HUMAN RELATIONS COMMISSION OF ASHEVILLE
2 year term

The HRCA will be composed of fifteen members, which should reflect the groups of individuals that the human relations program is intended to protect. City Council will endeavor to appoint city residents meeting the following criteria:

- 6 African Americans
- 2 Latinx individuals
- 2 members of the LGBTQ community
- 2 youth members between the ages of 18 and 25
- 2 to 3 individuals who live in public housing
- 2 individuals with a disability
- 3 individuals who are recognized as community leaders

Human Relations Commission - (2 year term)

Tanya Rodriguez -Eligible and interested in reappointment
Term to expire 06-01-21
Has served one term

VACANT
Anne Greene -Eligible and NOT and interested in reappointment
Term to expire 06-01-21
Has served one full term and initial one year term

Veronica Coit (Melissa Ray) -Eligible and and interested in reappointment
Term to expire 06-01-21
Has served one unexpired term

DeLores Venable -Eligible and and interested in reappointment
Term to expire 06-01-21
Has served one full term and initial one year term

VACANT
Raynette Waters -Eligible and NOT and interested in reappointment
Term to expire 06-01-21
Has served one unexpired term

APPLICANT FName	APPLICANT LName	Email Address	DATE SUBMITTED APPLICATION	RESIDENT	HOMEOWNER /RENTER	RACE	SEX	AREA	OCCUPATION	Both forms submitted	Interested in other boards?
Bennie Lee	**Miller**	mudface313@charter.net	07-23-20	City	H	B	M	East	Warehouse/Driver/Air Cargo Supervisor VA Medical Center Retired/ Air Force Retired	No	
Alexandra	**DiSclarfani**	awks6584@gmail.com	08-03-20	City	R	W	F	West	Risk Manager Facebook	Yes	
Britni	**Worley**	britniworley@gmail.com	08-07-20	City	R	W	F	North	Talent Acquisition Specialist GPM, Corp. (Subway Restaurants)	Yes	
Ricky	**McGrath**	rimc@mail.com	9/1/2020	City	H	W	M	West	Retired	Yes	
Emma Nichole	**Worthy**	emma@worthyworks.com	9-2-20	City	R	W	F	West	Owner/Founder Inside Out Salon	Yes	
Timothy (Tim)	**Collins**	twc0224@yahoo.com	11-4-20	City	H	W	M	North	Retired	Yes	Civic Center
Amanda	**Benson-Bremseth**	amandamariebe@gmail.com	04-16-21	City	R	W	F	North	Nutrition Education NC State University Extension	Yes	

FName Member	LName Member	Email	TERM EXPIRES	APPOINTED	TERMS	RESIDENT	RACE	HOMEOWNER	SEX	AREA	OCCUPATION
Brandon	**Oliver (Vice-Chair)**	ftgtheone@gmail.com	6/1/22	12/8/20	1	County	B	R	M	East	Owner/Opoerator
Alfred D.	**Green**	knowledgeg01@gmail.com	6/1/22	12/8/20	1	City	B	R	M	Central	NC Peer Support Specialist Sun Rise for Recovery and Wellness
Ivan	**Melchor**	imelchor@unca.edu	6/1/22	8/25/20	1 Unexp.	City	Latino	R	M		Horizon Prog. Youth Mentor YMCA WNC
Will	**Overfelt**	will@firstwnc.org	6/1/22	12/8/20	1	City	W	H	M	West	Behavior Analyst/Professor
Tiffany	**DE'Bellott**	tiffanydebellott@gmail.com	6/1/22	8/25/20 5/22/18	2	City	AA/B		F	West	Case Manager Women's Wellbeing &
Tanya	**Rodriguez (Chair)**	gdiriseup@gmail.com	6/1/21	6/11/19	1	City	Latino	R	F	East	Self Cont. Edu. Instructure Massage
Anne	**Greene**	aeg1206@gmail.com	6/1/21	6/11/19 5/22/18	1 (int. 1 yr term)	City	W	R	F	South	Seeking employment
NOT interested in reappointment											

FName Member	LName Member	Email	TERM EXPIRES	APPOINTED	TERMS	RESIDENT	RACE	HOMEOWNER	SEX	AREA	OCCUPATION
Davidson L.	**Jones**	davidson.jones@gmail.com	6/1/22	8/25/20	2	City	AA/B	R	M	North	Retired
Veronica	**Coit (Melissa Ray)**	veronica.l.coit@gmail.com	6/1/21	12/8/20	unexp	City	W	R	F	West	Stylist Veronica Coit at WestSide Shears
DeLores	**Venable**	delo4sure@gmail.com	6/1/21	6/11/19	1	City	AA/B	R	F	Central	Medication Aid
Chris	**Winebrenner**	cbrenner70@gmail.com	6/1/22	8/25/20 5/22/18	2	City	W	R	M	North	Comm. Resource Coord. Western NC AIDS Project
Raynette	**Waters**	watersraynetta@bellsouth.net	6/1/21	8/25/20	Unexp	City	B	H	F	South	Owner
NOT interested in reappointment											F&R Waters Enterprise
Susy	**Chandler**	chandler.susy@gmail.com	6-1-23 6-1-21	1-12-21 1-12-21	1 unexp	City	W	H	F	East	Center & Community Relations Mgr Lenoir-Rhyne University
Melanie	**Noyes**	mnoyes1213@gmail.com	6-1-23 6-1-21	1-12-21 1-12-21	1 unexp	City	H	H	F	West	Owner Simply Extract LLC

FName Member	LName Member	Email	TERM EXPIRES	APPOINTED	TERMS	RESIDENT	RACE	HOMEOWNER	SEX	AREA	OCCUPATION
Daniel	**Young**	danieldlyng187@gmail.com	6-1-23	1-12-21	1	City	B	R	M	West	Property Manager
			6-1-21	1-12-21	unexp						FIRC Maintenance & Property Mgmt

Council Liaison:	**Kim Roney**	
Chair:	**Tanya Rodriguez**	**03/18/21**
Vice-Chair:	**Brandon Oliver**	**03/18/21**
Staff:	**Richard White**	

HRCA Demographics

Name	Male	Female	AA/ Black	White	Latinx	Multi	Area	LGBT (or advocacy)	Youth (18-25)	Public Housing	Disability (or support)	City	Home owner
VACANT (was Anne Greene)													
Winebrenner	X			X			North	X			X	X	
VACANT (was Raynette Waters)													
Melchor	X				X		West		X			X	
Overfelt	X			X			West	X			X	X	
De'Bellott		X	X				West					X	
Coit		X		X			West	X			X	X	
Oliver	X		X				East					No	
Alfred D. Green	X		X				Central					X	
Rodriguez		X			X		East					X	
Venable		X	X				Central	X				X	
Jones	X		X				North					X	
Chandler		X		X			East					X	
Noyes		X			X		West					X	
Young	X		X				West					X	

BOLD is eligible and interested in reappointment

Endeavor to appoint:
6 African Americans
2 Latinx individuals
2 members of the LGBTQ community
2 youth members between the ages of 18 and 25
2 to 3 individuals who live in public housing
2 individuals with a disability
3 individuals who are recognized as community leaders

Appt'd. 6/11/19
Emp 6/11/19

City of Asheville

BOARDS & COMMISSIONS

Application Form

Applicants are strongly urged to attend several meetings of a board prior to applying

Name of board or commission: Human Relations Commission

Your name: Tanya Rodriguez Home Phone #: 321.749.5000

Street address: 187 Owenby Cove Rd. City: Asheville Zip Code: 28803

Mailing address (if different): Same as above

Employer: Self

Your position: Continuing Education Instructor Massage Office Phone #: 321.749.5000

Resident of City Asheville County Buncombe Race Latino * Sex M___F ✔ * Age 45 *

Are you a Homeowner or a Renter? * Renter

Residence location (check one): Central ____ North _____ South _____ East ✔ West _____

Are you aware of any potential conflicts of interest that may arise during your service on this board (i.e., property interest, business interest, etc.)? If so, please explain: n/a
_____. Potential conflicts of interest do not preclude appointments.

Please indicate the area(s) of expertise that you can bring to the above board(s), and then in detail list education, experience, reasons for your interest, and other factors that support your interest in serving **Applicants are encouraged to provide a cover letter and/or a brief resume. Please use additional sheets if necessary.**

It was a great honor to receive the email from Nia Davis in regards to applying for this position.

I am a Latina woman that was raised in the world of equity and inclusion by a single mother who has worked in Civil Rights with the Federal and Private sector for nearly 30 years.

I am a strong voice that has learned how to navigate the new and dated language of equity and inclusion through training here with REC and also, in a social media group I founded called Global Decolonization Initiative.

My experience as a domestic and international flight attendant 2007-2009 gave me the opportunity to work with all walks of life in sometimes, extremely difficult situations.

My experience as a massage school instructor 2013-2015 in Los Angeles gave me the opportunity to see how important it is for the need for solid resources and opportunities for young people of color starting out in their careers.

Tanya Rodriguez

Signature: _____

Date: May, 30, 2019

E-Mail: goldcoastmassage@hotmail.co

Fax #: _____

Return to:

Sarah Terwilliger, Deputy City Clerk
Post Office Box 7148
Asheville, N.C. 28802-7148

E-Mail: sterwilliger@ashevillenc.gov
Telephone: 259-5839
Fax #: 259-5499

* This information is requested for the sole purpose of assuring that a cross section of the community is appointed.

