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)

Vacancy -VACANT
Was Zakiya Bell Rogers
Term to expire 06-01-21

Vacancy -VACANT
Was Nicole Townsend
Term to expire 06-01-21

Vacancy -VACANT
Was Daniele Martin
Term to expire 06-01-21

CURRENT MEMBERS	TERM EXPIRES	APPOINTED	TERMS	RESIDENT	RACE	HOMEOWNER/ RENTER	SEX	AREA	OCCUPATION
Brandon Oliver ftgtheone@gmail.com	6/1/22	12/8/20	1	County	B	R	M	East	Owner/Opoerator TuckAnt Lawn Service
ZaKiya Bell-Rogers (resigned Oct) zkbrogers@gmail.com	6/1/21	8/25/20	Unexp.	City	AA/B	H	F	East	Community Engagement Specialist Helpmate
Alfred D. Green knowledge01@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 FIRST Parent Center/UNCA
Tiffany DE'Bellott (Chair) tiffanydebellott@gmail.com	6/1/22	08/25/20 5/22/18	2	City	AA/B		F	West	Case Manager Women's Wellbeing & Development Foundation
Tanya Rodriguez goldcoastmassage@hotmail.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
Davidson L. Jones davidson.jones@gmail.com	6/1/22	08/25/20 5/22/18	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 5/22/18	1 (int. 1 yr term)	City	AA/B	R	F	Central	Medication Aid Asheville Nursing & Rehab
Daniele Martin (resigned Feb. 2020) liberationisfree@gmail.com	6/1/21	6/11/19	1	City	AA/B	R	F	West	Self-employed Yoga

CURRENT MEMBERS	TERM EXPIRES	APPOINTED	TERMS	RESIDENT	RACE	HOMEOWNER/ RENTER	SEX	AREA	OCCUPATION
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
Nicole Townsend (resigned Oct.) ntownsend016@gmail.com	6/1/21	3/12/19	1	City	AA/B	R	F	West	Regional Organizer Southerners On New Ground
Raynette Waters watersraynetta@bellsouth.net	6/1/21	8/25/20	Unexp	City	B	H	F	South	Owner F&R Waters Enterprise (Subway Restaurants)

Council Liaison:	**Kim Roney**
Chair:	**Tiffany DE'Bellott**
Vice-Chair:	**DeLores Venable**
Staff:	**Nia Davis**

HRCA Demographics

Name	Male	Female	AA/ Black	White	Latinx	Multi	Area	LGBT (or advocacy)	Youth (18-25)	Public Housing	Disability (or support)	City
Anne Greene		X		X			South		X			X
Chris Winebrenner	X			X			North	X			X	X
Raynette Waters		X	X				South					X
Ivan Melchor	X				X		West		X			X
Will Overfelt	X			X			West	X			X	X
Tiffany De'Bellott		X	X				West					X
Veronica Coit		X		X			West	X			X	X
Brandon Oliver	X		X				East					
Alfred D. Green	X		X				Central					
Tanya Rodriguez		X			X		East					X
DeLores Venable		X	X				Central	X				X
Davidson Jones	X		X				North					X
VACANT												
VACANT												
VACANT												

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 /RENTER	RACE	SEX	AREA	OCCUPATION	Both forms submitted
Susy	**Chandler**	chandler.susy@	12/24/19	City	H	W	F	East	Center & Comm. Relations Manager Lenoir-Rhyne University	Yes
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@g mail.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@worth yworks.com	9-2-20	City	R	W	F	West	Owner/Founder Inside Out Salon	Yes
Melanie	**Noyes**	mnoyes1213 @gmail.com	10-7-20	City	H	H	F	West	Owner Simply Extract LLC	Yes

APPLICANT FName	APPLICANT LName	Email Address	DATE SUBMITTED APPLICATION	RESIDENT	HOMEOWNER /RENTER	RACE	SEX	AREA	OCCUPATION	Both forms submitted

Timothy (Tim)	**Collins**	twc0224@yahoo.com	11-4-20	City	H	W	M	North	Retired	Yes
Daniel	**Young**	danieldlyng187@gmail.com	11-18-20	City	R	B	M	West	Property Manager FIRC Maintenance & Property Mgmt	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

Your name: Susy Chandler Home Phone #: 828-231-1405

Street address: 18 Shawnee Trail City: ASHEVILLE Zip Code: 28805

Mailing address (if different): _____

Employer: Lenoir-Rhyne University

Your position: Center & Community Relations Manager Office Phone #: 828-407-4263

Resident of City Asheville County Buncombe Race Caucasior* Sex M___ F ✓ * Age 41 *

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: None known. 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.

