

Panel Facilitator: Jessica Howe, Director of Education at Pipeline, AZ

Jessica oversees k-12 and Fair Chance initiatives, expanding employment and education opportunities for individuals in Arizona schools or impacted by the justice system. As the co-founder of The Earnest House, she has helped provide transitional housing and workforce development, alleviating nearly 90,000 nights of homelessness for individuals rebuilding their lives.

Panelist: Aryn Lambson, SHRM-CP, Director of Human Resources at Tucson Federal Credit Union

Aryn is an experienced professional whose career spans from national retail chains to local not-for-profits. With expertise in benefits administration, employee relations and performance management, she is passionate about creating workplaces where hard work is recognized and fulfilling lives are supported. Aryn brings a deep understanding of the challenges organizations face in building strong, adaptable workplace cultures – and is committed to helping employees thrive at every stage in an ever-changing world.

Panelist: Daniel Howe, Owner of The Earnest House and The HOWE Project

Daniel Howe is known for his commitment to reducing recidivism through creating opportunities for individuals re-entering society. He does this by offering housing and employment opportunities to Tucson's justice-impacted population through The Earnest House LLC, where clients receive employability skills training and job placement support. He serves as a board member with Just Communities Arizona and previous co-director of Second Chance Tucson. He was SVP Tucson's Fast Pitch winner of the TEP "People's Choice" award and featured in Biz Tucson magazine. He is a Just Leadership USA 2020 alumni, a regional Emmy Award winner for his PBS profile "Halfway Home" and was awarded a Better Business Bureau's Torch Award for Ethics. Most notably to him, he is a husband of 17 years and father to 3 adoring children.

Panelist: Joe Watson, Founder & CEO of Hey Joe Medi

Joe is the chief strategist at *hypomania*, a Tucson-based strategic communications agency he launched in 2022. A graduate of JustLeadershipUSA's Leading with Conviction program and a MacDowell fellow, Joe has built a national reputation for helping nonprofits and advocacy campaigns shift the narrative on issues ranging from criminal justice reform and voting rights to clean energy and community safety. At *hypomania*, Joe leads his team in projects that span website design and development, content creation, and media relations

for organizations and candidates for public office in Colorado, Florida, Michigan, Georgia, New York, and Arizona.

Drawing on his lived experience as a formerly incarcerated person, Joe connects personal storytelling with strategic communications to help communities recognize the value of hiring and fully supporting people returning home from prison.