

HRCA Appointments (in alphabetical order)

Appointed 5/22/18

1. Mychal Bacoate
2. Michael Carter
3. John B. Christensen
4. Patrick Conant
5. Ashley Cooper
6. Pearl DeBellott
7. Tiffany De'Bellott
8. Gabrielle Fricke
9. Anne Greene
10. Davidson Jones
11. Christine Longoria
12. Delores Venable
13. Sarah Williams
14. Chris Winebrenner

City of Asheville
BOARDS & COMMISSIONS
Application Form

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

Name of board or commission: Human Relations Commission

Your name: Mychal Bacoate Home Phone #: 8282900615

Street address: 62 Bradely Br. Rd. City: Arden Zip Code: 28704

Mailing address (if different): _____

Employer: HomeTrust Bank

Your position: Loss Mitigation/Special Assets Office Phone #: 828-782-9058

Resident of City Yes County _____ Race Black * Sex M F _____ * Age 33 *

Are you a Homeowner or a Renter? * Renter

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

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

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

Return to:

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

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

Signature via BoardTrac.com
Mychal Bacoate
Key: 078727a9c966429a1403046878

Signature: _____

Date: 5/14/2018

E-Mail: mbthebanker@yahoo.com

Fax #: _____

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

HUMAN RELATIONS COMMISSION APPLICATION FORM

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

Applicant Name: Mychal Bacoate

Contact email: mbthebanker@yahoo.com

Date submitted application:

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

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

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

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

Please see attached.

I am a fifth generation resident of Asheville and have seen a myriad of changes in our community. I previously served on AB Community Relations Council Board and have experience in dealing with issues pertaining to race and equity. For the past 8 years I have volunteered with the guardian Ad litem program of the 28th Judicial District which brings into contact with our communities most vulnerable population, children of color who primarily live in public housing whose families are often afflicted and struggling to survive and obtain services. Additionally, I have served as a facilitator with Building Bridges for four years and have worked intimately with area residents to confront and navigate the issue of race and how race permeates every aspect of daily life in Asheville. Currently I serve as a member of the Buncombe county Board of Adjustments which is a quasi Judicial body which deals in policies regarding land use and housing. My professional background has been in Banking and financial services. I have a sincere desire and a duty to serve the community that I love and decided to return to. Asheville is at an inflection point and to make change it will take the input of citizens who are willing to be forthright and genuine in addressing those very real problems that often do not appear in tourism ads.

City of Asheville
BOARDS & COMMISSIONS
Application Form

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

Name of board or commission: Human Relations Commission

Your name: Michael Carter Home Phone #: 980-297-8074

Street address: 85 WALNUT STREET City: ASHEVILLE Zip Code: 28801

Mailing address (if different): ASHEVILLE

Employer: Asheville-Buncombe Technical College

Your position: Lead Education Navigator Office Phone #: _____

Resident of City Asheville County Buncombe Race Black * Sex M F * Age 27 *

Are you a Homeowner or a Renter? * Renter

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

Are you aware of any potential conflicts of interest that may arise during your service on this board (i.e., property interest, business interest, etc.)? If so, please explain: not at this time

_____. Potential conflicts of interest do not preclude appointments.

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

As an LGBTQ identified African-American man who is actively involved in the Asheville community (as a social worker and downtown resident) I believe I have a significant contribution to offer in my membership on the commission. Within my role at A-B tech I work with low income individuals to connect them to education and training resources for increased access to living wage employment and career opportunities. This work often finds me out in the community whether I'm organizing the 2018 Edington Center Job fair or planning the Community Engagement Socials (a series of block parties in public housing developments geared toward highlighting community resources to residents in the city of Asheville). I also am currently the vice chair of Just Economics a local area non-profit dedicated to building a just and sustainable economy in Western North Carolina. Additionally, I have been active in working with local leaders to brainstorm solution to improve relations between the community and city officials and I would like to take this work to the next level by participating in proactive and productive work to build better community. I believe that the mission and vision of the HRC heavily aligns with my own values and principals and I would like to be a part of the team bringing those ideal into fruition within our city.

