

December 2, 2022

To whom it may concern,

I'm writing to tell you what Karima Holmes and her leadership has meant to me as the founder and executive director of 911der Women, Inc. Pronounced nine-one-wonder women, this non-profit organization provides tools and resources to the women of 911. Not only is Karima the treasurer of our Board of Directors, but the organization would not exist as it is today without the effect that Karima's leadership and mentorship has had on me, a woman in 911.

I have followed Karima's career in 911 for the past several years. When I started in public safety in 2005, I had no women mentors or even examples of women in leadership to look up to and learn from. It wasn't until later in my career when I had exposure to Karima and women like her that I believed that it was possible to be a strong woman in leadership in public safety. I followed Karima from afar before I worked up the nerve to contact her and ask her for some insight on this "new project" I was working on to support other women in 911 who did not have access to women in leadership and women mentors. Karima was so gracious with her time and mentorship. Not only was she blazing the trail for women in 911, but she was reaching back behind her to bring others along. I was not the only woman Karima was mentoring, she has mentored so many who have gone on to mentor as well. The effect of Karima's leadership in 911 was a ripple effect that extends far and wide.

I am able to thrive as a leader and Executive Director because of Karima's continued support, brilliance, compassion, and ideas. She volunteers her valuable time to assist me with the financials, identifying needs and solutions to provide tools and resources to meet those needs, as well as provides training free of charge many topics from leadership, to career development, to handling stress and leading through crisis. She is so willing to share what she has learned so that other 911 responders and leaders can thrive. So many in the 911 community admire her strength and passion for her job.

On top of all of this, Karima embodies empowerment. To be around her is to know what self-empowerment feels like. She empowers those around her to step up and seek the career path they desire. She provides training, mental health resources and inspires trust among the people she works with and for. When I think of leadership in 911, Karima is the first person I think of, and I am blessed to have her in my life and in my corner.

Respectfully,

Sara

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