HUMAN RELATIONS COMMISSION OF ASHEVILLE

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

Vacancy
Was Nieva Arana
Term to expire 6-01-21

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

CURRENT MEMBERS	TERM EXPIRES	APPOINTED	TERMS	RESIDENT	RACE	HOMEOWNER/ RENTER	SEX	AREA	OCCUPATION
Mychal Bacoate 62 Bradely Br. Rd. Arden, NC 28704 290-0615 mbthebanker@yahoo.com	6/1/20	5/22/18	1	City	AA/B	R	M	South	Loss Mitigation/Special Assets HomeTrust Bank
Bettie Council 99 Ascension Dr. #F101 Asheville, NC 28806 582-2581 lionessdear@yahoo.com	6/1/21	6/11/19	1	City	AA/B	R	F	West	Retired
Patrick Conant 53 Frances Street Asheville, NC 28806 304-839-6029 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 2500 University Heights Asheville, NC 28805 704-651-9040 imelchor@unca.edu	6/1/20	5/14/19	Unexp.	City	Latino	R	M		Horizon Prog. Youth Mentor YMCA WNC
Pearl Debellott 13 Granada St., c Asheville, NC 28806 417-4907 pdebellott@yahoo.com	6/1/20	5/22/18	1	City	AA/B	R	F	West	Catering Associate Mission Health
Tiffany DE'Bellott 46 Hidden Acres Dr. #5 Asheville, NC 28806 545-6281 tiffanydebellott@gmail.com	6/1/20	5/22/18	1	City	AA/B		F	West	Case Manager Women's Wellbeing & Development Foundation
Tanya Rodriguez 187 Owenby Cove. Rd. Asheville, NC 28803	6/1/21	6/11/19	1	City	Latino	R	F	East	Self Cont. Edu. Instructure Massage

goldcoastmassage@hotmail.com									
Anne Greene 800 Avalon Park Circle, APT 103 Arden, NC 28704 713-0938 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 24 E. Larchmont Rd. Apt. 216 Asheville, NC 28804 231-9399 davidson.jones@gmail.com	6/1/20	5/22/18	1	City	AA/B	R	M	North	Retired
Isaiah Green 2500 University Heights Asheville, NC 28804 igreen@unca.edu	6/1/21	6/11/19	1	City	AA/B	R	M	North	Student Body President UNC-Asheville
DeLores Venable 108 Buchanan Drive Apt. 4 Asheville, NC 28801 747-6790 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
Daniele Martin 52 Buffalo St. Asheville, NC 28806 liberationisfree@gmail.com	6/1/21	6/11/19	1	City	AA/B	R	F	West	Self-employed Yoga
Chris Winebrenner 54 Hillside St. #3 Asheville, NC 28801 713-2828 cbrenner70@gmail.com	6/1/20	5/22/18	1	City	W	R	M	North	Comm. Resource Coord. Western NC AIDS Project

Nicole Townsend	6/1/21	3/12/19	1	City	AA/B	R	F	West	Regional Organizer	
420 State Street									Southerners On New Ground	
Asheville, NC 28806										
ntownsend016@gmail.com										
Nieva Arana	6/1/21	6/11/19	1	City	Multi	R	F	West	Equity Coordinator & Student	
11 Trellis Ct.									Asheville City Schools Foundation	
Asheville, NC 28806										
417-2614										
nieva@acsf.org										
Council Liaison:	**Keith Young**									
Chair:	**Tiffany DE'Bellott**									
Vice-Chair:	**DeLores Venable**									
Staff:	**rlee 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
Bettie Council		X	X				West			X (past)		X
Daniele Martin		X	X				West					X
Ivan Melchor	X				X		West		X			X
Partick Conant	X			X			West					X
Tiffany De'Bellott		X	X				West					X
Mychal Bacoate	X		X				South					X
Isaiah Green	X		X				North	X	X			X
Pearl DeBellott (resigned)		X	X				West		X	X		X
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
Nieva Arana (resigned)		X				X	West		X	X (past)		X
16 members:	**6**	**9**	**9**	**3**	**2**	**1**	**3 North**	**4**	**5**	**3**	**1**	**15**
							2 South					
							1 East					
							8 West					
Endeavor to appoint:							**1 Central**					
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	INTEREST IN OTHER BOARDS
Lisa A. Lemons 94 Langwell Ave. Asheville, NC 28806 lisaalemons@gmail.com	05/29/19	City	H	W	non-binary	West	Administrative Srvcs. Director	
Susy Chandler 18 Shawnee Trail Asheivlle, NC 28805 chandler.susy@gmail.com	12/24/19	City	H	W	F	East	enter & Comm. Relations Manager Lenoir-Rhyne University	
Melissa Ray (DBA Veronica Coit) 74 Buffalo St. Asheville, NC 28806 veronica.l.coit@gmail.com	12-31-19	City	R	W	F	West	Stylist WestSide Shears (Ind. Booth Renter)	
Sam Franklin 95 Vermont Ave. Asheville, NC 28806 samfranklin@gmail.com	01-02-20	City	H	W	M	West	Self-employed Strategy Consultant	