Thank you for considering my application to the Human Services Advisory Commission (LGBTQ seat). My wife and I have been Asheville residents for five years, and have fully invested and involved ourselves in the betterment of the community. I am completing an MBA in Nonprofit Manag[illegible] unique combination of business acumen with community[illegible]

Having recently comple[illegible]n interested in furthering my knowledge and invo[illegible]s encouraging others in the community to expl[illegible] inclusion.

See Attached

I am also completing l[illegible]ay having gained in depth knowledge of our city's [illegible], and other topics. My wife and I have a 12-w[illegible]h the challenges of families with young-c[illegible]

I am deeply interested in furthering my commitment to our community, as well as using my knowledge, skills, abilities and connections to address the personal, economic and

S. E. Chandler

Signature: _____

Date: 12/24/2019

E-Mail: chandler.susy@gmail.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.

LGBTQ With an MBA in Nonprofit Management, I have extensive knowledge in financial and economic development fields as it pertains to community needs. Also a certified volunteer manager, I have in-depth knowledge of community engagement and stakeholder development tactics. My wife and I have a 12-week old son, and are acutely familiar with the challenges facing working families with young children in Asheville. Finally, I have relatively recently come to understand my white privilege and the need for heartened efforts in creating equity. As a Generation X person raised in a majority minority town, I misunderstood equity and privilege for most of my life, as do many people still in my demographic. I have a unique understanding and ability to connect with people just beginning their journey to equity or unaware of opportunity to do so.

Thank you for your consideration,

Susy Chandler

Thank you for considering my application to the Human Services Advisory Commission (LGBTQ seat). My wife and I have been Asheville residents for five years, and have fully invested and involved ourselves in the betterment of the community. I am completing an MBA in Nonprofit Management in May, and bring a unique combination of business acumen with community benefit knowledge. Having recently completed Racial Equity & Inclusion training, I am interested in furthering my knowledge and involvement in the healing process, as well as encouraging others in the community to explore their own understanding of equity and inclusion. I am also completing Leadership Asheville (UNCA Program) in May having gained in depth knowledge of our city's history, government, educational climate, and other topics. My wife and I have a 12-week old son, and are intimately familiar with the challenges of families with young children. I am deeply interested in furthering my commitment to our community, as well as using my knowledge, skills, abilities and connections to address the personal, economic and social challenges our neighbors face. Resume posted below. Thank you again for your consideration. Susy ChandlerLINKEDIN.COM/IN/SUSYCHANDLER • (828) 231-1405 • CHANDLER.SUSY@GMAIL.COM SUSY CHANDLER, MBA -- NONPROFIT MANAGEMENT (2020), CERTIFIED VOLUNTEER MANAGER SPECIALIZED EXPERIENCE Well-connected Asheville resident with extensive experience in relationship-building and community relations. Proven fundraiser in donor cultivation, effective events and strategic business partnership development. Effective financial management, budgeting, and analytics with established track record of operational efficiency while reducing expenses. Extremely organized, managing multiple projects and deadlines. Key qualifications include: Public Speaking & Presenting Volunteer Recruitment & Management Board Relations Strategic Planning Program Evaluation Leadership & Team Building Creative Problem Solving Training Programs Financial & Contract Negotiations Digital Marketing Content Strategy Database Management PROFESSIONAL EXPERIENCE Lenoir-Rhyne University Asheville – Center & Community Relations Manager Asheville, NC February 2017– Present Oversaw center affairs and events while building relationships with dozens of local nonprofit leaders, politicians, and business executives on behalf of the University. • Piloted business partnership outreach efforts increasing relationship output by 135% • Advanced multiple major events with participation increases of 61% while reducing expenses by 46% • Rebuilt rental space program and restructured administrative position to save $18,000 annually • Enhanced content strategy, social media campaigns, technical writing projects & initiated marketing research Brother Wolf Animal Rescue – Volunteer Manager Asheville, NC April 2015 – July 2016 Recruited, trained, retained and engaged 1,500 active volunteers to meet expansive organizational service needs. • Mastered volunteer relationship engagement, social media and digital platforms to increase retention by 200% • Designed and implemented an internship program, supervising 16 interns who served 2,000 hours • Expanded volunteer-based direct assistance to save the organization $47,000 per program year World Services for the Blind – Liaison &Volunteer Coordinator Little Rock, AR April 2013 – November 2014 Coordinated volunteer services for students, faculty and staff. Worked with Lions across the country to increase awareness and donations, & applied for chapter grants. • Partnered with Board of Directors to execute annual fundraiser event & assisted with regular board meetings • Created and launched the LR BVI Runners & Guides group to encourage physical activity partnerships between the blind and running communities • Engaged individual Lions & Clubs to increase presence at conventions, speaker's bureaus, and financial support AFLAC – District Manager & Regional Accounts Manager Little Rock, AR January 2010 – November 2014 Mentored 20 associates and training managers to achieve $1.2 million in annual sales as District Manager, and managed individual relationship needs to meet regional sales goals as regional accounts manager. • Boosted customer satisfaction while managing 300 district accounts, reopening 24 inactive groups • Earned Executive Producer Award, Founder's Award & Fast Start designation • Developed reporting tool focused on strengths and opportunities to improve individual & team performances ...Continued... Vital Records Control – General Manager Little Rock, AR April 2005 – November 2009 Oversaw 13 employees, financial management and budgeting, and all operations of digital information storage service to deliver

