Your presentation blew the roof off the building... it was so awesome! You were introduced as a motivational leader with a "lifetime experience as an agent of change." This was an understatement. The very personal way you interacted with the audience, coupled with your meaningful message concerning men and women working as one to break down the long-standing paradigm of women being less valuable than men... it touched everyone in the audience. I hold you in high regard. *Dennis B. Douglas, Command Aerospace, Pacific Air Forces Headquarters, Department of the Air Force, Hawai`i*

Tadia has real impact, and a wealth of knowledge and experience. Our Nuflow licensees were able to take away some great knowledge to apply to growing their businesses. Tadia will not just educate you, she will take you on a journey. It was a pleasure working with you, Tadia Rice!
*Craig Montgomery, Marketing Manager, Nuflow Technologies, Queensland, Australia*

Tadia Rice is brilliant. She brings a lifetime of knowledge and experience from her work in many parts of the world. Tadia has helped organizations solve difficult and sensitive problems. Her creative approach makes her presentations fascinating, thought provoking, and unique. Tadia teaches us new ways of thinking, acting, and being in the world. She is a gifted musician and actress. It has been a pleasure for me to hear Tadia speak.
*Annabel Chotzen, Motivational Speaker/Corporate Trainer, Honolulu, Hawai`i*

Tadia Rice's keynote presentation of Lead With Aloha at the Live 2 Lead Conference was uplifting, informative, and refreshing. It should be shared with all people. Tadia has a wealth of knowledge and information, and her subject matter on leadership would be a huge asset to any group or organization. Tadia has true gift-the ability to connect with various individuals from multiple organizations. I want her to be my mentor!
*Dr. Sheila Woods, CEO, Woods Enterprises, Live 2 Lead Conference Organizer, Honolulu, Hawai`i*

So many were grateful for your presentation at our Honolulu-Pacific Federal Executive Board's LEAD Conference. You were enlightening and entertaining. What you shared was so highly relevant to our theme of empowering women. Your articulation of the challenges of achieving gender equality, and of ensuring that members of the next generation are reached, was particularly well received. Your participatory and engaging style, as well as the details presented on your global experiences with women's issues, was a valuable contribution to the event. Thank you so much for your generosity in supporting this important training event to the Federal workforce. Warmest mahalo.
*Colby Stanton, Chair, Honolulu-Pacific Federal Executive Board, Honolulu, Hawai`i*

Having been born and raised in Hawaii, I was amazed that I didn't understand Aloha. So many of us flippantly use the word only for hello, goodbye and love, but what Tadia Rice shared was quite impressive. Lead With Aloha gave me a deeper understanding it's often more about what is not said than what is. My big takeaway was Tadia's explanation about servant leadership, and how mastering that, along with Aloha, gives us the ability to strengthen our entire team, no matter what industry we're in
*Clara Priester, Executive Director, Woman's Board of Missions for the Pacific Islands, Honolulu, Hawai`i*

Tadia Rice is brilliant. She brings a lifetime of knowledge and experience from her work in many parts of the world. Tadia has helped organizations solve difficult and sensitive problems. Her creative approach makes her presentations fascinating, thought provoking, and unique. Tadia teaches us new ways of thinking, acting, and being in the world. She is a gifted musician and actress. It has been a pleasure for me to hear Tadia speak.
*Annabel Chotzen, Motivational Speaker/Corporate Trainer, Honolulu, Hawai`i*

In the field of communications, music, books, or talks, Tadia Rice is peerless. Well traveled from North America to South Africa to Polynesia, Tadia reflects the finest communication skills as well as ethical leadership. She is embraced where ever she lives, she is a cultural example of inclusion. She easily assimilates because of her acceptance of the principle of the oneness of humanity.
*Judge James F. Nelson, Los Angeles Superior Court (Ret.), Pasadena, California*

