

Leah Larrarte

From: Webmaster
Sent: Wednesday, June 21, 2017 11:03 PM
To: CityClerk; Adrianna Hernandez; Courtney Chase
Subject: City of Chula Vista: Human Relations Commission Application - Web form

A new entry to a form/survey has been submitted.

Form Name: Human Relations Commission Application
Date & Time: 06/21/2017 11:02 PM
Response #: 18
Submitter ID: 27184
IP address: 162.199.191.184
Time to complete: 33 min. , 41 sec.

Survey Details

Page 1

Application for membership on the Human Relations Commission.

1. Prefix

(o) Mrs.

2. First and Last Name

Audrey M. Bordeaux

3. E-mail

[REDACTED]

4. Home Address

[REDACTED]

5. City

Chula Vista

6. ZIP code

91910

7. Primary Phone

[REDACTED]

8. Secondary Phone

Not answered

9. Are you registered to vote in Chula Vista?

(o) Yes

10. Do you live within the City limits of Chula Vista?

(o) Yes

11. How Long?

3 years

12. Present employer

County of San Diego

13. Occupation

Deputy Public Defender

14. Are you currently serving on a Chula Vista Board/Commission?

(o) No

15. Which one(s)?

Not answered

16. Have you previously served on a Chula Vista Board/Commission?

(o) No

17. Which ones?

Not answered

18. Are you or have you been involved in any local, civic or community groups?

(o) No

19. Which ones?

Not answered

20. In what ways are you associated with the business and or civic activities of the City? How has your participation reflected the interests and concerns with the protection of the civil liberties of all people which make up the City's residents?

As a lifelong San Diegan, but relatively new resident of Chula Vista, I am looking for ways to involve myself in the business and civic activities of the City. I have been busy building my career and family and am now in a place to get back to contributing to my community as my family and I build deeper roots in Chula Vista with plans to make the City our "forever home."

21. Please describe how you represent the diversity of Chula Vista?

I primarily represent the diversity of Chula Vista in the perspective I bring to the Human Relations Commission. As the mother to a young biracial daughter, wife, daughter of retirement-age Chula Vista residents, a former bilingual elementary school teacher, and current Deputy Public Defender, I view our community through a variety of lenses. The diversity of these perspectives represents the diversity of Chula Vista. I will bring to the Human Relations Commission a unique set of experiences, both professional and personal, that I believe will be of value to the Commission as it seeks to improve relations in our community.

22. Please describe your interest in fostering better human relations in the City of Chula Vista.

Much of my day-to-day work as a Deputy Public Defender involves representation of clients from our community. Through this

work I have often become concerned with how human relations in our community contribute to the over-representation of particular cross-sections of population within the criminal justice system, both juveniles and adults. While my most immediate interest in fostering better human relations in the City of Chula Vista relates to the work I am so passionate about, Chula Vista is my home. Fostering better human relations in a city as diverse as ours allows me to contribute to the long-term well-being of my community.

23. What would you hope to accomplish in the role of a Human Relations Commissioner? (250 words or less)

At the outset, I would hope to accomplish a safe space for open dialogue about how our City's approach to matters of human relations impacts opportunities for citizens of all backgrounds, and how fostering better human relations may contribute to more and better opportunities throughout the community, as well as healthier relationships between and amongst members of the community. Additionally, I believe the unique perspective I bring from my background as an elementary school educator affords me the opportunity to lead critical discussions about how our city engages, encourages, and empowers young people. Similarly, through my experiences as a Deputy Public Defender, I hope to engage the Commission in important discussions about the interaction between human relations and our criminal justice system, specifically as it relates to attitudes of the community toward law enforcement (and law enforcement toward particular cross-sections of our community) and how those relationships can be improved to improve the overall quality of life for all members of our community.

24. Please upload a resume in addition to your application (not required, but strongly encouraged).

[Resume - Audrey M. Bordeaux \(061517 - Chula Vista Human Relations Commission\).doc](#)

25.

(o) I am familiar with the responsibilities of the Human Relations Commission. I attest that the information I have provided is accurate and true.

Thank you,
City of Chula Vista

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AUDREY M. BORDEAUX

BAR ADMISSION

Admitted to practice law in the State of California, December 2013

EDUCATION

SETON HALL UNIVERSITY SCHOOL OF LAW, Newark, NJ

Juris Doctor, May 2013 (Evening Program)

Activities: Urban Education Law and Policy Initiative, Dispute Resolution Society

CALIFORNIA WESTERN SCHOOL OF LAW, San Diego, CA

Visiting Student, 2012-2013

SAN DIEGO STATE UNIVERSITY, San Diego, CA

Master of Arts in Instruction and Curriculum, December 2007

Certificates: Competencies, Gifted and Talented Education, August 2006
Math Specialist in Elementary Education, July 2005
California Multiple Subject Credential, Bilingual/CLAD Authorization, May 2004

Bachelor of Arts, magna cum laude, in Liberal Arts & Sciences, August 2003

Honors: Distinction in Liberal Studies; Special Award in Recognition of Promising Mathematics Specialist; APLE Grant Recipient 2002

LEGAL EXPERIENCE

COUNTY OF SAN DIEGO OFFICE OF THE PRIMARY PUBLIC DEFENDER

SAN DIEGO, CA

Deputy Public Defender

December 2013 to Present

Post-Bar Law Clerk; David Lamb, Assistant Supervisor; Central Misdemeanor Unit

August 2013 to November 2013

Certified Legal Intern; Marian Gaston, Deputy Public Defender; Juvenile Delinquency Division

January 2013 to May 2013

Certified Legal Intern; Troy Britt, Deputy Public Defender; Adult Criminal Division

September 2012 to December 2012

Certified Legal Intern; Alexandra Verdream, Deputy Public Defender; Central Misdemeanor Unit

June 2012 to September 2012

- Negotiated with opposing counsel to achieve favorable results for clients at all stages of criminal proceedings. Counseled and represented clients during arguments for bail reduction, changes of plea, further proceedings, evidentiary hearings, and sentencing hearings.
- Researched, drafted, and argued a variety of motions, including motions to suppress evidence pursuant to Penal Code § 1538.5, motion for reduction to misdemeanor pursuant to Penal Code § 17(b), motion to set aside information pursuant to Penal Code § 995, motion for directed verdict, motion for new trial pursuant to Penal Code § 1181, motion for informal probation pursuant to WIC § 654, and memoranda of sentencing in delinquency, misdemeanor, and felony cases.
- Conducted in- and out-of-custody interviews of clients in preparation for readiness conferences, trial, and sentencing hearings.
- Coordinated and performed case investigation, review and summary of discovery, formation of trial strategy, and delivery of opening statements, direct and cross-examinations, and closing arguments.
- Worked collaboratively with multiple supervising attorneys in calendar departments.
- Coordinated and oversaw completion of complex long-term research project.
- Served as Team Leader for team of three attorneys, overseeing department assignments, courtroom management, and law clerk supervision.

OFFICE OF THE FEDERAL PUBLIC DEFENDER

NEWARK, NJ

Extern for K. Anthony Thomas, Assistant Federal Public Defender

January 2012 to May 2012

- Conducted client interviews and attended all client meetings and court appearances.
- Performed document review and legal research related to cases, drafted sentencing memoranda utilizing Federal Sentencing Guidelines.

EDUCATION AND ADVOCACY EXPERIENCE

SHAVAR JEFFRIES, MEMBER, NEWARK PUBLIC SCHOOLS ADVISORY BOARD

NEWARK, NJ

Special Projects Manager

January 2011 to May 2012

- Coordinated multiple aspects of school board campaign operation including strategic planning, volunteer recruitment and oversight, and public relations.
- Assisted in planning and execution of community events and fundraising.
- Coordinated participation of key stakeholders and community leaders.
- Coordinated grant-writing and application processes.
- Managed team weekly status meetings.

YOUTHBUILD CHARTER SCHOOL OF CALIFORNIA, LOS ANGELES, CA

Education Pioneers Fellow/Consultant

June 2011 to September 2011

- Advised Board of Directors on appropriate organizational structures to facilitate multi-state expansion.
- Explored organization's future corporate identity and infrastructure requirements.

ROSA PARKS ELEMENTARY SCHOOL

SAN DIEGO, CA

Classroom Teacher, 5th Grade, MEC/SEI

July 2006 to July 2007

- Developed and implemented standards-based cross-curricular instructional plans integrating curriculum areas using SDAIE strategies to make content accessible to all learners.
- Served as Secretary to School Site Governance Team.

Classroom Teacher, Grades 4 & 5, Biliteracy

September 2004 to July 2006

- Completed two-year loop with students, successfully moving them from below grade level upon entry to 4th grade to middle school readiness in core content areas.
- Designed and implemented program to facilitate successful matriculation to middle school.
- Served as co-chair of Biliteracy Committee, coordinating program redesign and implementation.

ADMINISTRATIVE AND MANAGEMENT EXPERIENCE

BYDAY SERVICES

SAN DIEGO, CA

Sole Proprietor, Consultant Services Business

January 2007 to Present

- Perform high-volume medical transcription for orthopedic medical-legal exams.
- Coordinate physician credentialing and board certification.

MURPHY SPORTSMEDICINE CENTER

SAN DIEGO, CA

Administrator, Med-Legal Coordinator

December 2006 to June 2009

- Developed and implemented office procedures for busy orthopedic practice, including development of complex system for scheduling and completion medical-legal exams leading to increased collections/revenue.
- Assisted in training and implementation of Electronic Medical Records system.
- Assisted administrator in new employee orientation and training.
- Performed daily responsibilities of accounting, facility and personnel management, and public relations.

SKILLS AND MEMBERSHIPS

- Spanish (Proficient)
- American Bar Association (Member)

Leah Larrarte

From: Webmaster
Sent: Sunday, October 08, 2017 6:42 PM
To: CityClerk; Adrianna Hernandez; Courtney Chase
Subject: City of Chula Vista: Human Relations Commission Application - Web form

Follow Up Flag: Follow up
Flag Status: Flagged

A new entry to a form/survey has been submitted.

Form Name: Human Relations Commission Application
Date & Time: 10/08/2017 6:42 PM
Response #: 34
Submitter ID: 32085
IP address: 76.219.250.209
Time to complete: 8 min. , 24 sec.

Survey Details

Page 1

Application for membership on the Human Relations Commission.

1. Prefix

(o) Ms.

2. First and Last Name

Petrina Branch

3. E-mail

[REDACTED]

4. Home Address

[REDACTED]

5. City

Chula Vista

6. ZIP code

91915

7. Primary Phone

[REDACTED]

8. Secondary Phone

Not answered

9. Are you registered to vote in Chula Vista?

Yes

10. Do you live within the City limits of Chula Vista?

Yes

11. How Long?

approx. 15 years

12. Present employer

none

13. Occupation

lawyer

14. Are you currently serving on a Chula Vista Board/Commission?

No

15. Which one(s)?

Not answered

16. Have you previously served on a Chula Vista Board/Commission?

No

17. Which ones?

Not answered

18. Are you or have you been involved in any local, civic or community groups?

Yes

19. Which ones?

NAACP, San Diego Branch

20. In what ways are you associated with the business and or civic activities of the City? How has your participation reflected the interests and concerns with the protection of the civil liberties of all people which make up the City's residents?

The jurisdiction of the San Diego NAACP includes the City of Chula Vista. The mission of the NAACP since its founding in 1909 is to protect the civil rights and civil liberties of all people. I've been an active member of the San Diego Branch of the NAACP for approximately 20 years including serving as President of the Branch for 2 years. I am currently a member of the Executive Committee. In connection with my work with the NAACP, I have advocated for equity in the criminal justice system in Chula Vista and throughout the County of San Diego. I have advocated for equity in employment and contracting at various agencies in the county. I have led voter registration efforts that have included the City of Chula Vista.

I have also been a business owner in Chula Vista. Until recently, I had a law practice in the the City of Chula Vista. As a lawyer, I have advocated from fairness, justice and equity for my clients.

21. Please describe how you represent the diversity of Chula Vista?

I am an African American woman. I am the mother of a nine year old daughter. I am a caregiver for a disabled family member who is a senior citizen.

22. Please describe your interest in fostering better human relations in the City of Chula Vista.

Chula Vista is blessed with exciting opportunities to grow its economy with the development of the 535-area Chula Vista Bayfront Project and the development of the 375-acre University Park and Innovation District. As the City grows, it should be done in a manner that provides opportunity for all of the various groups in the City. There should be continual dialogue among constituent groups about how to grow the city in a way that reflects the diversity of the community.

23. What would you hope to accomplish in the role of a Human Relations Commissioner? (250 words or less)

As the City of Chula Vista grows, i want that growth to be done in a manner that is beneficial to the various groups of people who live in the city. Opportunities to build new facilities and opportunities to work in new facilities should be made available to all groups. As a Human Relations Commissioner, I want to make sure there is sufficient outreach to all residents letting them know about about opportunities for jobs, construction contracts and vendor contracts.

