

# *Crystal D. Hill-Pennington*

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EPI

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## **EDUCATION:**

**Mitchell Hamline School of Law**  
**Eastern Oregon University**  
**Everett Community College**

J.D., Indian/Tribal Law Concentration (Candidate '21)  
 Bachelor of Science in Economics  
 Associates Degree in Arts and Sciences

## **RELEVENT PROFESSIONAL EXPERIENCE**

- 2012-Present** Lead Adjunct Faculty: U.S. Department of Homeland Security / Federal Emergency Management Agency National Emergency Institute  
**Responsibilities:** Author and revise instructional material for tribal, territory, military, federal, state, and local government leadership. Provide input on changing relationships and policy. Lead teams in updating and instructing professional leadership programs.  
**Programs:** National Advanced Leadership Academy (NEMAA); Community Specific Integrated Disaster Preparedness; Tribal Preparedness, Preservation, and Leadership-Governmental Relations  
 Subject Matter Expert in government regulation & policy, disaster economics, diversity in leadership and communities, tribal partner relations  
**Location:** U.S. Dept. Of Homeland Security / FEMA National Emergency Management Training Center and throughout the United States
- 2008- Present** Speaker and Facilitator for Governmental Relations and Policy Development. Adjunct Instructor & Subject Matter Expert for programs related to the U.S. Department of Homeland Security/ Federal Emergency Management Agency Emergency Management Institute. Special lecturer, advisor, and subject matter expert for academic and government programs on contemporary government policy issues in emergency/disaster policy and law.
- 2005-2009** City of Gold Bar, WA  
 City Executive, Elected Strong Mayor  
 Budget management and proposals, staff supervision, capital project management, community engagement and outreach.  
 Small-city state representative on regional and local policy boards
- 06/01 – 01/10** Law Offices of J. Mark Weiss, Kennedy & Berner, Mirka Nakovski, Terry Forbes. Paralegal, Mediator, Legal representative for State Administrative Hearings, Collaborative Law Support, Amicus Curiae Legal Brief Assistance, High Conflict and Strategic Case Advising and Management. Training and Support of Legal Staff.
- 04/99 – 06/01** Community Transit Public Transit Corporation  
 Technical Services and Special Project Research, Support, and Personnel Training.

## **PROFESSIONAL HIGHLIGHTS:**

### **Elected City Executive and Appointed Representative to local and state coordinating bodies.**

*Executed and managed a multi-million-dollar annual budget along with project and departmental oversight. Manage four departments including staff, projects, contracts, and compliance. Presentations and support to City Council, community and business leaders, and state officials. Accepted appointments by other elected officials to regional and state boards and committees to support and represent small/rural community interests for local and state legislation and policy initiatives.*

### **Co-Author and Lead Adjunct Instructor for the DHS/FEMA National Advanced Leadership Academies and Programs**

*Developed and authored national-level education and facilitation materials for military, government and tribal leaders. Lead and supported academic and practitioner teams in the field to instruct and support community preparedness and leadership education. Academy coursework has currently been adopted by 5 states as required training for advanced certifications and professional development and has been named as one of Federal FEMA Administrator Craig Fugate's five top priorities in 2015. 2012-Current*

### **Tribal-Appointed Facilitator post SR530 landslide recommendations for tribal partners**

*Coordinated discussions among representatives for federally recognized tribal nations, U.S. Federal Emergency Management Agency, Washington State Military Department - Emergency Management Division, Bureau of Indian Affairs, Red Cross and other Non-Governmental Partners for after-action and policy changes. 2015-Current*

### **Government & Recovery Liaison: Oso, WA SR530 Landslide**

*Assist local elected officials and NGO / non-profit organizations with congressional interface, public outreach and policy frameworks for coordination and decision-making with impacted community and congressional staff and presidential meetings. Advisor on short, mid, and long-term recovery partnership opportunities. March-June 2014*

### **Consultant for Tribal Programs**

*Assist in development of department vision and program goals. Representative training and return education and support. Assist with collaboration plan for development of short and long-range budgets with an emphasis on (1) Economic considerations, (2) Planning for preservation of cultural heritage and community preparedness, and (3) Disaster resilience and opportunities.*

## **BOARD AND COMMITTEE APPOINTMENTS:**

- **DHS/FEMA National Emergency Training Institute (2010-2018)**
  - Executive Selection Panel
  - Leadership Selection Panel
  - Faculty Development
- **Puget Sound Regional Council (PSRC) Economic Development Board (2007 - 2009)**
- **Community Transit Board of Directors (2008-2009)**
- **Snohomish County Law and Justice Council (2007-2009)**
- **Association of Washington Cities Legislative Committee (2007-2009)**
- **Association of Washington Cities Quality Infrastructure for Safety & Development Committee (2007 – 2009)**
- **Snohomish County Policy Advisory Board (2007 – 2009)**
  - *Low income and affordable housing policy*
- **Snohomish County Technical Advisory Committee (2005-2009)**
  - *Low income and affordable housing project funding*

- **Snohomish County (Washington): Department of Emergency Management**
  - *Vice Chair Advisory Board (2008-2009)*
  - *Advisory Board (2005-2009)*
- **Tulalip Tribe (Washington): Tribal Support Liaison**
  - *Sponsored representative to National Emergency Management Institute.*
- **YMCA Monroe Board of Directors (2008 – 2012)**
- **Sky Valley Gang and Youth Violence Committee (2008-2009)**

### **PRESENTATIONS and PANELS (Recent)**

- **Presenter: Leadership, Ethics, Critical Thinking and Decision Making for Government Relations and Community Resilience** (Royal Roads University, British Columbia, Canada; North Carolina Emergency Management State Association; State of Florida; Commonwealth of Virginia; Commonwealth of Pennsylvania; State of California; State of Utah; State of Colorado; State of Arizona)
- **Facilitator and Presenter: Alaska Rural Communities in Transition - concepts, and ideas for independence and agency. Ongoing Consultation and Support for Newly-Formed Government.** (Prince of Wales-Hyder Borough, Prince of Wales Island, Alaska)
- **Presenter: SR-530 / Oso Landslide Operations and Recovery: local government and community focus** (National and State Associations)
- **Panel member: Washington Department of Ecology internal training on policy and city relations** (Washington Dept. Ecology)
- **Panel Member for Building Changes Affordable Housing planning** (City of Seattle)
- **Presenter: Robust policy planning and implications for small cities** (Association of Washington Cities Conference)
- **Presenter: Development of King County Collaborative Law Program: Beginning and Advanced Collaborative Legal Education**
- **Presenter: Managing High-Conflict Personalities in Legal Settings** (With Bill Eddy and King County Collaborative Law)
- **Presenter: Emergency Preparedness and Rural Communities** (Alaska Southeast small and remote communities, U.S. 2 Communities and Chambers of Commerce in Washington)
- **Panel Member: Preparedness, policy considerations and funding of rural transportation corridors with vulnerable communities** (Puget Sound Regional Council)