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: Lisa A. Lemons Home Phone #: (828) 335-0202

Street address: 94 Langwell Ave. City: Asheville Zip Code: 28806

Mailing address (if different): _____

Employer: Green Opportunities

Your position: Administrative Srvcs. Director Office Phone #: _____

Resident of City YES County YES Race W * Sex M ✔ F ✔ * Age 48 *

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: Married to City Employee. 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.**

As a gender non-binary person who grew up in poverty in Oklahoma, I have a unique lived experience. I think my perspective as a gender minority makes me a good fit for the Human Relations Commission of Asheville.

I have extensive experience working in equity and inclusion, as volunteer coordinator for AIDS Services of North Texas, as an HR trainer with the City of Denton, Texas, and as Administrative Services Director for Green Opportunities here in Asheville, among other varied experience.
I hold a Bachelor of Arts in Applied Science in Communications. Other experience, certifications, memberships and volunteer work are detailed in my resume (attached).

I hope that the City Council of the City of Asheville will consider me for appointment on the HRC; I believe I can bring additional diversity and a strong voice for inclusion to the table.

Please note: as a non-binary person I selected both male and female above.

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: Lisa Lemons

Date: 05/29/2019

E-Mail: lisaalemons@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: Lisa A. Lemons

Contact email: lisaalemons@gmail.com

Date submitted application: May 29, 2019

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

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

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

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

I am a gender non-binary person. I meet the above criteria for a member of the LGBTQIA community. I am a City resident.

I believe that my unique lived experience and my passion for public service would make me an excellent fit for the Human Relations Commission.

Please see my attached resume and cover letter for more details.

Lisa A. Lemons
lisaalemons@gmail.com
(828) 335-0202
94 Langwell Ave. Asheville, NC 28806

City of Asheville City Council
City Hall
70 Court Plaza
Asheville, NC 28801

May 30, 2019

Dear Council Members,

Thank you for the opportunity to apply to serve on the Human Relations Commission of Asheville. I am excited by this unique opportunity to serve our community. I am passionate about equity and work daily with people who have been marginalized and forced into a multi-generational cycle of poverty.

Working at Green Opportunities, I have had the privilege to serve people in our community with significant barriers to employment, including lack of housing, education and basic life skills. Many of GO's students have no prior work experience, lack basic personal financial skills and often have spent much of their lives in institutions. Working with GO's students has cemented for me how critically important equity and inclusion are to our community.

As a gender non-binary person who grew up in poverty in Oklahoma, I have a particular appreciation for the importance of inclusion and the need to provide resources for underserved populations. I was a beneficiary of social programs in the county in which I was raised, and the availability of free counseling saved my life as a young LGBTQIA person.

I believe that my particular lived experience, passion and desire to further the mission of the Human Relations Commission make me an excellent fit for appointment. The opportunity for me to leverage my experience, good relationships with the community and passion for service inspires me. Thank you for taking the time to consider me for the opportunity to serve on the Human Relations Commission.

Sincerely yours,

Lisa A. Lemons

Lisa A. Lemons

lisaalemons@gmail.com (828) 335-0202

94 Langwell Avenue, Asheville, NC 28806

LEADERSHIP

Passionate: Core personal belief that every person has value.
Visionary: Accomplished at developing and communicating long-term vision for programs and organizations.
Strategist: Extensive experience in translating vision into long-range strategic plans.
Inspiring: Ability to share vision and inspire others.
Communicator: Expert in engagement of varied stakeholder groups including neighborhoods, advocacy groups, businesses, law enforcement, elected officials, boards and commissions.

