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
Was Pearl Debellott
Term to expire 6-01-20 -Vacant

Mychal Bacoate
Term to expire 06-01-20
Has served 1 term - **NOT** interested in reappointment

Patrick Conant
Term to expire 06-01-20
Has served 1 term - **NOT** interested in reappointment

CURRENT MEMBERS	TERM EXPIRES	APPOINTED	TERMS	RESIDENT	RACE	HOMEOWNER/ RENTER	SEX	AREA	OCCUPATION
Mychal Bacoate mbthebanker@yahoo.com	6/1/20	5/22/18	1	City	AA/B	R	M	South	Loss Mitigation/Special Assets HomeTrust Bank
ZaKiya Bell-Rogers zkbrogers@gmail.com	6/1/21	8/25/20	Unexp.	City	AA/B	H	F	East	Community Engagement Specialist Helpmate
Patrick Conant patrick@prcapps.com	6/1/20	5/22/18	1	City	W	H	M	West	Owner/CEO PRC Web Development LLC dba PRC Applications
Ivan Melchor imelchor@unca.edu	6/1/22	8/25/20	1 Unexp.	City	Latino	R	M		Horizon Prog. Youth Mentor YMCA WNC
Pearl Debellott (resigned) pdebellott@yahoo.com	6/1/20	5/22/18	1	City	AA/B	R	F	West	Catering Associate Mission Health
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
Isaiah Green igreen@unca.edu	6/1/21	6/11/19	1	City	AA/B	R	M	North	Student Body President UNC-Asheville
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

CURRENT MEMBERS	TERM EXPIRES	APPOINTED	TERMS	RESIDENT	RACE	HOMEOWNER/ RENTER	SEX	AREA	OCCUPATION

CURRENT MEMBERS	TERM EXPIRES	APPOINTED	TERMS	RESIDENT	RACE	HOMEOWNER/ RENTER	SEX	AREA	OCCUPATION
Daniele Martin (resigned Fe liberationisfree@gmail.com	6/1/21	6/11/19	1	City	AA/B	R	F	West	Self-employed Yoga
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 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:	**Keith Young**
Chair:	**Tiffany DE'Bellott**
Vice-Chair:	**DeLores Venable**
Staff:	**Kimberlee Archie & 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
Waters		X	X				South					X
Ivan Melchor	X				X		West		X			X
VACANT												
Tiffany De'Bellott		X	X				West					X
VACANT												
Isaiah Green	X		X				North	X	X			X
VACANT												
Tanya Rodriguez		X			X		East					X
DeLores Venable		X	X				Central	X				X
Davidson Jones	X		X				North					X
Nicole Townsend		X	X				West	X				X
Bell-Rogers		X	X				East					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 NAME, ADDRESS, PHONE #	DATE SUBMITTED APPLICATION	RESIDENT	HOMEOWNER/RENTER	RACE	SEX	AREA	OCCUPATION	Both forms submitted
Susy Chandler chandler.susy@gmail.com	12/24/19	City	H	W	F	East	enter & Comm. Relations Manag Lenoir-Rhyne University	Yes
Melissa Ray (DBA Veronica Coi veronica.l.coit@gmail.com	12-31-19	City	R	W	F	West	Stylist (Ind. Booth Renter)	Yes
Sam Franklin samfranklin@gmail.com	01-02-20	City	H	W	M	West	Self-employed Strategy Consultant	Yes
Bernie Lee Miller mudface313@charter.net	07-23-20	City	H	B	M	East	·ehouse/Driver/Air Cargo Superv VA Medical Center Retired/ Air Force Retired	No
Veronica Coit versonica.l.coit@gmail.com	07-23-20	City	R	W	non bionary	West	Stylist Veronica Coit @ Westside Shears	Yes
Alexandra DiSclarfani awks6584@gmail.com	08-03-20	City	R	W	F	West	Risk Manager Facebook	Yes
Britni Worley britniworley@gmail.com	08-07-20	City	R	W	F	North	Talent Acquisition Specialist GPM, Corp. (Subway Restaurants)	Yes
Ricky McGrath rimc@mail.com	9/1/2020	City	H	W	M	West	Retired	Yes
Emma Nichole Worthy emma@worthyworks.com	9-2-20	City	R	W	F	West	Owner/Founder Inside Out Salon	Yes
Will Overfelt will@firstwnc.org	9-2-20	City	H	W	M	West	Behavior Analysist/Professor FIRST Parent Center	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 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

Signature: S. E. Chandler

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.

