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)

VACANT
Was Will Overfelt
Ter to expire 06-01-22

VACANT
Was Davidson Jones
Term to expire 06-01-22

TWO YEAR TERMS

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	N	M	East	Owner/Operator
Alfred D.	**Green**	knowledgeg01@gmail.com	6/1/22	12/8/20	1	City	B	N	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	N	M		Horizon Prog. Youth Mentor YMCA WNC
Will (resigned 7/21)	**Overfelt**	will@firstwnc.org	6/1/22	12/8/20	1	City	W	Y	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	6/1/23 6/1/21	5/11/21 6/11/19	2 1	City	Taino/Ind	N	F	East	Self Educator
Davidson L. (resigned 7/21)	**Jones**	davidson.jones@gmail.com	6/1/22	8/25/20	2	City	AA/B	N	M	North	Retired

TWO YEAR TERMS

FName Member	LName Member	Email	TERM EXPIRES	APPOINTED	TERMS	RESIDENT	RACE	HOMEOWNER	SEX	AREA	OCCUPATION
Veronica	**Coit (Melissa Ray)**	veronica.l.coit@gmail.com	6/1/23 6/1/21	5/11/21 12/8/20	1 unexp	City	W	N	F	West	Stylist Veronica Coit at WestSide Shears
DeLores	**Venable**	delo4sure@gmail.com	6/1/23 6/1/21	5/11/21 6/11/19	2 1	City	AA/B	N	F	Central	Medication Aid
Chris	**Winebrenner**	cbrenner70@gmail.com	6/1/22	8/25/20 5/22/18	2	City	W	N	M	North	Comm. Resource Coord. Western NC AIDS Project
Susy	**Chandler**	chandler.susy@gmail.com	6-1-23 6-1-21	1-12-21 1-12-21	1 unexp	City	W	Y	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	Y	F	West	Owner Simply Extract LLC
Daniel	**Young**	danieldlyng187@gmail.com	6-1-23 6-1-21	1-12-21 1-12-21	1 unexp	City	B	N	M	West	Property Manager FIRC Maintenance & Property Mgmt
Emma Nichole	**Worthy**	emma@worthyworks.com	6-1-23	5-11-21	1	City	W	N	F	West	Owner/Founder

TWO YEAR TERMS

FName Member	LName Member	Email	TERM EXPIRES	APPOINTED	TERMS	RESIDENT	RACE	HOMEOWNER	SEX	AREA	OCCUPATION
											Inside Out Salon
Crystal Michelle	**Reid**	msmreid81@gmail.com	6-1-23	6-8-21	1	City	B	N	F	North	Resident Chair Residents' Council of Asheville Housing Authority

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	Homeowner
Worthy		X		X			West		X				N
Winebrenner	X			X			North	X			X	X	
Reid		X	X				North			X		X	N
Melchor	X				X		West		X			X	
VACANT													
De'Bellott		X	X				West					X	
Coit		X		X			West	X			X	X	
Oliver	X		X				East						
Alfred D. Green	X		X				Central					X	
Rodriguez		X				X	East	X			x	X	
Venable		X	X				Central	X			X	X	
VACANT													
Chandler		X		X			East					X	
Noyes		X			X		West					X	
Young	X		X				West					X	

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

APPLICANT FName	APPLICANT LName	Email Address	DATE SUBMITTED APPLICATION	RESIDENT	HOMEOWNER ?	RACE	SEX	AREA	OCCUPATION	Both forms submitted	Interested in other boards?
Ricky	**McGrath**	rimc@mail.com	9/1/2020	City	Y	W	M	West	Retired	Yes	
Timothy (Tim)	**Collins**	twc0224@yahoo.com	11-4-20	City	Y	W	M	North	Retired	Yes	Civic Center
Amanda	**Benson-Bremseth**	amandamariebe@gmail.com	04-16-21	City	N	W	F	North	Nutrition Education NC State University Extension	Yes	
Michael	**Brown**	mikiebrown92@outlook.com	08-04021	City	N	W	M	South	Owner The Raven Designs	No	
Alex	**Nava**	alexgnava1@gmail.com	08-09-21	City	N	L	M	South	Psychiatric Registered Nurse Mission Hospital	Yes	

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

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 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[illegible]d in New York City for 13 years. I have been exter[illegible]ifessional by SHRM and HRCI. In my career and [illegible]to and affinity for servant leadership, collaboration, [illegible]g organizations, diversity and inclusion, and techn[illegible]

See Attached

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

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

Signature: Timothy W Collins

Date: 11/4/2020

E-Mail: twc0224@yahoo.com

Fax #: 3478855707

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.

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
June 2013 – Dec 2014

IBM Corporation, Armonk, New York USA
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.

