

October 11, 2020

Dear Common Council Executive Committee (“CCEC”),

I write to express my interest in completing the remaining months in Donna Moreland’s Aldermanic term in the 7<sup>th</sup> District. I’m interested in serving to ensure that my South West neighborhood receives engaged and knowledgeable representation. Our district faces issues that often differ significantly from those in other parts of the City.

I currently represent the overwhelming majority of the residents in the 7<sup>th</sup> as the County Board Supervisor in the 14<sup>th</sup> District. Only one small ward differentiates the two districts. I would be able to step in midterm and provide some continuity of leadership.

**If chosen to serve I would focus my service:**

- 1) eradicating **homelessness** in Madison;
- 2) supporting **economic development** to grow the City’s tax base,
- 3) specifically focusing on entrepreneurial activity in black and brown communities with an eye toward **shrinking the racial wealth gap** that robs so many of our residents of their full potential.

I’m an accomplished organizational and strategic leader with 20+ years of progressive experience overseeing operations, strategic planning, marketing & communications, resource development and organizational leadership. I have extensive experience collaborating and communicating across all organizational levels, from entry-level staff to executive leadership teams, in fast-paced and publicly focused settings.

I’m also an experienced legal manager with demonstrated success managing budgets, personnel, and complex global projects.

Previously, I ran the nation’s oldest ethics think-tank, the Institute for Global Ethics. IGE provides comprehensive ethics training for corporations, schools (both primary and higher education), non-profits, governmental organizations and NGOs. IGE also conducts grant-funded ethics research.

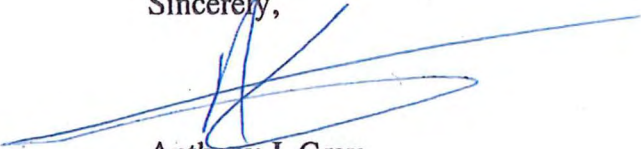
My prior role was as the Global Ethics & Compliance Officer for a multi-national aerospace company. I was recruited to that position from my legal practice with a mandate to design, build, and run a best-in-class global ethics & compliance infrastructure. In that enterprise leadership role, my staff and I conducted internal investigations, coordinated ethics training, managed multiple aspects of legal and regulatory compliance, and led our global network of ethics officers. I also directed the company’s enterprise risk management process.

In addition to the aforementioned experience, I've held multiple positions that would permit me to add value as a Madison Alderperson including: Economic Development Commissioner for Hartford, CT; Director of Communications & Program Development for the CT Commission on Human Rights and Opportunities, Director of Development & Community Relations for Capital College, and Legal Intern for the Chief Justice of the Wisconsin Supreme Court, Shirley S. Abrahamson.

I pride myself on a collaborative leadership style that I believe would serve me well on the Madison Common Council. I have not committed to running for the seat this spring.

Please review the attached resume, and if my credentials meet with your approval, I would appreciate the opportunity to discuss my interest further.

Sincerely,



Anthony J. Gray  
7129 Countrywood Lane  
Madison, WI 53719

[AJGray@aya.yale.edu](mailto:AJGray@aya.yale.edu)  
608-354-7122

**Senior Organizational Executive | Strategic Leader**

Accomplished, results-focused, and energetic executive with 20+ years of diverse experience creating, implementing, leading, and evaluating projects, initiatives, and programs that drive success. Proven track record of developing and delivering talent acquisition and management strategies that support unique business and organizational needs. Mission-oriented and inspirational people developer, leader, and hands-on collaborator with excellent communication, negotiation, conflict resolution, and problem-solving skills.

**Organizational Development & Management ♦ Diversity & Inclusion ♦ Team Leadership & Mentoring**  
**Operations Management ♦ Budget Development & Management**  
**♦ HR Coordination ♦ Strategic Leadership ♦ Talent Acquisition**  
**Stakeholder Management ♦ Operational Efficiency ♦ Marketing & Branding**  
**♦ Staff Training & Development ♦ Performance Management ♦ Fiscal Analysis ♦ Resource Development**  
**♦ Communications Policy Development ♦ Process Improvement ♦ Employee Relations ♦ Risk Management**

**CAREER SUCCESS**

INSTITUTE FOR GLOBAL ETHICS, Madison, WI

2013 – 2020

**President & Chief Executive Officer**

Recruited to spearhead a large-scale organizational transformation for a think tank providing ethical decision-making training and grant-funded ethics research. Oversee daily company operations, including all programming, HR, marketing, fundraising, and financial management efforts. Designed new program curricula and updated existing resources, pedagogy, and methodologies. Created and continuously monitor program benchmarks with measurable timelines and supportive short and long-term objectives. Drive all company recruitment and talent management efforts.

