

Senate Commerce Committee Nominee Questionnaire, 117th Congress

Instructions for the nominees: The Senate Committee on Commerce, Science, and Transportation asks you to provide typed answers to each of the following questions. It is requested that the nominee type the question in full before each response. Do not leave any questions blank. Type "None" or "Not Applicable" if a question does not apply to the nominee. Return printed answers to Committee. Begin each section (i.e., "A", "B", etc.) on a new sheet of paper.

A. BIOGRAPHICAL INFORMATION AND QUALIFICATIONS

1. Name (Include any former names or nicknames used):

Donald Ray Cravins, Jr.

2. Position to which nominated:

Under Secretary for Minority Business Development, Department of Commerce

3. Date of Nomination:

May 9, 2022

4. Address (List current place of residence and office addresses):

**Residence - [REDACTED]
Office - 80 Pine Street, New York, New York 10005**

5. Date and Place of Birth:

07/31/1972, Houston, Texas

6. Provide the name, position, and place of employment for your spouse (if married) and the names and ages of your children (including stepchildren and children by a previous marriage).

1. **Spouse - Yvette Puckett Cravins, Senior Counsel at Pillsbury Winthrop Shaw Pittman**
2. **Daughter - Dominique Claire Cravins - Age 22**
3. **Son - Donald Ray Cravins, III - Age 20**
4. **[REDACTED]**

7. List all college and graduate degrees. Provide year and school attended.

1. **Louisiana State University - BA, Political Science (1994)**
2. **Southern University Law Center - Juris Doctor (1998)**

8. List all post-undergraduate employment, and highlight all management-level jobs held and any non-managerial jobs that relate to the position for which you are nominated.

1. **Don Cravins Insurance Agency - sales agent (1994-1996)**
2. **John Breaux for U.S. Senate Reelection Campaign - Deputy Campaign manager (1998)**
3. **McGlinchey Stafford PLLC - Associate Attorney (1998-2001)**
4. **Domengeaux, Wright, Roy, & Edwards, LLC - Associate Attorney (2001 -2009)**
5. **Louisiana State Legislature - State Representative (2004-2006) - *This was a management-level job that relates to the position for which I am nominated.***
6. **Louisiana State Legislature - State Senator (2006-2009) - *This was a management-level job that relates to the position for which I am nominated.***
7. **United States Senate - Staff Director and Chief Counsel of the Small Business and Entrepreneurship Committee (2009 - 2013) - *This was a management-level job that relates to the position for which I am nominated.***
8. **United States Senate - Chief of Staff, U.S. Senator Mary L. Landrieu (2013-2015) - *This was a management-level job that relates to the position for which I am nominated.***
9. **Louisiana Army National Guard - (2011-2015)**
10. **District of Columbia Army National Guard (2015-Present)**
11. **The George Washington University - Adjunct Professor (2010-Present)**
12. **The American Israel Public Affairs Committee - Deputy Political Director (2015)**
13. **National Urban League - Senior Vice President of Policy (2015-2018) - *This was a management-level job that relates to the position for which I am nominated.***
14. **Charter Communications - Vice President (2018-2021)**

15. National Urban League - Executive Vice President (2021-Present)
- This was a management-level job that relates to the position for which I am nominated.

9. Attach a copy of your resume. **Attached.**
10. List any advisory, consultative, honorary, or other part-time service or positions with Federal, State, or local governments, other than those listed above, within the last ten years. **None.**
11. List all positions held as an officer, director, trustee, partner, proprietor, agent, representative, or consultant of any corporation, company, firm, partnership, or other business, enterprise, educational, or other institution within the last ten years.

Please see responsive positions already reported in question 8 above, and the following:

- 1. Board Member - Energy Foundation**
- 2. Board Member - Keystone Policy Institute**
- 3. Advisory Board Member - Poder Latinx**
- 4. Advisory Board Member - Louisiana Youth Seminar**
- 5. President - Pinchback Group, LLC**
- 6. Board of Directors - 100 Black Men of Prince George's County**
- 7. Chair - Alpha Political Action Committee**
- 8. Board Member - Louisiana State University National Foundation Board**
- 9. Chair - NUL Federal Credit Union**
- 10. Advisory Board Member - ALLvanza**
- 11. Board Member - aParent Miracles Foundation**
- 12. Trustee - Neonatal Abstinence Syndrome Trust**

12. Please list each membership you have had during the past ten years or currently hold with any civic, social, charitable, educational, political, professional, fraternal, benevolent or religiously affiliated organization, private club, or other membership organization. (For this question, you do not have to list your religious affiliation or membership in a religious house of worship or institution.). Include dates of membership and any positions you have held with any organization. Please note whether any such club or organization restricts membership on the basis of sex, race, color, religion, national origin, age, or disability.