Chula Vista is a beautiful city with very livable communities. I want to preserve the coastal landscape, canyons, rolling hills, mountains, parks and miles of trails while supporting smart growth. As a Human Relations Commissioner I want to promote dialogue with the residents of Chula Vista about what their communities need and want.

24. Please upload a resume in addition to your application (not required, but strongly encouraged).

[resume'Oct'2017.pdf](#)

25.

(o) I am familiar with the responsibilities of the Human Relations Commission. I attest that the information I have provided is accurate and true.

Thank you,
City of Chula Vista

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PETRINA M. BRANCH



Education	Harvard Law School, Cambridge, MA – J.D.	1988
	Harvard College, Cambridge, MA – B.A. Economics, cum laude	1985
	National University, San Diego, CA – M.B.A., Finance	2001
Experience	Law Office of Petrina M. Branch Chula Vista, CA	2011-2015
	Attorney	
	<ul style="list-style-type: none">• Represented clients on legal matters pertaining to business, personal injury and estate planning law.	
	Grossmont College El Cajon, CA	2009-2012
	Instructor/Workshop Presenter	
	<ul style="list-style-type: none">• Lectured and facilitated workshops on legal issues including family, business, estate planning, and education law• Workshops received excellent reviews	
	City of San Diego San Diego, CA	2005-2009
	Senior Legal Intern, City Attorney’s Office	
	<ul style="list-style-type: none">• Researched and analyzed legal issues pertaining to municipal functions and processes, open meeting laws and conflict of interest• Legal research and writing in support of the Business and Governmental Affairs Unit and Trial Unit• Drafted resolutions for City Council meetings	
	Senior Policy Advisor, 4 th Council District Office	
	<ul style="list-style-type: none">• Analyzed and advised on pending legislation, contracts and other matters to be voted on by the City Council• Addressed constituent problems, needs and concerns• Promoted to Senior Policy Advisor	
	San Diego Unified School District San Diego, CA	2000 - 2006
	Classified Hearing Officer	
	<ul style="list-style-type: none">• Conducted administrative hearings pertaining to classified employee discipline matters and issued written opinions	
	Sempra Energy San Diego, CA	1997-2005
	Regulatory Case Administrator	
	<ul style="list-style-type: none">• Organized corporate-wide case teams and supported their participation in regulatory proceedings before the California Public Utilities Commission• Coordinated and managed the preparation of pleadings for regulatory proceedings• Managed document production in connection with accidents and other incident investigations	
	Senior Procurement Agent	
	<ul style="list-style-type: none">• Managed contracting related activities associated with the acquisition of materials and services to support the operational needs of San Diego Gas & Electric and affiliated companies including RFP creation, proposal evaluation, contract negotiation, contract drafting and implementation• Promoted to Senior Procurement Agent	

Jostens Learning Corporation San Diego, CA 1995-1996
Counsel

- Reviewed, negotiated, drafted and managed a wide array of contracts including software licenses and distribution agreements
- Advised on corporate governance and business organization issues
- Oversaw the preparation and filing of annual reports and other state required filings

Davis, Graham & Stubbs Washington, D.C. 1994-1995
Associate Lawyer

- General corporate representation, securities, mergers and acquisitions
- Prepared transfer documents and performed due diligence for acquisition of office equipment dealer and temporary help company

U.S. Securities & Exchange Commission, Division of Enforcement Washington, D.C. 1991-1994
Senior Counsel

- Directed and managed investigations of possible violations of the federal securities laws
- Examined and analyzed business records and financial documents pertaining to issuers and other persons or entities involved in the offer and sale of securities
- Drafted subpoenas and other document requests
- Took testimony and depositions from witnesses
- Prepared reports of investigations and pleadings
- Promoted to Senior Counsel

Dow, Lohnes & Albertson Washington, D.C. 1988-1991
Associate Lawyer

- General corporate representation, securities, mergers and acquisitions
- Prepared transfer documents and performed due diligence for acquisitions of television stations

Licenses, Awards,
Community
Service

State Bar of California, Admitted 2009/District of Columbia Bar, Admitted 1989
Earl B. Gilliam Bar Association (EBGBA) – President, 2004-2005
San Diego NAACP – President, 2000-2002, Executive Committee, 1998-present
Freedom Fund Dinner Chairperson, 2015-2107
San Diego Women, Inc. – Woman of Distinction Award, 2016
EBGBA President’s Award, 1999 and 2007
EBGBA Frederick Douglas Award, 2002
San Diego NAACP, President’s Award, 2010, 2104 and 2015
California Assembly, Certificate of Recognition, 2013
California State Senate, Certificate of Recognition, 2013
City of San Diego, 4th Council District, Commendation, 2013
San Diego Mediation Center – Board of Directors, 1999-2002

Leah Larrarte

From: Webmaster
Sent: Tuesday, June 20, 2017 3:25 PM
To: CityClerk; Adrianna Hernandez; Courtney Chase
Subject: City of Chula Vista: Human Relations Commission Application - Web form

A new entry to a form/survey has been submitted.

Form Name: Human Relations Commission Application
Date & Time: 06/20/2017 3:25 PM
Response #: 17
Submitter ID: 27137
IP address: 156.29.37.32
Time to complete: 16 min. , 53 sec.

Survey Details

Page 1

Application for membership on the Human Relations Commission.

1. **Prefix**
(o) Mr.
 2. **First and Last Name**
Jeremy Culuko
 3. **E-mail**
[REDACTED]
 4. **Home Address**
[REDACTED]
 5. **City**
Chula Vista
 6. **ZIP code**
91911
 7. **Primary Phone**
[REDACTED]
 8. **Secondary Phone**
Not answered
-

9. Are you registered to vote in Chula Vista?

(o) Yes

10. Do you live within the City limits of Chula Vista?

(o) Yes

11. How Long?

19 years

12. Present employer

City of San Diego

13. Occupation

Program Coordinator

14. Are you currently serving on a Chula Vista Board/Commission?

(o) No

15. Which one(s)?

Not answered

16. Have you previously served on a Chula Vista Board/Commission?

(o) No

17. Which ones?

Not answered

18. Are you or have you been involved in any local, civic or community groups?

(o) Yes

19. Which ones?

American Youth Soccer Organization

20. In what ways are you associated with the business and or civic activities of the City? How has your participation reflected the interests and concerns with the protection of the civil liberties of all people which make up the City's residents?

I have been a resident of the City of Chula Vista for the past nineteen years and have taken an active role in my community in a variety of ways. I currently serve as a board member of the American Youth Soccer Organization Region 116, working to ensure the organizations values of balanced teams, open enrollment, and everyone plays are upheld. As a member of the Sweetwater Union High School District's Career Technical Education Advisory Board I am able to enhance the quality of educational programs delivered to the students of the district's sports medicine programs and serve as a mentor for students looking to build a career in the healthcare field. Over the past nineteen years I have also been able to serve the community of Chula Vista as a High School Career Technical Education teacher, athletic trainer, and coach. In each of these roles I have been able to serve students and families of a wide variety of diversity characteristics and foster environments of inclusion, understanding, and cooperation.

21. Please describe how you represent the diversity of Chula Vista?

As a resident of District 4, I represent the second largest racial group in the district and 21.96% of the districts voting population. Having grown up in a low income family I am a first generation college graduate and proud Veteran of the United States Coast Guard.

22. Please describe your interest in fostering better human relations in the City of Chula Vista.

I am interested in taking an active role in building a stronger community for the residents of Chula Vista now and for generations to come. As a nation, we have come a long way in my lifetime to create a society that celebrates diversity, fosters inclusion, and guarantees basic human and civil liberties for all. With as far as we have come, I feel we still have a long way to go. One doesn't have to look far to see the work that still needs to be done to decrease poverty and homelessness, enhance educational opportunities for all diversity groups, enhance cooperation and understanding between public safety departments and their communities, advocate for immigrant inclusion, and help local government staff and elected officials make residents feel safe and valued in their community.

23. What would you hope to accomplish in the role of a Human Relations Commissioner? (250 words or less)

In my role as a Human Relations Commissioner I will help the City of Chula Vista become a model community and true definition of a "Welcoming City." With the help of community members, city staff, elected officials, service organizations, and the business and visitors of Chula Vista we will expand community engagement, enhance understanding of civic and national policies, and build community unity. We will engage community members of all levels through a diverse educational campaign intended to translate immigration policies, procedures, and services into languages and reading levels that are easy to understand. Dissemination of information will utilize technology along with more traditional methods to ensure maximum dissemination and bridge economic and generational diversity groups. Finally, I hope to enhance relationships between community members in order to create a truly welcoming community that works together to solve problems and make the community a great place to live, work, and do business.

24. Please upload a resume in addition to your application (not required, but strongly encouraged).

[Culuko-Jeremy-Resume .doc](#)

25.

(o) I am familiar with the responsibilities of the Human Relations Commission. I attest that the information I have provided is accurate and true.

Thank you,
City of Chula Vista

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JEREMY CULUKO M.Ed., ATC, CSCS



EDUCATION and MILITARY EXPERIENCE

Masters of Education, Grand Canyon University
Bachelor of Science; Kinesiology with Emphasis in Athletic Training, San Diego State University
United States Coast Guard Veteran

PROFESSIONAL CERTIFICATIONS

Lean Six Sigma Trained Black Belt
Lean Six Sigma Certified Green Belt
National Athletic Trainers Association Board Certified Athletic Trainer
California Designated Subjects Teaching Credential: Health Science/Medical Technology
Specifically Designed Academic Instruction in English Certificate
National Strength and Conditioning Association Certified Strength and Conditioning Specialist
American Heart Association Basic Life Support Instructor

RELATED WORK EXPERIENCE

Program Coordinator, Operational Excellence Performance and Analytics Department City of San Diego

October 2016 - Present

- Develop and maintain a comprehensive continuous process improvement training program based on Lean Six Sigma tools and methodologies
- Facilitate continuous process improvement projects within various city departments
- Mentor city employees in the execution of continuous process improvement projects within their city departments
- Provide consultation to leadership of various city departments on process and program improvement initiatives
- Assist city departments with data collection and analysis
- Conduct special projects at the request of city executive leadership, often of a sensitive or confidential nature
- Serve as Performance and Analytics Department liaison to the city's Budget and Government Efficiency Committee

Program Analyst, Population Health Program Naval Medical Center San Diego Infotech Innovations Inc.

October 2015 – October 2016

- Provided analytical and evaluative services in support of the development of the Naval Medical Center San Diego Population Health Program
- Lead Lean Six Sigma DMAIC projects as Population Health and Tricare operations Black Belt
- Developed program goals, objectives, and standard operating procedures in coordination with stakeholders utilizing logic models and SMART objectives
- Identified and developed quantitative and qualitative metrics for clinical and programmatic evaluation and analysis
- Conducted work flow analysis to identify organizational efficiency and productivity improvement opportunities
- Established program evaluation plans and procedures to examine effectiveness in reaching goals and objectives
- Facilitated clinic program improvement initiatives utilizing Lean Six Sigma methodologies and interdisciplinary team working groups
- Identified resources required to support clinical and administrative program activities
- Utilized computer programs such as MS Excel, MS Access, SAP Business Objects, Share Point ,and M2 to perform data analysis
- Created reports and presentations to advise stake holders on program status, findings, and recommended changes utilizing MS Word, MS PowerPoint, and MS Visio

Director, Office of Neurological Trauma United States Department of the Navy

October 2013 - October 2015

- Oversaw programmatic, educational, research, coordination of care, rehabilitation, recovery management, and clinical/administrative initiatives in support of Navy Medicine West Office of Neurological Trauma



- Managed and directed administrative operations for the Office of Neurological Trauma and geographically dispersed Military Treatment Facility Satellite Offices
- Served as the Southern California regional subject matter expert for the Office of Neurological Trauma concept of operations
- Directed, analyzed, and supervised data management for all Traumatic Brain Injury programs in the Southern California region
- Developed policies and guidelines based on current and developing standards of practice for the coordination of Traumatic Brain Injury patient care
- Developed and executed Office of Neurological Trauma annual budget and coordinated the development, submission, and execution of annual budget requests for regional Traumatic Brain Injury clinics
- Led interdisciplinary teams of medical and support staff in the development and implementation of Traumatic Brain Injury clinical pathways of care in accordance with best practices, clinical guidelines, and established policies
- Conducted, supported, and supervised research initiatives within regional Military Treatment Facilities that support the educational and clinical missions of the Office of Neurological Trauma
- Coordinated continuous process improvement initiatives within the Office of Neurological Trauma in order to identify problems and opportunities for improvement within existing policies and procedures
- Facilitated Lean Six Sigma DMAIC and Rapid Improvement Events within regional Traumatic Brain Injury programs as well as market surgical facilities
- Analyzed operational requirements for supporting Traumatic Brain Injury care and rehabilitation and make recommendations for necessary space, budget, supplies, personnel, training, and research requirements
- Identified and developed collaborative efforts with federal, military, industrial, and private sectors for funding resources and networking opportunities
- Established and facilitated Traumatic Brain Injury video teleconferencing program (ECHO) for the education of primary care physicians and the co-management of Traumatic Brain Injury patients
- Oversaw the development, coordination, delivery, tracking, and effectiveness of regional Traumatic Brain Injury program education efforts and programs across multiple organizations, facilities, and units
- Conducted program evaluations and trainings utilizing data plans, logic models, SMART objectives, and action plans
- Utilized computer based programs such as MS Word, MS Power Point, MS Excel, MS Visio, Outlook, and iGrafx in the performance of daily tasks and projects
- Continued the roles and responsibilities of the Regional Education Director position below