It was a great honor to receive the email from Nia Davis in regards to applying for this position. I am a Latina woman that was raised in the world of equity and inclusion by a single mother who has worked in Civil Rights with the Federal and Private sector for nearly 30 years. I am a strong voice that has learned how to navigate the new and dated language of equity and inclusion through training here with REC and also, in a social media group I founded called Global Decolonization Initiative. My experience as a domestic and international flight attendant 2007-2009 gave me the opportunity to work with all walks of life in sometimes, extremely difficult situations. My experience as a massage school instructor 2013-2015 in Los Angeles gave me the opportunity to see how important it is for the need for solid resources and opportunities for young people of color starting out in their careers. Upon landing in Asheville in 2015 I immediately began a volunteer opportunity with Black Mountain Substance Abuse Treatment Center for Women leading a yoga class for women in recovery. It is a volunteer position that I adore showing up for, as I have the chance to show women of color that have seen nothing but disadvantages in their life, someone who doesn't fit the racial stereotype and that it is ok to be different than how Latina women are portrayed in the media and society. In the past year, I have developed a Continuing Education class for Massage Therapists born out of a 17 year career in Medical Massage Therapy and also founded a social media group called Global Decolonization Initiative with over 500 members and growing. I am also about to receive my North Carolina Notary Public certificate in the mail any day now- A life long dream come true. I am interested in this position to deepen my community activism in positive and profound ways and to show up for my community of BIPOC and non BIPOC in Asheville and Buncombe County. Thank you Nia for this opportunity, I look forward to your response.

HUMAN RELATIONS COMMISSION APPLICATION FORM

THIS FORM MUST BE FILLED OUT ENTIRELY AND SUBMITTED WITH YOUR APPLICATION IN ORDER TO BE CONSIDERED FOR A HUMAN RELATIONS COMMISSION APPOINTMENT

Applicant Name: Tanya Rodriguez

Contact email: goldcoastmassage@hotmail.com

Date submitted application: May 31, 2019

The HRCA will be composed of fifteen members, which should reflect the groups of individuals that the human relations program is intended to protect.

Because City Council will endeavor to appoint **city residents** meeting the following criteria, please list and further describe, as desired, any that may apply to you:

- 6 African Americans
- 2 Latinx individuals
- 2 members of the LGBTQ community
- 2 youth members between the ages of 18 and 25
- 2 to 3 individuals who live in public housing
- 2 individuals with a disability
- 3 individuals who are recognized as community leaders

Please indicate any of the above qualifications and describe any experience, knowledge and/or skills with equity, or any other factors that support your interest in serving on the Human Relations Commission of Asheville:

I am a Latina woman that was raised in the world of equity an inclusion by a single mother who has worked in Civil rights in the Federal and Private sector for nearly 30 years.

I am a strong voice that has learned how to navigate the new and dated language of equity and inclusion through training here with REC and also, in a social media group I founded called Global Decolonization Initiative.

I am honored to receive the e mail from Nia Davis, reaching out to those of us in the community doing the work in various ways, and I look to forward serving the city of Asheville by showing up and supporting the diverse community that makes up Asheville and the Human Relations Commission.

Appt. 12/8/20
Unexp. 6/1/21
To Cpp

City of Asheville

BOARDS & COMMISSIONS

Application Form

Applicants are strongly urged to attend several meetings of a board prior to applying

Name of board or commission: Human Relations Commission

Your name: Veronica Coit Home Phone #: 828-329-9391

Street address: 74 Buffalo st. City: Asheville Zip Code: 28806

Mailing address (if different): _____

Employer: Veronica Coit at WestSide Shears

Your position: Stylist Office Phone #: _____

Resident of City Asheville County Buncombe Race W * Sex M___F___* Age 37 *

Are you a Homeowner or a Renter? * Renter

Residence location (check one): Central _____ North _____ South _____ East _____ West ✔

Are you aware of any potential conflicts of interest that may arise during your service on this board (i.e., property interest, business interest, etc.)? If so, please explain: None
_____. Potential conflicts of interest do not preclude appointments.

Please indicate the area(s) of expertise that you can bring to the above board(s), and then in detail list education, experience, reasons for your interest, and other factors that support your interest in serving **Applicants are encouraged to provide a cover letter and/or a brief resume. Please use additional sheets if necessary.**

I have been selfemployed & renting in West Asheville for 5 years. I am the parent of a disabled 13 year old & transgender 16 year old, I am a nonbionary person. My children attend both Asheville City & Buncombe County School Systems.
I created the Facebook group Asheville Cat Weirdos, ACW, in March 2016, and launched The Asheville Cat Weirdos Emergency Fund, ACWEF, in January 2017. The group has given me the opportunity to frequently think outside my own experiences, consult with others, & problem solve across a whole host of issues. I started the ACWEF & ACW out of a desire to bond people outside of the issues that keep us from each other, and to help in a new field of Animal Welfare, called Pet Retention.

See Attached

Return to:

Sarah Terwilliger, Deputy City Clerk
Post Office Box 7148
Asheville, N.C. 28802-7148

E-Mail: sterwilliger@ashevillenc.gov
Telephone: 259-5839
Fax #: 259-5499

Signature: eSigned via SeamlessDocs.com Veronica Coit Key: d7f8721e87e96f4d2ea1f4025dc1978;

Date: 7/23/2020

E-Mail: veronica.l.coit@gmail.com

Fax #: _____

* This information is requested for the sole purpose of assuring that a cross section of the community is appointed.

I have been self-employed & renting in West Asheville for 5 years. I am the parent of a disabled 13 year old & transgender 16 year old, I am a nonbionary queer person. My children attend both Asheville City & Buncombe County School Systems. I created & continue to lead the Facebook group Asheville Cat Weirdos, ACW, in March 2016, and launched The Asheville Cat Weirdos Emergency Fund, ACWEF, in January 2017. The group has given me the opportunity to frequently think outside my own experiences, consult with others, & problem solve across a whole host of issues. I started the ACWEF & ACW out of a desire to bond people outside of the issues that keep us from each other, and to help in a new field of Animal Welfare, called Pet Retention. My child's disability dictates how our family experiences & navigates Asheville completely. When I first moved to Asheville in 2004, I lived in Hillcrest for almost 2 years, and my mother lived in a home through her access to Section 8 assistance. I don't just hit one of the criteria for a position on this commission, I meet several. My & my family's experience in this city is navigated by the above listed, my family is, queer, trans, nonbionary, disabled, and community leaders, no one piece alone effects how we experience the world.

HUMAN RELATIONS COMMISSION APPLICATION FORM

THIS FORM MUST BE FILLED OUT ENTIRELY AND SUBMITTED WITH YOUR APPLICATION IN ORDER TO BE CONSIDERED FOR A HUMAN RELATIONS COMMISSION APPOINTMENT

Applicant Name: veronica coit

Contact email: veronica.l.coit@gmail.com

Date submitted application: July 23, 2020

The HRCA will be composed of fifteen members, which should reflect the groups of individuals that the human relations program is intended to protect.

Because City Council will endeavor to appoint **city residents** meeting the following criteria, please list and further describe, as desired, any that may apply to you:

- 6 African Americans
- 2 Latinx individuals
- 2 members of the LGBTQ community
- 2 youth members between the ages of 18 and 25
- 2 to 3 individuals who live in public housing
- 2 individuals with a disability
- 3 individuals who are recognized as community leaders

Please indicate any of the above qualifications and describe any experience, knowledge and/or skills with equity, or any other factors that support your interest in serving on the Human Relations Commission of Asheville:

I have been self-employed & renting in West Asheville for 5 years. I am the parent of a disabled 13 year old & transgender 16 year old, I am a nonbionary queer person. My children attend both Asheville City & Buncombe County School Systems.
I created & continue to lead the Facebook group Asheville Cat Weirdos, ACW, in March 2016, and launched The Asheville Cat Weirdos Emergency Fund, ACWEF, in January 2017. The group has given me the opportunity to frequently think outside my own experiences, consult with others, & problem solve across a whole host of issues. I started the ACWEF & ACW out of a desire to bond people outside of the issues that keep us from each other, and to help in a new field of Animal Welfare, called Pet Retention.
My child's disability dictates how our family experiences & navigates Asheville completely.
When I first moved to Asheville in 2004, I lived in Hillcrest for almost 2 years, and my mother lived in a home through her access to Section 8 assistance

Appted 12/8/20
Unexp.
To exp. 6/1/21

City of Asheville

BOARDS & COMMISSIONS

Application Form

Applicants are strongly urged to attend several meetings of a board prior to applying

Name of board or commission: Human Relations Commission of Asheville

Your name: Melissa Ray (DBA Veronica Coit) Home Phone #: 8283299391

Street address: 74 Buffalo St. City: Asheville Zip Code: 28806

Mailing address (if different): _____

Employer: WestSide Shears *Independent Booth Renter*

Your position: Stylist Office Phone #: _____

Resident of City Ashevill County Buncombe Race White * Sex M___F✔* Age 36 *

Are you a Homeowner or a Renter? * Renter

Residence location (check one): Central ____ North ____ South ____ East ____ West ✔____

Are you aware of any potential conflicts of interest that may arise during your service on this board (i.e., property interest, business interest, etc.)? If so, please explain: None
_____. Potential conflicts of interest do not preclude appointments.

Please indicate the area(s) of expertise that you can bring to the above board(s), and then in detail list education, experience, reasons for your interest, and other factors that support your interest in serving **Applicants are encouraged to provide a cover letter and/or a brief resume. Please use additional sheets if necessary.**

I have been a resident of Buncombe County for over 15 years, the last 4 of those have been as a resident of Asheville City. In that time I have come from a single mother living on government assistance in public housing; to creating a hugely successful Facebook group and Non-Profit. In March of '16 I started the Facebook group Asheville Cat Weirdos, ACW, that group has now gr d help manage rules designed to stimulate discu e. This group and my personal experiences spaw y Fund, ACWEF, designing & establishing pr assisting in lessening the amount of owner surre F I have established a major following on 3 main to maintain the Facebook group, the busin m ACW Cat Pantry, scheduled volunteers for t of those volunteers, developed guidelines with other rescue leaders to most efficiently use do all merch associated with the group, applied fo program targeted towards low income households, and many many more projects in developing the new concept of owner retention.