1. **West Point Parents Club of Maryland, DC, and Virginia - (2019-Present)**
2. **The Rocks, Inc. - Life Member (2019-Present)**
3. **Alpha Phi Alpha Fraternity, Inc. - Life Member (1991-Present). This organization restricts membership to men.**
4. **100 Black Men of Prince George's County - Board of Directors (2020-Present). This organization restricts membership to men.**
5. **Louisiana State Bar Association - Member (1998-Present)**
6. **Louisiana Youth Seminar - Advisory Board (1998-Present)**
7. **Energy Foundation - Board Member (2020-Present)**
8. **Keystone Policy Center - Board Member (2018-2020)**
9. **Louisiana State University National Foundation Board – Honorary Board Member (2018-Present)**
10. **Greater Washington Urban League Guild - Volunteer Member (2018-Present)**
11. **Alpha Political Action Committee - Chair (2020-Present)**
12. **NUL Federal Credit Union - Chair (2021-Present)**
13. **ALLvanza - Advisory Board Member (2021-Present)**
14. **Poder Latinx - Advisory Board (2019-Present)**
15. **aParent Miracles Foundation - Board Member (2021-Present)**
16. **National Bar Association - Member (2020)**
17. **Washington Bar Association - Member (2020)**

13. Have you ever been a candidate for and/or held a public office (elected, non-elected, or appointed)? If so, indicate whether any campaign has any outstanding debt, the amount, and whether you are personally liable for that debt.

1. **Elected to the Louisiana Democratic State Central Committee – 2002**
2. **Elected to the St. Landry Parish, Louisiana Democratic Executive Committee - 2002**
3. **Elected to the Louisiana State House of Representatives – 2004**
4. **Elected to the Louisiana State Senate - 2006, reelected in 2007**
5. **Candidate for the U.S. House of Representatives, Louisiana's 7th Congressional District - 2008**

No campaigns have outstanding debt, and my campaign account is closed.

14. List all memberships and offices held with and services rendered to, whether compensated or not, any political party or election committee within the past ten years. If you have held a paid position or served in a formal or official advisory position (whether compensated or not) in a political campaign within the past ten years, identify the particulars of the campaign, including the candidate, year of the campaign, and your title and responsibilities.

I serve as the Chair of the Alpha Political Action Committee. This is an unpaid position.

15. Itemize all political contributions to any individual, campaign organization, political party, political action committee, or similar entity of \$200 or more for the past ten years.

- 1. Troy Carter for Congress (10/18/21)**
- 2. Troy Carter for Congress (02/17/21)**
- 3. Klobuchar for Minnesota (07/22/21)**
- 4. Warnock for Georgia (10/10/20)**
- 5. Dr. Camron Webb for Congress (10/01/20)**
- 6. Michael Blake for Congress (06/19/2020)**
- 7. Michael Blake for Congress (09/30/2019)**
- 8. Scott for Congress (09/23/19)**
- 9. Alpha Political Action Committee (09/18/20)**
- 10. Wes Moore for Governor of Maryland (10/28/21)**
- 11. Friends of Anthony Brown (5/7/2022)**

16. List all scholarships, fellowships, honorary degrees, honorary society memberships, military medals, and any other special recognition for outstanding service or achievements.

- 1. Army Meritorious Service Medal - 2 awards**
- 2. Army Commendation Medal - 3 awards**
- 3. Air Force Commendation Medal**
- 4. Army Achievement Medal**
- 5. Army Reserve Components Achievement Medal - 2 awards**
- 6. National Defense Service Medal**
- 7. Armed Forces Service Medal**
- 8. Humanitarian Service Medal Outstanding Volunteer Service Medal**
- 9. Washington DC National Guard Homeland Defense Ribbon**
- 10. Washington DC National Guard Emergency Service Ribbon**

11. Louisiana National Guard Commendation Medal
12. Louisiana National Guard Emergency Ribbon
13. Southern University Law Center Hall of Fame Inductee (2018)
14. Southern University Law Center Distinguished Alumni Inductee (2015)
15. Advocate of the Year - National Bar Association (2020)
16. Distinguished Alumni of Louisiana State University Inductee (2015)
17. Professionalism Award - Louisiana State Bar Association Young Lawyer Section (2003)

17. Please list each book, article, column, Internet blog posting, or other publication you have authored, individually or with others. Include a link to each publication when possible. Also list any speeches that you have given on topics relevant to the position for which you have been nominated. Do not attach copies of these publications unless otherwise instructed.