**Regional Education Director, Office of Neurological Trauma
United States Department of the Navy**

August 2012 - September 2013

- Planned, researched, developed, implemented, and monitored comprehensive Traumatic Brain Injury education programs
- Developed educational activities and materials for Military Treatment Facilities within the Western Region
- Implemented educational strategies to increase medical provider knowledge of the latest research and clinical practice guidelines for the treatment of Traumatic Brain Injuries
- Analyzed organization training needs and planned methods for conducting educational initiatives utilizing various training modalities to include on-the-job, classroom, and internet based courses
- Evaluated and modified training sessions and materials based on effectiveness and training outcomes
- Coordinated, evaluated, and mentored program instructors and speakers within the Western Region
- Monitored and tracked education program effectiveness through the use of data analysis, participant and command feedback, material review, and outcome analysis
- Coordinated educational seminars and courses throughout Navy Medicine West Regional Medical Facilities
- Moderated Traumatic Brain Injury webinar courses throughout the region and across services
- Managed Traumatic Brain Injury Extension for Community Healthcare Outcomes Video/Telemedicine Program within Navy Medicine West Region
- Designed patient and family members education programs to increase awareness for Traumatic Brain Injuries
- Provided subject matter consultation for local education coordinators in effective teaching strategies and assessment for learning
- Utilized educational technology programs and equipment to improve educational offerings and outcomes

**Science and Health Science Teacher/ Sports Medicine Program
Manager / Health Science and Technology Department Chair/
Athletic Trainer
Olympian High School, Chula Vista, California**

July 2007 - July 2012

- Taught Honors Anatomy and Physiology, Biology, and Sports Medicine classes
- Developed and implemented state wide curriculum for a three year academic and internship sports medicine program
- Utilized computer based programs such as Microsoft Office Suite, Data Director, Course Sites Blackboard, and mygradebook.com to plan instruction, deliver course content, and monitor student progress
- Designed and implemented education intervention strategies based on data analysis of student achievement, feedback, and material reviews



- Collaborated with industry members, administrators, and teachers to provide enriching educational and internship opportunities for students
- Coordinated and supervised student internships at local US Olympic Training Center and Cincinnati Reds Baseball Organization, communicating with staff members regarding training plans and program effectiveness
- Organized and Led Health Science and Technology department Professional Learning Community; focusing on designing instruction based on desired outcomes and student achievement
- Developed interdisciplinary Professional Learning Communities in order to develop critical skills and cognitive strategies for students that can be used across content areas utilizing various educational methods such as Understanding by Design, Differentiated Instruction, and Grading for Learning
- Coordinated, assisted, and supervised Health Science/Technology department teachers with the development, implementation, and assessment of curriculum, lesson plans, and department goals
- Developed and executed the Health Science and Technology department and Sports Medicine program annual budgets
- Provided input to administrators and counselors regarding course offerings, sequencing, and internship positions
- Communicated via email and phone with students, parents, and administrators regarding curriculum, instruction, and student progress
- Supervised student community health outreach events and Olympian High School student internships
- Performed Athletic Training and Strength and Conditioning services to the high school sporting community
- Promoted Olympian High School Sports Medicine Program throughout educational, career, and sporting communities

Leah Larrarte

From: Webmaster
Sent: Thursday, June 08, 2017 2:34 PM
To: CityClerk; Adrianna Hernandez; Courtney Chase
Subject: City of Chula Vista: Human Relations Commission Application - Web form

A new entry to a form/survey has been submitted.

Form Name: Human Relations Commission Application
Date & Time: 06/08/2017 2:33 PM
Response #: 5
Submitter ID: 26755
IP address: 12.252.212.226
Time to complete: 7 min. , 44 sec.

Survey Details

Page 1

Application for membership on the Human Relations Commission.

1. **Prefix**
(o) Mr.
 2. **First and Last Name**
William Felix
 3. **E-mail**
[REDACTED]
 4. **Home Address**
[REDACTED]
 5. **City**
Chula Vista
 6. **ZIP code**
91910
 7. **Primary Phone**
[REDACTED]
 8. **Secondary Phone**
Not answered
-

9. Are you registered to vote in Chula Vista?

(o) Yes

10. Do you live within the City limits of Chula Vista?

(o) Yes

11. How Long?

4 Years

12. Present employer

Sycaun Casino

13. Occupation

Supervisor

14. Are you currently serving on a Chula Vista Board/Commission?

(o) No

15. Which one(s)?

Not answered

16. Have you previously served on a Chula Vista Board/Commission?

(o) No

17. Which ones?

Not answered

18. Are you or have you been involved in any local, civic or community groups?

(o) Yes

19. Which ones?

South Bay Pride

20. In what ways are you associated with the business and or civic activities of the City? How has your participation reflected the interests and concerns with the protection of the civil liberties of all people which make up the City's residents?

As a past member of the Board of the South Bay Alliance (Pride) I worked along side a dedicated group of people to advance a better quality of life for all LGBTQ residents and visitors of the South Bay region. We did this by working with local officials, organizations and businesses to visibly promote a welcoming environment to members who identify with the LGBTQ community and their allies.

Despite the immense progress made in the realm of LGBTQ rights and acceptance in many facets of our society, there is still lots of work to be done, even here in our beloved city of Chula Vista.

We cannot escape the unfortunate reality that homophobia and non-tolerance still permeates in schools, businesses and in public. I know this first hand, as I have experienced homophobic remarks as I waked through some streets of the city I love and grew up in - Chula Vista. However, I am not discouraged. I know that a vast majority of my neighbors see the value on having tolerant and accepting communities.

If we work together, we can advance the civil liberties of our LGBTQ neighbors by being more visible about our celebration of all communities.

21. Please describe how you represent the diversity of Chula Vista?

As young adult, Latino and Gay man I know that I am not special or unique. I am simply a Chula Vistian trying to better myself and my loved ones. At the same time, I am aware of the fact that as a openly Gay Latino man I can be subjected to intolerance both overtly and covertly. These types of jabs on me and others is an attack on the very diversity that makes Chula Vista a great place to call home.

I have also lived in various localities in Chula Vista, from Broadway to Eastlake. I know the different locations and their unique needs.

22. Please describe your interest in fostering better human relations in the City of Chula Vista.

As Chula Vista continues to grow and expand, surrounding communities in neighboring cities should know that Chula Vista is ready to take its rightful place as a world class city. Our diversity and our celebration of this diversity is an edge as we attempt to attract new residents and businesses to Chula Vista.

People need to know that Chula Vista is open for business and that their gender identity, race, sexual orientation, age, country of origin or sex will never be called into question or used as a pretext to discriminate.

I am interested in making Chula Vista a visibly welcoming and accepting city because I know that this will attract new residents and businesses. There is not only a moral obligation to promote, protect and celebrate all our residents, but their is an economic growth incentive as well. New companies want to reside in communities that understand the importance of treating all people with respect and dignity.

23. What would you hope to accomplish in the role of a Human Relations Commissioner? (250 words or less)

I would like to work alongside other members of the commission to show the world what we as residents already know- we are a diverse and welcoming city for ALL. There is still work to be done. I know this because people are still amazed that Chula Vista hosts a yearly LGBTQ celebration. There is a misperception among some that Chula Vista is not as welcoming as other regions like the city of San Diego.

More can, and should be done to create better outreach to touch all our diverse communities and then celebrate, protect and promote them and show how they are an important piece of what makes Chula Vista a great place to call home.

24. Please upload a resume in addition to your application (not required, but strongly encouraged).

[William felix- Human Relations Commission.docx](#)

25.

(o) I am familiar with the responsibilities of the Human Relations Commission. I attest that the information I have provided is accurate and true.

Thank you,
City of Chula Vista

This is an automated message generated by the Vision Content Management System™. Please do not reply directly to this email.

WILLIAM FELIX

OBJECTIVE | Become a member of the Human Relations Commission to promote, celebrate and protect our diverse communities which make Chula Vista a great place to call home.

SKILLS & ABILITIES | Strong communication skills and able to organize diverse groups of people to reach common objectives.

EXPERIENCE | **GUEST RELAIOTNSSUPERVISOR – SYCUAN CASINO**
Lead a team of 18 team members to provide unparalleled guest services. Oversee shift operations.

INTERN – CONGRESSMAN JUAN VARGAS OFFICE

Assist the dedicated staff in providing case services to constituents.

EDUCATION | **APERICAN PUBLIC UNIVERSITY**
B.A. POLITICAL SCIENCE
Thesis: Examining the effectiveness fusion centers play in disseminating actionable intelligence to federal law enforcement agencies.

COMMUNITY CONNECTIONS

Board Member – South Bay Pride Alliance

Organizer – Be the Generation

Vice President – Immigration Student Support Organization.

Entertainment Manager – San Diego Pride.

Intern – San Diego County Democratic Party.

Worked on the ‘Know your Rights’ campaign.

Candidate for the Chiefs Advisory Board for the city of Chula Vista.

Leah Larrarte

From: Webmaster
Sent: Wednesday, September 20, 2017 1:45 PM
To: CityClerk; Adrianna Hernandez; Courtney Chase
Subject: City of Chula Vista: Human Relations Commission Application - Web form

A new entry to a form/survey has been submitted.

Form Name: Human Relations Commission Application
Date & Time: 09/20/2017 1:45 PM
Response #: 30
Submitter ID: 31459
IP address: 68.107.4.215
Time to complete: 29 min. , 58 sec.

Survey Details

Page 1

Application for membership on the Human Relations Commission.

1. **Prefix**
(o) Mr.
 2. **First and Last Name**
Robert Godinez
 3. **E-mail**
[REDACTED]
 4. **Home Address**
[REDACTED]
 5. **City**
Chula Vista CA
 6. **ZIP code**
91911
 7. **Primary Phone**
[REDACTED]
 8. **Secondary Phone**
Not answered
-

9. Are you registered to vote in Chula Vista?

(o) Yes

10. Do you live within the City limits of Chula Vista?

(o) Yes

11. How Long?

30 years

12. Present employer

International Brotherhood of Boilermakers

13. Occupation

Union Organizer

14. Are you currently serving on a Chula Vista Board/Commission?

(o) No

15. Which one(s)?

Not answered

16. Have you previously served on a Chula Vista Board/Commission?

(o) No

17. Which ones?

Not answered

18. Are you or have you been involved in any local, civic or community groups?

(o) No

19. Which ones?

Not answered

20. In what ways are you associated with the business and or civic activities of the City? How has your participation reflected the interests and concerns with the protection of the civil liberties of all people which make up the City's residents?

Thank you,

In the past, I was the lay Director for a men's group at Most Precious Blood Church on 4th Ave. in Chula Vista. We took upon ourselves to go out into our community and feed the less fortunate and those without homes. "Homeless" does not care if you are Latino, or Caucasian, or African American, it does not care if you have a family that cares for you or if you have no family or friends. I watched how CVPD would show up at church sometimes because a parishioner might have called them out to check on someone who looked suspicious and question this person who appeared to be without a home and watched how Father Paul would tell the CVPD officer that it was ok. That we are here to help these folks and wanted them to feel welcome.

I am a Union Organizer and I have sat with residents of the City of Chula Vista and informed them of their rights under the National Labor Relations Act to form, join and support a union. I have helped folks file claims to regain pay that was owed to them by their employer. I have helped folks file claims with the EEOC for discrimination at work.

I support our civil liberties and stand for those that cannot speak for themselves.

Respectfully,

21. Please describe how you represent the diversity of Chula Vista?

Thank you,

I am a Latino that was born here in the U.S. I have spent the last 30 years here in Chula Vista and watched as my neighbors began to look more and more like me. Now I am a home owner in Chula Vista and have made many friends here. I look forward to creating a more equitable and diverse system to help uplift everyone.

Respectfully,

22. Please describe your interest in fostering better human relations in the City of Chula Vista.

Thank you,

It is important to build relationships with groups that are already in the fight (so to speak). Groups like the ACLU, ACCE and CPI that are working to protect all people and know the data and have relationships in the community to help address issues at every level.

23. What would you hope to accomplish in the role of a Human Relations Commissioner? (250 words or less)

Thank you,

This is an important role and I do not think I am currently able to fulfill the role as Commissioner at this time.