See Attached

Return to:

Sarah Terwilliger, Deputy City Clerk
Post Office Box 7148
Asheville, N.C. 28802-7148

E-Mail: sterwilliger@ashevillenc.gov
Telephone: 259-5839
Fax #: 259-5499

eSigned via SteamlessDocs.com
Melissa Ann Ray
Key: 0f7f7215d9e6e14d2aa1f4d2d0fc5e98

Signature: _____

Date: 12-31-19

E-Mail: veronica.l.coit@gmail.com

Fax #: _____

* This information is requested for the sole purpose of assuring that a cross section of the community is appointed.

I have been a resident of Buncombe County for over 15 years, the last 4 of those have been as a resident of Asheville City. In that time I have come from a single mother living on government assistance in public housing, to creating a hugely successful Facebook group and Non-Profit. In March of '16 I started the Facebook group Asheville Cat Weirdos, ACW, that group has now grown to over 11k members. I created and help manage rules designed to stimulate discussion as well as focus on positive change. This group and my personal experiences spawned the Asheville Cat Weirdos Emergency Fund, ACWEF, designing & establishing programs focused on pet retention, thusly assisting in lessening the amount of owner surrendered cats in WNC. Within ACW & ACWEF I have established a major following on 3 main social media platforms, managed teams to maintain the Facebook group, the business page for ACWEF & the ACWEF program ACW Cat Pantry, scheduled volunteers for the pantry & delegated the management of those volunteers, developed guidelines with guidance from veterinary professionals & other rescue leaders to most efficiently use donations & volunteers, managed & created all merch associated with the group, applied for and was given a grant for a spay/neuter program targeted towards low income households, and many many more projects in developing the new concept of owner retention. At home my family represents some the letters of the LGBTQ community, my son is transgender, I am non-binary, and none of us identify as hetero; my daughter has a rare neurological condition called Rett Syndrome and is completely dependent on others for all aspects of her life. At work I am a stylist, and was voted #1 hair stylist in the Mountain Xpress. I was also voted Local Hero in the same publication, and the ACWEF was voted #3 Nonprofit that improves Asheville. My hopes for joining this committee are to help the Asheville community further strengthen & play a small part in that.

HUMAN RELATIONS COMMISSION APPLICATION FORM

THIS FORM MUST BE FILLED OUT ENTIRELY AND SUBMITTED WITH YOUR APPLICATION IN ORDER TO BE CONSIDERED FOR A HUMAN RELATIONS COMMISSION APPOINTMENT

Applicant Name: Melissa Ray

Contact email: veronica.l.coit@gmail.com

Date submitted application: December 31, 2019

The HRCA will be composed of fifteen members, which should reflect the groups of individuals that the human relations program is intended to protect.

Because City Council will endeavor to appoint **city residents** meeting the following criteria, please list and further describe, as desired, any that may apply to you:

- 6 African Americans
- 2 Latinx individuals
- 2 members of the LGBTQ community
- 2 youth members between the ages of 18 and 25
- 2 to 3 individuals who live in public housing
- 2 individuals with a disability
- 3 individuals who are recognized as community leaders

Please indicate any of the above qualifications and describe any experience, knowledge and/or skills with equity, or any other factors that support your interest in serving on the Human Relations Commission of Asheville:

LGBTQ, I am a queer non-binary person
Community Leader, Recognized leader of Asheville Cat Weirdos & Asheville Cat Weirdos Emergency Fund
Disability, My 12 year old daughter has Rett Syndrome (a rare neuro-developmental disability, she is considered a total disability, as all of her needs have to be met by others), her care & treatment directly effect how my family navigates the Asheville Community & all it has to offer.

Apptd. 5/22/18
6/11/19
EPP 6/1/21

City of Asheville

BOARDS & COMMISSIONS

Application Form

Applicants are strongly urged to attend several meetings of a board prior to applying

Name of board or commission: Human Relations Commission for City of Asheville

Your name: DeLores Venable Home Phone #: 8287476790

Street address: 108 Buchanan Drive Apt 4 City: Asheville Zip Code: 28801

Mailing address (if different): _____

Employer: Asheville Nursing and Rehab

Your position: Medication Aide Office Phone #: 8282550076

Resident of City yes County _____ Race Black * Sex M___ F ✔ * Age 39 *

Are you a Homeowner or a Renter? * Renter

Residence location (check one): Central ✔ North _____ South _____ East _____ West _____

Are you aware of any potential conflicts of interest that may arise during your service on this board (i.e., property interest, business interest, etc.)? If so, please explain: _____ _____. Potential conflicts of interest do not preclude appointments.

Please indicate the area(s) of expertise that you can bring to the above board(s), and then in detail list education, experience, reasons for your interest, and other factors that support your interest in serving **Applicants are encouraged to provide a cover letter and/or a brief resume. Please use additional sheets if necessary.**

I am a born and raised Asheville native whom has been in civic and community engagement most of my life here. I have worked on several local political campaigns, community members and various organizations to improve and enhance the quality of life for marginalized and disenfranchised people throughout our city. I believe in solution based problem solving that comes from listening to and identifying the needs of our community. I have worked with several organizations to improve the quality of life for black people and people of color in Asheville and advocate the rights of the LGBTQ community and other minority groups. I believe in the protection of ones basic civil rights as well as their overall human rights. I am trained in data analysis, community organizing, building working groups, as well as racial and social justice. My personal goal is to see Asheville at its best so that our citizens can experience the best this great city has to offer.

Return to:

Sarah Terwilliger, Deputy City Clerk
Post Office Box 7148
Asheville, N.C. 28802-7148

E-Mail: sterwilliger@ashevillenc.gov
Telephone: 259-5839
Fax #: 259-5499

Signature: DeLores Venable

Date: 5/17/18

E-Mail: delo4sure@gmail.com

Fax #: _____

* This information is requested for the sole purpose of assuring that a cross section of the community is appointed.

THE CITY OF ASHEVILLE

Jerri Goldberg <jgoldberg@ashevillenc.gov>

Fwd: Re appointment to HRCA Board

DeLores Venable <delo4sure@gmail.com> Mon, May 3, 2021 at 2:07 PM
To: jgoldberg@ashevillenc.gov

---------- Forwarded message ---------
From: **DeLores Venable** <delo4sure@gmail.com>
Date: Fri, Apr 9, 2021, 9:09 PM
Subject: Re appointment to HRCA Board
To: <ashevillenccouncil@ashevillenc.gov>, Sarah Terwilliger <sterwilliger@ashevillenc.gov>, Richard White <rwhite@ashevillenc.gov>, <dcampbell@ashevillenc.gov>

Hello fellow citizens and elected officials. I am reapplying to the board of the HRCA simply because of three reasons I believe are self evident by my tenure, but the 2030 vision of our great city and elcted officials therein.

My previous tenure as vice chair, voted upon by previous votes twice, and recommended again for a third time recently, has proven that I am mindful of the board itself, community needs, but also truth and reconciliation processes needed to bridge the gaps between the public and elected officials.

I have acted not only in good faith, but in absolute transparency during my tenure to the community and our city on the HRCA board. I have been mindful of impacts our board has to all community and how that affects our city holistically as a growing hub of equity and inclusion. It has taught me great courage, knowledge, and character I hope to continue if given the opportunity again.

I look forward to continuing to hear our public, learn, be fair, respectful of differing opinions, and be absolute in my duties, and take my position on this board as an honor and a privilege to holistically advocate and serve city council and the constituents they serve in the upmost capacity I can as expected as an appointed board member of the HRCA.

Thank you as always for your service and committment to Asheville City Council, Boards and Commissions wherein, and trusting me to advocate on your behalf to our community locally in this capacity thus far and hopefully again.
Best Regards,
DeLores Williams-Venable

HUMAN RELATIONS COMMISSION APPLICATION FORM

THIS FORM MUST BE FILLED OUT ENTIRELY AND SUBMITTED WITH YOUR APPLICATION IN ORDER TO BE CONSIDERED FOR A HUMAN RELATIONS COMMISSION APPOINTMENT

Applicant Name: DeLores Venable

Contact email: delo4suew@gmail,com

Date submitted application: May 14, 2018

The HRCA will be composed of fifteen members, which should reflect the groups of individuals that the human relations program is intended to protect.

Because City Council will endeavor to appoint **city residents** meeting the following criteria, please list and further describe, as desired, any that may apply to you:

- 6 African Americans
- 2 Latinx individuals
- 2 members of the LGBTQ community
- 2 youth members between the ages of 18 and 25
- 2 to 3 individuals who live in public housing
- 2 individuals with a disability
- 3 individuals who are recognized as community leaders

Please indicate any of the above qualifications and describe any experience, knowledge and/or skills with equity, or any other factors that support your interest in serving on the Human Relations Commission of Asheville:

I am a African American Asheville native with a vast understanding of the equity issues in this city. Over the years, I have been a community organizer, advocate, and voice of those that have been directly affected by the lack of equity and have worked with organizations to create equity for African Americans and marginalized people of this great city. My skill sets allow me to be able to organize, think tank, and do critical and antidotal data analysis as well as be able to work in groups that can create and implement policy change. Most of my adult life has been one of advocating for the equity and fair treatment of marginalized and disenfranchised individuals of this community with positive results in the community and policy wise. I look forward to continuing that work in the capacity of this newly formed commission.

City of Asheville

BOARDS & COMMISSIONS

Application Form

Applicants are strongly urged to attend several meetings of a board prior to applying

Name of board or commission: Human Relations Commission of Asheville (HRCA)

Your name: Bennie Lee Miller Home Phone #: 828-230-5154

Street address: 48 Wake Robin Way City: Asheville Zip Code: 28805

Mailing address (if different): _____

Employer: VA Medical Center Retired/Air Force Retired

Your position: Warehouse/Driver /Air Cargo Supervisor Office Phone #: _____

Resident of City Asheville County Buncombe Race B * Sex M ✔ F ___ * Age 83 *

Are you a Homeowner or a Renter? * Homeowner

Residence location (check one): Central ____ North _____ South _____ East ✔ West _____

Are you aware of any potential conflicts of interest that may arise during your service on this board (i.e., property interest, business interest, etc.)? If so, please explain: _____ _____. Potential conflicts of interest do not preclude appointments.