Publications

1. ***“Entrepreneurial Inequity in America”*** (2022)
<https://www.axios.com/2022/05/10/driver-of-the-racial-wealth-gap-business-ownership>
2. ***“How HBCUs help shape the entrepreneurial ecosystem”*** (2022)
<https://www.thirdway.org/report/how-hbcus-help-shape-the-entrepreneurial-ecosystem#:~:text=search%20for%20funding.-,Specifically%3A,help%20entrepreneurs%20find%20external%20fund>
[ing](https://www.thirdway.org/report/how-hbcus-help-shape-the-entrepreneurial-ecosystem#:~:text=search%20for%20funding.-,Specifically%3A,help%20entrepreneurs%20find%20external%20fund)
3. **Diversity Equity and Inclusion column:**
<https://techcrunch.com/2021/12/03/dont-let-new-hybrid-workplaces-keep-the-old-systemic-racism/> (2021).
4. ***“Smart Cities, Inclusive Growth: Harnessing the Enormous Economic Promise of Next Generation Networks”*** published in the National Urban League’s State of Black America Report (2018).
5. ***“21ST Century Innovations in Energy: An Equity Framework,”*** published in the National Urban League’s State of Black America Report, (2016).

Speeches and Presentations

1. **March 23, 2011 - Small Business Growth-Louisiana Economic Development, spoke on the Small Business Jobs Act of 2010.**

2. **April 19, 2010 - "The Small Business Committee's Big Impact for Small Business" delivered to the International Economic Development Council.**
3. **April 2, 2011 - spoke to the California Black Chamber of Commerce about the Small Business Jobs Act of 2010.**
4. **July 20, 2011 - spoke at the U.S. Black Chamber of Commerce's Advocacy Day on the Hill.**
5. **April 13, 2012 - spoke to the Greater Southwest Louisiana Black Chamber of Commerce on the State of Small Business.**
6. **May 16, 2012 - spoke to the Jefferson Parish, Louisiana Chamber of Commerce Small Business Awards Luncheon.**
7. **May 31, 2012 - spoke to the Greater Austin Chamber of Commerce about the state of small business.**
8. **July 27, 2012 - spoke at the National Urban League's Annual Conference on the Small Business Ecosystem.**
9. **Developed and moderated Small Business Day at the National Urban League's Legislative Policy Conference (2016).**
10. **November 3-4, 2016 - created and moderated "Advocacy Essentials for Chamber of Commerce Leaders." The event was sponsored by the Mendoza College of Business, University of Notre Dame.**
11. **Testified before the Democratic Platform Drafting Committee of the Democratic National Convention – (June 9, 2016)**
12. **Submitted written testimony to the Republican Platform Drafting Committee of the Republican National Convention (2016).**
13. **Developed and moderated the Small Business Day at the National Urban League Legislative Policy Conference (2017).**
14. **May 23, 2017 - spoke at the Edison Electric Institute's Business Diversity Conference about the state of minority business enterprises.**

18. List all digital platforms (including social media and other digital content sites) on which you currently or have formerly operated an account, regardless of whether or not the account was held in your name or an alias. Include the name of an "alias" or "handle" you have used on each of the named platforms. Indicate whether the account is active, deleted, or dormant. Include a link to each account if possible.

1. **Facebook - www.facebook.com/donald.cravins**
2. **Twitter - [@don_cravins](https://twitter.com/don_cravins)**
3. **LinkedIn - www.linkedin.com/in/donaldcravins**
4. **Instagram - www.instagram.com/donaldcravins**

19. Please identify each instance in which you have testified orally or in writing before Congress in a governmental or non-governmental capacity and specify the date and subject matter of each testimony.

Testified before the U.S. House Financial Services Committee's Subcommittee on Diversity and Inclusion at a hybrid hearing entitled "The Legacy of George Floyd: An Examination of Financial Services Industry Commitments to Economic and Racial Justice" on June 29, 2021. My testimony focused on the importance of America's financial institutions in addressing the racial wealth gap and other inequities that persist in our country.

20. Given the current mission, major programs, and major operational objectives of the department/agency to which you have been nominated, what in your background or employment experience do you believe affirmatively qualifies you for appointment to the position for which you have been nominated, and why do you wish to serve in that position?

My parents have owned and operated a small business for over 30 years. During that time, I witnessed the struggles of small business ownership and the unique obstacles business owners of color encounter. Despite these obstacles, the fruits of that business were a large factor in my development and success and have shaped my passion for supporting minority-owned businesses. Given the newly expanded mission for the Minority Business Development Agency, I believe my background and life experiences in the areas of minority business policy, my management and budgeting skills, and as importantly, my leadership and integrity affirmatively qualify me for appointment to the position of Under Secretary.

Minority Business Policy. As a former state legislator, I represented thousands of businesses, many of which were minority-owned and many located in rural communities. In the period following Hurricanes Katrina and Rita, I became deeply aware of the challenges businesses face related to recovery, insurance, and resiliency. During my service as Chair of the Louisiana State Senate Insurance Committee, I developed a solid reputation for being a voice and champion for business owners. As a result of my work in Louisiana, I was chosen by former U.S. Senator Mary L. Landrieu to become the Staff Director and Chief Counsel of the U.S. Senate Committee on Small Business and Entrepreneurship in 2009. While there, I gained critical knowledge of the committee process and the importance of oversight and responsiveness to the United States Senate. I also played an integral role in the

drafting and passage of the Small Business Jobs Act of 2010, negotiating with stakeholders on both sides of the aisle and the Administration. In my current position as the Executive Vice President of the National Urban League, I have continued my work and passion for entrepreneurship. The National Urban League operates thirteen entrepreneurship centers across America focused on the specific development of minority businesses. I play a key role in the oversight and success of those centers and the programs they operate.