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

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

City of Asheville

BOARDS & COMMISSIONS

Application Form

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

Name of board or commission: Human Relations Commission of Asheville

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

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

Mailing address (if different): _____

Employer: WestSide Shears *Independent Booth Renter*

Your position: Stylist Office Phone #: _____

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

Are you a Homeowner or a Renter? * Renter

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

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

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

I have been a resident of Buncombe County for over 15 years, the last 4 of those have been as a resident of Asheville City. In that time I have come from a single mother living on government assistance in public housing, to creating a hugely successful Facebook group and Non-Profit. In March of '16 I started the Facebook group Asheville Cat Weirdos, ACW, that group has now grown to over 11k members. I created and help manage rules designed to stimulate discussion as well as focus on positive change. This group and my personal experiences spawned the Asheville Cat Weirdos Emergency Fund, ACWEF, designing & establishing programs focused on pet retention, thusly assisting in lessening the amount of owner surrendered cats in WNC. Within ACW & ACWEF I have established a major following on 3 main social media platforms, managed teams to maintain the Facebook group, the business page for ACWEF & the ACWEF program ACW Cat Pantry, scheduled volunteers for the pantry & delegated the management of those volunteers, developed guidelines with guidance from veterinary professionals & other rescue leaders to most efficiently use donations & volunteers, managed & created all merch associated with the group, applied for and was given a grant for a spay/neuter program targeted towards low income households, and many many more projects in developing the new concept of owner retention.

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: Melissa Ann Ray

Date: 12-31-19

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

Fax #: _____

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

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

HUMAN RELATIONS COMMISSION APPLICATION FORM

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

Applicant Name: Melissa Ray

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

Date submitted application: December 31, 2019

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

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

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

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

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

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: Sam Franklin Home Phone #: 510-919-7928

Street address: 95 Vermont Ave City: Asheville Zip Code: 28806

Mailing address (if different): _____

Employer: Self-employed

Your position: Strategy consultant Office Phone #: 510-919-7928

Resident of City Asheville County Buncombe Race White * Sex M ✔ F ___ * Age 39 *

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 new to Asheville and bring valuable perspective and experience from two cities (Pittsburgh and San Francisco) going through similarly significant periods of change. I am also an award-winning community leader recognized for my commitment to racial and social justice, and my impact on equity issues in education and community development.

There is no more important issue facing Asheville than the racial disparities in education, economics, health, housing and more. As Asheville booms for some, many wonder how their families and communities will be affected by the change taking place around them. How do we make Asheville a more livable city for ALL of its residents, and take proactive steps to make sure that the benefits of Asheville's growth are distributed equitably, reducing inequality, expanding opportunity, honoring the history and contributions of its diverse communities, and benefiting those who have been historically marginalized and systemically disadvantaged?

These questions have been the motivating force for my personal decisions and professional career. I would bring valuable insight, motivation, skills, and more to the Human Relations Commission. Below I provide more details about my exnerience and

Signature: Samuel Franklin

Date: 1/2/2019

E-Mail: samkfranklin@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.

I am new to Asheville and bring valuable perspective and experience from two cities (Pittsburgh and San Francisco) going through similarly significant periods of change. I am also an award-winning community leader recognized for my commitment to racial and social justice, and my impact on equity issues in education and community development. There is no more important issue facing Asheville than the racial disparities in education, economics, health, housing and more. As Asheville booms for some, many wonder how their families and communities will be affected by the change taking place around them. How do we make Asheville a more livable city for ALL of its residents, and take proactive steps to make sure that the benefits of Asheville's growth are distributed equitably, reducing inequality, expanding opportunity, honoring the history and contributions of its diverse communities, and benefiting those who have been historically marginalized and systemically disadvantaged? These questions have been the motivating force for my personal decisions and professional career. I would bring valuable insight, motivation, skills, and more to the Human Relations Commission. Below I provide more details about my experience and accomplishments that could be relevant to service on this commission: - Designed and opened highest performing public high school in Pittsburgh, PA accepting students at all different academic levels and preparing them for advanced coursework in STEM fields - Started the diversity committee at Heinz College at Carnegie Mellon promoting dialogue and focus on impact of policies on marginalized communities - Developed and operationalized one of the nation's first combined measures of effective teaching quantifying equity issues in the distribution of and access to effective teaching in city schools - Helped design the admissions process for Pittsburgh Public Schools choice program to ensure and promote diversity - Served on the District Equity Leadership Team (DELT) and completed equity training through Pacific Education Group - Taught sixth grade in one of the nation's most high-needs communities in East Oakland, CA - Wrote honors thesis about the evolution of drug policy and its implications as a senior at Kenyon College, took graduate-level coursework in African American history at Carnegie Mellon University - Won Carnegie Mellon University's Recent Alumni Award, Pittsburgh's 40 Under 40, Dean's Diversity Fellowship, and Otto A. Davis Award for Commitment to Social and Racial Justice