Respectfully,

24. Please upload a resume in addition to your application (not required, but strongly encouraged).

25.

(o) I am familiar with the responsibilities of the Human Relations Commission. I attest that the information I have provided is accurate and true.

Thank you,
City of Chula Vista

This is an automated message generated by the Vision Content Management System™. Please do not reply directly to this email.

Leah Larrarte

From: Webmaster
Sent: Thursday, September 28, 2017 3:38 PM
To: CityClerk; Adrianna Hernandez; Courtney Chase
Subject: City of Chula Vista: Human Relations Commission Application - Web form

Follow Up Flag: Follow up
Flag Status: Flagged

A new entry to a form/survey has been submitted.

Form Name: Human Relations Commission Application
Date & Time: 09/28/2017 3:38 PM
Response #: 32
Submitter ID: 31728
IP address: 68.6.171.164
Time to complete: 22 min. , 40 sec.

Survey Details

Page 1

Application for membership on the Human Relations Commission.

1. **Prefix**
(o) Mr.
2. **First and Last Name**
Bernard Gonzales
3. **E-mail**
[REDACTED]
4. **Home Address**
[REDACTED]
5. **City**
Chula Vista
6. **ZIP code**
91911
7. **Primary Phone**
[REDACTED]

8. Secondary Phone

[REDACTED]

9. Are you registered to vote in Chula Vista?

(o) Yes

10. Do you live within the City limits of Chula Vista?

(o) Yes

11. How Long?

28-years

12. Present employer

Southwestern College

13. Occupation

Instructor

14. Are you currently serving on a Chula Vista Board/Commission?

(o) No

15. Which one(s)?

Not answered

16. Have you previously served on a Chula Vista Board/Commission?

(o) No

17. Which ones?

Not answered

18. Are you or have you been involved in any local, civic or community groups?

(o) Yes

19. Which ones?

Chula Vista Elks Lodge, Enrique "Kiki" Camarena Foundation, Southwestern College Academic Technology Committee

20. In what ways are you associated with the business and or civic activities of the City? How has your participation reflected the interests and concerns with the protection of the civil liberties of all people which make up the City's residents?

I am not currently directly associated with the business or civic activities of the City. However, I was the Police Public Information Officer for the City of Chula Vista for 6 years, ending in 2011. I was also the Senior Council Assistant for (then) Councilmember Mary Salas for a year. In those positions, I was able to utilize my strong oral and written communication skills, and I was engaged regularly in analyzing social issues and developing community workshops and programs.

21. Please describe how you represent the diversity of Chula Vista?

Your question is not specific (maybe by design?), but I'll try. As unique human beings from unique circumstances and unique experiences we all (those who call Chula Vista home) represent the diversity of Chula Vista. I am no different, and my experiences are no more or less meaningful to the overall fabric of people who make up our city. We all add something to the tapestry and when we go we all take something away. From a socio-economic standpoint, I am an ethnic minority, I've been very poor monetarily and I've made more than I ever dreamed I would. I've lived in squalor and I've stayed in the finest hotels.

I've worked with the addicted and interviewed presidents. I've been young and now I'm getting older. I've been functionally illiterate and now have a masters degree. I've had my run-ins with the police and I've worked for the police. I've been discriminated against and I've discriminated against others. I've been agnostic and I've been spiritual. I've been a son, a brother, a husband, father, grandfather, uncle, cousin, nephew, friend and neighbor. I've been liked and disliked. I've donated to causes and I've sat idle for others. I speak Spanish okay, and English exceptionally well. I have been employed and I have been unemployed. I have been a small business owner and I have worked for others. I've paid taxes and I've owed taxes. I've been hospitalized and I've been healthy. I've been victimized and I've been encouraged. I've been racially profiled and I've been given some breaks because of my race. Through all that and much more, I can only represent the diversity of Chula Vista as that which I am...human.

22. Please describe your interest in fostering better human relations in the City of Chula Vista.

I am interested in being of service by using my skill set to help identify and connect community groups for the overall benefit to the quality of life for the residents of our City. I have an ability to connect people or connect to people. It's my belief that the basis for better relations is understanding through effective communication. I am, by nature, and by occupation, a communicator. It has been my life's pursuit to engage in useful communication. My experiences as a broadcast journalist, police public information officer and college professor have all been geared to meaningful communication on a personal and public scale and teaching others to communicate effectively.

23. What would you hope to accomplish in the role of a Human Relations Commissioner? (250 words or less)

I am motivated by the notion that we can, in the words of Rodney King, "...all just get along." For the sake of my family, friends, and community, I'd like to see if I can help leave this place a little better than I found it. I believe we can thrive by recognizing and honestly acknowledging issues and wrongs, evolving our views, and creating better understanding and cooperation in order to work toward common goals. I'd also like to work toward having the accomplishments of the City via the HR Commission be recognized through various media outlets as a possible standard bearer for the region and state.

24. Please upload a resume in addition to your application (not required, but strongly encouraged).

[Bernard Gonzales Resume.pdf](#)

25.

(o) I am familiar with the responsibilities of the Human Relations Commission. I attest that the information I have provided is accurate and true.

Thank you,
City of Chula Vista

This is an automated message generated by the Vision Content Management System™. Please do not reply directly to this email.

Bernard A. Gonzales

[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]

Summary

I have a wealth of meaningful experience in the fields of broadcast journalism, public relations, government relations and education.

Currently I am a part-time instructor of journalism and communications at Southwestern College. I also work as the Media Specialist for The San Diego County Meth Strike Force and Prescription Drug Abuse Task Force.

Previously I served for over a year as the Senior Council Aide to Chula Vista City Councilmember, now Mayor Mary Salas.

Prior to that I was the first Chula Vista Police Public Information Officer and Media Relations Specialist, I served for nearly 7-years. I guided the department's daily and long-term community and media relations' campaigns; Internet and social media outreach; video production; daily media interactions, PIO disaster-preparedness planning; and special events planning.

I also have 20-plus years experience in the broadcast journalism industry as a reporter/anchor and educator. More than half my career was spent in Los Angeles at KTTV, Fox 11 and KCBS, Channel 2. I have covered numerous major breaking news stories and history making events.

Education

Bachelor of Arts / Radio-Television-Film / California State University, Long Beach
Master of Arts / Digital journalism / National University

Recent Work Experience

- August 2013 – present / Part-time Instructor, Journalism and Communications, Southwestern College
- March 2016 - present / Media Specialist, Center for Community Research
- January 2013 – August 2013 / Senior Council Aide, Chula Vista City Councilmember Mary Salas
- July 2011 – present/ Owner, G-Comm. Public Relations
- Oct 2004 – July 2011 / Chula Vista Police Department / Public Information Officer
- 2001 – 2004 / NBC San Diego, KNSD, Ch. 7-39 / Weekend Anchor, Morning Reporter
- 2000 – 2001 / SDSU / Guest Lecturer / Broadcast Journalism
- 1990 – 2000 / Fox News Los Angeles, KTTV, Ch. 11 / Orange County Bureau Chief, Interim Weekend Anchor

Awards, Training and Accomplishments: SDSU Journalism Department 2001 Faculty of the Year; Emmy Award, Southwest Region; Breaking News Reporting - San Diego Press Club Breaking News Reporting; National Conference of Christians and Jews, Reporting Promoting Understanding in Diverse Communities; Chula Vista Chamber of Commerce, Community Service Award; CVPD, Implementation of Social Media; Webcasting; Brochure, Newsletter, Ad Design; Acrobat Adobe; PowerPoint 2000, Excel; SDSU Extended Studies, Event Planning 1 and 2; AHA CPR/AED First Aid Training; Field Radio User; Workplace Violence Prevention; Amber Alert Seminar; FEMA - Center for Disaster Preparedness ICS-100, 300, 400, 700 certified; Governors Office of Emergency Services, 24 hour Federal Emergency Management Agency Course; Crisis Communications and the Media, levels 1 and 2; California Peace Officers' Association, Public Records Act 1 and 2;

Activities: Past Board Member Kiki Camarena Educational Foundation, Past Board Member Chula Vista Police Activities League, Past Board Member Chula Vista Awards and Recognition Committee Board Member, National Latino Police Officers Association, Chula Vista BPOE Elks

References: See application

Leah Larrarte

From: Webmaster
Sent: Thursday, June 29, 2017 9:01 PM
To: CityClerk; Adrianna Hernandez; Courtney Chase
Subject: City of Chula Vista: Human Relations Commission Application - Web form

A new entry to a form/survey has been submitted.

Form Name: Human Relations Commission Application
Date & Time: 06/29/2017 9:01 PM
Response #: 20
Submitter ID: 28471
IP address: 72.220.126.14
Time to complete: 3 min. , 32 sec.

Survey Details

Page 1

Application for membership on the Human Relations Commission.

1. **Prefix**

(o) Ms.

2. **First and Last Name**

Dalia Gonzalez

3. **E-mail**

[REDACTED]

4. **Home Address**

[REDACTED]

5. **City**

Chula Vista

6. **ZIP code**

91911

7. **Primary Phone**

[REDACTED]

8. **Secondary Phone**

Not answered

9. Are you registered to vote in Chula Vista?

(o) Yes

10. Do you live within the City limits of Chula Vista?

(o) Yes

11. How Long?

17 years

12. Present employer

N/A Currently looking for employment

13. Occupation

NA

14. Are you currently serving on a Chula Vista Board/Commission?

(o) No

15. Which one(s)?

Not answered

16. Have you previously served on a Chula Vista Board/Commission?

(o) No

17. Which ones?

Not answered

18. Are you or have you been involved in any local, civic or community groups?

(o) Yes

19. Which ones?

Volunteer for the South Bay Democratic Party

20. In what ways are you associated with the business and or civic activities of the City? How has your participation reflected the interests and concerns with the protection of the civil liberties of all people which make up the City's residents?

My father has been a local landscape business owner since 2002. I understand the economic high points and struggles small business owners may face, especially Latino business owners who rely on their physical health to succeed. While I was in high school I volunteered 400 hours to precinct walking and phone banking for the 2012 local elections. As a high school student volunteering I noticed a lot of adults in the committee were politically disengaged. As a member in the committee I would like to address this disengagement. I hope to foster stronger community ties which will encourage people to vote during local and primary elections for programs and local laws that could fortify the civil liberties of all residents and thus increase the elimination of prejudices amongst community members.

21. Please describe how you represent the diversity of Chula Vista?

I grew up in Chula Vista and have been a resident for 13 years. I am a 21 year old young adult who has the cultural upbringing of what it means to grow up in Chula Vista. I am also a recent graduate from the University of California, Santa Cruz with a degree in Community Studies and a minor in Sustainability. My major focused on how to analyze the way in which communities attempt to overcome problems associated with inequality, cultural stigma, prejudice and discrimination. I acknowledge that not all people have access to a Bachelor's degree that addresses principles of social justice, and critically

assessing strategies for achieving social change, and I believe I can bring a different perspective to this committee. Due to my experience as a student organizer and teacher, I am skilled at facilitation, active listening and consensus based voting.

22. Please describe your interest in fostering better human relations in the City of Chula Vista.

I am interested in this committee because of Chula Vista's complex metropolitan and border city appeal. Because of this, I believe it is important to simultaneously foster cultural and racial tolerance in Chula Vista in order to help eliminate micro or macro aggressions that have to do with prejudice and discrimination. I am interested in having conversations making recommendations that may help us institutionalized programs in order to address these social problems.

23. What would you hope to accomplish in the role of a Human Relations Commissioner? (250 words or less)

I hope to identify, analyze and construct strategies that will fortify multiracial, multigenerational and multicultural communities within Chula Vista. I am also interested in constructing social change whether it is through policy, programming or some other form of institutionalized language that allows the commission to address its role and function for years to come. I hope to be a voice for young adults in Chula Vista.

24. Please upload a resume in addition to your application (not required, but strongly encouraged).

[DaliaGonzalezResume.pdf](#)

25.

(o) I am familiar with the responsibilities of the Human Relations Commission. I attest that the information I have provided is accurate and true.

Thank you,
City of Chula Vista

This is an automated message generated by the Vision Content Management System™. Please do not reply directly to this email.

