

Zachary J. Garafalo | [LinkedIn](#)

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Profile:

Zach Garafalo is a strategist and facilitator adept at navigating tense discussions to produce equitable outcomes, especially as related to community engagement and collaborative reform. Zach combines cross-sector partnerships and systems thinking to maximize collective impact for our most vulnerable populations.

Professional Experience:

Director of Advocacy: Mental Health Empowerment Project

December 2022 - Present

Manager of Government Affairs: Center for Disability Rights

April 2021 - November 2022

- Develop and direct successful issue-based advocacy campaigns including securing permanent representation of Disabled New Yorkers in state government by getting Governor Hochul to sign legislation creating the [Office of the Chief Disability Officer](#), Albany's #YesOn7 ballot initiative and securing the introduction of Latonya Reeves Freedom Act (S. 3417/H.R. 6860) in both houses of the 117th Congress.

Program Director: [New York Association on Independent Living](#)

December 2014 - March 2021

Assistant Director: [YOUTH POWER!](#)

January 2010 – November 2014

Education:

Bachelor of Science, History and Politics, Southern Vermont College, Bennington Vermont

Military:

New York State Division of Military and Naval Affairs (New York Guard - State Defense Force):

TDA: G7,AT-22 PME CADRE

December 2021 - Present

SAD: JTF-COVID19

October 2020 - April 2021

Professional Military Education:

Officer Candidate School, New York State Division of Military and Naval Affairs (*in progress*)

Joint Staff Training Course, United States Department of Defense, National Guard Bureau, USNORTHCOM

Introduction to Incident Command System, FEMA Emergency Management Institute

Basic Incident Command System for Initial Response, FEMA Emergency Management Institute

An Introduction to the National Incident Management System, FEMA Emergency Management Institute

National Response Framework, An Introduction, FEMA Emergency Management Institute

Introduction to Continuity of Operations Planning for Pandemic Influenzas, FEMA Emergency Management Institute

Military Emergency Management Specialist Academy, MEMS-B, State Guard Association of the United States

Military Resources in Emergency Management, FEMA Emergency Management Institute

Including People with Disabilities and Others with Access and Functional Needs in Disaster Operations: FEMA Emergency Management Institute

FEMA EEO Supervisor Course 2022: FEMA Emergency Management Institute

Behavioral Observation and Suspicious Activity Recognition

Active Shooter: What You Can Do: FEMA Emergency Management Institute

Insider Threat Awareness, Center for Development of Security Excellence

Protecting Critical Infrastructure Against Insider Threats, FEMA Emergency Management Institute

OPSEC Awareness for Military Members, DOD Employees and Contractors, Center for Development of Security Excellence

Stop the Bleed: American College of Surgeons Committee on Trauma

Mandatory Controlled Unclassified Information Training, US Department of Defense Counterintelligence and Security Agency

Primary Leadership Course (communications and land navigation), New York State Division of Military and Naval Affairs

COMMO-B Qualification, New York State Division of Military and Naval Affairs

Professional Training:

New York State Supervisors' Sexual Harassment Training (annually)

Albany Citizens' Police Academy

Youth Service Professionals' Knowledge, Skills and Abilities Demonstration Project Course, Schenectady County Community College

Smooth as SILC: An Introduction to the Duties and Responsibilities of Statewide Independent Living Councils, Utah State University

English Language Learner 1 and 2 Instructor Course, Literacy New York Greater Capital Region: Albany, New York

Basic Literacy Learner 1 and 2 Instructor Course, Literacy New York Greater Capital Region: Albany, New York

Conflict Resolution, Employee Assistance Program: Albany, New York

Dealing Effectively with Inappropriate Employee Behavior, SkillPath: Albany, New York

Coaching and Team Building Skills for Managers and Supervisors, SkillPath: Albany, NY

Human Rights Advocacy and Organizing, VOH/MHEP: Albany, New York

Professional Development to Support Youth Organizing and Activism, Chicago Freedom School

How to Effectively Manage Multiple Locations, SkillPath: Albany New York

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Advisory Memberships and Civic Engagement:

Albany County Democratic Committee	2018 - Present
Committee Member: Elected by residents of the City of Albany's 10th Ward Election District I. Campaign pledge to increase the disability vote in Albany County.	
Founder: Disability Caucus.	
Democratic National Committee Disability Council	2017 - Present
Member At-Large: The Disability Council is committed to continuing the inclusion revolution in the Democratic Party.	
Albany Community Police Review Board	2016 - 2022
Appointed by the Albany Common Council. The CPRB provides oversight to investigations involving allegations of misconduct against the Albany Police Department.	
• Vice Chair	2017 – 2018
• Chair, Investigations	2022
New York State Independent Living Council	2014 – 2019
Appointed by the New York State Board of Regents. NYSILC is responsible for jointly developing, monitoring and evaluating the 3-year Statewide Plan for Independent Living (SPIL).	
Literacy Volunteers of Rensselaer County (formerly Literacy New York Greater Capital Region)	2013 – Present
• Co-President of the Board of Directors	2022 - Present
Albany County Juvenile Community Accountability Board	2013 – Present
JCAB is a program through the Albany County Probation Department that seeks to help juveniles understand the impact crime has had on the community.	

Highlighted Speeches and Presentations:

Speaker: [#OneFairWageBook event and High Roads Kitchen Celebration](#), Manhattan, NY. October 19, 2021.

Panelist: [Ethics and Accountability: Police Professionalization Exchange Program for Mexico](#). U.S. Department of State Bureau of International Narcotics and Law Enforcement Affairs (INL) February 10, 2019. Sage College of Albany, Albany, New York.

Presenter: [Youth Voice 101: How to Engage Young People in Program and Policy Development](#). Association of Programs on Rural Independent Living (APRIL) 2018 Annual Conference. October 6, 2018. Denver, Colorado.

Panelist: [Law Enforcement: Community Policing: A Regional Project for South America](#). U.S. Department of State Bureau of Educational and Cultural Affairs, Office of International Visitors. January 23, 2018. Sage Colleges of Albany, Albany, New York.

Guest: [Schenectady Today: Citizens' Police Review Board](#). Begins at 20 minute mark. Schenectady, New York May 23, 2017.

Presenter: [Albany Community Policing Advisory Committee](#). Presented to the United States Department of Justice Community Oriented Policing Services. August 18, 2016. Albany, New York.

Panelist: [Self-Advocacy Collaborative Forum](#). United States Equal Opportunity Employment Commission (EEOC). April 16, 2015.

Keynote Speaker: [11th Annual Legislative Breakfast: Long Island Families Together](#). Opening remarks calling for multiple high quality pathways to a high school diploma. September 23, 2014. Melville, New York.

Speaker: [Coalition Applauds Governor Cuomo's Efforts to Support Immigrant Communities and Economic Growth Through the NYS Office for New Americans](#). Albany, New York. March 18, 2014.

Presenter: [Youth Leadership: Inspiring Civic Participation and Social Change](#). Presented to a U.S. Department of State delegation of young people from Belarus. July, 2010. Albany, New York.

Highlighted Press Coverage:

[What if a disabled person wants to run for office': Deaf Systems Advocate on voting accessibility](#). WROC 8. Boykin, Carmella (November 2, 2021). ([full e-edition](#)).

[Viewpoint: Broaden powers of Albany's police review board](#). TimesUnion. Garafalo, Zachary J. (June 7, 2020).

[Proposed CPRB reforms presented to Albany Common Council with Zach Garafalo](#). Hudson Mohawk Magazine. WOOC 105.3 FM. Maserjian, Michele (June 29, 2020).

[Police review board may get new powers](#). TimesUnion. Pp. A1, A8 ([full e-edition](#)). Hughes, Steve. (June 18, 2020).

[Letter: Let police review body monitor drone use](#). TimesUnion. Garafalo, Zachary J (April 3, 2019).

Selected Publications:

Contributing Editor to Hecker, M. et al. [New York State Success: Youth Involvement Toolkit: Tools for Incorporating "Youth Guided" Practices \(2015\)](#). Funding for this product was made possible (in part) by Grant No. IU79SM061233-01 from SAMHSA in partnership with the Monroe County Office of Mental Health and YOUTH POWER! Inc.

Honors and Awards:

Vermont Educational Opportunity Program Achievers Award	The Achiever Award is presented to a VEOP alum of high stature within his/her community and has been recognized for outstanding academic achievement.	October 2017
Invited by the Center for American Progress to the White House	to participate in a millennial policy briefing with Obama administration.	July 2014
Champion of Change	The Champions of Change initiative recognizes ordinary Americans who are doing extraordinary things in their communities to out-innovate, out-educate and out-build the rest of the world. The White House, Washington, D.C.	July 2013
What's Great In Our State	Recognized by the New York State Office of Mental Health for the Ready to Achieve Mentoring Program's positive influence on the social and emotional development of New York State's children, teens, their families and loved ones.	May 2011
Distinguished Young Alumnus	: Southern Vermont College	May 2011

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