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: Sam Franklin

Contact email: samkfranklin@gmail.com

Date submitted application: January 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:

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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 do not have any of the above qualifications. I'm a straight, white male, 39, homeowner, with no disabilities. However, I would bring unique skills, broad perspective, and more than 20 years of leadership experience focused on creating more equitable distribution of resources and opportunity.

Addressing racial injustice and the systemic oppression of marginalized communities has been the driving force of my life and career. I was first exposed to these disparities in my own public education, and have been working to reduce and eliminate them ever since.

This commitment has guided my professional career. I started a public high school preparing ALL students for success in STEM fields regardless of prior academic record. I developed

I do not have any of the above qualifications. I'm a straight, white male, 39, homeowner, with no disabilities. However, I would bring unique skills, broad perspective, and more than 20 years of leadership experience focused on creating more equitable distribution of resources and opportunity. Addressing racial injustice and the systemic oppression of marginalized communities has been the driving force of my life and career. I was first exposed to these disparities in my own public education, and have been working to reduce and eliminate them ever since. This commitment has guided my professional career. I started a public high school preparing ALL students for success in STEM fields regardless of prior academic record. I developed systems for ensuring the equitable distribution of effective teaching across an entire city system, and served on the District Equity Leadership Team. When the results of traditional reform pathways proved marginal, I turned outside the system, leading an innovative national network of private microschools leveraging venture capital to subsidize tuition. Some of these efforts have been successful and others have not, but I would bring all of this valuable learning to my service on the commission. This commitment has also guided my personal life. My family and I take the extra time to seek-out and patronize businesses and services owned by women and people of color. I have taken graduate-level courses in African American history and delved deeply into this topic on my own. I wrote my honors thesis about the war on drugs and its implications in 2002, well before the topic of criminal justice reform became a topic of such national prominence. The impact of my leadership has been recognized with several awards and recognitions including Heinz College's Dean's Diversity Fellowship, Pittsburgh's 40 Under 40, Carnegie Mellon's Recent Alumni Award, and the Otto A. Davis Award for Commitment to Social and Racial Justice. My family and I moved to Asheville in October after having spent the past 20 years in San Francisco, Oakland, and Pittsburgh. I would bring valuable perspective from these cities to bear on the commission, and a fresh outside view that could help the group expand its vision and think big. Asheville has the potential to be a proof point for what is possible. There are so many assets that attracted us here, and are drawing many others. But the most fundamental question about Asheville's future is how it will address the glaring, inexcusable racial and economic disparities and marginalization of historically disadvantaged communities. Will the benefits of change be distributed equitably, or continue to accrue to those with power and privilege? To the extent that the Human Relations Commission has the opportunity to contribute to answering these questions I would be honored to be part of it and hope that I will be considered even though I don't have any of the above qualifications.

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 SeamlessDoc.com
Bennie Lee Miller
Key: d7f721a5fa9e6d32a81f402f0fc5979

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: 23 July 2020

E-Mail: mudface313@charter.net

Fax #: _____

* 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: Veronica Coit Home Phone #: 828-329-9391

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

Mailing address (if different): _____

Employer: Veronica Coit at WestSide Shears

Your position: Stylist Office Phone #: _____

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

Are you a Homeowner or a Renter? * Renter

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

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

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

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

Return to:

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

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

eSigned via SeamlessDocs.com
Veronica Coit
Key: df7d721ab0e0074d2aa1f4d30f0f3070

Signature: _____

Date: 7/23/2020

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

Fax #: _____

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

HUMAN RELATIONS COMMISSION APPLICATION FORM

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

Applicant Name: veronica coit

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

Date submitted application: July 23, 2020

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

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

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

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

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

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

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 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

Alexandra DiSclafani
Key: df7f2214d9d9f4d3a1f4d3f0fc5870

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: 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.