Tadia Rice is an enthusiastic passionate speaker who discusses current truths and realities in a way that puts an audience at ease. She brings a wealth of knowledge and experience that validates others. Her presentations are engaging and thought-provoking. Tadia will leave you with a sense of hope, unity, and commitment to yourself and others. Tadia's treatment of gender equality – what it looks like and how to achieve it – was illuminating. I highly recommend her to others!
*Halemia Jones, Ph.D., Compliance Officer, Federal Contract Compliance Program, US Department of Labor, Hawai`i*

Tadia Rice embodies passion, spirit, intellect, and wisdom. She articulates and conveys her message to a diverse listeners, whether a classroom, business, one-on-one, large live audience, or media. Her ability to reach everyone in a room is inspiring. Who else could relate great leaders Nelson Mandela, Martin Luther King Jr., and Malcolm X to hip- hop generational leadership with the likes of Tupac Shakur. It was stunning that in an age of social and new media, Tadia's can engage her audience and bring create a renewed spirit of joy and conversation.
*Timothy L. Conley, M.C.M., Department Chair, Film and Cinema, Columbia College, Hollywood, California*

Tadia Rice is an enthusiastic passionate speaker who discusses current truths and realities in a way that puts an audience at Thanks so very much for an excellent presentation during our conference on gender equality. You made our seminar the total hit it was! You are a class act and good at what you do! You know your subject and enjoy what you do. It is infectious! I enjoyed how you provided valuable and informative information in such an entertaining way. Mixing humor with facts got your points across to the audience in a wonderful way. I also enjoyed the way you interacted with the audience. It brought the message home when you see others validate and back up what you are saying. I look forward to hearing you again!
*Geoff Horvath, J CIV, Enhanced Mobile Satellite Services Gateway, Defense Information Systems Agency Pacific (US)*

Aloha is a very deep part of Hawaiian culture. It's the cultural foundation from which my people live, yet, what I learned from Tadia Rice was to Lead With Aloha. That helped me expand my own understanding how to apply Aloha in the workplace, as well as in all relationships. It starts with each one of us. We can't give what we don't have, so it's important to learn, live and lead with Aloha because as we begin to love and respect ourselves, we can take that power to the community. When we better understand Aloha, we can live it. Tadia said it best: It costs us nothing, yet we gain everything.
*Wanya Ogata, Director, Corporate Health Wellness, Hawaiian Electric Company, Honolulu, Hawai`i*

Tadia Rice is a fabulous keynote speaker. She engages the audience with a creativity that makes every word become food for thought. Her breadth of business knowledge and personal wisdom helped me clarify what will maximize my company's performance. No nonsense and to the point, Tadia's advice helped me better understand my customer's needs, and assisted my ability to create a win-win environment with every client.
*Tonya Huntley, Owner, Malu Pet Bliss, Honolulu, Hawai`i*

"Shift Happens: Seeing Beyond Your Own Horizon" was amazing. Tadia Rice led the audience on a provocative journey that peeled away our stereotypes and exposed our hidden prejudices. Her approach was dynamic, innovative, interactive, and thought provoking. Tadia wove together aspects of diversity that dispelled old belief systems. I experienced "ah-ha" moments that helped me move toward positive action.
*Phyllis Ono, Hawaii Public Housing Authority, Honolulu, Hawai`i*

You are so very inspiring. You motivated me to motivate my patients, and your message about personal transformation applies to everyone, whether in the workplace or at home. The information about "Ren" helped me better understand how to integrate attitude, skill, and knowledge. Thank you for incorporating this important Chinese teaching, as well Hawaiian culture you shared, in your presentation.
*Linda C. Price, R.N. Case Manager, Palama Unit, Castle Hospital, Kailua, Hawai`i*

Lead With Aloha at the Live 2 Lead Conference was impressive. Tadia Rice took the esoteric understanding of Hawaiian Aloha, so often misunderstood, and made it understandable for the western mindset. Tadia's message to young women and men to pursue leadership with Aloha, unencumbered and fearless, was motivating and wonderful. Mahalo!
*Richard Braunskill, President, NHP News, Honolulu, Hawai`i*