- Developed and led organizational training initiatives impacting over 25,000 individuals.
- Designed and delivered diversity and inclusion training for the UW-Madison Dean's Council.
- Raised \$4M+ to support ongoing operations.
- Cultivated, grew, and maintained key relationships with a 12-member Board of Directors.
- Successfully launched two strategic partnerships with The Citadel military academy, thereby integrating trademarked company training methodology as a requirement for all bachelor's degree completion.
- Played a key role in creating and executing a five-year strategic plan.

WISCONSIN INSTITUTE FOR DISCOVERY, Madison, WI

2013 – 2014

**Distinguished Scholar**

Appointed to a one-year term to advance interdisciplinary research and institutional curricula for the public/private partnership between the University of Wisconsin Madison, the Morgridge Foundation, and the State of Wisconsin.

- Conducted research on the intersection of procedural justice and moral legitimacy.
- Created and facilitated public lectures and seminars to present cutting-edge findings.

SIKORSKY AIRCRAFT CORPORATION/UNITED TECHNOLOGIES, Stratford, CT

2010 – 2013

**Global Compliance Officer**

Created, implemented, and led a world-class ethics and compliance program with supportive infrastructure to enhance the compliance and risk priorities of a multi-national aerospace company with \$7.4B in annual revenue and 15,000 staff. Conceptualized and implemented global compliance culture strategies and championed initiatives across the company. Led 350+ internal investigations while simultaneously driving company values and ethical culture efforts.

- Recruited, hired, trained, led, and evaluated a high-performing team of 20 Ethics Officers across the globe.
- Reduced aging case inventory rates by 98% by designing and deploying proven case management protocol.
- Founded and chaired the company's first compliance council to manage enterprise risk management processes.
- Generated the highest scores in company history on an enterprise ethics bi-annual survey.

DAY PITNEY, LLP, Hartford, CT

2007 – 2010

## Attorney

Delivered executive counsel to a range of international corporations, universities, and non-profit organizations as a member of a 300+ attorney law firm with 11 offices nationwide providing expertise in matters including corporate governance, federal regulatory compliance, mergers and acquisitions, labor and employment, ethics, contract law, and more.

- Developed practice focused upon highly regulated industries.
- Served as member of the legal team providing counsel to the New England Power Pool (NEPOOL), a collective group of entities engaged in the wholesale electrical power markets.
- Served on firm's diversity and inclusion committee.

## EARLY CAREER LEADERSHIP EXPERIENCE

**Judicial Intern**, Wisconsin Supreme Court, Chief Justice Shirley S. Abrahamson

**Director of Development & Community Relations**, Capital Community College, Hartford, CT

**Director of Communications & Program Development**, Connecticut Commission on Human Rights and Opportunities

**Financial Advisor**, Merrill Lynch/Gray Capital Management

**President**, Gray and Associates

## EDUCATION

**Juris Doctorate**, University of Wisconsin School of Law, Madison, WI  
*Licensed to practice law in Wisconsin, New York, Connecticut, and Washington, D.C.*

**Master of Arts in Ethics**, Yale University School of Divinity, New Haven, CT

**Bachelor of General Studies**, University of Connecticut, Storrs, CT

**("ACRE") Associates in Commercial Real Estate (2016-2017)**

## PROFESSIONAL AFFILIATIONS AND AWARDS

**Dane County Supervisor**, Dane County Board of Supervisors, District-14

**Commissioner**, Hartford Economic Development Commission

**Elected Member**, Hartford Town Committee

**Governor**, Wisconsin State Bar Association

**President**, Non Resident Lawyers Division, Wisconsin State Bar Association

**Hartford County's 40 Under 40 Business Leader Award**, Hartford Business Journal

## COMMUNITY ENGAGEMENT

**Country Grove Neighborhood Association**

**Chavez Elementary School PTO**

**Chavez Elementary Dual Language Immersion Program**

**MMSD Black Excellence Program**

**Chairman**, Ethics Symposium, Madison Downtown Rotary Club (2018)

**Board Member**, Forward Community Investments

**Board Member**, Lawyers for Children America

**Board Member**, Community Health Services

**Board Member**, Latino Chamber of Commerce Dane County