quality customer service to 200 companies 24/7/365. • Achieved 100% customer satisfaction rating in all categories on three consecutive annual surveys • Increased annual revenue and reduced expenses managing company cash flow and contract negotiations • Redesigned transportation routes for maximum efficiency to save 20 labor hours per week EDUCATION Lenoir-Rhyne University Asheville, NC MBA Nonprofit Management (May 2020) Delta Mu Delta Business Honor Society University of Arkansas Little Rock, AR BA – Public Relations Magna Cum Laude OTHER SPECIALIZED TRAINING University of North Carolina - Asheville – Leadership Asheville Class 38 August 2019 - May 2020 Racial Equity Institute – Racial Equity & Inclusion Training; REC Caucus Member & Volunteer November 2019 Mountain Nonprofit Solutions – Fundraising Bootcamp (Major Gifts, Donor Cultivation, Case Development) 2019 JB Media Institute – Digital Marketing & Content Strategy (Social Media, SEO, Online Advertising & PR) 2018 University of Arkansas (APAC) – Certified Volunteer Management Program (CVM) Completed May 2014 VOLUNTEER MANAGEMENT EXPERIENCE Full Moon 50K & 25K – Race Director July 2008 – Present Transformed a local nighttime "fun run" into the largest ultra trail race in Arkansas selling out annually with 500 runners. Plan, organize, coordinate and execute all aspects of race directing and event planning: research and manage all vendors, design logo, annual theme, finisher awards & shirts, built, update and maintain website, and recruit and organize 100 volunteers to staff aid stations, HAM radio operators, finish line and after-party support. Coordinate with US Forest Service for use permits and rentals, and partner with local fire department and ambulance for on-site services. Manage all aspects of budgeting and finances, reporting results and nonprofit bank account. • Donated nearly $55,000 to nonprofits since 2013 while offering lowest race fees for the distance • Grew runner participation by 625% in 6 years to maximum runner capacity • Operated with highest quality maintaining 70% return-volunteer rate & about 65% return-runner rate • Established first trail ultra with Blind/Visually impaired division with annual participation from BVI community OTHER VOLUNTEER MANAGEMENT EXPERIENCE • Big Brothers Big Sisters of WNC – Advisory Council Member January 2019 – Present • Association of Fundraising Professionals Asheville – Wake Up Workshop Chair August 2018 – Present • Order of Interbeing – Retreat Coordinator; Meditation Instructor; Aspirant November 2009 – Present • Lions Clubs International – Charter Club President; Cabinet Secretary April 2013 – November 2014

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: Susy Chandler

Contact email: chandler.susy@gmail.com

Date submitted application: December 24, 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

With an MBA in Nonprofit Management, I have extensive knowledge in financial and economic development fields as it pertains to community needs. Also a certified volunteer manager, I have in-depth knowledge of community engagement and stakeholder development tactics.

My wife and I have a 12-week old son, and are acutely familiar with the challenges facing working families with young children in Asheville.