Dalia Gonzalez

SUMMARY OF QUALIFICATION

- Fluent in Spanish and English
- Skilled and thorough in analyzing situations and finding creative solutions
- Computer literate in MS Word, Excel, PowerPoint and Google Applications

EDUCATION

Bachelors of Arts in Community Studies, Minor in Sustainability June 2017
University of California Santa Cruz

EXPERIENCE

Course Assistant

Introduction to Service Learning for Sustainability, UCSC January 2017 - current

- Deliver a range of teaching and assessment activities including tutorials directed towards the delivery of subjects at undergraduate level
- Apply departmental processes related to peer advising/mentoring
- Involved in the development of new material for department courses
- Works with 34 student class, as a whole, in small groups and individually

Program Coordinator

Community Works, Boston MA July 2016 - December 2016

- Analyzed organization through ethnographic research in order to generate funds for the organization
- Managed and developed strategy and logistics of project by creating timeline to reach goal over the course of five months
- Collected, organized, analyzed qualitative data
- Responsible for leading meetings that captured and consolidated ideas of committee

Academic Co-Chair/Organizer

Education for Sustainable Living Program, UCSC March 2014 - June 2016

- Mentored and facilitated an 8-person university course on peer-to-peer education
- Met and followed university standards and policies under close supervision
- Trained students to understand: facilitation, course development, project management, cultural competency
- Worked closely with faculty sponsor and staff adviser to evaluate student applications, assignments, and progress
- Created syllabus and lesson plan and feedback evaluation system

Leah Larrarte

From: Webmaster
Sent: Thursday, November 02, 2017 2:17 PM
To: CityClerk; Adrianna Hernandez; Courtney Chase
Subject: City of Chula Vista: Human Relations Commission Application - Web form

A new entry to a form/survey has been submitted.

Form Name: Human Relations Commission Application
Date & Time: 11/02/2017 2:17 PM
Response #: 36
Submitter ID: 34042
IP address: 69.75.131.138
Time to complete: 28 min. , 14 sec.

Survey Details

Page 1

Application for membership on the Human Relations Commission.

1. Prefix

(o) Ms.

2. First and Last Name

Susan Lake

3. E-mail

[REDACTED]

4. Home Address

[REDACTED]

5. City

Chula Vista

6. ZIP code

91910

7. Primary Phone

[REDACTED]

8. Secondary Phone

Not answered

9. Are you registered to vote in Chula Vista?

(o) Yes

10. Do you live within the City limits of Chula Vista?

(o) Yes

11. How Long?

May 2009

12. Present employer

Children's Legal Services of San Diego

13. Occupation

Attorney

14. Are you currently serving on a Chula Vista Board/Commission?

(o) No

15. Which one(s)?

Not answered

16. Have you previously served on a Chula Vista Board/Commission?

(o) No

17. Which ones?

Not answered

18. Are you or have you been involved in any local, civic or community groups?

(o) Yes

19. Which ones?

Feaster Charter School Board, Southern California Immigration Project, La Fiesta Danzantes

20. In what ways are you associated with the business and or civic activities of the City? How has your participation reflected the interests and concerns with the protection of the civil liberties of all people which make up the City's residents?

I have worked in and around the Chula Vista community since I moved to the San Diego area in 2006. I have been employed by three non-profit organizations during that time. Each organizational mission included people from the Chula Vista community, specifically Immigrants and Foster Children. Because of my work providing legal services in the Immigration Court and the Juvenile Dependency Court, I have served the people in directly protecting their civil liberties and interests. As well, I serve as a Parent Representative on a local charter school board in Chula Vista and have all of the parents' interests as my own and speak and vote on behalf of them. I am also on the Board of Directors of the Southern California Immigration Project and support the work of representing victims of human rights violations in Immigration Court. Additionally, I volunteer with La Fiesta Danzantes, a local Folklorico dance group that trains and performs in our community. Every single one of these organizations works to support our neighbors in their ability to stay in this community, attend school in this community, raise their families in this community and enjoy cultural events in this community.

21. Please describe how you represent the diversity of Chula Vista?

I live in North Chula Vista and rent a home with my husband and two young children. I am a licensed attorney working for a non-profit organization that is appointed by the court system to represent foster children. My husband and I are dedicated to

teaching our children about his Mexican heritage and to that end, bilingualism is a vital tool that both my husband and I share with our daughters. They are involved in a local Folklorico dance group that performs in many venues in the community to share the rich culture and heritage they have inherited from my husband's side of the family. I am not a native Californian and I bring to the table a wide point of view from my varied travels and places of residence. Although I may not outwardly reflect diversity in my appearance, my work and life history has exposed me to many cultures and practices and I am a conduit of what I have seen and participated in, in my local community and abroad.

22. Please describe your interest in fostering better human relations in the City of Chula Vista.

It is imperative to act now to protect those who feel and are vulnerable in our community. We need to make sure that every person feels like they have a spot in Chula Vista and are protected by our city, whether they are brand new or have been here forever. If we allow every person to be valued and respected, we open ourselves to a wealth of experience that is truly invaluable in the knitting together of all aspects of our community. Chula Vista is so diverse that we can only welcome others. We can not make any moves to exclude any portion of our population.

23. What would you hope to accomplish in the role of a Human Relations Commissioner? (250 words or less)

I would like to serve my community in a way that puts my talents to the forefront and be the voice for a portion of the community, lending ideas and concepts that are geared toward inclusion. I want Chula Vista to become a Welcoming City and work with others to come up with concrete tangible documents and resolutions that assist in that process. I want to be part of a cohesive team of my neighbors, representing the best side of Chula Vista, the humane view that all people have protection under the law and that repressing one segment of the population's rights to benefit another's is not fair or just. I want everyone in Chula Vista to feel as safe as I do in the city I have chosen to call home for me and my family.

24. Please upload a resume in addition to your application (not required, but strongly encouraged).

25.

(o) I am familiar with the responsibilities of the Human Relations Commission. I attest that the information I have provided is accurate and true.

Thank you,
City of Chula Vista

This is an automated message generated by the Vision Content Management System™. Please do not reply directly to this email.

Leah Larrarte

From: Webmaster
Sent: Monday, October 16, 2017 6:04 PM
To: CityClerk; Adrianna Hernandez; Courtney Chase
Subject: City of Chula Vista: Human Relations Commission Application - Web form

Follow Up Flag: Follow up
Flag Status: Flagged

A new entry to a form/survey has been submitted.

Form Name: Human Relations Commission Application
Date & Time: 10/16/2017 6:03 PM
Response #: 35
Submitter ID: 32377
IP address: 108.241.4.251
Time to complete: 38 min. , 56 sec.

Survey Details

Page 1

Application for membership on the Human Relations Commission.

1. Prefix

(o) Ms.

2. First and Last Name

Paola Martinez-Montes

3. E-mail

[REDACTED]

4. Home Address

[REDACTED]

5. City

Chula Vista

6. ZIP code

91913

7. Primary Phone

[REDACTED]

8. Secondary Phone

Not answered

9. Are you registered to vote in Chula Vista?

Yes

10. Do you live within the City limits of Chula Vista?

Yes

11. How Long?

15 years

12. Present employer

ACCE Institute

13. Occupation

San Diego ACCE Director

14. Are you currently serving on a Chula Vista Board/Commission?

No

15. Which one(s)?

Not answered

16. Have you previously served on a Chula Vista Board/Commission?

No

17. Which ones?

Not answered

18. Are you or have you been involved in any local, civic or community groups?

Yes

19. Which ones?

ACCE Institute, ACCE Action, ACLU, Amnesty International

20. In what ways are you associated with the business and or civic activities of the City? How has your participation reflected the interests and concerns with the protection of the civil liberties of all people which make up the City's residents?

For several years now, through the efforts of residents in several areas of the city, I have been working closely with city staff, council members and our mayor to ensure equitable investment of resources are invested in all of the city. As we have developed campaigns, based on the needs of each of the neighborhoods we have organized, we have engaged different staff and issues in the city. I have helped to organize neighborhood clean-ups, developed grassroots leaders to advocate for themselves on issues ranging from housing and tenant protections to immigrant rights concerns. Our residents and myself, helped to organize a broad coalition in the city and were instrumental in the passage of the "Welcoming City" Resolution earlier this year, in partnership with the ACLU.

21. Please describe how you represent the diversity of Chula Vista?

As a young Latina woman, mother of two young children, director of a nonprofit (fighting for social, economic and racial justice) and daughter of deported parents, I bring a wealth of diversity to the city and to the commission. I have been lucky to

have a wonderful support system in my in-laws and husband who have been life-long residents of Chula Vista, and have deep rooted connections to it. Through my work, which requires everyday contact with residents of diverse socio-economic backgrounds, sexual orientation, religion, immigration status, and having lived through the hardships of being an undocumented individual in this country for the larger part of my life, I feel like I bring a very large demographic our city in me.

22. Please describe your interest in fostering better human relations in the City of Chula Vista.

I have dedicated the larger part of my adult life to making sure that residents, regardless of all possible obstacles or immigration status, engage their elected officials and cities by taking direct action in their civil duties. I have had to work with the challenges of why this sometimes is not possible, and have learned alternatives than what we are used to to ensure everyone has the access they need to the resources available. As a community organizer, my job is to figure out ways in which the community can engage in constructive dialog with the people who make many important decisions for their lives and their children, my hope is that our city and residents both feel heard and acknowledged and can move agendas that benefit the community together.

23. What would you hope to accomplish in the role of a Human Relations Commissioner? (250 words or less)

My hope as a Human Relations Commissioner, would be to help with the realization of the commissions stated goal to support healthy community, strong and secure neighborhoods and a connected community. To ensure, that as a Welcoming city, we can live up to what that truly means, by including all of the residents in our city to take part of in their civic duties and provide the opportunities for constant communication, open mindedness and understanding needed to make our city a place of love and sanctuary for all.

24. Please upload a resume in addition to your application (not required, but strongly encouraged).

[Resume.PMM.pdf](#)

25.

(o) I am familiar with the responsibilities of the Human Relations Commission. I attest that the information I have provided is accurate and true.

Thank you,
City of Chula Vista

This is an automated message generated by the Vision Content Management System™. Please do not reply directly to this email.

Paola Martinez- Montes

Re: Deputy Director of
Program and Policy



EDUCATION

A.A. Behavioral Science in
Sociology (June 2011)

San Diego City College - San
Diego, CA

SKILLS

Experience in raising and
managing a project or program

Strong collaborative management
experience

Ability to develop strategic plans,
subsequent implementation, and
on-going evaluation

Experience working with
coalitions

WORK EXPERIENCES

Office Director, Alliance of Californians for Community Empowerment 2015- Present

The role of an ACCE Director is to work with a team of staff and leaders to create a broad vision and set goals for the local office. As part of creating a vision the Director facilitates an assessment of local and statewide community needs, implements strategic plans focused on sustainability and delivering wins for our members, and builds on campaign successes to enhance the visibility and development opportunities of the organization

Responsibilities include:

- Recruiting, managing and training staff
- Raise and manage the office budget
- Development of a strategic plan in consultation with local office staff and members
- Developing, implementing and managing programs and campaigns, including civic engagement programs
- Develop and maintaining relationships with external funders
- Developing relationships and coalitions with organizations and labor unions working within prioritized issue areas
- Developing ongoing relationships with elected officials and city staff

Lead Organizer, Alliance of Californians for Community Empowerment (2012- 2015)

ACCE Lead Organizer to broaden the scope of work accomplished within local ACCE office. An ACCE Lead Organizer deepens membership recruitment by focusing on leadership development, manages broader campaign work alongside the local membership, promotes the work of ACCE through involvement in strategic partnerships and participation in fundraising activities, and supervises and develops local ACCE Field Organizing staff

Responsibilities include:

- Full participation in advanced organizing trainings, Topics covered include: Integrating organizing and fundraising
- Working with citywide leadership teams
- Advanced staff management techniques
- Demonstrate leadership in meeting local office membership recruitment and leadership development goals through individual member recruitment or management of field organizers to meet the collective goals
- Work with members to ensure regular membership or campaign meetings are held, Work with members on short and long term goal planning in order to maintain chapter and/or campaign activities

SKILLS

High-level power analysis of issue
regions and players

Ability to run civic engagement

Grant Writing Experience

Public Speaking

Proficient in

Spanish Language

(written/spoken)

Microsoft Office Suite

Social Media Platforms

INTERESTS

Closing the Gender Gap

Midwifery/Doula

Gardening

EXTRA INFO

- Board Member Engage San Diego C4 Table
- San Diego ACCE Award best office 2015
- NGLP Graduate 2015, Center for Popular Democracy
- Salinas School of Resistance 2017, Popular Education Project
- Housing Advisory Committee Chula Vista (Applied)

EXPERIENCE (CONTINUED)

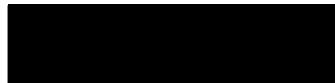
Labor Intern, American Federation of Teachers Union (August 2012-May 2013)

Worked at the workers right center at San Diego City College to provide information and education for students on labor law and working conditions.

- Labor Law Introductory Courses
- Worker intake and referral services
- Union History (USA)

REFERENCES

Christina Livingston
ACCE Executive Director



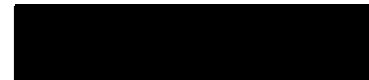
Jim Miller
**American Federation of
Teacher Local 1931**



Norma Rodriguez
**Organizing and Policy
Director Californians for
Justice**



Joe Delgado
**Campaign Coordinator
ACCE State**



Leah Larrarte

From: Webmaster
Sent: Tuesday, June 13, 2017 9:45 PM
To: CityClerk; Adrianna Hernandez; Courtney Chase
Subject: City of Chula Vista: Human Relations Commission Application - Web form

A new entry to a form/survey has been submitted.