Please indicate the area(s) of expertise that you can bring to the above board(s), and then in detail list education, experience, reasons for your interest, and other factors that support your interest in serving **Applicants are encouraged to provide a cover letter and/or a brief resume. Please use additional sheets if necessary.**

Model Citys 3Yrs, Eucharistic Visitors at ST. Matthias Church 30 Yrs,Wage& Labor at VA, 5Yrs
Trasurer of Untied Development Committee 3Yrs

eSigned via SeamlessDocs.com
Bennie Lee Miller
Key: 6f76721a9d9d5f3d93a81f903fcfc5878

Signature: _____

Date: 23 July 2020

E-Mail: mudface313@charter.net

Fax #: _____

Return to:

Sarah Terwilliger, Deputy City Clerk
Post Office Box 7148
Asheville, N.C. 28802-7148

E-Mail: sterwilliger@ashevillenc.gov
Telephone: 259-5839
Fax #: 259-5499

* This information is requested for the sole purpose of assuring that a cross section of the community is appointed.

City of Asheville

BOARDS & COMMISSIONS

Application Form

Applicants are strongly urged to attend several meetings of a board prior to applying

Name of board or commission: HUMAN RELATIONS COMMISSION

Your name: Alexandra DiSclafani Home Phone #: 5127747198

Street address: 59 Morningside Dr. City: Asheville Zip Code: 28806

Mailing address (if different): _____

Employer: Facebook

Your position: Risk Manager Office Phone #: 5127747198

Resident of City Y County Buncombe Race White * Sex M___ F ✔ * Age 35 *

Are you a Homeowner or a Renter? * Renter

Residence location (check one): Central ____ North ____ South ____ East ____ West ✔

Are you aware of any potential conflicts of interest that may arise during your service on this board (i.e., property interest, business interest, etc.)? If so, please explain: N/A

_____. Potential conflicts of interest do not preclude appointments.

Please indicate the area(s) of expertise that you can bring to the above board(s), and then in detail list education, experience, reasons for your interest, and other factors that support your interest in serving **Applicants are encouraged to provide a cover letter and/or a brief resume. Please use additional sheets if necessary.**

I am hesitant to list the specific life experiences that make me eligible to serve on this board. I am a woman living in a sexist society. I am in a field that is notoriously rife with 'bro culture' and punishes those who question the underpinnings of its success. I am a lesbian who came of age in a [illegible]le were going to hell. While these experiences infor[illegible] I am incredibly fortunate in countless ways. I [illegible]ceived along my way, whether from family, friends o[illegible] called to give back to my community.

See Attached

I served on LGBT committees at work to help raise the profile of queer folks in the local

Return to:

Sarah Terwilliger, Deputy City Clerk
Post Office Box 7148
Asheville, N.C. 28802-7148

E-Mail: sterwilliger@ashevillenc.gov
Telephone: 259-5839
Fax #: 259-5499

Signature: Alexandra DiSclafani

Date: 08/03/2020

E-Mail: awks6584@gmail.com

Fax #: _____

* This information is requested for the sole purpose of assuring that a cross section of the community is appointed.

I am hesitant to list the specific life experiences that make me eligible to serve on this board. I am a woman living in a sexist society. I am in a field that is notoriously rife with 'bro culture' and punishes those who question the underpinnings of its success. I am a lesbian who came of age in a small town where I was told that gay people were going to hell. While these experiences inform who I am and my outlook on the world, I am incredibly fortunate in countless ways. Because of this fortune and the help I've received along my way, whether from family, friends or programs that were available to me, I am called to give back to my community. I served on LGBT committees at work to help raise the profile of queer folks in the local community, long before being granted the right to marry by the Supreme Court. I volunteered with after school programs such as the Boys and Girls Club and Reading Partners to help kids improve their reading/homework skills. I have an educational background in psychology as well as work experience implementing programs globally. I'm hopeful that the totality of my experiences, drive, empathy and passion can be utilized to further serve my community by joining this commission.

HUMAN RELATIONS COMMISSION APPLICATION FORM

THIS FORM MUST BE FILLED OUT ENTIRELY AND SUBMITTED WITH YOUR APPLICATION IN ORDER TO BE CONSIDERED FOR A HUMAN RELATIONS COMMISSION APPOINTMENT

Applicant Name: Alexandra DiSclafani

Contact email: awks6584@gmail.com

Date submitted application: August 03, 2020

The HRCA will be composed of fifteen members, which should reflect the groups of individuals that the human relations program is intended to protect.

Because City Council will endeavor to appoint **city residents** meeting the following criteria, please list and further describe, as desired, any that may apply to you:

- 6 African Americans
- 2 Latinx individuals
- 2 members of the LGBTQ community
- 2 youth members between the ages of 18 and 25
- 2 to 3 individuals who live in public housing
- 2 individuals with a disability
- 3 individuals who are recognized as community leaders

Please indicate any of the above qualifications and describe any experience, knowledge and/or skills with equity, or any other factors that support your interest in serving on the Human Relations Commission of Asheville:

I am hesitant to list the specific life experiences that make me eligible to serve on this board. I am a woman living in a sexist society. I am in a field that is notoriously rife with 'bro culture' and punishes those who question the underpinnings of its success. I am a lesbian who came of age in a small town where I was told that gay people were going to hell. While these experiences inform who I am and my outlook on the world, I am incredibly fortunate in countless ways. Because of this fortune and the help I've received along my way, whether from

City of Asheville

BOARDS & COMMISSIONS

Application Form

Applicants are strongly urged to attend several meetings of a board prior to applying

Name of board or commission: Human Relations Commission of Asheville

Your name: Britni Worley Home Phone #: 864.483.2341

Street address: 600 Merrimon Ave., 10D City: Asheville Zip Code: 28804

Mailing address (if different): _____

Employer: GPM, Corp.

Your position: Talent Acquisition Specialist Office Phone #: 828.348.2888

Resident of City Asheville County Buncombe Race White * Sex M___ F_✔_ * Age 35 *

Are you a Homeowner or a Renter? * Renter

Residence location (check one): Central ____ North ✔ South ____ East ____ West ____

Are you aware of any potential conflicts of interest that may arise during your service on this board (i.e., property interest, business interest, etc.)? If so, please explain: None. Potential conflicts of interest do not preclude appointments.

Please indicate the area(s) of expertise that you can bring to the above board(s), and then in detail list education, experience, reasons for your interest, and other factors that support your interest in serving **Applicants are encouraged to provide a cover letter and/or a brief resume. Please use additional sheets if necessary.**

City of Asheville,

As a member of the LGBTQ and Human Resources community, living and working in our beautiful city, I want to extend my interest in serving on this committee. Prior to moving to Asheville I lived in Por[illegible]rganizer and lobbyist for Stand for Children. I worke[illegible]ame Measure 98--a successful and fully funded initia[illegible]hools to improve Oregon's failing graduation rat[illegible]ms and career technical education equitably [illegible]strong community networks through active listen[illegible]oving to Asheville I have joined local health-tech con[illegible]t Acquisition Specialist. I helped to facilitate our com[illegible]able to recognize five key areas that we wante[illegible]g Community" I have been able to create direct[illegible]y and belonging into the heart of what we do. I kno[illegible]omote economic development opportunities that w[illegible] our city, but diversify it. I have a passion for people, policy and continuing to build a dynamic workforce in Asheville. I love this city and I want to see it thrive and endure in a time that requires flexibility to change. I hope to be a helpful member

See Attached

Britni Worley
Key: dff/6721e8e6e6f6d2ea1f6d3f0fc5678

Return to:

Sarah Terwilliger, Deputy City Clerk
Post Office Box 7148
Asheville, N.C. 28802-7148

E-Mail: sterwilliger@ashevillenc.gov
Telephone: 259-5839
Fax #: 259-5499

Signature: _____

Date: August, 7,2020

E-Mail: britniworley@gmail.com

Fax #: 828.348.2888

* This information is requested for the sole purpose of assuring that a cross section of the community is appointed.

City of Asheville, As a member of the LGBTQ and Human Resources community, living and working in our beautiful city, I want to extend my interest in serving on this committee. Prior to moving to Asheville I lived in Portland Oregon where I was a community organizer and lobbyist for Stand for Children. I worked on moving IP-65 forward, which later became Measure 98--a successful and fully funded initiative that directed funds to Oregon High Schools to improve Oregon's failing graduation rate as well as fund early college credit programs and career technical education equitably across the state. I have experience building strong community networks through active listening and non-partisan organization. Since moving to Asheville I have joined local health-tech company, GPM, Corp., where I work as a Talent Acquisition Specialist. I helped to facilitate our company wide values initiative in which we were able to recognize five key areas that we wanted to focus on. Through our value "Cultivating Community" I have been able to create direct impact programs to move inclusion, diversity and belonging into the heart of what we do. I know that there is much to do in Asheville to promote economic development opportunities that will not only enrich our city, but diversify it. I have a passion for people, policy and continuing to build a dynamic workforce in Asheville. I love this city and I want to see it thrive and endure in a time that requires flexibility to change. I hope to be a helpful member of our community--even if not chosen to participate on this committee. Thank you for your consideration, and I look forward to working with you. Please find my work history on my LinkedIn: https://www.linkedin.com/in/britniworley/

HUMAN RELATIONS COMMISSION APPLICATION FORM

THIS FORM MUST BE FILLED OUT ENTIRELY AND SUBMITTED WITH YOUR APPLICATION IN ORDER TO BE CONSIDERED FOR A HUMAN RELATIONS COMMISSION APPOINTMENT

Applicant Name: Britni Worley

Contact email: britniworley@gmailcom

Date submitted application: August 07, 2020

The HRCA will be composed of fifteen members, which should reflect the groups of individuals that the human relations program is intended to protect.