EXPERTISE AND ACCOMPLISHMENTS

Grants Management and Administration

- Expert in grant writing, management and compliance.
- Managed multiple Federal and State grants from award through reporting, compliance and close-out.
- Expert in Community Development Block Grant (CDBG) administration.
- In-depth knowledge of Federal grant programs including CDBG, HOME and Continuum of Care (CoC).
- Extensive experience with grant compliance including Federal, State and philanthropic grants.
- Expert in interpretation of compliance requirements at the Federal, State and local level.

Leadership

- Experienced leader with the ability to create high functioning teams.
- Program development experience in non-profit and government settings.
- Expert in employee development including mentoring, coaching and motivation.
- More than ten years of supervisory and leadership experience.
- Expert in organizational policy development including equal employment opportunity, sexual harassment and other policies for compliance with federal, state and local regulations.

Community and Communications

- Strong relationships with Asheville community leaders including Asheville Police Department and Buncombe County Sheriff's Office leadership.
- In-depth knowledge of the criminal justice system.
- Experience advocating for people transitioning from incarceration to the community.
- Experience assisting people with significant barriers to employment and housing.
- Deep understanding of social justice issues in Asheville.
- Experience developing programs, outreach and education targeting underserved and/or at-risk populations.
- Extensive experience with professional media interviews and inquiries, including handling national media response for the American Red Cross post-9/11.
- Experience Developing and implementing programs including community outreach, special events and others.

Equity and Inclusion

- Developed equity and inclusion training for workforce development training program.
- Designed and implemented "Understanding and Accommodating Transgender Employees in the Workplace" training for the City of Denton Human Resources' Employee Training Program.
- Facilitated diversity and inclusion training for the City of Denton's Human Resources' Employee Training Program including New Employee Orientation Diversity and Inclusion Workshop, Annual Manager/Supervisor Championing Diversity Workshop Series™ and the Original FISH! Philosophy Training™.

PROFESSIONAL EXPERIENCE

Green Opportunities, Asheville, NC — **September 2015 to present**
Administrative Services Director — July 2018 to present
Executive Assistant and Human Resources Manager — September 2015 to June 2018

Denton Municipal Electric, Denton, TX — **June 2007 to September 2015**
Human Resources Consultant — September 2014 – September 2015
Special Programs Manager — August 2013-September 2014
Key Accounts, Energy Efficiency, and Sustainability Manager — December 2011-August 2013
Community Relations Manager — June, 2007- December, 2011

City of Denton, Texas
Public Communications Specialist, Public Communications Office — **February, 2004 – June, 2007**

American Red Cross, Dallas Area Chapter, Dallas, TX — **June, 1999 – October, 2004**
Communications and Marketing Specialist
Volunteer Coordinator

AIDS Services of North Texas, Denton, TX — **June, 1997 – June, 1999**
Volunteer Coordinator

EDUCATION

University of North Texas, Denton, Texas B.A.A.S., Communications, 1996
- Minor Concentrations in Sociology, Social Work and English

Solano Community College, Fairfield, California, General Course Credits

OTHER SKILLS AND TRAINING

- Racial Equity Institute™ Workshop – Phase 1
- Four Lenses™
- True Colors™
- Expertise in all MS Office; experience with Google suite
- Expertise in Microsoft Adobe Creative Suite

MEMBERSHIPS & CERTIFICATIONS

- Stephen Covey Certified Training Facilitator – Championing Diversity Workshop Series™
- Certified Energy Efficiency Manager with the American Public Power Association
- Texas Public Power Association (TPPA) Energy Efficiency Working Group, Chair, 2007-2014
- TPPA Marketing and Customer Service Committee, Co-Chair, 2009-2014
- Keep Denton Beautiful Board of Directors, 2007-2011

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

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: S. E. Chandler

Key: cf76721a9fe98f4d2ae1f402f0fc5678

Date: 12/24/2019

E-Mail: chandler.susy@gmail.com

Fax #: _____

* 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

eSigned via SeamlessDocs.com
Melissa Ann Ray
Key: df76721a9fe96f4d2ae1f402f0fc567B

Signature: _____

Date: 12-31-19

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

Fax #: _____

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

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

HUMAN RELATIONS COMMISSION APPLICATION FORM

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

Applicant Name: Melissa Ray

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

Date submitted application: December 31, 2019

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

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

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

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

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

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 experience and

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: Samuel Franklin
Key: df7b721a9fe98f4d2ae1f402f0fc5678

Date: 1/2/2019

E-Mail: samkfranklin@gmail.com

Fax #: _____

* 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:

- 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 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.