

BY: Senator PARKER

HONORING Debbie Douglas upon the occasion of her designation as recipient of a 2023 Women-N-Motion Empowerment Award by the Young, Gifted & Black Entrepreneurial Awards Program

WHEREAS, It is the sense of this Legislative Body to take note of and publicly acknowledge individuals who have distinguished themselves through their exemplary careers, accomplishments, and purposeful lives of service to their community and their profession; and

WHEREAS, Attendant to such concern and in full accord with its long-standing traditions, this Legislative Body is justly proud to honor Debbie Douglas upon the occasion of her designation as recipient of a 2023 Women-N-Motion Empowerment Award by the Young, Gifted & Black Entrepreneurial Awards Program to be celebrated at its Awards Brunch on Sunday, March 26, 2023, at the Simpson Restaurant and Bar, Brooklyn, New York; and

WHEREAS, Founded by Carl O. Gray, the Young, Gifted & Black (YGB) Entrepreneurial Awards Program recognizes individuals who continue to reach levels of great success through hard work and determination, proving to be inspiring role models to their community and peers; and

WHEREAS, Furthermore, in conjunction with the observance of Women's History Month, this auspicious occasion features several outstanding women who are leaders, motivators, business professionals, innovators and entrepreneurs; and

WHEREAS, A native of Brooklyn, New York, Debbie Douglas began her illustrious career in Human Resources (HR) as an HR Assistant at the Shubert Organization, a unionized theatrical management company which is home to Broadway theaters across the United States; and

WHEREAS, Debbie Douglas later joined the HR department at Paramount, formerly MTV Networks, a global media and entertainment conglomerate where she worked her way up from Assistant in Talent Acquisition and was eventually promoted to Recruiter/TA Manager; in that capacity, she managed the recruitment process from start to finish, from sourcing candidates to negotiating job offers; and

WHEREAS, Stepping out of her comfort zone, Debbie Douglas explored other opportunities and spent some time at Alloy Media + Marketing, a non-traditional youth and media marketing company; in this role, she shifted from sole recruitment to working as an HR Manager/Generalist and was instrumental in formalizing the company's job posting process, establishing their first Affirmative Action Plan, and negotiating with the vendor for their first-ever Applicant Tracking System; and

WHEREAS, Debbie Douglas inevitably returned to Paramount as Senior HR Manager of Human Resources and Talent Management at BET Networks; as

one of the dedicated staffing resources professionals, she focused on full-cycle recruitment and new hire onboarding, with dedicated support in management training and employee programs; and

WHEREAS, From there, she had a short stint at a global public relations and communications company, Ketchum, as a senior recruiter overseeing a small team in its New York office where she recruited for all senior-level hires across the agency and offices in Washington, D.C., Chicago, and Los Angeles; and

WHEREAS, Once again returning to Paramount, Debbie Douglas began recruiting for all the brands under the Paramount portfolio across various creative functions; she currently sits in the Director of Talent Acquisition role, sourcing a diverse talent pool at mid-management levels up to and including executive management; and

WHEREAS, With a sincere passion for the business of entertainment and media, Debbie Douglas puts the human back in Human Resources and acts as a partner with the lines of business and internal clients she supports; and

WHEREAS, Debbie Douglas enjoys public speaking, mentoring, and volunteerism; she is a proud member of Alpha Kappa Alpha Sorority, Inc., and sat on the Board of Candice's Sickle Cell Fund, Inc. (CSCF), a small non-profit organization raising awareness for Sickle Cell Disease; she is also an ongoing supporter of several non-profit organizations such as Gyr! Wonder, Save a Girl, Save a World, and the Yvonne McCalla Foundation, a breast cancer awareness non-profit organization; and

WHEREAS, After receiving her Bachelor of Science degree in Social Work from Stony Brook University, Debbie Douglas earned her Master of Science degree in Human Resources Management from The Milano Graduate School of The New School University in New York; and

WHEREAS, Rare indeed is the impressive dedication shown by an individual for the benefit of others which Debbie Douglas has displayed throughout her life; and

WHEREAS, It is the custom of this Legislative Body to commend individuals of outstanding character, who have shown initiative and commitment toward constantly pursuing higher goals for themselves, and acting as role models of leadership to be emulated by both peers and young people; now, therefore, be it

RESOLVED, That this Legislative Body pause in its deliberations to honor Debbie Douglas upon the occasion of her designation as recipient of a 2023 Women-N-Motion Empowerment Award by the Young, Gifted & Black Entrepreneurial Awards Program; and be it further

RESOLVED, That a copy of this Resolution, suitably engrossed, be transmitted to Debbie Douglas.