Because City Council will endeavor to appoint **city residents** meeting the following criteria, please list and further describe, as desired, any that may apply to you:

- 6 African Americans
- 2 Latinx individuals
- 2 members of the LGBTQ community
- 2 youth members between the ages of 18 and 25
- 2 to 3 individuals who live in public housing
- 2 individuals with a disability
- 3 individuals who are recognized as community leaders

Please indicate any of the above qualifications and describe any experience, knowledge and/or skills with equity, or any other factors that support your interest in serving on the Human Relations Commission of Asheville:

City of Asheville,

As a member of the LGBTQ and Human Resources community, living and working in our beautiful city, I want to extend my interest in serving on this committee. Prior to moving to Asheville I lived in Portland Oregon where I was a community organizer and lobbyist for Stand for Children. I worked on moving IP-65 forward, which later became Measure 98--a successful and fully funded initiative that directed funds to Oregon High Schools to improve Oregon's failing graduation rate as well as fund early college credit programs and career technical education equitably across the state. I have experience building strong community networks through active listening and non-partisan organization. Since moving to Asheville I have joined local health-tech company, GPM, Corp., where I work as a Talent Acquisition Specialist. I
helped to facilitate our company wide values initiative in which we were able to recognize five key

City of Asheville

BOARDS & COMMISSIONS

Application Form

Applicants are strongly urged to attend several meetings of a board prior to applying

Name of board or commission: Human Relations Commission

Your name: Ricky McGrath Home Phone #: 828-279-2537

Street address: 272 Riverview Dr City: Asheville Zip Code: 28806

Mailing address (if different): _____

Employer: Retired

Your position: Retired Office Phone #: 828-279-2537

Resident of City Yes County Yes Race White * Sex M ✔ F ___ * Age 64 *

Are you a Homeowner or a Renter? * Homeowner

Residence location (check one): Central ___ North ___ South ___ East ___ West ✔

Are you aware of any potential conflicts of interest that may arise during your service on this board (i.e., property interest, business interest, etc.)? If so, please explain: NO _____. Potential conflicts of interest do not preclude appointments.

Please indicate the area(s) of expertise that you can bring to the above board(s), and then in detail list education, experience, reasons for your interest, and other factors that support your interest in serving **Applicants are encouraged to provide a cover letter and/or a brief resume. Please use additional sheets if necessary.**

I was a Human Resources executive for 25+ years and have accumulated extensive experience and knowledge in employee relations; diversity and inclusion; conflict resolution and mediation; and organizational and community development. I have a BA in Psychology and an MA in Industrial Relations from The University of Minnesota. My interest is a function of the power of community development I witnessed during my HR tenure and the skills developed in these engagements. I have lived in Asheville for nearly 28 years so bring extensive knowledge of the community's advantages, challenges and dynamism. I look forward to serving on this commission

See Attached

Return to:

Sarah Terwilliger, Deputy City Clerk
Post Office Box 7148
Asheville, N.C. 28802-7148

E-Mail: sterwilliger@ashevillenc.gov
Telephone: 259-5839
Fax #: 259-5499

eSigned via SeamlessDocs.com
Key: d7f47f21a9fe98f4d2ea1f4034d5e870

Signature: _____

Date: 9/1/2020

E-Mail: Rimc@mail.com

Fax #: 828-000-0000

* This information is requested for the sole purpose of assuring that a cross section of the community is appointed.

Ricky McGrath
rimc@mail.com
73 Starling Pass
Asheville, NC 28804
828-658-0196
linkedin.com/in/ricky-mcgrath-11295910

SUMMARY

Human Resources Executive with extensive experience leading dynamic consumer packaged goods organizations through rapidly changing and highly competitive environments. Strategic business partner to senior sales, distribution, supply chain and call center operations leadership in the development and execution of an effective human resources strategy that supports the short and long term goals of the organization. Excellent interpersonal, collaborative, communication, and problem solving skills. Areas of expertise include:

- Employee & Labor Relations
- Investigations/Legal Compliance
- Change Management
- Organization & Management Development
- Coaching for Performance
- Compensation Administration
- Talent Recruitment and Selection
- Positive People Relations

PROFESSIONAL EXPERIENCE

PepsiCo, Various Locations **1995-Present**

Director of Human Resources – Winston-Salem, NC (2014-Present)
Directed a team of six direct reports and six indirect reports in the development and execution of the overall Human Resources strategy for the PepsiCo Direct and Pepsi Equipment Services teams within the PepsiCo Foodservice division. Supported all operations consisting of three call center locations (800+people) in North Carolina and North Dakota. Areas of responsibility included talent selection and development, succession planning, compensation, benefits, education/training, legal compliance, and positive employee relations.

- Planned and led major change management initiative resulting in the transition of PepsiCo Direct Call Center Operation to Cognizant Technology Solutions (CTS.) Project metrics included $19MM in capital spending avoidance, $17MM in productivity and 98.5% retention rate for all associates offered roles with CTS.
- Led successful implementation of 'Achieving Change Together' partnership increasing PepsiCo employment opportunities for differently abled citizens in the Greensboro and Winston-Salem, NC and Fargo, ND communities.
- Successfully automated internal and external staffing processes leading to improvement of source to hire of 19 days (internal) and 7 days (external.)
- Developed and promoted 4 HRBP professionals and one Employee Services Manager.

Director *of Human Resources, North America Nutrition (NAN) Sales* (1999 - 2015)
Led Human Resources support for the sales and distribution departments for PepsiCo's North American Nutrition (NAN) Division for the US. Responsibilities included talent recruitment/ selection, compensation, organizational & management development, and employee & labor relations.

- Successfully built national Chilled Direct Store Delivery (DSD) multi-location sales & distribution organization for the Tropicana and Naked Juice brands.
- Led three major restructuring initiatives resulting in $200MM+ in productivity and greater customer alignment.
- Negotiated three Teamster contracts in Metro NY region within executive parameters and without work interruption

Manager of Human Resources – Asheville, NC (1995 - 1999)
Managed Human Resources support for a greenfield Quaker Foods & Snacks factory. Accountable for recruitment, training, benefits, compensation, employee services, safety, wellness, and positive employee relations.

- Designed team structure using High Performance Work Team principles and successfully implemented design for facility start-up
- Led plant closure communication and implementation while meeting all productivity, quality and safety objectives.

Kimberly-Clark Corporation, Various Locations (1987-1995)

Human Resources Manager – Various Locations

Provided Human Resources leadership for manufacturing facilities of 400-700 unionized and non-union employees. Led recruitment, training, management development, compensation & benefits, employee services, and employee & labor relations.

- Successfully negotiated contract including implementation of high performance work teams and skid based compensation.
- Implemented the first Diversity & Inclusion initiative within a KC manufacturing facility.
- Led employee transition of the spin-off of the tobacco papers division as a publicly traded corporation.

EDUCATION

M. A. Industrial Relations
University of Minnesota, Minneapolis, MN
B. A. Psychology
University of Minnesota, Minneapolis, MN

PROFESSIONAL DEVELOPMENT AND TRAINING

Designing Effective Organizations, University of Southern California
Change Management, University of Michigan

PROFESSIONAL MEMBERSHIPS

Society of Human Resources Management
Winston-Salem Chamber of Commerce

HUMAN RELATIONS COMMISSION APPLICATION FORM

THIS FORM MUST BE FILLED OUT ENTIRELY AND SUBMITTED WITH YOUR APPLICATION IN ORDER TO BE CONSIDERED FOR A HUMAN RELATIONS COMMISSION APPOINTMENT

Applicant Name: Ricky McGrath

Contact email: Rimc@mail.com

Date submitted application: August 31, 2020

The HRCA will be composed of fifteen members, which should reflect the groups of individuals that the human relations program is intended to protect.

Because City Council will endeavor to appoint **city residents** meeting the following criteria, please list and further describe, as desired, any that may apply to you:

- 6 African Americans
- 2 Latinx individuals
- 2 members of the LGBTQ community
- 2 youth members between the ages of 18 and 25
- 2 to 3 individuals who live in public housing
- 2 individuals with a disability
- 3 individuals who are recognized as community leaders

Please indicate any of the above qualifications and describe any experience, knowledge and/or skills with equity, or any other factors that support your interest in serving on the Human Relations Commission of Asheville:

I was a Human Resources executive for 25+ years prior to my retirement in 2017. During that time I was actively engaged in developing and leading teams dedicated to human relations, equal employment opportunity, diversity and inclusion, conflict resolution/mediation and people development. In my final assignment I was specifically recognized for a job preparedness and hiring partnership for individuals with different abilities who may have been underserved. These experiences would contribute greatly to the mission of the Commission.

City of Asheville

BOARDS & COMMISSIONS

Application Form

Applicants are strongly urged to attend several meetings of a board prior to applying

Name of board or commission: Human Relations Commision

Your name: Emma Nichole Worthy Home Phone #: 8282150558

Street address: 34 Monty St City: Asheville Zip Code: 28806

Mailing address (if different): _____

Employer: Inside Out Salon AVL LLC

Your position: Owner/Founder Office Phone #: 8282150558

Resident of City Asheville County Buncombe Race White * Sex M___F ✔ * Age 22 *

Are you a Homeowner or a Renter? * Renter

Residence location (check one): Central ____ North ____ South ____ East ____ West ✔

Are you aware of any potential conflicts of interest that may arise during your service on this board (i.e., property interest, business interest, etc.)? If so, please explain: NO

_____. Potential conflicts of interest do not preclude appointments.

Please indicate the area(s) of expertise that you can bring to the above board(s), and then in detail list education, experience, reasons for your interest, and other factors that support your interest in serving **Applicants are encouraged to provide a cover letter and/or a brief resume. Please use additional sheets if necessary.**

I qualify for one of the youth positions in the human relations commission. I have been a resident of Asheville since I was a little girl. I have been very involved in the community my whole life. This year, I opened up my own salon and have been able to give back to the community and serve them with t ve. I am in a position where I meet and talk to ville every day. I see many needs in the communit eficial to this board. I will help improve the relationship wish that people want to become more involved a n make decisions with a full rounded view of what y ideas for how to improve and grow this city!
As far as education goes, I comp o to cosmetology school and graduate with my as e to cut hair at the young age of 18. I opened up m ness) in a spa off of Charlotte St. it is called Illusions. n moved to Ananda Hair Studio for a year to make new friends and grow my skills as well as learn Davines Color and Product lines. We had continued education every month at this studio where we learned and kept up with all the new styles and techniques. I then moved to Evolutions Salon, an Aveda Salon, and traveled to the Charlotte Aveda Insitute for two months to learn all of their

See Attached

Signature: _____

Date: 9/2/2020

E-Mail: emma@worthyworks.com

Fax #: _____

Return to:

Sarah Terwilliger, Deputy City Clerk
Post Office Box 7148
Asheville, N.C. 28802-7148

E-Mail: sterwilliger@ashevillenc.gov
Telephone: 259-5839
Fax #: 259-5499

* This information is requested for the sole purpose of assuring that a cross section of the community is appointed.