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: Michael Brown Home Phone #: 8287781681

Street address: 30 Allen Ave Apt 505 City: Asheville Zip Code: 28803

Mailing address (if different): 1950 Hendersonville Rd Unit 2382 Skyland NC 28776

Employer: The Raven Designs

Your position: Owner Office Phone #: 8285524708

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

Are you a Homeowner or a Renter? * Renter Age: 28

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.**

Return to:

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

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

Signature: Michael Brown

Date: 08/04/2021

E-Mail: mikiebrown92@outlook.com

Fax #: _____

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

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: Michael Brown

Contact email: mikiebrown92@outlook.com

Date submitted application: August 03, 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:

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- 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:

Good Afternoon - my name is Michael Brown & I am interested in serving on this board as not only a member of the LGBTQ community, but as an individual with a disability. I believe that serving my community on this board is the best way that I can give back. I have been a GAL with the county for a while now, and a foster parent as well, so any way that I can be more involved with the development of my community is not only an honor, but a great way to show the community that I love some much how much we can move forward in a positive way.

I look forward to seeing your response and hopefully your acceptance of my application.

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: Alex Nava Home Phone #: (818) 915-5480

Street address: 1160 Apt 204 City: Asheville Zip Code: 28803

Mailing address (if different): _____

Employer: Mission Hospital

Your position: Psychiatric Registered Nurse (RN) Office Phone #: _____

Resident of City Asheville County Buncombe Race Latino/a * Gender Identity: (non-trans) man *

Are you a Homeowner or a Renter? * Renter Age: 30

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.**

My name is Alex Nava, I'm relatively new to Asheville but am excited to learn about and immerse myself in the community by volunteering with the Asheville. I feel that I can use my existing skills and experiences to help the Human mission in organizing events and projects centered around equity, health and ation, and culture.

I have a passion for econo participated in various campaigns involving these issues a les for my work.

See attached

BA in History of Science, (2013)
MSN- Johns Hopkins Univ

Treasurer, New Haven Alde er for independent Aldermanic candidate, Sarah Eidelson. Managed fin canvassed voters, and organized students to join the campaign. Organized s and campaigns on and off-campus. Included organizing peers to become in ocal and national politics and on-campus social justice campaigns.

Peer Liaison for the Latino Cultural Center at Yale University- Served as peer mentor for freshmen

Return to:

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

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

Signature: Alejandro Nava

Date: August 9, 2021

E-Mail: alexgnava1@gmail.com

Fax #: _____

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

Alex Nava:
My name is Alex Nava, I'm relatively new to Asheville but am excited to learn about and immerse myself in the community by volunteering with the City of Asheville. I feel that I can use my existing skills and experiences to help the Human Relations Commission in organizing events and projects centered around equity, health and human services, education, and culture. I have a passion for economic, racial & health equity, have participated in various campaigns involving these issues and have received numerous accolades for my work. BA in History of Science, History of Medicine- Yale University (2013) MSN- Johns Hopkins University School of Nursing (2021) Treasurer, New Haven Alderman Campaign (2011)- Treasurer for independent Aldermanic candidate, Sarah Eidelson. Managed finances for the campaign, canvassed voters, and organized students to join the campaign. Organized students for elections and campaigns on and off-campus. Included organizing peers to become involved with local and national politics and on-campus social justice campaigns. Peer Liaison for the Latino Cultural Center at Yale University- Served as peer mentor for freshmen Latinx students, organized logistics, budget, and event planning for the program. Interviewer and tour guide for Yale Admission Office- Interviewed prospective students at Yale admissions office, evaluated each applicant, and submitted report to be included in their admissions file. Conducted tours for visitors and prospective students, detailing the history, culture, and academic life at the university. Vice President of Gertrude Stein Society, the LGBTQ+ affinity group at Johns Hopkins School of Nursing- Hosted virtual events for LGBTQ+ students and allies at the JHSON, including a recognition of national pronouns day, LGBTQ+ ally workshops, and affinity group virtual happy hour. Secretary of Latinx health advocacy group, the Latinx affinity group at Johns Hopkins School of Nursing- Hosted virtual events for Latinx students & allies that included speakers seeing Latinx patients in the Baltimore community, research scientists, community clinics, and offered volunteer opportunities to interested students. Volunteered to mentor a Latinx high school student & assisted in her pursuits of a nursing education. Psychiatric registered nurse (RN) at Mission Hospital (2013) Recipient of the following awards: -Nakanishi Prize (2013): Awarded to two seniors who provided exemplary leadership in enhancing race and/or ethnic relations at Yale College during their undergraduate career while maintaining high standards of academic achievement. -Lesser/Jackson Award (2013): In recognition of extraordinary concern for the quality of life at Yale and Calhoun College. -Latino Alumni Prize (2013): Awarded to two graduating seniors who have demonstrated an exceptional commitment to service in the Latino communities of Yale and New Haven, while also maintaining high standards of academic achievement. -Dean's Scholarship (2019): For students demonstrating strong academic achievement, leadership potential, and community service involvement. -Joan Sutton Award (2021): To MSN Entry into Nursing students demonstrating a strong dedication to professional nursing, clinical excellence, and interdisciplinary practice.