Management & Budgeting. As a legislator, I collaborated with my colleagues to manage the state budget during challenging times in Louisiana's history. When I transitioned to federal service and became Staff Director and Chief Counsel of the U.S. Senate Committee on Small Business and Entrepreneurship, I managed the majority staff and budget. I also served as an effective manager as Chief of Staff for former U.S. Senator Mary L. Landrieu. In my current role as Executive Vice President and Chief Operating Officer of one of the nation's largest civil rights and community services organizations, I manage over one hundred employees and a multi-million dollar budget. In each of these roles, I served as an effective leader, manager, and fiscal agent.

Integrity. Throughout both my professional and military careers, I have served with integrity. I have never been disciplined or cited for a breach of ethics or professional misconduct. I have also served honorably as an officer in the Army National Guard.

21. What do you believe are your responsibilities, if confirmed, to ensure that the department/agency has proper management and accounting controls, and what experience do you have in managing a large organization?

If confirmed, I will be responsible for standing up a new statutorily authorized agency. This will require management and accounting controls, the oversight of an expansion, and growth to meet the statutory requirements of the agency. As a former state legislator, I have experience managing a public budget and being a fiduciary of government spending. Also, as a former Staff Director, Chief Counsel, and Chief of Staff in the U.S. Senate, I have personally managed large teams and large budgets. In my current position, I serve as the chief operating officer of one of the nation's largest civil rights and community services organizations. Lastly, in my current capacity, I provide oversight and guidance to thirteen entrepreneurship centers operated by the National Urban League.

22. What do you believe to be the top three challenges facing the department agency, and why?

With the passage of the Infrastructure Investment and Jobs Act, the Minority Business Development Agency will be expected to increase its programming and outreach to the Nation's more than 9 million minority-owned businesses.

I believe the top three challenges also offer three areas of opportunity and center around: 1) building capacity; 2) ensuring minority business enterprises have the tools and resources needed to level the entrepreneurial playing field; and 3) expanding the geographic reach of the Minority Business Development Agency to rural areas.

Building Capacity. It will be important to retain competent personnel and recruit talented individuals who have a shared passion for the success of minority-owned businesses. If confirmed, I commit to assessing the agency to determine its strengths and challenges and begin responsibly building a new agency according to the spirit and intent of the Infrastructure Investment and Jobs Act.

Tools and Resources for Minority-Owned Businesses. Another challenge/opportunity will be ensuring that minority-owned businesses have the tools and resources to participate in the opportunities afforded by Infrastructure Investment and Jobs Act. The Minority Business Development Agency must lead the Federal Government's efforts to promote the growth and global competitiveness of minority business enterprises, which face unique challenges. Access to capital is the number one impediment to the success of minority business enterprises. If confirmed, I will work to ensure MBDA's nationwide network of Business Centers, programs, and initiatives address the problem through introductions to a national network of lending partners. The Minority Business Development Agency, through its national network of Business Centers, must continue to provide management and technical assistance, capacity building, education, and training to ensure inclusive entrepreneurship.

Expanding Reach to Rural America. One of the challenges and greatest opportunities for the Minority Business Development Agency is the mandate to extend its geographic reach to rural communities. Although the Minority Business Development Agency has always provided a diverse array of services such as its Specialty Centers for advanced manufacturing, exporting, and

procurement, I will work, if confirmed, to ensure it has a laser focus on rural businesses as well.

B. POTENTIAL CONFLICTS OF INTEREST

1. Describe all financial arrangements, deferred compensation agreements, and other continuing dealings with business associates, clients, or customers. Please include information related to retirement accounts.

- 1. I have a Thrift Savings Account related to my service in the Army National Guard.**
- 2. I have a 401(k) plan with VOYA related to my employment with the National Urban League.**
- 3. I have a 401 (k) with Fidelity related to my employment at Charter Communications.**
- 4. I have a 403 (b) with Fidelity related to my employment with George Washington University.**

2. Do you have any commitments or agreements, formal or informal, to maintain employment, affiliation, or practice with any business, association or other organization during your appointment? If so, please explain.

In connection with the nomination process, I have consulted with the Office of Government Ethics and the Designated Agency Ethics Official at the Department of Commerce to identify any potential conflicts of interest. Any conflict of interest will be resolved according to the terms of an ethics agreement that I have entered with the Commerce Department's Designated Agency Ethics Official and that will be provided to this Committee.

In the event an actual or potential conflict of interest arises during my appointment, I will consult with the Commerce Department's ethics counsel and take the measures necessary to resolve the conflict.