I qualify for one of the youth positions in the human relations commission. I have been a resident of Asheville since I was a little girl. I have been very involved in the community my whole life. This year, I opened up my own salon and have been able to give back to the community and serve them with the resources, skills, and talents that I have. I am in a position where I meet and talk to all different types of people living in Asheville every day. I see many needs in the community and believe my perspective will be beneficial to this board. I will help improve the relationship between the city and city council. It is my wish that people want to become more involved and voice their own opinions so this city can make decisions with a full rounded view of what the people actually want! I also have many ideas for how to improve and grow this city! As far as education goes, I completed high school a year early in order to go to cosmetology school and graduate with my associate degree as well as receive my license to cut hair at the young age of 18. I opened up my own booth (this being my first small business) in a spa off of Charlotte St. it is called Illusions. I worked there for a year and a half. I then moved to Ananda Hair Studio for a year to make new friends and grow my skills as well as learn Davines Color and Product lines. We had continued education every month at this studio where we learned and kept up with all the new styles and techniques. I then moved to Evolutions Salon, an Aveda Salon, and traveled to the Charlotte Aveda Insitute for two months to learn all of their color line and product line as well. While I may not have pursued a standard education and way of living, I have been staying educated within my industry and have been growing and becoming a master of my craft. I know I may be young and may be considered “uneducated” by your standards, but I believe I know the city and the hearts of people living in it. My desire to help this city would be of great benefit to this board.

HUMAN RELATIONS COMMISSION APPLICATION FORM

THIS FORM MUST BE FILLED OUT ENTIRELY AND SUBMITTED WITH YOUR APPLICATION IN ORDER TO BE CONSIDERED FOR A HUMAN RELATIONS COMMISSION APPOINTMENT

Applicant Name: Emma Worthy

Contact email: emma@worthyworks.com

Date submitted application: September 02, 2020

The HRCA will be composed of fifteen members, which should reflect the groups of individuals that the human relations program is intended to protect.

Because City Council will endeavor to appoint **city residents** meeting the following criteria, please list and further describe, as desired, any that may apply to you:

- 6 African Americans
- 2 Latinx individuals
- 2 members of the LGBTQ community
- 2 youth members between the ages of 18 and 25
- 2 to 3 individuals who live in public housing
- 2 individuals with a disability
- 3 individuals who are recognized as community leaders

Please indicate any of the above qualifications and describe any experience, knowledge and/or skills with equity, or any other factors that support your interest in serving on the Human Relations Commission of Asheville:

I qualify for one of the youth positions in the human relations commission. I have been a resident of Asheville since I was a little girl. I have been very involved in the community my whole life. This year, I opened up my own salon and have been able to give back to the community and serve them with the resources, skills, and talents that I have. I am in a position where I meet and talk to all different types of people living in Asheville every day. I see many needs in the community and believe my perspective will be beneficial to this board. I will help improve the relationship between the city and city council. It is my wish that people want to become more involved and voice their own opinions so this city can make decisions with a full rounded view of what the people actually want! I also have many ideas for how to improve and grow this city!

City of Asheville

BOARDS & COMMISSIONS

Application Form

Applicants are strongly urged to attend several meetings of a board prior to applying

Name of board or commission: Human Relations Commission

Your name: Timothy W Collins (Tim) Home Phone #: 8284247272

Street address: 3 Bayonne Trail City: Asheville Zip Code: 28804

Mailing address (if different): _____

Employer: Retired

Your position: Retired Office Phone #: 3478855707

Resident of City Asheville County Buncombe Race White * Sex M ✔ F ___ * Age 61 *

Are you a Homeowner or a Renter? * Homeowner

Residence location (check one): Central ____ North ✔ South ____ East ____ West ____

Are you aware of any potential conflicts of interest that may arise during your service on this board (i.e., property interest, business interest, etc.)? If so, please explain: NO.

_____. Potential conflicts of interest do not preclude appointments.

Please indicate the area(s) of expertise that you can bring to the above board(s), and then in detail list education, experience, reasons for your interest, and other factors that support your interest in serving **Applicants are encouraged to provide a cover letter and/or a brief resume. Please use additional sheets if necessary.**

I am a retired business and non-profit executive and leader, with more than 30 years of combined service at two leading companies, Procter & Gamble and IBM. After retiring from IBM, for 3.5 years I did major gifts fundraising for my collegiate alma mater. After relocating to Asheville, I was Director of Human Resources for almost a year at Kanuga Conferences, Inc. in Hendersonville, NC.

I have traveled to 40 cou ıd in New York City for 13 years. I have been exter ifessional by SHRM and HRCI. In my career and to and affinity for servant eadership, collaboration, g organizations, diversity and inclusion, and techn

See Attached

I have always demonstr results-oriented, strategic, transparent, self-aware, r. I am enthusiastic, forward-thinking, progre

At IBM, I was one of ~4 Executives in a company with 400,000+ employees. I was the leader of a global LGBTQ Leadership Development program for 200 high-potential

Return to:

Sarah Terwilliger, Deputy City Clerk
Post Office Box 7148
Asheville, N.C. 28802-7148

E-Mail: sterwilliger@ashevillenc.gov
Telephone: 259-5839
Fax #: 259-5499

Timothy W Collins

Signature: _____

Date: 11/4/2020

E-Mail: twc0224@yahoo.com

Fax #: 3478855707

* This information is requested for the sole purpose of assuring that a cross section of the community is appointed.

Applicant Name

Timothy W. Collins (Tim)

Contact Email

twc0224@yahoo.com

Date

November 04, 2020

Description

I am a member of the LGBTQ community. My husband, Tom Wolff, and I live in North Asheville with our dog, Bandit the Havanese. I have demonstrated a long commitment to diversity, equity and inclusion. At Procter & Gamble, for 6-7 years, I was the leader of Research & Development Recruiting. My organization hired scientists and engineers for P&G's R&D organization. There was not a single year when we did not exceed our (aggressive) diversity recruiting goals. I started and led innovative programs that delivered visible and invisible diversity to P&G, supporting their belief that diversity is a strength and can help to grow and maintain a successful business. Also at P&G, for 5-6 years, I was the leader of Relocation & Expatriate Services, which included responsibility for P&G's global expatriate population of 4,000+ employees, as well as international and US domestic relocation. I implemented polices and programs to support diversity and inclusion, including paid relocation and compensation support for LGBTQ couples before P&G adopted an LGBT non-discrimination policy. At IBM, I was one of ~40 LGBTQ Out Executives in a company with 400,000+ employees. I was the leader of a global LGBTQ Leadership Developemnt program for ~200 high-potential LGBTQ employees around the world.

Timothy W. Collins "Tim"

http://about.me/collinstw
LinkedIn Profile



I am a retired executive and leader, with more than 30 years of service at two premier companies, Procter & Gamble and IBM. I have traveled to 40 countries, and lived in the UK for three years as an expatriate. I have been certified as a Global Professional in Human Resources (GPHR), and a Senior Certified Professional (SHRM-SCP).

After retiring from IBM, I had an "encore career" working at my alma mater, Transylvania University in Lexington, KY, a private, nationally ranked liberal arts college founded in 1780. As a Regional Advancement Officer, I was responsible for major gifts fundraising, allowing me to live in New York City while traveling to meet alumni and friends of the college.

My final position before retiring in 2019 was Director, Human Resources at Kanuga Camps and Conferences in Hendersonville, an Episcopal Center serving 25,000 guests a year.

In eleven years at IBM, I had a wide variety of HR roles. Positions included: 1) leading HR Talent for IBM's global HR organization of 10,000+ HR professionals; 2) global responsibility for the integration of acquired employees into IBM; 3) leadership for HR aspects of acquisitions and mergers; and 4) global leadership for the delivery of outsourced HR services to clients. I transitioned to IBM via the $400M Procter & Gamble HR outsourcing deal after working for 20 years at P&G. In this transaction, IBM acquired P&G's three HR delivery centers, of which I was the leader of the EMEA service center in Newcastle, UK. My last P&G position was Director, HR Employee Services for Europe, Middle East & Africa. My two decades at P&G also included roles in customer service and logistics, manufacturing, marketing, recruiting, R&D HR, International HR, relocation and expatriate services, and acquisition integration.

While living in NYC, I was a member of the St. Bart's Episcopal Church Vestry, and served as Co-Chair of the Park Avenue Building Centennial Committee, Rector Search Committee, and as Chairman of the Development Committee that raised $3M/year. I chaired the Expatriate Management Committee of the National Foreign Trade Council, and the Board of Directors of the Association for International Practical Training, now known as Cultural Vistas.

I am a 2019 graduate of Leadership Asheville Seniors, a community engagement program offered by the UNC Asheville Osher Lifelong Learning Institute. I am a member of the RiverLink Board of Directors, Leadership Asheville Forum, Asheville Symphony Guild, and the Board of Trustees of the Phi Kappa Tau Foundation, in Oxford, OH.

