

Dear CADEP,

Last month Debi Freund, our president, received the Supervisor/Program Manager Award by IPMA-HR Eastern Region. IPMA is the International Public Management Association for Human Resources. IPMA-HR is an organization that represents the interests of human resources (including affirmative action and eeo functions) professionals at the federal, state and local levels of government. Below is a slightly modified version of the award write up:

Please join us in congratulating Debi,

CADEP Steering Committee

Supervisor/Program Manager Award

The Supervisor/Program Manager Award is presented to an individual who shows innovation and creativity in motivating and providing opportunities for employees to reach their full potential; who applies and implements outstanding management techniques; and is successful in earning the confidence of supervisors and subordinates through the fair and impartial application of personnel management procedures.

2011 Recipient: Debra Freund CT Department of Children and Families

Debra Freund is the Director of Equal Employment Opportunity at the Connecticut Department of Children and Families (DCF). In this role, she has assumed leadership responsibility on a statewide basis, addressing issues related to EEO and affirmative action. As the Department serves a significant percentage of minority clients, it has been a long-standing goal to recruit employees whose racial and ethnic composition mirrors that of the client population.

Ms. Freund is currently serving her 3rd term as the President of The Connecticut Association of Affirmative Action Professionals. Debra served on the Governor's 2008 Taskforce on Commission on Human Rights and Opportunities (CHRO) Review. In this role, she has testified at legislative hearings with regard to human rights protections, discrimination and affirmative action in state government. As a result of her significant track record in her field, Debi has been asked to be a member of the CHRO Affirmative Action Regulation Review Committee. In her effort to ensure that she continues to carry out her program responsibilities as a leader in her field, Debi has continued her professional development by earning a facilitators' certification as "Multicultural Competence Cohort," facilitator for National Conference on Community Justice "Conversations on Race," Trainer and Coordinator for CHRO/PCSW 2009 Investigation Training, and a Program Coordinator 2006 Affirmative Action CHRO Basic Plan Preparation Training.

Debi's career in state service began in 1986 as a Connecticut Careers Trainee with the target class of Affirmative Action Officer. By November 1988, Debi was promoted to Affirmative Action Administrator at the Department of Motor Vehicles, where she worked very closely with Joseph G. Wankerl, Deputy Commissioner (retired). According to Mr. Wankerl, "a Human Resource program cannot function effectively without cooperation from and with the affirmative action director. Debi knew and understood the principles of effective human resource planning and operations. She practiced them every day." In July 1992, in addition to her affirmative action responsibilities, Debi was also appointed as Director of Health and Safety and assigned to manage an office of employee health and safety. During her tenure with the Department of Motor Vehicle, Debi was later assigned to the position of Director of Organization and Development.

Debi has volunteered at True Colors Annual Conferences, has served as a mentor and foster parent for an at-risk high school student. She is also on the board of directors for The Little Theatre of Manchester, CT, and is an accomplished actress and director.

Based on her level of dedication not only in her field but also as a leader and manager, the Connecticut Chapter nominates Debra Freund as Supervisor/Program Manager. Not only has she been assigned control and responsibility for various substantive public functions throughout her career, but also she has made an outstanding contribution to and successfully applied sound human resource management principles in carrying out her various responsibilities throughout her exceptional state career