Return to:

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

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

eSigned via BusinessDocs.com

Key: d76721c6a-904d2e611a029c46678

Signature: _____

Date: 5/3/2018

E-Mail: michael.paul.carter2323@gmai

Fax #: _____

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

HUMAN RELATIONS COMMISSION APPLICATION FORM

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

Applicant Name: Michael Carter

Contact email: michael.paul.carter2323@gmail.com

Date submitted application: May 03, 2018

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

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

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Please see attached.

As an LGBTQ identified African-American man who is actively involved in the Asheville community (as a social worker and downtown resident) I believe I have a significant contribution to offer in my membership on the commission. Within my role at A-B tech I work with low income individuals to connect them to education and training resources for increased access to living wage employment and career opportunities. This work often finds me out in the community whether I'm organizing the 2018 Edington Center Job fair or planning the Community Engagement Socials (a series of block parties in public housing developments geared toward highlighting community resources to residents in the city of Asheville). I also am currently the vice chair of Just Economics a local area non-profit dedicated to building a just and sustainable economy in Western North Carolina. Additionally, I have been active in working with local leaders to brainstorm solution to improve relations between the community and city officials and I would like to take this work to the next level by participating in proactive and productive work to build better community. I believe that the mission and vision of the HRC heavily aligns with my own values and principals and I would like to be a part of the team bringing those ideal into fruition within our city.

Kimberlee Archie

City of Asheville
BOARDS & COMMISSIONS
Application Form

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

Name of board or commission: HRC

Your name: John Christianson Home Phone #: 301-807-4120

Street address: 19 Hampstead Rd City: Asheville Zip Code: 28804

Mailing address (if different): _____

Employer: Retired college professor

Your position: _____ Office Phone #: _____

Resident of City Ashe County B Race W * Sex M F * Age 71 *

Are you a Homeowner or a Renter? *

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

Are you aware of any potential conflicts of interest that may arise during your service on this board (i.e., property interest, business interest, etc.)? If so, please explain: _____

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

Human Resources Board
Deaf resident

Return to:

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

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

Signature: *John B Christianson*

Date: 2/8/18

E-Mail: JBchristianson@gmail.com

Fax #: _____

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

HUMAN RELATIONS COMMISSION APPLICATION FORM

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

Applicant Name: John B. Christiansen

Contact email: JBChristiansen@gmail.com

Date submitted application: April 26, 2018

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

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

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

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

I am a retired deaf college professor (32 years as a professor of sociology at Gallaudet University in Washington, DC, where I am an emeritus professor) and am fluent in American Sign Language. I also have a cochlear implant. I have authored or co-authored three books, dozens of professional articles, and have made numerous formal and informal presentations to a variety of audiences. In addition, I have served in a variety of voluntary positions over the years at the U.S. Capitol Visitors Center, at the National Mall in Washington, and with local governments in Maryland regarding the implementation of the Americans with Disabilities Act. As a relatively new resident of Asheville (since October 2017) I am looking forward to becoming more involved in this wonderful community, perhaps as a member of the Human Relations Commission. Thank you, John Christiansen

John B. Christiansen

Home address:

19 Hampstead Road
Asheville, NC 28804

E-mail: JBChristiansen@gmail.com

Position of interest: Member, Asheville Human Relations Commission

Education: Ph.D., University of California, Riverside, 1976

Books published:

Reflections: My Life in the Deaf and Hearing Worlds. Washington, DC: Gallaudet University Press, 2010.

Cochlear Implants in Children: Ethics and Choices. Washington, DC: Gallaudet University Press, 2002; reprinted with a new Afterword, 2005 (John B. Christiansen and Irene W. Leigh).

Deaf President Now!: The 1988 Revolution at Gallaudet University. Washington, DC: Gallaudet University Press, 1995 (John B. Christiansen and Sharon N. Barnartt).

Teaching experiences:

Gallaudet College/University, Washington, DC, June, 1977-August, 2009 (retired). Assistant Professor (1977-1981); Associate Professor (1981-1985); Professor (1985-2009); Chair, Department of Sociology and Social Work (1980-1986); Chair, Department of Sociology (1989-1992; 1996-1997; 2001-2002); Professor Emeritus (2011).

Other teaching experiences from 1970-1977, primarily while in graduate school: Community colleges, other two-year colleges (in the University of Wisconsin system), liberal arts colleges, universities, and prisons (both male and female) in several states.

