

# FRED SMITH

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## SUMMARY

Experienced Realtor and Social Work Professional with a strong educational background in Social Work and over 25 years of experience supporting children, youth, and families. Licensed Realtor since 2016, an expert at engaging with diverse groups and fostering trust to build lasting relationships. Skilled in conflict resolution and problem-solving to drive positive outcomes, with a proven ability to manage time and resources effectively. Proficient in using Microsoft Word, Windows, and Excel for seamless communication and project management.

## PROFESSIONAL EXPERIENCE

**Chair of Black Men In and Out of the Agency, Volunteer leadership**    **October 2020 - Present**  
**role,** Office of Children, Youth and Families

As the Chair of the Black Professionals Group at Children, Youth, and Families, I took on initiatives to enhance the recruitment and leadership development of Black male professionals within the agency. I organized bi-monthly meetings to strategize and plan actionable steps aimed at raising awareness of the state of black males in this organization. I developed and presented a recruitment strategy to administration, resulting in the hiring of outside consultants to implement the plan. However, we were requesting at the time to implement our plan but wasn't given the opportunity. What we did is put together a retention tool of our own that we call the morning huddle. Black and brown men come together every Monday for 15 minutes in the morning for a motivational message, we implemented it the first week of September in 2023. Additionally, I collaborated with administrative teams responsible for intern recruitment, collected and analyzed data, and shared insights through a virtual "Lunch and Learn" sessions. I also planned and executed an in-person male panel event, creating opportunities for dialogue and shared experiences. This work contributed to "Continuing the Conversation," a group established after George Floyd's passing, where action teams like ours report out my progress on a by-weekly bases,

**Co-Chair, Housing Work Group, Volunteer Leadership Role**    **January 2016 - Present**  
**Perry Hilltop and Fineview Citizens Council**

- Actively engaged in promoting and maintaining diversity within my community by advocating for affordable housing.
- Spearheaded initiatives and canvassing the community with the aimed at preventing displacement of marginalized populations, ensuring the stability and inclusivity of the neighborhood.
- Led and facilitated core team meetings as well as large-scale community meetings to inform community residences and have them weight in on strategic priorities.
- Represented my position of co-chair on the One Northside Board, extending influence and collaboration.
- Presented to banks, funders, and key community partners, contributing to successful grant applications and funding strategies.
- Played a role in securing a \$250,000 grant for the remodeling of an affordable housing project, demonstrating strong advocacy and fundraising capabilities..

**Father Engagement Specialist, Office of Children,  
Youth and Families  
Allegheny County Children, Youth and Families**

**August 2018 - Present**

1. Engage fathers and father figures connected to the Office of Children, Youth and Families. Helping them to navigate the children and family's system, including the juvenile court system. Providing them the tools necessary to become a visible and active present in an effort to give them a better chance of being considered a valued parent in the life of their child or children.
2. Work with other community organizations, social services, and government agencies to create a network of support like the Fathers Collaborative Council. These programs share the same mission and understanding, to bring fathers out of the shadows, and we do that by wrapping support around them both resources and education.
3. Advocate for policies and practices that support father engagement and promote fatherhood as an essential element of child development. I have been to Harrisburg several times to lobby for Senat Bill 476 the Greater Father Family Involvement and House Bill 1731 Pennsylvania Fatherhood Commission, in which both was passed.

## Education

**Minority Professional Leadership Development,  
Washington D.C.**

**January 2023 -Dec. 2023**

Fellowship, Sponsors Splauding, Adopt U.S Kids and Children Bureau

- Yearlong research program covering a social problem that impacts our work
- Interviewing, collecting and analyzing data, policy writing, leading a training, preparing a presentation and reporting out findings”.

**Pitt University, Community Organization Social  
Administration**

**2001 - 2006**

All my community work has been volunteer leadership roles, I had to create my own opportunity and trainings.

## SKILLS

- Presentation Skills
- Meeting Facilitation.
- Equity Research
- Conflict Management
- Communication skills
- Customer Service
- Sales
- Project leadership