Finally, I have relatively recently come to understand my white privilege and the need for heartened efforts in creating equity. As a Generation X person raised in a majority minority

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: d7e721a6f6e6e6d2a1f6b0f0c567a

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. [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
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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:

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

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:

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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

eSigned via SeamlessDoc.com

Key: df79731a0fe9ef6d2e11f403f0f3978

Signature: _____

Date: 9/1/2020

E-Mail: Rimc@mail.com

Fax #: 828-000-0000

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.

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. 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!

See Attached

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

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: Melanie Noyes Home Phone #: 8284700714

Street address: 33 Deavermont Cir City: Asheville Zip Code: 28806

Mailing address (if different): _____

Employer: Simply Extract LLC

Your position: Owner Office Phone #: 828-649-8269

Resident of City ~~Alexander~~ Asheville County ~~Madison~~ Buncombe Race Hispanic * Sex M___F ✓ * Age 29 *

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.**

have been recommended to apply for the Human Relations Commission by [illegible] iez.

See attached

in

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As a member of the LGBT community as well, I believe my intersections would be a great fit

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: 10/7/2020

E-Mail: mnoyes1213@gmail.com

Fax #: _____

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

Melanie Noyes
Human Relations Commission applicant

I have been recommended to apply for the Human Relations Commission by Tanya Rodriguez. I am a local activist that has been invested in several movements in our community. My passion and drive for Asheville to become an equitable and inclusive city drives much of what I do. I own a hemp extraction business and am working on legalization in NC. Expungement and grant programs for communities hardest hit by the war on drugs is something that I focus on when doing this work. I have been very boots on the ground with the BLM movement, and also have been active in the fight against the 287(g) contract with ICE in Henderson Co. I'd love to aid in Asheville becoming a sanctuary city. I've attended community college part time and worked full-time my entire adult life. Before jumping into the cannabis industry I was ready to transfer to UNCA for Psychology or Social Work, but took an opportunity in entrepreneurship instead. Up until a couple years ago I had been doing support work with adults with developmental disabilities. As a member of the LGBT community as well, I believe my intersections would be a great fit for the Human Relations committee in making sure that all members of our community have a voice and are brought to the table. Thank you in advance for your consideration!

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: Melanie Noyes

Contact email: mnoyes1213@gmail.com

Date submitted application: October 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:

Of the above qualifications, I am:
-Latinx
-LGBTQ
-An active organizer

I have been recommended to apply for the Human Relations Commission by Tanya Rodriguez. I am a local activist that has been invested in several movements in our community.

My passion and drive for Asheville to become an equitable and inclusive city drives much of what I do. I own a hemp extraction business and am working on legalization in NC. Expungement and grant programs for communities hardest hit by the war on drugs is something that I focus on when doing this work.

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]fessional 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] Out 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
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 *Jul 1991 – Jul 1994*	***Senior Manager - U.S. Recruiting-Research & Development***, Human Resources ***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: Daniel Young Home Phone #: 828-378-6494

Street address: 268 St Street City: Asheville Zip Code: 28806

Mailing address (if different): _____

Employer: FIRC Maintenance and Property Management

Your position: Property Manager Office Phone #: 828-378-6494

Resident of City Asheville County Buncombe Race B * 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: 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.**

specialize in youth wellness and development. I've obtained my Culinary Certification and certifications in Peer Support Specialist and mentorship. My skills vary from culinary arts, time management, community activism, youth empowerment, and adult counseling.

I am interested in joining this commission because I want to make a difference in my community. I want to help empower my town as well as support the City of Asheville's Equity and Inclusion Department. I want young Black males to see a role model in city Government that looks like them and is also from their same neighborhood.

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: Daniel Young

Date: 11/18/2020

E-Mail: danieldlyng187@gmail.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: Daniel Young

Contact email: danieldlyng187@gmail.com

Date submitted application: November 18, 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:

Growing up with a single mother who did her best to raise me as a strong Black man has not been easy. We struggled yet remained resilient during uncertain times. From my childhood and adult experiences I've obtained many skills that can benefit this commission. As mentioned before, I am a culinary artist that enjoys teaching children and adults healthy eating and cooking. My organizational skills and leadership abilities give me an advantage to be seen and heard in all spaces. I calm and pleasant with years of experience being a problem solver. I am fearless and mild tempered, yet I can command a room with my presence.

I want to be a part of this commission because it's time males like me step into racially charged environments to share my lived experience. Equity is a word I hear often now, yet I don't see many action steps, in my opinion, that directly increases equity. As a male of color I believe equity is the glue that can potentially connect us together as a human race. Things have always been