3. Indicate any investments, obligations, liabilities, or other relationships which could involve potential conflicts of interest in the position to which you have been nominated. Explain how you will resolve each potential conflict of interest.

In connection with the nomination process, I have consulted with the Office of Government Ethics and the Designated Agency Ethics Official

at the Department of Commerce to identify any potential conflicts of interest. Any conflict of interest will be resolved according to the terms of an ethics agreement that I have entered with the Commerce Department's Designated Agency Ethics Official and that will be provided to this Committee.

In the event an actual or potential conflict of interest arises during my appointment, I will consult with the Commerce Department's ethics counsel and take the measures necessary to resolve the conflict.

4. Describe any business relationship, dealing, or financial transaction which you have had during the last ten years, whether for yourself, on behalf of a client, or acting as an agent, that could in any way constitute or result in a possible conflict of interest in the position to which you have been nominated. Explain how you will resolve each potential conflict of interest.

In connection with the nomination process, I have consulted with the Office of Government Ethics and the Designated Agency Ethics Official at the Department of Commerce to identify any potential conflicts of interest. Any conflict of interest will be resolved according to the terms of an ethics agreement that I have entered with the Commerce Department's Designated Agency Ethics Official and that will be provided to this Committee.

In the event an actual or potential conflict of interest arises during my appointment, I will consult with the Commerce Department's ethics counsel and take the measures necessary to resolve the conflict.

5. Identify any other potential conflicts of interest, and explain how you will resolve each potential conflict of interest.

In connection with the nomination process, I have consulted with the Office of Government Ethics and the Designated Agency Ethics Official at the Department of Commerce to identify any potential conflicts of interest. Any conflict of interest will be resolved according to the terms of an ethics agreement that I have entered with the Commerce Department's Designated Agency Ethics Official and that will be provided to this Committee.

In the event an actual or potential conflict of interest arises during my appointment, I will consult with the Commerce Department's ethics counsel and take the measures necessary to resolve the conflict.

6. Describe any activity during the past ten years, including the names of clients represented, in which you have been engaged for the purpose of directly or indirectly influencing the passage, defeat, or modification of any legislation or affecting the administration and execution of law or public policy.

In 2015, while serving as Deputy National Political Director at the American Israel Public Affairs Committee, I educated members of the American Pro-Israel community and members of Congress on the importance of a strong U.S.-Israel relationship through foreign aid, government partnerships, joint anti-terrorism efforts, and the promotion of peace through a negotiated two-state solution.

In 2017, while serving as the National Urban League's Senior Vice President for Policy, I contributed to the drafting of the National Urban League Main Street Marshall Plan. The Plan focused on critical infrastructure, education, and economic issues facing America and was introduced as a component of the Jobs and Justice Act (H.R.5785 — 115th Congress (2017-2018)). Also in 2017, I was part of a bi-partisan effort imploring Congress to fund the Minority Business Development Act in the FY2018 appropriations and recommending that MBDA provide an annual policy report to Congress to address gaps in equity between minority and non-minority owned firms.

C. LEGAL MATTERS

1. Have you ever been disciplined or cited for a breach of ethics, professional misconduct, or retaliation by, or been the subject of a complaint to, any court, administrative agency, the Office of Special Counsel, professional association, disciplinary committee, or other professional group? If yes:

- a. Provide the name of agency, association, committee, or group;

Louisiana Attorney Disciplinary Board

- b. Provide the date the citation, disciplinary action, complaint, or personnel action was issued or initiated;

April 22, 2008

c. Describe the citation, disciplinary action, complaint, or personnel action;

On July 26, 2007, I filed a formal complaint with Louisiana State Police and my local police department notifying them a political adversary threatened me and my family with physical harm. Louisiana State Police visited with the political adversary, and he ceased his threatening behavior. On April 6, 2008, the political adversary reengaged in threatening behavior, and I again filed a formal complaint with the Louisiana State Police. On this occasion, he threatened to ruin my professional reputation as an attorney by alleging he was owed a fee for the referral of a legal client. A Louisiana State Police investigation revealed that his allegation was unfounded. To further perpetuate his threat, he presented this false allegation of professional misconduct to my law firm. The law firm was ethically obligated to report the matter to the Louisiana Attorney Disciplinary Board (LADB). The LADB investigated the matter, found it unsubstantiated, and dismissed it. As a result of his threats and actions, he was arrested on April 11, 2008, by Louisiana State Police and charged with attempted extortion.

d. Provide the results of the citation, disciplinary action, complaint, or personnel action.

The complaint was found unsubstantiated, and the matter was dismissed by the Louisiana Attorney Disciplinary Board.

2. Have you ever been investigated, arrested, charged, or held by any Federal, State, or other law enforcement authority of any Federal, State, county, or municipal entity, other than for a minor traffic offense? If so, please explain.