Originally from Canton, Ohio, I have also lived in Kentucky, New York, and North Carolina. Along with my spouse and UK Civil Partner, Tom Wolff and #BanditTheHavanese, I live in North Asheville. In our Thoms Estate neighborhood, I chair the Safety & Security and Welcome Committees, and serve as editor of the monthly newsletter.

Timothy W. Collins

3 Bayonne Trail Asheville NC 28804 twc0224@yahoo.com Twitter: @collinstw 347.885.5707
Retiree from @Kanuga @Transy @IBM @ProcterGamble Husband ENTJ Servant Leader LGBT
Global Citizen Diversity Early Adopter Curious Asheville Liberal Arts Episcopalian

Summary

Successful professional in business and in educational and religious non-profits. Externally certified, broad business, functional and global experience. Inspirational, charismatic leader of teams, people, and projects.Commitment to and affinity for people, servant leadership, collaboration, effective communication, high-performing teams, and technology to improve work processes. High integrity, problem solver, results-oriented, team builder, strategic, transparent, self-aware, vulnerable, invited public speaker, effective written and verbal communicator, enthusiastic, forward-thinking, progressive, optimistic.

Experience

Nov 2018 – Dec 2019
June 2019 – Dec 2019

Kanuga Conferences, Inc., Hendersonville, North Carolina USA
Human Resources Consultant
On-call support for executive leaders and HR projects as requested.

Nov 2018 – June 2019

Director of Human Resources
Full-scope HR leadership – benefits, payroll, policy, culture, employee relations, recruitment, leadership and employee development, more – for $10M annual budget non-profit affiliated with The Episcopal Church. Nestled on 1,400 mountain acres centered on 30-acre Kanuga Lake, Kanuga is a non-profit that offers a year-round, full-service conference and retreat center, as well as three youth programs providing summer camps and outdoor education.

Feb 2015 – July 2018

Transylvania University, Lexington, Kentucky USA (while living and working in New York, NY)
Director and Regional Advancement Officer
Develop close, productive relationships with a select group of alumni and friends of the University to encourage and solicit major, planned and annual gifts. Advocate for and inspire in others public support for Transylvania, its purpose, and the liberal arts foundation that is essential to developing global citizens and a better world. Founder of Transy LGBT* Alumni Network and Transy Inclusion Alumni Network.

Jan 2004 – Dec 2014

IBM Corporation, Armonk, New York USA

June 2013 – Dec 2014

Director, HR Talent, Development & Resources, Armonk, New York USA
Leader of the Talent function for IBM's global HR organization (10K+ employees). Succession planning, talent pipeline development, and diversity. Leader of WW HR Development and Resources, focused on HR career model, progression, learning and development, global HR campus recruiting, intern and full-time hiring program, and leadership development. Founder and leader of *#SocialHRSuccess*, an award-winning global HR project to accelerate HR adoption of social and change IBM culture to be more open, effective and collaborative.

Aug 2010 – Jun 2013

Director, HR Business Development, New York, New York USA
Leader of IBM HR Business Development team in Canada, Latin America, and the USA, providing HR leadership for deal negotiation, transition and integration support for all IBM deals in the region, including outsourcing, mergers, acquisitions, and divestitures. Led worldwide HR Acquisition Integration team, providing global end-to-end HR integration and transition leadership for all IBM acquisitions.

Sep 2007 – Jul 2010

Global HR Consultant, HR Business Development (M&A), New York, New York USA
Leadership and consulting for HR on IBM global mergers, acquisitions and divestitures. My role included HR due diligence, negotiation of terms and conditions, executive retention, assessment of all HR aspects related to the transaction, including compensation, benefits, equity, change in control, employment contracts and legal aspects of the transaction.

NOV 2006 – AUG 2007

Delivery Project Executive New York, New York USA
Support IBM client-focused solutions sales teams pursuing HR outsourcing contracts with three different prospective clients

MAY 2006 – NOV 2006

Delivery Project Executive – HR Outsourcing for Dana Corp., Toledo, Ohio USA
Leader of IBM team delivering a broad range of HR services to Dana. Services delivered include HRIS, Payroll, Benefits / Pensions, Data Management, Recruiting, Learning Management, Mobility, HR portal, HR data capture. Led successful effort to complete migration of US HR work to IBM service delivery center. Delivered 100% "green" SLA results.

JAN 2004 – APR 2006

Delivery Project Executive – HR Outsourcing for P&G, Newcastle-upon-Tyne, UK
Leader of 340-person team delivering HR Services to Procter & Gamble in Europe, Middle East & Africa. Included responsibility for 240-person EMEA Service Centre in Newcastle and for 100 local HR staff on the ground in 21 countries. Led transition to IBM, met financial targets while achieving very strong service delivery results aligned with contractual requirements.

SEP 1984 – DEC 2003

The Procter & Gamble Company, Cincinnati, Ohio USA

SEP 2003 – DEC 2003

Director – HR Employee Services – Europe, Middle East & Africa (EMEA) Newcastle, UK
Same as above, except as an employee of Procter & Gamble.

FEB 2002 – AUG 2003

Associate Director – HR Employee Services Delivery/e-HR, GBS Employee Services
Leader of the 20-person group responsible for global process ownership and e-HR platforms, including country and expatriate payroll, salary planning, stock option administration, HR content on the web and relocation. HR intranet site included content for 70+ countries, 500+ locations, in 16 languages, with 1MM+ 'hits' per month. Global salary planning web platform managed 60M+ employee salary plans in 80+ countries. Global stock option web platform automated stock option exercise process for 100M+ equity holders.

MAY 2001 – JAN 2002

Associate Director – Clairol HR Integration, GBS Employee Services
After P&G acquisition of Clairol business from Bristol-Myers Squibb, I was the global leader of a breakthrough effort to provide HR services to 4,000+ Clairol employees in 30+ countries on the day of close. This included pay, benefits, data, HR web-access for P&G's largest ever acquisition. My work with Bristol-Myers Squibb was recognized with an invitation to speak on "Best Practices in Mergers and Acquisitions" at NFTC International HR symposium.

JUL 1997 – MAY 2001

Associate Director – HR Relocation & Expatriate Services, GBS Employee Services
Global design and process lead for 3,000-employee expatriate program and international and domestic relocation (6,500 moves/yr). Owner of benefits, compensation, tax compliance, immigration, selection, policy development & interpretation, communication, technology. Developed new expatriate website, new workflow manager self-service tool, new delivery model, and led global supplier inquiry delivering improved service and $20M+ cost reduction.

FEB 1996 – JUN 1997

Senior Manager – HR Global Expatriate Programs, International HR
Designed and implemented new global expatriate policy and compensation package; managed suppliers for tax equalization, tax return preparation and policy; deployed ongoing U.S. benefits for and International Health Care Benefits Plan for more than 4,500 expatriates and dependents; led an effort to simplify internal accounting and cross charge processes.

Jul 1994 – Feb 1996

Senior Manager - U.S. Recruiting-Research & Development, Human Resources

Jul 1991 – Jul 1994

Section Head – Research & Development Recruiting, R&D Human Resources
Responsible for all aspects of R&D recruitment for all USA technical center sites; identified US-educated candidates for international subsidiaries. Co-led P&G recruitment technology strategy, including development and deployment of P&G's first corporate recruiting web site.

SEP 1990 – JUL 1991

Manager - Technician Recruiting, Research & Development Human Resources
Developed a new organization with significant improvements in quality of service to R&D organizations for the recruitment of Research & Product Development Technicians for five Cincinnati area technical centers.

MAR 1987 – SEP 1990

Employment & Recruiting Manager, Corporate Buildings Personnel
Designed and led the recruitment process for research and administrative positions at four technical centers and corporate HQ. Responsible for recruiting publications and internal/external communication. Co-developed corporate HRIS applicant tracking system.

SEP 1986 – MAR 1987

Tide Brand, *Promotion Manager*, Packaged Soap & Detergents Advertising
Responsible for U.S. Tide brand promotion development, execution and budget. Interacted with Brand Manager (later P&G CEO Bob McDonald) Sales, Advertising Manager (later P&G CEO A. G. Lafley), Manufacturing, Finance, Art and other disciplines.

SEP 1984 – AUG 1986

Special Assignment, Cincinnati Plant Liaison Office, Manufacturing Supply Chain
Developmental position in Manufacturing Supply Chain with responsibility for customer service projects, interdisciplinary business teams and personnel supervision/training. Managed supply chain, customer service and distribution for multiple districts and divisions.

EDUCATION

University of North Carolina Asheville, Asheville, NC, Osher Lifelong Learning Institute (OLLI)
Leadership Asheville Seniors graduate, November 2019
Transylvania University, Lexington, KY. Bachelor of Arts in Business Administration
Management, concentrations in Economics and History, May 1981. GPA: 3.41
Activities & Honors: Choir, Student Activities Board, Omicron Delta Kappa Leadership Honorary, Phi Kappa Tau (president), Phi Alpha Theta (history honorary), Transylvania Leadership Award (outstanding graduating senior), Columns all-campus newsletter editor

Global Professional in Human Resources (GPHR), Human Resources Certification Institute
Senior Certified Professional in Human Resources, Society for Human Resource Management

SELECTED WRITING AND MEDIA

#LifeAfterIBM – One Year Later on LinkedIn (Editor's Choice, 137,000+ views, 800 comments and 5,800 likes)
What are the Benefits of, and Results from Diversity & Inclusion Efforts? LinkedIn blog
Diversity and Inclusion: Is Deloitte's Move a Revolution or Evolution? LinkedIn blog
Be Real, Have Fun, Advice from 30 Years in HR LinkedIn blog
Is There An Encore Career in Your Future? LinkedIn blog
"Navigating Retirement as a Same-Sex Couple" Thomson Reuters Retirement Roadmap Series
"Pursuing An Encore Career in Retirement" Thomson Reuters Retirement Roadmap Series