Selected volunteer activities:

Volunteer, United States Capitol Visitors Center, Washington, DC, January 2011 to December 2012. Volunteered weekly, responded to visitor inquiries and requests by giving advice, recommendations, directions, and so on.

Volunteer, National Park Service, National Mall, Washington, DC, October 2013 to October 2017. Volunteered weekly, responded to visitor inquiries and requests by giving advice, recommendations, directions, and so on.

Member, Advisory Committee to the Coordinator of Services to the Handicapped, Prince Georges County, Maryland, 1984-1986; Commissioner, Commission on Persons with Disabilities, Prince Georges County, Maryland, 1986.

Other selected experiences:

Dozens of professional articles, book reviews, book chapters, encyclopedia articles, presentations, and instructional manuals. One readily accessible, relatively recent book review I wrote is a review of the following book: Katherine Bouton, *Shouting Won't Help: Why I—and 50 Million Other Americans—Can't Hear You* (Sarah Crichton/Farrar Straus Giroux, 2013). Reviewed in *The Washington Post* (April 13, 2013):

https://www.washingtonpost.com/opinions/shouting-wont-help-why-i--and-50-million-other-americans--cant-hear-you-by-katherine-bouton/2013/04/12/c0ac3ffa-9007-11e2-9cfd-36d6c9b5d7ad_story.html?utm_term=.bc2d2a5a2152

City of Asheville
BOARDS & COMMISSIONS
Application Form

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

Name of board or commission: Human Resources Commission Blue Ribbon Panel

Your name: Patrick Ryan Conant Home Phone #: 304-839-6029

Street address: 53 Frances Street City: Asheville Zip Code: 28806

Mailing address (if different): _____

Employer: PRC Web Development LLC dba PRC Applications

Your position: Owner / CEO Office Phone #: 304-839-6029

Resident of City Yes County Yes Race White * Sex M F _____ * Age 30 *

Are you a Homeowner or a Renter? * Homeowner

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

Are you aware of any potential conflicts of interest that may arise during your service on this board (i.e., property interest, business interest, etc.)? If so, please explain: NO
_____. Potential conflicts of interest do not preclude appointments.

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

Please see attached.

Return to:

