YOLANDA WEBB

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PUBLIC SECTOR EXECUTIVE | POLICY STRATEGIST | HUMANITARIAN | LEADERSHIP ADVISOR

EXECUTIVE PROFILE

Accomplished public-sector executive with more than three decades of leadership across state government, business, and nonprofit organizations. Former gubernatorial appointee with experience directing complex public agencies, overseeing multimillion-dollar budgets, shaping public policy, and leading organizational transformation. Known for building effective teams, navigating government systems, and bringing a human-centered approach to executive decision-making and public service.

SELECTED LEADERSHIP RESULTS

• Directed Colorado's Office of Adult, Aging, and Disability Services, with oversight of a $213.96 million budget, 1,574.9 FTE, and services involving 64 county departments, five veterans' homes, and three Regional Centers.

• At Meritan, increased revenue 40% through a private-pay service model and closed a $348,000 revenue gap by restructuring underused programs.

• Led a three-parish Louisiana human services district with a $27 million state appropriation and 142 FTE; directed a federally qualified health center construction project to expand access in underserved communities.

• At The Arc of Adams County, established the first fund development and sponsorship program, created a fundraising event generating more than $10,000, strengthened grant controls, and introduced outcome-based staff evaluations.

PROFESSIONAL EXPERIENCE

THE ARC OF ADAMS COUNTY | Executive Director | April 2025–Present

• Lead advocacy, education, organizational strategy, fiscal oversight, and public engagement for people with intellectual and developmental disabilities and their families.

• Expanded board recruitment and governance training; established a board orientation manual, updated employee policies, and improved performance and grant management processes.

• Represent the organization in statewide policy discussions on disability rights, community integration, education, Medicaid, and the effects of changing federal and state policies.

WEBB ADVISORY GROUP CONSULTING LLC | Founder and Principal Advisor | January 2010–Present

• Advise public, nonprofit, education, and private-sector leaders on strategy, organizational change, leadership development, policy, equity, and governance.

• Design leadership curricula and training; deliver keynote addresses, executive presentations, and public forums using storytelling and practical approaches to human behavior.

COLORADO DEPARTMENT OF HUMAN SERVICES | State Office Director, Office of Adult, Aging, and Disability Services | July 2019–August 2024

• Directed statewide policy, performance, fiscal, and administrative operations across Aging and Adult Services, Veterans Community Living Centers, Regional Centers, and Disability Determination Services.

• Oversaw a $213,960,753 budget and 1,574.9 FTE; provided guidance and support to 64 county human services departments, five state veterans' homes, and three Regional Centers.

• Provided oversight involving the Commission on Developmental Disabilities, the Commission for the Deaf, Hard of Hearing, and DeafBlind, and MindSource, Colorado's brain injury program.

MERITAN, INC. | Senior Vice President, Home and Community-Based Services | July 2017–June 2019

• Led nine multistate human services programs and a $10 million program budget serving older adults, people with disabilities, veterans, and people living with HIV/AIDS.

• Increased revenue 40%, closed a $348,000 funding gap, and oversaw Medicaid managed-care, waiver, VA, and HUD-supported service relationships.

NEBRASKA DEPARTMENT OF HEALTH AND HUMAN SERVICES | Division Director, Developmental Disabilities | 2015

• Served in a Governor's Cabinet appointment overseeing developmental disability services, Medicaid home and community-based waivers, eligibility, service coordination, provider payments, and the Beatrice State Developmental Center.

METROPOLITAN HUMAN SERVICES DISTRICT, LOUISIANA | Executive Director / CEO | 2014–2015

• Served as legislative appointing authority for a three-parish district; managed a $27 million state-appropriated budget and 142 FTE across multiple sites.

• Led behavioral health, developmental disability, substance-use, and community partnerships; provided legislative analysis and served as public spokesperson.

• Directed a capital project to build a federally qualified health center clinic, expanding services in communities affected by Hurricane Katrina.

E'LON COSMETICS LLC | Founder and Chief Executive Officer | 2004–2013

• Built a retail and consumer-products company from a $350,000 initial investment; secured Macy's distribution, developed a national customer base, and led commercial and operational strategy.

MONTGOMERY COUNTY ID/DD BOARD / MONCO INC., OHIO | Adult Services Director / CEO | 2002–2004

• Directed adult disability and employment services with responsibility for fiscal management, program performance, and organizational strategy.

PUBLIC POLICY, GOVERNANCE & CIVIC LEADERSHIP

Colorado State Rehabilitation Council / State Rehabilitation Commission | Commissioner, Chair-Elect (2023–2025)

Colorado Department of Public Health, Health Equity Commission | Commissioner and Chair (2021–2024)

American Red Cross, Colorado/Wyoming Region | Board Member (2022–2025)

CiviCO | Board of Directors (2023–2025)

Kavod Inc. and Kavod Foundation, Senior Services | Board Member (2022–2025)

IMPACT100 Metro Denver | Board Chair and President (2022–2024)

Tennessee Developmental Disabilities Policy & Planning Council | Former Member; Xavier University Williams College of Business | Advisor Trustee

Public policy work includes disability inclusion, workforce access, Medicaid and community-based services, health equity, housing, and the needs of older adults. Addressed the Ohio and U.S. House of Representatives on housing challenges affecting underserved communities (2004).

EDUCATION & LEADERSHIP DEVELOPMENT

Xavier University, Cincinnati, OH | M.A., Humanities, concentration in Theology (1997)

Thesis: On Being Human…Becoming Divine. Connecting Communities through Social Engagement

Tennessee State University, Nashville, TN | B.S., Criminal Justice, minor in Psychology (1981)

Union Institute & University, Cincinnati, OH | Ph.D. coursework, Public Policy / Social Justice (2014–2015)

Harvard Business School Online | Disruptive Strategy (2026)

Leadership Denver (2022) | Impact Denver | Denver Chamber Leadership Access (2020) | New Orleans Regional Leadership Institute (2015) | Cincinnati Urban League, African American Leadership Development Program, Class V

SELECTED RECOGNITION

Sigma Gamma Rho Sorority Woman of the Year (2007–2009) | Cincinnati Ten Women to Watch (2009) | Cincinnati Image Maker Award (twice, 2000–2002)

Greater Cincinnati Micro-Enterprise Initiative Business of the Year (2004) | Cincinnati USA Chamber of Commerce Business of the Year (2005) | African American Chamber of Commerce Business of the Year (2006)