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MUHTADIA (TADIA) RICE

tadiarice@gmail.com
linkedin.com/in/dametadiarice
(808) 286-2313

June 29, 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:

Please accept this revised Resume for your information and consideration relevant to my nominaton as a member of the Ethics Commission. It replaces the previous document submitted in error.

Should you have any questions please do not hesitate to contact me.

Hui Hou Kāua,

Muhtadia (Tadia) Rice

MISC. COM. 349

TADIA RICE

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+1 (808) 286-2313

Twenty years experience in creative problem solving, critical thinking, organizational dynamics, conflict management, interpersonal/intergroup/intercultural communication with diversity, equity, inclusion, belonging (DEIB), crisis and issues prevention and management, and cultural competence at the forefront. Quickly understands issues, challenges, and new perspectives using lateral, vertical, and indigenous thinking. Extensive experience in media from behind- to on-camera, radio, print, and multi-media development for information dissemination. Recognized for enterprise transformation for multiple sectors and diverse industries, as well as exceptional communications with strong organizational writing, verbal, inter-personal communication skills, and public relations/OPI proficiency. Trained by Fortune 500 companies as a team-oriented, fact-driven, solution-focused self-starter who analyzes short- and long-term objectives. Inspires confidence and creates trust using emotional intelligence, successful management coaching, discsretion and confidentiality. Effectively negotiates strategic alliances using excellent people skills. Twenty years in senior management with global experience with a servant-leadership philosophy. Profit and nonprofit growth strategy management consultant 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. Originates vision and defines strategy using consultative approach to build consensus. Author and expert contributor to industry publications on cultural competence, artificial intelligence, international affairs, expressive arts, social justice, gender issues, and more.

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.

TAHIRIH ASSOCIATION **Part-Time**
Founder & President **2000—Present**
Since inception in 2000 of this 501(c)3 non-profit membership organization I managed all donor development, public relations, media content, video production, and graphics design. With a voluteer team our *Educate A Girl Change The World* scholarship program has granted 22 educational scholarships to women and girls in six countries. Since 2028 our fundraising campaigns have supported the Light of Africa social and economic development project, a public-private partnership, offering safe houses to women in South Africa in South Africa, daycare and elder support, and food distribution program. From 2012 to 2022 I facilitated the BEYOND BARS: Prison Women Speak in-prison program at the only prison for women in Hawai`i. In 2023 I established the BEYOND BARS Reentry Program for women being released from that facility. This innovative reentry program oversees restoration and rehabilitation services that offer optimal healing within a construct of conscious transformation for personal growth and successful reentry into the community. The program is intended to reduce recidivism by providing a 25-module Personal Development curriculum and recovery system. In February 2023 I completed and released my observational documentary short film, *BEYOND BARS: Prison Women Speak,* that features interviews with five incarcerated women. This award-winning film received the Best First Time Filmmaker Award at the 2023 Cannes International Shorts Film Festival.

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 siince 2019 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, profit and loss statements, 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. Produced fundraising and financial development plan, optimized supporter engagement across all channels to implement CRM expansion facilitating major gifts. 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. Produced fundraising and financial development plan, optimized supporter engagement across all channels to implement CRM expansion facilitating major gifts. Created donor development strategy to include 20% increase. Optimized operations identified and solved financial problems, reduced costs by 12.3%.

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, US, and India. 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. Grant partners included UNICEF, Roll-Back Malaria, World Bank, United Nations, and the World Health Organization. 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.

BOARD OF DIRECTOR ACCOMPLISHMENTS

HAWAI`I MAOLI - Perpetuating Hawaiian Culture** **Honolulu, Hawai`i
Board Secretary **2012-2020**

Fiscal sponsor to Native Hawaiian organization (Est 1997 as a 501(c)3 non-profit organization) 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

Cannes International Film Award Documentary Short	2023	United States Congress	2010
Stars of Oceania Leadership Award-University Hawai`i	2022	California State Senate	2001
City and County of Honolulu	2019	United Nations Association	2000
Medalist of Honor-Ellis Island Honors Society	2017		

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: Planni Execution; Creating Presentations with Microsoft

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
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 Department of Trade and Industry	2004
Equal Circles: Breaking Into The Boys Club, Kalimat Press	1990

CERTIFICATIONS & EDUCATION

- MA Enterprise Breakthrough Institute
  Lean Six Sigma - Certificate of Completion (to be completed third quarter 2023)
- University of Hawaii
  Information Security Specialist - Certificate of Competence
  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

GHOST WRITING

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

KEYNOTE PRESENTATIONS (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

PRINT MEDIA APPEARANCES

Los Angeles Times Newspaper, California
Dizzy: The Life and Times of John Birks Gillespie
Honolulu Star-Advertiser, Hawai`i
Maui News, Hawai`i
Mmegi Newspaper, Botswana
Swazi Weekend Observer Newspaper, Swaziland
City Press Newspaper, South Africa
The American Baha'i/Los Angeles Baha'i Journal

TELEVISION APPEARANCES

Panelist, "Prison Nation" public presentation,
Albin O. Kuhn Gallery, University of Maryland
Interview, KHON-TV Special News Broadcast, Hawai`i
Repeat Panelist, Sister Power, ThinkTech Hawai, Hawai`i
Interview, Hawai`i News Now Sunrise with Billy V
Interview, Swazi Television, Swaziland
Interview, AM 2Day, SABC-TV, South Africa
Guest 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

STAGE & FILM EXPERIENCE

"A Woman and Her Words" Theatrical Music Drama, International Tour, playwright, actress, Pure One Productions

FILM/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, Director, Editor
"May Maxwell and Abdu'l-Baha" Producer, Director, Music
"A Life of Active Service to Humanity" Producer, Director
"BEYOND BARS Program" Promo, Producer, Editor, Sound

MUSIC PRODUCTION CREDITS

"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)