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

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

Patrick Ryan Conant
Key: d78721a9e904d2e0140250a6678
Signature: _____

Date: 05/24/2017

E-Mail: patrick@prcapps.com

Fax #: _____

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

I have lived in Asheville since 2007, and bought my first home in East-West Asheville in 2016. I studied Computer Engineering at the University of Southern California (2005 - 2007), and Computer Science at the University of North Carolina Asheville (2007 - 2010). I own and operate a small mobile and web development business called PRC Applications (<https://www.prcapps.com>). We dedicate at least of 20% of our company time towards community projects, which has allowed me to contribute to many community-driven technology and data efforts in Asheville. I was a Co-Captain of Code for Asheville from 2014 - 2016, and organized events related to Multimodal Transportation and Affordable Housing. I helped research and advocate for the Open Data Policy the City of Asheville adopted in October 2015, and contributed to one of the initial versions of AVLBudget.org, which allowed citizens to better understand the City Budget. I've personally developed a number of civic technology solutions for the benefit of our community. AVLPark helps residents finding parking in the City's decks by showing the number of available spaces. AVL Crime helps neighbors visualize long-term crime trends in their neighborhood. NC Megaphone helps citizens email all NC legislators with a single click. Finally, Sunshine Request makes it easier for citizens to submit public records requests, and saves staff time by publicly posting all the requests that have been fulfilled through the site. These projects demonstrate the promise of open data and civic technology, and I hope to bring this socially conscious, technologically driven perspective to the Blue Ribbon Panel that will help form the Human Rights Commission. Starting in 2016, I worked to connect with community groups who were interested in exploring ways to use public data to help with the analysis and advocacy on a number of issues. I met Amy Cantrell of BeLoved Asheville, and through Code for Asheville, we worked to build a community computer lab. This ongoing effort provides not only internet access to those who lack consistent access to a computer, but has also facilitated their community-driven programs to find housing and jobs for people in need. Amy explained the difficulties she encountered making public records requests related arrest records of people in unstable housing situations - our collaboration led to a press conference during "National Homelessness Week," and a presentation to the Public Safety Committee on arrests / citations of individuals who list one of several service addresses in town. We recently received an expanded request with updated information, and I look forward to further analysis of this data. These efforts resulted in some productive discussions with City Staff, and resulted in an ongoing initiative to create a public dashboard to visualize the City's efforts to address homelessness. I have also performed data analysis related to minority populations and racial disparities in traffic stop outcomes in Asheville. Dee Williams reached out to me about collaborating with the Economic Justice Workgroup and newly formed NAACP Criminal Justice Reform Committee. We have analyzed the demographics and economic conditions of public housing residents and are working on a more extensive analysis based on Census data. I assisted with the NAACP's efforts to bring Ian Mance (Southern Coalition for Social Justice) and the Open Data Policing project to Asheville. We held multiple meetings with APD Leadership and City Staff to discuss the information, followed by a community "Lunch and Learn," a presentation before CPAC, and finally, a presentation before Council in April. Through my work on these two projects, I have worked extensively with members of the community, as well as City Staff, to analyze information and develop policy recommendations to address some of the most challenging issues facing our community. These weren't always easy discussions, but I strongly believe these efforts have started a collaborative process that will allow us to achieve greater success in the future. The Human Rights Commission will be a critical step in the evolution of our City, and I would be honored to offer my experience and technical knowledge on the Blue Ribbon Panel to assist with those efforts. To be clear, it's not all about numbers - I think that data and human experiences are two of the most important ways to learning about an issue, and the combined perspective is what allows us to gain a complete understanding of the situation. The HRC Blue Ribbon Panel could benefit from an individual with knowledge of the City's existing and future sources of data that could provide a critical source of information to aid the efforts of the Commission. A data-driven approach would not only allow us to better understand where we stand now; it would also provide a natural "feedback loop" that will allow our City to evaluate the impact of policy changes, identify trends early in the process, and build trust with members of the public. I sincerely thank you for your consideration of my application. Patrick Conant

HUMAN RELATIONS COMMISSION APPLICATION FORM

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

Applicant Name: Patrick Conant

Contact email: patrick@prcapps.com

Date submitted application: May 14, 2018

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

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

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

My full application is available via this Google Doc - please let me know if you'd like me to email a PDF as well.

https://docs.google.com/document/d/1T2ABlpp8a24deu6g_BdHK0pdIRIGdJW_dZGEjarmCZV/

Criteria: I am an individual recognized as a Community Leader, through my work with Code for Asheville and in support of BeLoved Asheville, the Asheville Buncombe Branch of the NAACP, as well as my service on the City's Blue Ribbon Committee.

My name is Patrick Conant, and I would like to serve on the newly formed HRCA for the City of Asheville. I served on the City's Blue Ribbon Committee that outlined the focus areas and structure of the HRCA, and I would like to continue my service to help create an HRCA that is able to operate in an effective manner for our City.

Our Blue Ribbon Committee faced several challenges during their course of our work, and I stepped up to help facilitate the important "legwork" that allowed us to complete our recommendations successfully and on schedule. I organized and participated in a large number of small "working group" meetings to gather the expertise and knowledge of each member of the committee. I contributed significant effort to document the results of these discussions and turn them into our formal recommendations. I helped lead both public engagement sessions as well as the presentation of our final recommendations to City Council.

I have lived in Asheville since 2007, and bought my first home in East-West Asheville in 2016. I studied Computer Engineering at the University of Southern California (2005 - 2007), and Computer Science at the University of North Carolina Asheville (2007 - 2010).

I own and operate a small mobile and web development business called PRC Applications (<https://www.prcapps.com>). We dedicate at least of 20% of our company time towards community projects, which has allowed me to contribute to many community-driven technology and data efforts in Asheville.

I was a Co-Captain of Code for Asheville from 2014 - 2016, and organized events related to Multimodal Transportation and Affordable Housing. I helped research and advocate for the Open Data Policy the City of Asheville adopted in October 2015, and contributed to one of the initial versions of AVLBudget.org, which allowed citizens to better understand the City Budget.