Form Name: Human Relations Commission Application
Date & Time: 06/13/2017 9:44 PM
Response #: 10
Submitter ID: 26904
IP address: 99.67.149.237
Time to complete: 21 min. , 31 sec.

Survey Details

Page 1

Application for membership on the Human Relations Commission.

1. **Prefix**

(o) Dr.

2. **First and Last Name**

Ricardo Medina

3. **E-mail**

[REDACTED]

4. **Home Address**

[REDACTED]

5. **City**

Chula Vista

6. **ZIP code**

91910

7. **Primary Phone**

[REDACTED]

8. **Secondary Phone**

Not answered

9. Are you registered to vote in Chula Vista?

Yes

10. Do you live within the City limits of Chula Vista?

Yes

11. How Long?

43 years

12. Present employer

Chula Vista Elementary School District

13. Occupation

Educator

14. Are you currently serving on a Chula Vista Board/Commission?

No

15. Which one(s)?

N/A

16. Have you previously served on a Chula Vista Board/Commission?

No

17. Which ones?

N/A

18. Are you or have you been involved in any local, civic or community groups?

Yes

19. Which ones?

Organizations outside Chula Vista - Izcalli, Circulo de Hombres, National Compadres Network, Brazilian Institute For Arts and Culture

20. In what ways are you associated with the business and or civic activities of the City? How has your participation reflected the interests and concerns with the protection of the civil liberties of all people which make up the City's residents?

I am not directly associated with any businesses and/or civic activities of Chula Vista, despite frequent participation and patronage. I am simply a community member who enjoys the diversity of Chula Vista as I dine with my family, choose a place to reside, or attend an event or festival. I choose to spend my money and time in places and events that take pride in the diverse population of Chula Vista.

21. Please describe how you represent the diversity of Chula Vista?

I was born and raised in Chula Vista. I am a second generation Mexican American who grew up in a working class, Spanish speaking family. I honor and celebrate my culture, and continue to seek more understandings about my Indigenous roots. I was a first generation college student and I have spent over 20 years teaching in West side Chula Vista with diverse populations. Much of my current work consist of supporting students who are low income, Spanish speaking, LGBT, undocumented, and first generation immigrants.

22. Please describe your interest in fostering better human relations in the City of Chula Vista.

I am extremely proud of Chula Vista and I want to support my city as it grows, develops, adjusts, and transforms. My entire life's work has been about enriching lives through social and environmental justice education. I provide a pedagogical approach that challenges individuals to seek transformation within their lives, their families, communities, and society. I want to provide the same challenge to the city that I pose to my students: How can we make a better tomorrow? How can we minimize oppression? How can we create spaces that radiate justice, fairness, equity, healing, and positivity?

As the city grows, so does our diversity. This dynamic is best understood by individuals who continuously read, research, and explore sociology, urbanization, ethnic and gender studies. At San Diego State University, I currently have the opportunity to surround myself with colleagues and highly relevant research that speak to the complexity of diversity. I want to bring this passion and understanding of diversity to the Commission.

Chula Vista is a home to my family and numerous loved ones. It is my responsibility to leave it a better place for my future generations.

23. What would you hope to accomplish in the role of a Human Relations Commissioner? (250 words or less)

I would really like to support the efforts of actualizing our city as a " Welcoming City." In addition to accomplishing the 10 tasks outlined within position description, I am highly interested in providing a lens for the city that will focus on low income residents, undocumented, non English speaking, and work that will improve the city's race relations and interactions.

I will work relentlessly to improve the culture and climate of Chula Vista through much of my research and experience rooted in restorative practices, ethnic studies, and relationship building.

24. Please upload a resume in addition to your application (not required, but strongly encouraged).

[Ricardo Medina USD CV.pdf](#)

25.

(o) I am familiar with the responsibilities of the Human Relations Commission. I attest that the information I have provided is accurate and true.

Thank you,
City of Chula Vista

This is an automated message generated by the Vision Content Management System™. Please do not reply directly to this email.

Ricardo Medina, Ph.D.



EDUCATION

2014 **Ph.D., San Diego State University, San Diego, CA**
Claremont Graduate University, Claremont CA

Completed a range of doctoral seminars and other graduate courses in education with an emphasis on multicultural and social justice education, curriculum development, pedagogy, adolescent development, urban education, and Latino learners.

Dissertation:

Sacred purpose: Indigenous teachings informing pedagogy of the eagle and the condor

Through a qualitative inquiry, explored sacred purpose (purpose in life) and developed a curriculum and pedagogy that can be used in transforming traditional and non-traditional educational settings.

Faculty Committee:

Carl Cohn, Professor, Chairperson, CGU

Phillip Dryer, Professor, CGU

Karen Cadiero Kaplan, Professor, Chairperson, SDSU

Alberto Ochoa, Professor Emeritus, SDSU

2000 **MA, San Diego State University, Graduate School of Education**
San Diego, CA

Participated with cohort of teachers completing a two-year program in education focusing on curriculum, instruction, culturally responsive pedagogy, and diverse learner communities.

Thesis:

Circle of little brothers: Healing support circles for Latino boys

Developed curriculum for elementary Latino males utilizing talking circles, mentorships, and cultural responsive curriculum in order to improve academic achievement and address socioemotional trauma. Curriculum received national attention from California Teachers Association (CTA) and 10 News San Diego Leadership Award recognition for highly successful and innovative programming.

1996 **BA, with Honors, University of San Diego, San Diego**

Diversified Liberal Arts

Completed bachelor's degree in diversified liberal arts with a concentration in history. Spent time volunteering at San Diego Juvenile Hall introducing critical literacy.

Additional Education and Certifications:

1996 California Multiple Subject Teaching Credential
University of San Diego, San Diego

1997 English Learner Authorization and Cross-cultural, Language, and Academic Development (CLAD) Certificate
University of San Diego, San Diego

TEACHING

2015 to present

Lecturer
San Diego State University
Department of Dual Language and English Learner Education

Serve as participating adjunct faculty teaching three courses in the Master of Arts program focusing on critical literacy and social justice using a combination of teaching modalities – Socratic discussions, reflective journaling, oral presentations, written assignments, web-based teaching, and graduate level research projects. Courses taught: Foundations for Democratic Education, Action Research Seminar, Seminar in Multicultural

Education. Serve as a mentor to students on their capstone research projects.

2015 to present

High School Teacher
Chula Vista Learning Community Charter High School
Chula Vista Elementary School District

Teach courses AP United States History, AP World History, Human Geography, Pathways, and Art and Activism to 9th- 12th graders in a multilingual high school utilizing a variety of pedagogical strategies such as cultural responsiveness, cooperative learning, project based learning, backward design, multiple intelligences, and democratic education consisting of voice, critical thinking, inquiry, civic engagement, and problem-posing. Also, introduced multiple hybrid opportunities for students to learn with technology incorporating 21st century skills. Served as a Lead Teacher supporting new teachers with classroom management, curriculum development, pedagogical strategies, and data analysis.

2007-2015

Middle School Teacher
Mueller Charter School
Chula Vista Elementary School District

Taught English Language Arts, Drama, P.E., U.S. History, World Cultures, Art, and student leadership class in grades 6th – 8th. Served as a Lead Teacher organizing curriculum and pedagogy to improve and develop writing skills and critical thinking across all grade levels and content areas. Introduced and facilitated professional development and professional learning communities in order to create a program focused on rigor, relevancy, and relationships. Outcomes of professional learning communities consisted of increased staff collaboration, stronger relationships, higher morale of staff and students, and student improvements in numerous assessments consisting of summative and formative benchmarks (ie. 86% proficiency in reading and writing areas of English Language Arts California Test and significant growth in school's multiple measures assessment).

1997-2007

Elementary School Teacher
Vista Square Elementary School
Chula Vista Elementary School District

Taught self-contained and departmentalized grades 4th - 6th in a diverse learner population with 65% English Language Learners, and 100% qualifying for free/reduced lunch. Developed, facilitated, and participated in professional learning communities addressing the school wide writing goal. Outcomes included weekly collaboration with upper elementary teachers engaging strong relationships, rich dialogue, data analysis, and individualized action plans that significantly improved student expository and narrative writing on district benchmarks.

2010

Co-facilitated doctoral course - Diverse Learners: Public Policy and Practice
San Diego State University

Supported faculty member with the preparation, development, and instruction of course. Given the leading role in introducing Indigenous pedagogy and methodologies. Planned and facilitated whole day workshops/classes focusing on ideological clarity, community building, holistic educational approaches (ie. mind and heart learning), language policy, and current educational research.

PRESENTATIONS

2014
(guest speaker)

“Transformative Ideologies and Pedagogical Approaches”
San Diego State University, Department of Dual Language and English Learner Education

2014
(symposium presentation)

Medina, R. (2014). “Transforming Education: Pedagogy of the Eagle and the Condor.” American Educational Research Association Annual Conference, Critical Pedagogy SIG. Shared results from an action research project designed to improve personal and academic lives of Latino middle school students.

2014
(paper presentation)

Medina, R. (2014). “Sacred Purpose: Transforming Indigenous Teachings Informing Education and Beyond.” American Indian/Indigenous Teacher Education Conference, Northern Arizona University. Introduced research on sacred purpose,

Indigenous research designs, and the integration of Indigenous constructs within educational settings.

2014
(invited talk)

“Sacred Purpose Community Forum”
Tonalli Studio, Los Angeles , CA

2014
(invited talk)

“Transformative Education”
Centro Aztlan Marco Anguiano, San Diego CA

2015
(paper presentation)

Medina, R. (2015). “Sacred Purpose: Transformative Indigenous Teachings Informing Education and Beyond.” Association of Raza Educators Statewide Conference. Presented research and facilitated scholarly discussion about the implementation of Indigenous frameworks within educational settings utilizing research on pedagogy of the eagle and the condor.

2015
(invited webinar talk)

Finding Purpose in Challenging Times: Multinational Perspectives Webinar, University of South Florida. Participated in an online conversation regarding international perspectives on youth purpose and positive youth development.

2015
(workshop presentation)

Medina, R. (2015). “Restoring Relationships in Our Classrooms.” California Association for Bilingual Educators Annual Mini-Conference, South County Chapter, San Diego, CA. Facilitated breakout session for parents regarding restorative practices and relationship building in educational settings.

2015
(workshop presentation)

Medina, R. (2015). “Sacred Purpose.” M.E.Ch.A. de SDSU Annual High School Conference, San Diego State University, San Diego, California. Facilitated a break-out session for high school students discussing adolescent development, purpose in life, and Chicana/o and Meso-American culture.

2016
(Symposium presentation)

Medina, R. (2016). “Is Purpose Universal? A Multinational Examination of the Importance of Purpose for Youth.” Society for Research on Adolescence Biennial Meeting, Baltimore, MD.

Presented research on sacred purpose and its research implications for adolescents in non-traditional settings.

2016
(workshop
presentation)

Medina, R. (2016). "Restoring Relationships in Our Classrooms." CVLCC Parent Symposium, University of San Diego, CA. Presentation about theoretical and pedagogical approaches regarding restorative practices and relationship building in classrooms and at home.

2016
(workshop
presentation)

Medina, R. (2016). "Transformative Justice: Inviting Culturally Relevant Pedagogy and Restorative Practices into Classroom Settings." Sweetwater Union High School District, San Diego. Facilitated for high school teachers about theoretical and practical suggestions in order to blend culturally responsive pedagogy and restorative practices.

RESEARCH

2010

"New tomorrows are possible: The use of democratic principles in the design, development, and orchestration of a charter middle school."

Conducted qualitative research to document the role of student and educator dialogue in developing and designing a middle school housed in a community center focusing on civic engagement, student activism, 21st century education, problem posing education, project based learning, and social justice.

2012

"Transforming education: Examining the pedagogy of the eagle and the condor."

Analyzed the implementation of various pedagogies with middle school students consisting of critical compassionate intellectualism, holistic education, critical pedagogy, and pedagogy of hope. Qualitative findings suggested the enhancement of relationships; academic rigor, growth, and intellectualism; empathy and moral commitment; and inner development.

2013

"Sacred purpose / purpose in life and its transformative power: Literature review."

Analyzed peer review of literature on individual purpose in life in the 21st century, Indigenous teachings about purpose in life, adolescents and purpose, and purpose in life within the context of education.

2014 “Analyzing pedagogy of the eagle and the condor: A comparison of middle schools and levels of purpose.”

Conducted a quantitative study utilizing a youth purpose survey. Findings suggested significant differences in purpose possibly as a result of pedagogy of the eagle and the condor.

PUBLICATIONS

Medina, R. (2012, April 15). Transforming Education: Examining the Pedagogy of the Eagle and the Condor. Paper presented at the 2012 annual meeting of the American Educational Research Association. Retrieved January 2017, from the AERA Online Paper Repository.