On May 28, 1992, when I was a 19-year-old college student, I was arrested for misdemeanor driving while intoxicated in Baton Rouge, Louisiana. On August 5, 1992, I pleaded guilty to the charges in the 19th Judicial District Court in Baton Rouge, Louisiana. The docket number of the proceeding was 92-1151. At the time of sentencing, I requested imposition of the sentence be deferred under the provisions of Louisiana Code of Criminal Procedure Article 894. Article 894 allows the court to suspend sentences for misdemeanors, permitting the offense to be expunged from one's record if all the conditions are met. On November 6, 1992, the State agreed to accept my plea of guilty under Article 894

and not to oppose the sentencing under Article 894(b). The Court held that since I abided by the conditions of my probation, the offense should be dismissed under Article 894. The State also agreed to expunge my record if I did not receive another DWI within 5 years. Accordingly, on May 15, 1998, the DWI was expunged from my record.

3. Have you or any business or nonprofit of which you are or were an officer ever been involved as a party in an administrative agency proceeding, criminal proceeding, or civil litigation? If so, please explain.

No

4. Have you ever been convicted (including pleas of guilty or *nolo contendere*) of any criminal violation other than a minor traffic offense? If so, please explain.

On May 28, 1992, when I was a 19-year-old college student, I was arrested for misdemeanor driving while intoxicated in Baton Rouge, Louisiana. On August 5, 1992, I pleaded guilty to the charges in the 19th Judicial District Court in Baton Rouge, Louisiana. The docket number of the proceeding was 92-1151. At the time of sentencing, I requested imposition of the sentence be deferred under the provisions of Louisiana Code of Criminal Procedure Article 894. Article 894 allows the court to suspend sentences for misdemeanors, permitting the offense to be expunged from one's record if all the conditions are met. On November 6, 1992, the State agreed to accept my plea of guilty under Article 894 and not to oppose the sentencing under Article 894(b). The Court held that since I abided by the conditions of my probation, the offense should be dismissed under Article 894. The State also agreed to expunge my record if I did not receive another DWI within 5 years. Accordingly, on May 15, 1998, the DWI was expunged from my record.

5. Have you ever been accused, formally or informally, of sexual harassment or discrimination on the basis of sex, race, religion, or any other basis? If so, please explain.

No.

6. Please advise the Committee of any additional information, favorable or unfavorable, which you feel should be disclosed in connection with your nomination.

None.

D. RELATIONSHIP WITH COMMITTEE

1. Will you ensure that your department/agency complies with deadlines for information set by congressional committees, and that your department/agency endeavors to timely comply with requests for information from individual Members of Congress, including requests from members in the minority?

Yes.

2. Will you ensure that your department/agency does whatever it can to protect congressional witnesses and whistle blowers from reprisal for their testimony and disclosures?

Yes.

3. Will you cooperate in providing the Committee with requested witnesses, including technical experts and career employees, with firsthand knowledge of matters of interest to the Committee?

Yes.

4. Are you willing to appear and testify before any duly constituted committee of the Congress on such occasions as you may be reasonably requested to do so?

Yes.

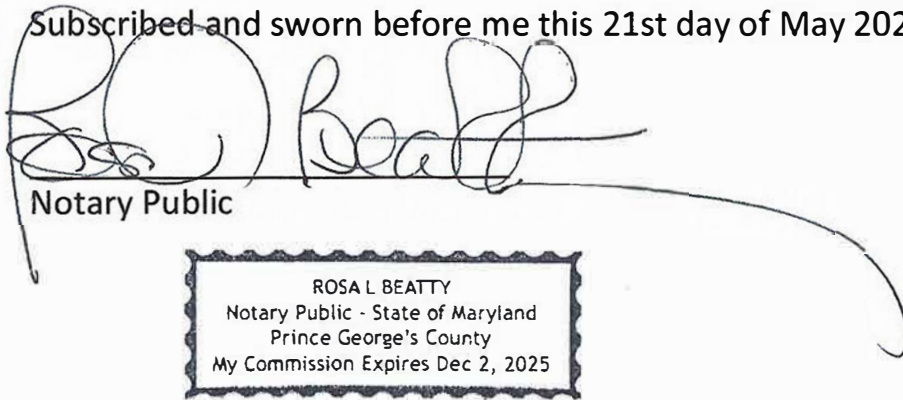
(Nominee is to include this signed affidavit along with answers to the above questions.)

F. AFFIDAVIT

Donald R. Cravins, Jr. being duly sworn, hereby states that he has read and signed the foregoing Statement on Biographical and Financial Information and that the information provided therein is, to the best of his knowledge, current, accurate, and complete.


Signature of Nominee

Subscribed and sworn before me this 21st day of May 2022.


Notary Public

ROSA L BEATTY
Notary Public - State of Maryland
Prince George's County
My Commission Expires Dec 2, 2025

DONALD R. CRAVINS, JR.