PAST ACTIVITIES

St. Bartholomew's Church, New York, NY – Vestry, Chair Development Committee ($3M/year), Co-Chair Rector Search Committee, Co-Chair Park Avenue Centennial
Founder, Transylvania University LGBT* Alumni Network
Chair, Board of Directors, Association for International Practical Training (Cultural Vistas), 94-98, invited to return to the Board in 2017, declined due to other commitments
IBM Out (LGBT) Executive – one of ~40 worldwide, Chair, Leadership Development for LGBT Talent, created global webcast curriculum for 300 IBM LGBT Top Talent employees
Chair, National Foreign Trade Council Expatriate Management Committee, New York, NY
US Department of Labor Opportunity 2000 Award (P&G outstanding equal opportunity hiring)
Member, Engineering Workforce Commission (a unit of AAES), Washington, DC
Chair, Commission on Professionals in Science and Technology, Washington DC
Executive Advisory Board, Deloitte International Assignment Services
Co-Chair, National Science Foundation Workshop on *"Critical Issues in Science and Engineering Technician Education,"* Washington D.C.
Chair, Greater Cincinnati Urban League Skills Training Center Advisory Board (1988-90)

CURRENT ACTIVITIES

RIverlink, Asheville, NC - Member, Board of Directors, Development Committee
Phi Kappa Tau Foundation, Oxford, OH - Member, Board of Trustees
Leadership Asheville Forum - Member
Asheville Symphony Guild - Member
Thoms Estate, Asheville, NC - Newsletter Editor; chairman, Safety & Security Committee

HUMAN RELATIONS COMMISSION APPLICATION FORM

THIS FORM MUST BE FILLED OUT ENTIRELY AND SUBMITTED WITH YOUR APPLICATION IN ORDER TO BE CONSIDERED FOR A HUMAN RELATIONS COMMISSION APPOINTMENT

Applicant Name: Timothy W. Collins (Tim)

Contact email: twc0224@yahoo.com

Date submitted application: November 04, 2020

The HRCA will be composed of fifteen members, which should reflect the groups of individuals that the human relations program is intended to protect.

Because City Council will endeavor to appoint **city residents** meeting the following criteria, please list and further describe, as desired, any that may apply to you:

- 6 African Americans
- 2 Latinx individuals
- 2 members of the LGBTQ community
- 2 youth members between the ages of 18 and 25
- 2 to 3 individuals who live in public housing
- 2 individuals with a disability
- 3 individuals who are recognized as community leaders

Please indicate any of the above qualifications and describe any experience, knowledge and/or skills with equity, or any other factors that support your interest in serving on the Human Relations Commission of Asheville:

I am a member of the LGBTQ community. My husband, Tom Wolff, and I live in North Asheville with our dog, Bandit the Havanese. I have demonstrated a long commitment to diversity, equity and inclusion.

At Procter & Gamble, for 6-7 years, I was the leader of Research & Development Recruiting. My organization hired scientists and engineers for P&G's R&D organization. There was not a single year when we did not exceed our (aggressive) diversity recruiting goals. I started and led innovative programs that delivered visible and invisible diversity to P&G, supporting their belief that diversity is a strength and can help to grow and maintain a successful business.

Also at P&G, for 5-6 years, I was the leader of Relocation & Expatriate Services, which included responsibility for P&G's global expatriate population of 4,000+ employees, as well as international

City of Asheville

BOARDS & COMMISSIONS

Application Form

Applicants are strongly urged to attend several meetings of a board prior to applying

Name of board or commission: HUMAN RELATIONS COMMISSION OF ASHEVILLE

Your name: Amanda Benson-Bremseth Home Phone #: 518 788 7880

Street address: 1 Howland Rd City: Asheville Zip Code: 28804

Mailing address (if different): _____

Employer: NC State University Extension

Your position: Nutrition Educator Office Phone #: 000 000 0000

Resident of City Asheville County Buncombe Race W * Gender Identity: (non-trans) woman

Are you a Homeowner or a Renter? * Renter Age: 48

Residence location (check one): Central _____ North ✔ South _____ East _____ West _____

Are you aware of any potential conflicts of interest that may arise during your service on this board (i.e., property interest, business interest, etc.)? If so, please explain: none _____. Potential conflicts of interest do not preclude appointments.

Please indicate the area(s) of expertise that you can bring to the above board(s), and then in detail list education, experience, reasons for your interest, and other factors that support your interest in serving **Applicants are encouraged to provide a cover letter and/or a brief resume. Please use additional sheets if necessary.**

Return to:

City Clerk's Office
PO Box 7148
Asheville, NC 28802-7148

Email: boards@ashevillenc.gov
Telephone: 259-5839
Fax #: 259-5499

Signature: Amanda Marie Benson-Bremseth

Date: April 16 2021

E-Mail: amandamariebe@gmail.com

Fax #: 000-000-0000

* This information is requested for the sole purpose of assuring that a cross section of the community is appointed.

AMANDA BENSON-BREMSETH

PROFILE

Throughout my career as a teacher, and during my time as a health educator and coach in several job settings, I have coordinated and lead workshops and events attended by people of all ages. I have utilized extensive budgets and also successfully run events with very little resources. My passion is in promoting healthy lifestyle changes - especially to populations at risk. Additionally, I excel in organization, communication and truly love making all aspects of a job neat and beautiful.

WORK EXPERIENCE

NUTRITION EDUCATOR ,CLEMSON UNIVERSITY ALLENDALE & LEXINGTON, SC 2015-2018
- Taught Eat Smart, Move More curriculum to under-served families.
- Planned and executed cooking and educational demonstrations.
- Provided certifications for participants in healthy eating, food safety and clean home curriculums.

NUTRITIONIST, HARVEST HOPE FOOD BANK; COLUMBIA, SC – 2014-2015
- Provided healthy eating guidance for food pantry clients receiving donations.
- Planned and executed cooking and educational demonstrations throughout the state.
- Presented current nutrition information in an accessible format for a diverse population.

HEALTHY EATING EDUCATOR, WHOLE FOODS MARKET; COLUMBIA, SC – 2012-2015
- Educated employees and customers on Whole Foods' core value on healthy eating.
- Planned and executed in-store and community health-focused events.
- Built relationships that resulted in healthy lifestyle changes.
- Executed dynamic and engaging cooking demonstrations specific to healthy eating.

CONCEPT DEVELOPMENT AND BAKER, JUST RIPE; KNOXVILLE, TN – 2011-2012
- Served on a committee for developing a worker-owned cooperative.
- Offered outstanding customer service and ongoing employee training.
- Baked store fare from scratch using local and organic ingredients.

FOSTER HOME ASSESSOR, FLORENCE CRITTENTON AGENCY; KNOXVILLE, TN – 2008-2009
- Performed home studies, inspections, and interviews for prospective foster parents.
- Provided education and guidance for families planning to adopt.
- Submitted extensive reports on applicants.

TEACHER / ADMINISTRATOR, GARDEN MONTESSORI; KNOXVILLE, TN – 2001-2011
- Educated children at various grade levels (K-8) using the Montessori method.
- Built relationships with families, executed curriculum and managed classroom.
- Attended Montessori training for lower grade levels via both AMI and AMA methodologies.

1 Howland Rd Apt B | Asheville, NC 28804 | 518-788-7880 | amandamariebe@gmail.com

AMANDA BENSON-BREMSETH

EDUCATION

- UNIVERSITY OF TENNESSEE – HONORS DEGREE, BA IN HUMANE EDUCATION, 2004.
- EAT SMART MOVE MORE SC – LOCAL FOOD CULTURE CERTIFICATION, 2014.
- BOARD MEMBER OF THREE RIVERS FOOD CO-OP, 2009-2010.
- HEALTHY TEACHER TRAINING-WHOLE KIDS FOUNDATION, 2014-2015.
- TOTAL HEALTH IMMERSION- 7 DAY PLANT-BASED SEMINAR DR. SCOTT STOLL 2014.
- MEDIA COVERAGE FOR HEALTH PROMOTIONS- LOCAL RADIO AND SCHOOL DISTRICT TV.
- HUMANE EDUCATION WORKSHOP-INSTITUTE FOR HUMANE EDUCATION CAMBRIDGE COLLEGE, 2008.

SKILLS

- 10+ YEARS EXPERIENCE IN NATURAL FOODS - BUYER AND DEPARTMENT MANAGER.
- 4+ YEARS OF PROFESSIONAL COOKING DEMONSTRATION EXPERIENCE.
- STRONG INTERPERSONAL COMMUNICATION SKILLS.
- HIGHLY ORGANIZED AND RESULTS ORIENTED.
- DEVELOPED STREAM-LINED WHOLE FOODS, PLANT-BASED GROCERY STORE TOURS.
- COMMUNITY NUTRITION CONSULTANT.
- DEVELOPED AND LED DIETARY LIFESTYLE CHANGE 28-DAY CHALLENGE WITH SUCCESSFUL OUTCOMES.

1 Howland Rd Apt B | Asheville, NC 28804 | 518-788-7880 | amandamariebe@gmail.com

HUMAN RELATIONS COMMISSION APPLICATION FORM

THIS FORM MUST BE FILLED OUT ENTIRELY AND SUBMITTED WITH YOUR APPLICATION IN ORDER TO BE CONSIDERED FOR A HUMAN RELATIONS COMMISSION APPOINTMENT

Applicant Name: Amanda Benson-Bremseth

Contact email: amandamariebe@gmail.com

Date submitted application: April 16, 2021

The HRCA will be composed of fifteen members, which should reflect the groups of individuals that the human relations program is intended to protect.

Because City Council will endeavor to appoint **city residents** meeting the following criteria, please list and further describe, as desired, any that may apply to you:

- 6 African Americans
- 2 Latinx individuals
- 2 members of the LGBTQ community
- 2 youth members between the ages of 18 and 25
- 2 to 3 individuals who live in public housing
- 2 individuals with a disability
- 3 individuals who are recognized as community leaders

Please indicate any of the above qualifications and describe any experience, knowledge and/or skills with equity, or any other factors that support your interest in serving on the Human Relations Commission of Asheville:

My college degree is in Humane Education which emphasizes the intersection of human, animal and environmental rights and welfare.