HUMAN RELATIONS COMMISSION APPLICATION FORM

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

Applicant Name: Alexandra DiSclafani

Contact email: awks6584@gmail.com

Date submitted application: August 03, 2020

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

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

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

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

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

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.

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 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

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: Britni Worley (signed via SeamlessDocs.com, Key: d27d721a5fe98f463ea1f4629f6c5878)

Date: August, 7,2020

E-Mail: britniworley@gmail.com

Fax #: 828.348.2888

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

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

HUMAN RELATIONS COMMISSION APPLICATION FORM

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

Applicant Name: Britni Worley

Contact email: britniworley@gmailcom

Date submitted application: August 07, 2020

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

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

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

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

City of Asheville,

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

City of Asheville, 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 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.

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.

eSigned via SeamlessDocs.com

Key: df787213496496f4d3ab1f4012d5c5878

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

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 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

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: 9/2/2020

E-Mail: emma@worthyworks.com

Fax #: _____

* 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

Your name: Will Overfelt Home Phone #: 828-674-1749

Street address: 28 Oakwood Street City: Asheville Zip Code: 28806

Mailing address (if different): _____

Employer: FIRST Parent Center/ UNCA

Your position: Behavior Analyst/ Professor Office Phone #: 828-277-1315

Resident of City Yes County Buncombe Race White* Sex M ✔ F ___* Age 42*

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

_____. 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.**

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: [redacted]

Date: 9/2/20

E-Mail: will@firstwnc.org

Fax #: 828-277-1321

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Will Overfelt

As a resident of Asheville for nearly 20 years I have been deeply involved in our community as a teacher, advocate, behavior specialist, school administrator, licensed behavior analyst, and professor. For most of my career I have advocated for individuals with autism and other disabilities. I've worked in several local school systems, non-profit agencies, and taught part-time for UNCA for almost a decade. I've taught courses related to both disability and diversity for many years. I've made my living advocating for individuals who are not receiving the services and care they need to meet their basic needs. This year I have widened my advocacy interests. In February of this year I spent several weeks caring for my father at our community hospital after he received a terminal cancer diagnosis. This experience opened my eyes to a need for a more systemic community advocacy regarding the state of our hospital system. Having spent the last decade watching my parents use our local hospital I was deeply alarmed by the decline in care I saw this year. The changes at our hospital leave vulnerable people unsafe in a place where they should feel safest. During this time I created a group known as Mission Maladies as a virtual space to catalog stories and connect community members interested in advocacy. The group has reached nearly 10k members and has been actively involved in working to secure WNC's first nursing union at Mission Hospital and advocating for safer care ratios. What I've learned in these last 6 months has ignited my interest in advocacy and equity in healthcare for vulnerable individuals. If a vulnerable member of the community enters our hospital without friends, family or an advocate I believe they are in danger of receiving poor care. The hospital is no longer able to provide care and supervision to those with the most needs due to shortages in staffing since the hospital changed ownership. Our hospital now operates under a for-profit mandate where community needs are not a valuable metric to those who make decisions. While the city does not directly supervise or fund our hospital we have an obligation to be engaged. I am passionate about holding the new for-profit owners of our hospital accountable for quality of care for those who can not advocate for themselves. Had my father not had family as an advocate I feel certain his last days would have been filled with more pain and less dignity. I recognize that the broad mission of this commission is not related to healthcare but see that equity in healthcare is one point in the mission statement. I would be honored to join this commission and help bring attention to issues of equity in healthcare in our region. I believe my experiences as an educator, advocate, administrator, and clinician will help me to better communicate issues in our healthcare system to advise the council.

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: Will Overfelt

Contact email: will@firstwnc.org

Date submitted application: September 02, 2020

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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:

I am a member of the LGBTQ community.

As outlined in my general application, I've spent my career advocating for individuals with disability. In recent months I have done some organizing work around issues of health equity with our local hospital.

I will email a copy of my CV separately.