MANUSCRIPTS IN PREPARATION

Sacred Purpose: Indigenous Teachings Informing Pedagogy of the Eagle and the Condor

Transforming School Culture and Climate: Restorative and Transformative Practices, Ideologies, and Pedagogy.

Palabra: Qualitative Indigenous Methodologies

HONORS

2017 *AcademicKeys Who's Who in Curriculum & Education Higher Education*

2006 *Males as Positive Forces Award*

Awarded for making a significant difference in the socio-emotional lives of students through the use of talking circles recognized by the Chula Vista Community Collaborative, an organization dedicated to coordinating strategies and systems that protect the health, safety, and wellness of residents.

- 2002 *Channel 10 Leadership Award*
Recognized by San Diego Community for work in developing and facilitating curriculum and programming for Latino Adolescent Males, focusing on healing support circles.
- 2000 *Wal Mart South Bay San Diego Teacher of the Year*
Nominated by elementary school students for making the classroom experience engaging, relevant, and innovative.
- 1999 *Teacher of the Year, Vista Square Elementary*
Nominated by staff for work with curriculum development, strong teacher practices, and high levels of collaboration.

**PROFESSIONAL
ACTIVITIES &
ASSOCIATIONS**

- 2010-present* Circulo de Hombres San Diego, Lead Organizer
- 2015-2016 Brazilian Institute for Arts and Culture – Board Member
- 2012-2015 Mueller Charter School – Board Member, Teacher Representative
- 1996-2008 Izcalli, Escuela de la Raza – Board of Directors
- 2000 - 2004 Mi Papa Fatherhood Program, Director
- Academic & Professional Memberships
- American Education Research Association (AERA)
 - Society for Research on Adolescence (SRA)
 - Learning Forward
 - Computer-Using Educators (CUE)
 - California Teachers Association (CTA)
 - National Educators Association (NEA)
 - Association of Raza Educators (ARE)
 - California Association of Bilingual Educators (CABE)
 - Association for Supervision and Curriculum Development (ASCD)
 - California Faculty Association (CFA)

**PROFESSIONAL
EXPERIENCE**

2015-present

Dean of Students / Transformative & Restorative Justice
Coordinator

Chula Vista Learning Community Charter High School

Hired as the first Dean of Students to lead a change initiative to institute a restorative justice school environment.

Accomplishments include:

- Work with teachers during their planning time on the development of curriculum and pedagogy with a focus on student engagement, behavior management, community building, restorative practices, and cultural proficiency.
- Conduct monthly professional development trainings for staff and teaching community specifically on relationship building, classroom management, and diverse learner support
- Support socio-emotional development of students through the use of healing support circles and restorative practices. A specific example was a circle created and facilitated to support LGBTQ students on campus. The students met weekly and discussed bullying, family, school climate, personal happiness, identity, etc. In a post survey, students shared that the circles were transformative in shaping personal confidence and created a strong sense of belonging.
- Coordinate school wide discipline procedures and facilitate student conduct review committee
- Work with community stakeholders to create guest presentations, field trips, and student internships.
- Created and maintained a college going culture on campus by facilitating a class for seniors that supported the college application process. As a result, all students have attended university or community college after high school. Organized trips to local and statewide universities for 9th – 12th graders. Created and implemented the first college going curriculum with all high school students.
- Work as an academic advisor supporting student and parent academic/personal needs.
- Created and facilitate “Comunidad;” a time period on Mondays and Fridays. Monday’s focus is personal

motivation, Friday's focus is school spirit and student acknowledgement. Student and teacher surveys indicated a positive overall impact on school climate enhancing student belonging, happiness, academic achievement, school spirit, and student motivation.

- Work with a professional learning community (counselor, principal, coaches) in order to improve curriculum development, pedagogy, and to meet the needs of diverse learner community.

2015 - present

Research and Evaluation Assistant
National Compadres Network

Hired from a competitive applicant pool, and within the first 100 days, was successful in

- Redesigned project evaluations and assessments for Joven Noble and National Compadres Network (NCN) Facilitator programs incorporating a mixed methods approach. Gathered data from a variety of stakeholders (presenters, participants, and observers) in order to strengthen validity, credibility, and reliability of assessments and surveys. Results from final participant evaluations confirmed that survey tools were simple, quick, and provided ample opportunities to assess the project's effectiveness/challenges.
- Utilized SPSS to analyze a variety of factors were analyzed in order to find significance, along with emerging themes and trends. Specifically, results were articulated to the organization's leaders and led to programming adjustments that increased effectiveness in technical assistance enabling NCN to establish multiple contracts for race and human relations work (ie. Bakersfield School District, Boys and Men of Color funds).
- Identified and supported improvements in professional development workshops by assessing the effectiveness of facilitators.
- Supported the development of curriculum for online learning to be used by the Bakersfield Unified School

District in order to provide cultural competence training certification.

2012-2014

Program Lead, Center for Student Activism
Mueller Charter School, Middle School Leadership Academy
Chula Vista Elementary School District

- Created, developed, and supervised 8th grade program on civic engagement, student voice, activism, and leadership. Became a role model inspiring multiple schools to introduce program components into their educational domains.
- Facilitated systems of collaboration with teachers and students. This occurred weekly in the form of focus groups with authentic dialogue where data was analyzed and action plans were developed in order to enhance student engagement and address the needs of English language learners, students in special education, and students with a range of academic assets and deficits.
- Managed program operations including the supervision of 3 teachers, 90 students, facility, and equipment.
- On behalf of Mueller Charter School, maintained community networks consisting of the City of Chula Vista Parks and Recreation, Chula Vista Public Library, Third Avenue Business Association, and more than 20 local businesses.
- Promoted access to core curriculum for linguistically diverse students through a focus on critical consciousness, academic identity, service learning, and college visitations to enhance learning and academic engagement.

2006-2007

Program Director, Leaders Engaged in After School Decisions
Vista Square Elementary School
Chula Vista Elementary School District

Hired to expand and overhaul an existing after school program with limited activities that only served 15% of the school population. Designed, developed, and directed L.E.A.D. (Leaders Engaged in Academic Decisions), engaging ALL students on

campus in rich academic and extracurricular activities for FREE.
Accomplishments include:

- Designed and developed academic English Language Arts and Social Science curriculum for after school settings. Collaborated in professional learning communities to support teachers with curriculum implementation to meet the needs of English language learners, GATE students, and struggling readers.
- Developed curriculum to include physical education, character development, and arts-based curriculum
- Supervised and directed 25 staff members, 350+ students, school facility, and equipment.
- Authored a \$5000 community grant funded by the San Diego Foundation which paid to support Circle of Little Brothers for 5th and 6th grade boys.
- Authored grant money for students to participate in Captain Rollo's Kids at Sea Program.
- Sought funding from Anti-Tobacco Initiative to include Visual and Performing Arts program in collaboration with Teatro Izcalli.
- Engaged 100+ volunteers to provide classes, teams, activities for 3rd – 6th grade.
- Sought community donations which exceeded \$15,000 in order to support arts and sports program.
- Maintained program budget, specifically equipment and programming needs.
- Participated on the Youth Advocacy and Crisis Management Team.
- Led professional development and professional learning communities on developing more relationships between staff and students, classroom management for teachers and staff, and student engagement in the areas of active learning.
- Collaborated with South Bay YMCA, Chula Vista Community Collaborative, Chula Vista Parks and Recreation, National Youth Sports, and Chula Vista High Middle School Club TC.

Personal References

Dr. Christina Alfaro, Ph.D.

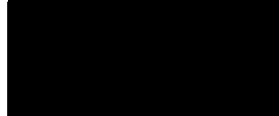
San Diego State University, California

Department for Dual Language and English Learner Education



Dr. Carl Cohn, Ph.D.

California State University, San Marcos



Dr. Francisco Escobedo

Chula Vista Elementary School District



Leah Larrarte

From: Webmaster
Sent: Thursday, September 28, 2017 9:54 AM
To: CityClerk; Adrianna Hernandez; Courtney Chase
Subject: City of Chula Vista: Human Relations Commission Application - Web form

Follow Up Flag: Follow up
Flag Status: Flagged

A new entry to a form/survey has been submitted.

Form Name: Human Relations Commission Application
Date & Time: 09/28/2017 9:54 AM
Response #: 31
Submitter ID: 31708
IP address: 216.81.81.85
Time to complete: 15 min. , 2 sec.

Survey Details

Page 1

Application for membership on the Human Relations Commission.

1. **Prefix**
(o) Mr.
 2. **First and Last Name**
Ahmad Zadah
 3. **E-mail**
[REDACTED]
 4. **Home Address**
[REDACTED]
 5. **City**
Chula Vista
 6. **ZIP code**
91914
 7. **Primary Phone**
[REDACTED]
-

8. Secondary Phone

[REDACTED]

9. Are you registered to vote in Chula Vista?

(o) Yes

10. Do you live within the City limits of Chula Vista?

(o) Yes

11. How Long?

12 years

12. Present employer

U.S. Customs and Border Protection

13. Occupation

Diversity and Civil Rights Officer

14. Are you currently serving on a Chula Vista Board/Commission?

(o) No

15. Which one(s)?

Not answered

16. Have you previously served on a Chula Vista Board/Commission?

(o) No

17. Which ones?

Not answered

18. Are you or have you been involved in any local, civic or community groups?

(o) Yes

19. Which ones?

just school activities for mu kids

20. In what ways are you associated with the business and or civic activities of the City? How has your participation reflected the interests and concerns with the protection of the civil liberties of all people which make up the City's residents?

As a Kurdish American, I have been a human rights activist for the rights of Kurds locally and abroad.

As a Syrian American Activist, I have been advocating for peace, democracy, freedom, and liberty for the Syrian people abroad.

21. Please describe how you represent the diversity of Chula Vista?

I am Muslim, Kurdish, Syrian American. I have a very diverse background representing many different cultures and ethnic backgrounds,

22. Please describe your interest in fostering better human relations in the City of Chula Vista.

I will serve the interest of all the people of Chula Vista regardless of their ethnicity, race, gender, or religious backgrounds.

23. What would you hope to accomplish in the role of a Human Relations Commissioner? (250 words or less)

Equal rights for all of the residents of Chula Vista, regardless of their ethnicity, race, gender, or religious backgrounds.

To consider the needs of all and not discriminate against the residents of Chula Vista. Equal rights regardless of ethnicity, race, gender, or religious backgrounds.

24. Please upload a resume in addition to your application (not required, but strongly encouraged).

[Zadah - Resume.pdf](#)

25.

(o) I am familiar with the responsibilities of the Human Relations Commission. I attest that the information I have provided is accurate and true.

Thank you,
City of Chula Vista

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Ahmad Zadah



Country of Citizenship: United States of America

Languages: Fluent in English, Arabic, and Kurdish

Security Clearance: Clearance from the U. S. Customs and Border Protection (DHS)

Career Objective: Obtain a Kurdish/Arabic Linguist position

Highest Grade: GS-13/10

Current Title And Series: Equal Employment Opportunity Manager/Officer, GS-260-13/6

Education:

May 1989 Bachelor of Science in Electrical Engineering / Computer Science emphasis
Texas A & M University

May 1992 Masters of Science in Electrical Engineering
Texas A & M University

Certifications / Awards:

- Certified Project Manager
- Department of Energy-Idaho Operations Office certified instructor as a subject matter expert in computer security
- Greater Idaho Falls Chamber of Commerce award for providing community leadership in 1997
- Numerous Thank You, Special Act Service and On The Spot Awards from supervisors and co-workers at the U. S. Department of Energy
- Over 50 certificates obtained in the computer, project management, environmental, and safety training.

Experience:
July 2005 -
Present

Diversity and Civil Rights Officer, U. S. Customs and Border Protection/Department of Homeland Security, ██████████ Chula Vista, CA 91914. Grade GS-13/7. Hours per week: 40+.

Manage the Equal Employment Opportunity (EEO) program for the U.S. Border Patrol/U. S Customs and Border Protection (CBP) for the San Diego Sector, El Centro Sector, San Diego Air and Marine, and El Centro Air and Marine. Some of my specific duties included the following:

- Performed statistical and barrier analysis of applicant data and made recommendations for increasing *applicant pool* of underrepresented EEO groups at the agency. This was the first comprehensive statistical and barrier analysis report, which included recommendations in order to overcome obstacles and barriers in attracting the best and brightest talent in the applicant pool to CBP;
- Performed statistical and barrier analysis in increasing the *selection* of underrepresented EEO groups, as compared to the Civilian Labor Force;
- Prepared 2009 EEOC 462 annual report; I was informed by my top management that it was the best and most accurate report ever submitted by CBP to EEOC;
- Coordinated formal complaints with formal Complaints Processing Center in Oakland, California;
- Coordinated formal complaints with the EEO Investigators and senior management at the Station or Sector-HQ level;
- Serving as the local advisor to senior management, including the Chief Patrol Agent, on EEO issues and special emphasis programs, and periodically provide relevant statistical data on various issues that may be of importance to the Sectors;
- Processing of EEO complaints at the informal stage, including complaints in the traditional counseling stage or alternative dispute resolution (mediation) stage;
- Holding special observances for the six mandated special emphasis programs (Hispanic Employment Program, Federal Women Program, Disability Employment Program, American-Indian Program, Asian Pacific American Heritage Month, and African American Program);
- Advising the senior managements on EEO complaints and issues;
- Providing EEO training to managers, supervisors and employees;
- Developing affirmatives employment plans to accomplish the intent of MD 715;
- Leading recruitment efforts of colleges and universities in order to increase applicant pools of underrepresented groups at the U.S. Border Patrol;
- Managing the mediation program, including arranging for mediators;
- Ensuring compliance with all local/national EEO policy statements and applicable civil rights laws/regulations/EEOC management directives; and

- Performing annual analysis of MD 715 (including self-assessment).