Purpose driven small and minority business policy expert. Former Staff Director and Chief Counsel of the U.S. Senate Committee on Small Business and Entrepreneurship with a proven ability to draft and advocate for legislation. Created and implemented hearings focused on the Small Business Administration and led panel discussions on issues impacting small and minority businesses. Former U.S. Senate Chief of Staff with a demonstrated ability to lead and inspire large teams while achieving measurable results. Former state legislator with a deep understanding of the “nuts and bolts” of local and state governments.

AREAS OF EXPERTISE

- Small Business Policy
- Federal and State Policy Analysis
- Crisis Management
- Congressional Briefings and Hearings
- Staff, Project & Coalition Leadership
- Legislative Process
- Minority Business Policy
- Public Speaking & Advocacy
- Diversity, Equity & Inclusion

SELECTED ACCOMPLISHMENTS

- Serving as the Executive Vice President and Chief Operating Officer of the National Urban League (NUL). NUL is the nation’s oldest and largest civil rights and community services organization. Lead architect of NUL’s corporate DEI/ESG Initiative and leader of the entrepreneurship/small business portfolio.
- Served as Senior Vice President of Policy of the National Urban League. Drafted NUL’s Main Street Marshall Plan. The Plan focused on critical infrastructure, education and economic issues facing America and was introduced as a key component of the [Jobs and Justice Act \(H.R.5785 — 115th Congress \(2017-2018\)\)](#).
- Provided [testimony before Democratic National Committee Platform Drafting Committee](#) (June 20, 2016) on the issues facing America’s urban areas including, jobs, justice, education, and small business initiatives.
- Served as Staff Director and Chief Counsel of the U.S. Senate Committee on Small Business and Entrepreneurship. Key strategist in the passage of the Small Business Jobs Act of 2010. Negotiated with stakeholders on both sides of the aisle and the U.S. Small Business Administration. The Act was signed by President Barack Obama on September 27, 2010.
- Authored and passed significant legislation while serving as a Louisiana State Representative and Senator. Sponsored Act 565 (2008) authorizing the Juvenile Justice Reform Act Implementation Commission to reform Louisiana’s juvenile detention centers. In the aftermath of Hurricanes Rita and Katrina, served as the Chair of the Louisiana Senate Committee on Insurance and as the Vice Chair of the Louisiana Commission on Juvenile Justice.

RELEVANT PROFESSIONAL EXPERIENCE

National Urban League, New York, New York (Present)
[Executive Vice President/Chief Operating Officer](#)

- Assists the President/CEO in setting and maintaining goals, monitoring work, and evaluating results to ensure departmental and organizational objectives and operating requirements are met and are aligned with the needs and mission.
- Leads NUL’s Corporate Diversity, Equity, and Inclusion Initiatives.
- Assists with the functioning of and relationships with 92 Urban League affiliates and the NUL Board of Directors.
- Conducts oversight and provides guidance for the thirteen Urban League Entrepreneurship Centers.

Charter Communications, Inc., Washington DC (2019 - 2021)
[Vice President of Policy and External Affairs](#)

- Developed and implemented Charter’s policy strategy on a wide range of communications issues affecting the company.
- Built partnerships with external stakeholders to further shared policy objectives.
- Involved in the creation and development of Charter’s Spectrum Community Investment Loan fund. The fund is a \$10 million fund designed to make loans of up to \$1 million to minority owned small businesses within the Charter footprint.

DONALD R. CRAVINS, JR.

National Urban League, Washington DC (2015 - 2019)

Senior Vice President of Policy/Executive Director of the Washington Bureau

- Primary developer of NUL's public policy, research, and advocacy agenda.
- Expanded NUL's impact and influence inside the Capital Beltway by engaging with Congress and the Administration.
- Conducted policy and advocacy presentations to Urban League affiliates throughout the U.S.
- Created and conducted the Small Business Legislative Policy Conference and the Black Business Confidence Index.

The American Israel Public Affairs Committee (2015)

Deputy National Political Director

- Conducted educational briefings with candidates for federal political office.
- Organized political briefings and tracked advocacy activities.
- Educated new and current members of the American pro-Israel community on national issues.

U.S. Senate – Office of Senator Mary L. Landrieu, Washington, DC (2013 - 2015)

Chief of Staff

- Managed and supervised all administrative responsibilities of the Senator's DC office and 3 state offices.
- Reviewed policy and legislation dealing with issues of importance to the Senator and Louisiana such as disaster recovery and energy production.
- Managed a staff of over 70 employees and a budget of over \$3 million.

U.S. Senate – Committee on Small Business and Entrepreneurship, Washington, DC (2009 - 2013)

Staff Director and Chief Counsel

- Managed and supervised all activities of the Committee.
- Vetted presidential nominees for U.S. Small Business Administration.
- Developed small and minority business policy and legislative initiatives.
- Managed a staff of 30 employees and a budget of over \$2 million.
- Staffed hearings relative to the U.S. Small Business Administration and small business policy.
- Drafted opening statements, memoranda and floor statements for the Chair and members of the Committee.
- Developed and managed state events highlighting the services of the U.S. Small Business Administration.