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: Alex Nava

Contact email: alexgnava1@gmail.com

Date submitted application: August 09, 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.

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- 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:

Identity: Latinx & LGBTQ

My name is Alex Nava, I'm relatively new to Asheville but am excited to learn about and immerse myself in the community by volunteering with the City of Asheville. I feel that I can use my existing skills and experiences to help the Human Relations Commission in organizing events and projects centered around equity, health and human services, education, and culture.

I have a passion for economic, racial & health equity, have participated in various campaigns involving these issues and have received numerous accolades for my work.

Relevant Experience:

Alex Nava

27 N Glover St Baltimore, MD 21224
Phone: (818) 915-5480 | **E-Mail:** anava2@jh.edu / alexgnava1@gmail.com

Education

Johns Hopkins University School of Nursing, Baltimore, MD – Class of 2021
MSN Candidate (GPA- 3.92)

Yale University, New Haven, CT – Class of 2013
BA, History of Science, History of Medicine

Experience

Johns Hopkins School of Nursing
Clinical Placement Coordinator
Baltimore, MD **Jan 2020 – Present**

- Executed final phase of the Nurse Support Program (NSP) grant issued by Maryland Higher Education Commission to develop the first nurse practitioner fellowship at Johns Hopkins School of Nursing.
- Coordinate clinical placements for over 800 master's in nursing students at JHSON.

Cedars-Sinai Medical Center
Fellowship Program Coordinator
Los Angeles, CA **April 2016 – July 2019**

- Coordinated department residency program activities and independently provided complete administrative support including curriculum, clinical rotation schedule, personnel management and development, evaluation process, conferences, call schedules, and personnel & evaluation records.
- Planned and conducted the annual recruitment, application, interview and selection process for rheumatology fellows.
- Acted as assistant to rheumatology fellowship/division director, rheumatology physician staff, endocrine fellowship/division director, endocrine physician staff.

Regal Medical Group
ACO Care Coordinator
Los Angeles, CA **Oct 2014 – April 2016**

- Coordinated care for Medicare patients by arranging services such as home health, DME, physician appointments, and specialist appointments.
- Identified and addressed psychosocial, cultural, ethnic, and spiritual/religious needs of patients.

Yale Admissions Office
Senior Interviewer
New Haven, CT **June 2011-Dec 2011**

- Interviewed and evaluated applicants to Yale College, wrote and submitted interview reports to admissions officers.
- Interviewed over 120 students in the course of one summer. Conducted official university tours as an ambassador of the Yale Admissions Office.

Activities

Centro SOL Mentor
Volunteer **Sept 2020 – present**
Mentor a senior high school student with academic, career, and personal goals. Conducted a bilingual college readiness workshop for twenty Spanish-speaking high school students.

Cedars-Sinai Medical Center
Transforming Care at Bedside (TCAB) Volunteer/Mealtime Mates Volunteer **March 2017-Oct 2017**
Conducted patient safety rounds for fall risk patients; provided social and emotional support to bed-bound patients. Fed patients who were unable to feed themselves independently.

HAVEN Free Clinic
Volunteer Interpreter **July 2010-Dec 2012**
Interpreter for Spanish-speaking patients at the HAVEN Free Clinic, a volunteer-run community health clinic.

New Haven Aldermanic Elections
Treasurer **Aug 2011 - Nov 2011**
Treasurer for independent Aldermanic candidate, Sarah Eidelson. Managed finances for the campaign, canvassed voters, and organized students to join the campaign.

Awards

Dean's Scholarship
September 2019
Awarded to students demonstrating strong academic achievement, leadership potential, and community service involvement.

Nakanishi Prize
May 2013
Awarded to two seniors who provided exemplary leadership in enhancing race and/or ethnic relations at Yale College during their undergraduate career while maintaining high standards of academic achievement.

Lesser/Jackson Award
May 2013
In recognition of extraordinary concern for the quality of life at Yale and Calhoun College.

Latino Alumni Prize
May 2013
Recognizes two graduating seniors who have demonstrated an exceptional commitment to service in the Latino/a communities of Yale and New Haven, while also maintaining high standards of academic achievement.

Skills

- Speak, read, and write Spanish fluently (native speaker)