June 2002 – July 2005:

EEO Specialist, Western Area Power Administration (12155 W. Alameda Parkway, Lakewood, CO 80228-2802). Grade: GS-11/10. Hours per week: 40+. Most of my work at Western Area Power Administration (Western) consisted of performing management and program analyst work, ranging from performing quarterly statistical analysis to annual reports on affirmative employment and special emphasis program. Below are some specific tasks that I performed:

Coordinated and processed all Western Area Power Administration (Western) EEO investigations, including Western's Regions located throughout the western/southwestern states, Department of Energy (DOE)-National Nuclear Service Administration, and DOE-Rocky Flats Office. In this capacity, I provided guidance to the investigators on the issues that have been accepted by our EEO Office and answer/coordinate any concerns/questions the investigator may have (this includes Title VII complaints, age complaints, disability complaints). As a result of my guidance, Western received quality Reports of Investigations (ROIs) from the investigators and therefore many other DOE field offices contracted their EEO investigations through our EEO office.

Prepared the FY03 EEO Counselors Training Manual for Western and DOE EEO Counselors. This training manual was recognized by the attendees to be the most organized, useful, and up-to-date counselor manual (upon request, a copy will be provided to the interviewers/selecting official).

Coordinated all budget activities for the Western EEO and diversity office.

Coordinated all procurement activities for the Western's EEO and diversity office. As the EEO office Contracting Officer Representative (COR), I worked closely with the procurement, budget staff, and the EEO investigators on the process of EEO investigations.

Prepared the annual Western Affirmative Employment Program (AEP) Plans and Accomplishment Reports (FY02 and FY03 accomplishment reports, and FY03 and FY04 Plans). In this effort, I coordinated with all Western Regions, HR staff, Human Capital Management initiative manager, and other EEO specialists. The Western AEP accomplishment reports and Plans are recognized by the DOE Department to be the best in the DOE complex.

Prepared the Western annual Accomplishment Reports and Plans for the following required EEOC reports:

- ✓ Federal Equal Opportunity Recruitment Program (FEORP);
- ✓ Hiring, Placement, and Advancement of People with Disabilities;

- ✓ Federally Assisted Program (Title VI); and
- ✓ Disabled Veterans Affirmative Action Program (DVAAP).

Updated the FY03 Western EEO Complaint Handbook. This EEO complaint handbook is now used DOE Department-wide for new employees. Uploaded the complaint handbook to the Western's Intranet to make it available online to existing employees.

Updated the Western Alternative Dispute Resolution (Mediation) procedures.

Developed quarterly statistical data on hiring/separations, mission-critical occupations, promotions, awards, and training, and time-in-grade. All these data were analyzed and presented to the senior management quarterly.

Generated annual Section 504 reports to ensure all programs/activities conducted by applicants and recipients of Federal financial made accessible to persons with disabilities.

Ensured all Western EEO complaints were up-to-date in the informal and formal stages of the complaints. In this capacity, I also provided technical and legal guidance to other EEO specialists and administrative assistants on the use of the system.

**March 2001 -
Sep 2001:**

Manager/Owner, Globe Communications Link (2543 Sage Brush Lane, Sugar Land, TX 77479). Hours worked per week: 70+. Partner: Kal Kurdi, [REDACTED]

The business specialized in the telecommunication arena installing fiber optics and coaxial cable. In this capacity, I managed all the human, financial and the technical resources for the company; ensured work quality was performed according to customers' requirements; developed in house spreadsheets to track work quality and determine appropriate back charges in case of quality deficiency; and communicated on a daily basis with all customers to ensure their satisfaction during and prior to job completions. This proactive approach saved the company over \$200,000 of crews' back charges and allowed the company to constantly obtain work in a very challenging and difficult economic environment.

**Dec 1991 -
Feb 2001:**

U. S. Department of Energy-Idaho Operations Office (850 Energy Drive, Idaho Falls, ID 83401-1563). Hours worked per week: 50+. Grade: GS-13/6. Supervisor: Dave Newnam, [REDACTED] To identify my experience more easily with DOE, it is divided into several categories: Information Technology, Program Analyst, EEO and Diversity, and Strategic Planning.

**Project Manager
(Information
Technology, GS-
13):**

Participated in the development of the U. S. Department of Energy-Idaho Operations Office (DOE-ID) Chief Information Office strategic plan, which outlined the mission, vision, objectives, strategies, performance goals, strengths and weakness, capital planning and spending, and IT initiatives in its support role helping the Idaho National Engineering and Environmental Laboratory (INEEL) to become a premiere lab in serving the private industry and Work for Others. Served as the DOE-ID representative on the DOE-wide Information Architecture team that was formed by the DOE-Headquarters (DOE-HQ) CIO office. The objective of the team was to define all information architecture requirements for complex wide seamless communication and data transfer. Provided guidance to the contractor and assisted the CIO Office on the implementation of the Government Paperwork Elimination Act (GPEA), Government Performance and Results Act (GPRA), Clinger-Cohen Act, Budget Exhibit 53 (Agency IT Investment Portfolio), Total Cost of Ownership, and Budget Exhibit 300 (Capital Asset Plan & Justification). Assisted in the development of the total cost of ownership for the DOD-ID LAN implementation and purchase of network printers. Provided oversight of the Environmental Restoration information systems including records management, baseline and reporting management databases, and program execution and budget submittal databases. Led efforts to set up the World Wide Web homepage for the INEEL in 1994. Coordinated five different government contractors and DOE-ID into development of one integrated web site to better serve DOE-ID and the INEEL. Provided technical expertise in implementation of the Local Area Network at DOE-ID, 1994. This was a strategic leap from an outdated e-mail system and stand-alone DOS applications to sophisticated client-server architecture and Windows applications. Provided Windows 95 and Microsoft Office 97 training to all DOE-ID employees. Coordinated the 8th Annual INEEL Computing Symposium, which was the largest-ever-computing event at the INEEL. This symposium brought together hundreds of private industry companies and many government agencies for managing various needs of the government. Developed and implemented procedures for developing small software applications (e.g., EEO survey) at DOE-ID. This consisted of meeting or exceeding customers' expectations while ensuring a cost effective program. Managed the unclassified computer security program at DOE-ID. This included conducting annual computer security training for all employees and taking all the necessary precautions for protection of mission-essential systems and sensitive data. Developed several cyber security plans to protect the LAN/network at DOE-ID and the INEEL. Established an ADP equipment donation program, which donated computer systems and other equipment to schools throughout the state of Idaho. This consisted of setting up many memorandums of understanding among school districts, state of Idaho, and the federal government. This donation program was recognized by the state of Idaho and DOE headquarters to be the best in the complex. This contributed to the improved communication between DOE-ID and the state of Idaho and invariably to

the quality of education of Idaho students in light of a very tight State budget. Provided oversight of all INEEL computer operations including main frames and local area networks with an annual budget exceeding \$30 million. Reviewed hundreds of contractors' technical documents on information technology, budget documents, and provided constructive feedback for ultimate generation of superior final products. My actions invariably contributed to a substantial enhancement of the documents and resulted in obtaining good technical documents from the contractors, usually by the first time they officially submitted.

**Project Manager
(Program/Budget
Analyst, GS-13):**

Successfully completed intensive, three-week project management certification courses sponsored by the U. S. Department of Energy. These courses included the three phases of project management (project planning, cost and schedule estimating and analysis, and project execution). Ensured all Environmental Restoration records were accessible by the public in reaching agency decisions of cleanup of hazardous and radioactive waste. Coordinated the Integrated Project Accountability and Budgeting System (IPABS) for the Environmental Management (EM) programs at DOE-ID. This consisted of coordinating with over 50 Project Baseline Summary (PBS) managers, contractor, and DOE-HQ counterparts. Total budget under review was about seven hundred million dollars. In this capacity, I reviewed all the PBSs and provided input/comments on every PBS in order to ensure consistency and improve overall quality of the budget submittal. Based on my final recommendation, the Assistant Manager approved or disapproved the budget submittal/request to DOE-HQ. This included fall budget updates and spring budget submittals. Provided weekly, monthly, and quarterly budget reports and guidance to DOE-ID EM PBS managers. Held weekly budgetary strategy meetings with the contractor, planned actions for the rest of the week, provided guidance, and resolved any outstanding issues. Coordinated all baseline change proposals with the contractor and appropriate DOE-ID PBS managers. Was the technical and budgetary lead of all the INEEL EM reporting and baseline change proposals databases. Coordinated the award fee for the Environmental Restoration Program. Prepared the award fee criteria and ratings for the program. Represented the program in determining the amount of fee/profit the contractor (Lockheed-Martin and Bechtel) should get. Managed, reviewed, negotiated, and awarded numerous tasks to support service contractors in accomplishing scope of work and meeting enforceable milestones for the Environmental Restoration Program. Managed over \$90 million budget for the Environmental Restoration Program. This consisted of providing a comprehensive program support to ensure effective remediation and cleanup of contaminated hazardous and radioactive sites. Prepared the Annual Operating Plan for the Environmental Restoration program. This plan listed critical milestones, employees' professional development, safety commitments, and budget improvements and linked to the company Annual Operating Plan. For accountability and ensuring all critical milestones are

met, it also linked to the performance agreements signed by the employees.

**EEO and
Diversity:
(GS-13)**

Served as an EEO Counselor for over nine years. In this capacity, I led numerous efforts in promoting diversity within the INEEL and the local community. Led efforts in developments of the DOE-ID diversity strategic plan. Assisted the EEO Manager in providing EEO training to DOE-ID staff and monitor diversity progress/status at the INEEL. Was nominated to represent DOE-ID on the Idaho Falls Mayor's committee on diversity and cultural awareness. Spoke at various local and state meetings/symposiums on value of diversity within the workplace. Was invited over 100 times to speak at local high schools and universities for discussion on diversity and EEO. Participated in various forums intended to educate the local community on diversity and cultural awareness. Spoke about diversity at high level state meetings where Idaho congressional delegations were in attendance. Participated in producing videotape about diversity in Idaho Falls with my wife and I featured in the tape "The Many Faces of Idaho Falls." Now, that tape is shown all over the state of Idaho. Uploaded the tape to the Idaho Falls website. Coordinated and co-chaired the annual Hispanic, African American, and Asian Special Emphasis Program events/activities. In organizing these events, I spent countless hours (often at my own time in the evenings) working with other team members in preparing for the events (this included preparing fliers, food, advertisement, obtaining management support, getting community involvement). We received very positive feedback from the attendees on the quality of events, which contributed to record attendance a year after a year. Assisted other EEO Counselors with legal research and guidance on process of informal EEO complaints.

Strategic Planning: (GS-13) Led efforts in coordinating the DOE-ID strategic analysis in the development of the 1996 strategic plan. The strategic plan served as the roadmap for the company's mission, vision, goals, and corporate management goals.

May 1997 - Feb 2001: Web Programmer (Volunteer), City of Idaho Falls (Mayor's Office, 308 Constitution Way, Idaho Falls, ID 83402). You may contact the Honorable Mayor Linda Milam at [REDACTED]

Programmed the Cultural Diversity homepage for the City of Idaho Falls (this was a volunteer job). Member of the Mayor's Cultural Awareness Committee. In this capacity, I assisted the committee in developing community outreach plans and organized/led several cultural awareness activities in promoting diversity and the role of the U.S. Department of Energy in such promotions. This improved my agency's (U. S. Department of Energy) image in Idaho Falls and the surrounding community areas.

Sep 1990 - Dec 1991: Teaching Assistant, Del Mar College (Ayers and Baldwin, Corpus Christi, TX 78404). Salary: about \$[REDACTED]. Hours worked per week: 10. Supervisor: Dr. Kuykendall [REDACTED]

Taught College Algebra and problem solving techniques to college freshmen. In this capacity, I developed good communication skills, which contributed to my success as a Program Analyst / Project Manager / EEO Specialist.

Awards: Received many Thank You, Special Act Service, and On-the-Spot awards including one from my then-supervisor, which stated in part "...Excellent product! Unbelievable team spirit!"

Hobbies: Basketball, volleyball, tennis, table tennis, computer troubleshooting, homepage development, on-line research and investing.

References: Available upon request.