ADDITIONAL RELEVANT EXPERIENCE

Neonatal Abstinence Syndrome Monitoring Trust (2021 – Present)

Trustee

- Establish, supervise, and administer the federally created Trust.
- Receive and hold the Trust assets.
- Invest monies held by the Trust and pay liabilities of the Trust.
- Engage professionals and other advisors.
- Monitor and enforce grant requirements.

The George Washington University, Washington DC (2010 - Present)

Adjunct Professor

- Instructor in the College of Professional Studies.
- Instructor in the Graduate School of Political Management.

Army National Guard, Washington DC (2011 - Present)

Major, Judge Advocate General

- Command Judge Advocate for the 74th Troop Command, District of Columbia Army National Guard. Recipient of two Meritorious Service Medals, three Army Commendation Medals, the Air Force Commendation Medal, and the Army Achievement Medal.

DONALD R. CRAVINS, JR.

Louisiana Legislature, Baton Rouge, La (2004 - 2009)

Senator and Representative

- Served as Chair of the Insurance Committee, Vice Chair of the Retirement Committee and as Vice Chair of the Juvenile Justice Commission of Louisiana.
- Passed significant legislation in the areas of insurance and juvenile justice reform.

Domengeaux, Wright, Roy & Edwards LLC, Lafayette, LA (2000 - 2008)

Associate Attorney

- Provided representation for injured plaintiffs involved in various types of accidents. Represented thousands of plaintiffs in complex litigation and class actions.
- Conducted research and drafted memoranda on various legal issues. Motion practice.

EDUCATION

D&I Certificate Cornell University, Ithaca, New York (2021)
Multicultural and Diversity Studies

Juris Doctor Southern University Law Center, Baton Rouge, La. (1998)
President, Student Bar Association
Associate Editor, Southern University Law Review
Moot Court Board

Bachelor of Arts Louisiana State University, Baton Rouge, La. (1994)
Vice President, Student Government Association
Chair, African American Cultural Center Governing Board

HONORS

National Bar Association Advocacy Award (2020)
Southern University Law Center Alumni Hall of Fame (2018)
Distinguished Alumni of Louisiana State University (2015)
Top Forty Under Forty, The Network Journal (2015)

BOARD MEMBERSHIPS

Director, Energy Foundation
Advisory Board Member, Poder Latinx
Advisory Board, ALLvanza
Member, Louisiana State University National Foundation Board
Director, Louisiana Youth Seminar

DONALD R. CRAVINS, JR.

AFFILIATIONS

Member, Louisiana State Bar Association
Life Member, Alpha Phi Alpha Fraternity, Inc.
Life Member, The Rocks, Inc.
Board Member, 100 Black Men of Prince George's County

PODCAST, PUBLICATIONS AND PRESENTATIONS

"Entrepreneurial Inequity in America" <https://www.axios.com/2022/05/10/driver-of-the-racial-wealth-gap-business-ownership>, 2022.

"How HBCUs help shape the entrepreneurial ecosystem" <https://www.thirdway.org/report/how-hbcus-help-shape-the-entrepreneurial-ecosystem#:~:text=search%20for%20funding.-,Specifically%3A,help%20entrepreneurs%20find%20external%20funding>, 2022.

Diversity Equity and Inclusion column: <https://techcrunch.com/2021/12/03/dont-let-new-hybrid-workplaces-keep-the-old-systemic-racism/>, 2021.

Hosted the National Urban League's Weekly Podcast, "*For the Movement*"; iTunes: <https://itunes.apple.com/us/podcast/for-the-movement/id1345148843?mt=2#episodeGuid=28294be978459a983492e76a257f58c7>

Authored "[*Smart Cities, Inclusive Growth: Harnessing the Enormous Economic Promise of Next Generation Networks*](#)" published in the National Urban League's State of Black America Report, 2018.

Presented at [African American Economics – The Debt that is Owed: Solutions to Close the Racial Wealth Gap](#), Congressional Black Caucus Annual Legislative Conference, September 12, 2019.

Panelist on "[From Job Guarantees to Wage Subsidies: Exploring Policy Options to Promote Employment](#)," The Hamilton Project at Brookings Institute, December 6, 2018.

[Panelists on American Association of Blacks in Energy's Policy Summit Workforce of the Future Panel](#), 2017.

[Diversity and Inclusion](#) presentation to Mathematica Policy Research, 2017.

[Testimony at Democratic National Committee Platform Drafting Committee](#), June 20, 2016.

Authored a White Paper entitled, "[21ST Century Innovations in Energy: An Equity Framework](#)," published in the National Urban League's State of Black America Report, 2016.