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A data-driven approach would not only allow us to better understand where we stand now; it would also provide a natural "feedback loop" that will allow our City to evaluate the impact of policy changes, identify trends early in the process, and build trust with members of the public.

I sincerely thank you for your consideration of my application.

Patrick Conant

City of Asheville
BOARDS & COMMISSIONS
Application Form

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

Name of board or commission: Human Relations Commission Asheville

Your name: Ashley Cooper Home Phone #: 828-450-8667

Street address: 148 Montford Ave City: Asheville Zip Code: 28801

Mailing address (if different): Asheville

Employer: Self-employed

Your position: Facilitator, Consultant, Coach Office Phone #: _____

Resident of City Avi County Buncombe Race White * Sex M ___ F * Age 40 *

Are you a Homeowner or a Renter? * Renter

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

Are you aware of any potential conflicts of interest that may arise during your service on this board (i.e., property interest, business interest, etc.)? If so, please explain: _____
Potential conflicts of interest do not preclude appointments.

Please indicate the area(s) of expertise that you can bring to the above board(s), and then in detail list education, experience, reasons for your interest, and other factors that support your interest in serving **Applicants are**

Please see attached.

Return to:

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

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


Signature: _____

Date: May 14, 2018

E-Mail: ashley@easilyamazed.com

Fax #: _____

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

Dear City Council,

As many of you know, I am very invested in the success of this Human Relations Commission. There is a great deal of unrest in our city and efforts are needed on multiple fronts to build relationships between government and civilians and also to find innovative ways forward to cultivate more equity, provide opportunities for community input on policy and programs, and outlets for community unrest. Hopefully the Human Relations Commission will be a meaningful step in this direction. I am applying to be on this Commission for two main reasons: To provide some continuity from the Blue Ribbon Committee to the HRCA To offer my skills in group development, community engagement, and group facilitation While I was not accepted to serve on the Blue Ribbon Committee, I still attended the meetings, took notes that were used by committee members, and met with members on the committee individually to support them in the process. I witnessed the majority of the process, both formal sessions and through informal conversations. My involvement deepened my relationships with many people on the committee. I feel that it is essential that there is some continuity from the BRC to HRCA and just in case the others are too busy to fill this role (as I know a few cannot serve on the HRCA), I am putting myself into the application pool. I am also applying because this is another grand and unique opportunity to create something new for this city. Initiating this commission will require a significant amount of organizational development work to clarify and determine the exact responsibilities of the HRCA, how it will operate, how it will interface with the greater community, and how it will address the vast spectrum of responsibilities that will fall in its purview. I have been encouraged by members of the BRC and other members of the community to apply as my skills in organizational development and group facilitation as well as my relationships with many different parts of this Asheville community could serve well in this area. My approach to equity work is to listen deeply to those who are most impacted and take guidance from the vision and direction that they see. I then offer my skills of synthesis of the content that is shared, organizational development, and approaches to community engagement when that is useful. If I were to serve on the HRCA, I will bring the fullness of my gifts, but I will absolutely be taking guidance from those most impacted by the inequities in our city. I also have worked extensively with youth and would be committed to making sure that youth on this Commission are full contributors and not seen as having less value because of their age. Best wishes to you as you appoint this important collective of people. And I plead that you set this group up for success, inviting them into a process that feels like it genuinely has room to be in partnership with you from the very beginning. With respect, Ashley Cooper Areas of expertise - Organizational Development -- Supporting people who are working together for a shared purpose in creating the cultural competencies to collaborate and the structural steps to achieve the desired goal. - Group Facilitation -- Facilitating groups so that people feel seen and heard and that the input from diverse perspectives is integrated into the process. Supporting processes for collective decision-making. - Community Engagement -- Participatory approaches to community involvement and organizing for action. - System-wide Strategy -- Big picture thinking that looks at the whole system and then determines steps forward, attending to the small details that are necessary for a big picture vision to come to life. - Program Design -- Creating programs where people can learn from and with each other for the purpose of personal and social transformation. - Capacity Development -- Leadership development and skill building in areas such as facilitation, adaptive leadership, and community organizing. Education Bachelor's degree in Sociology from University of Georgia, 1995 Masters of Education in Counseling from University of North Texas, 2004 Extensive training in facilitation, equity and justice, social and emotional learning, and expressive arts therapy I lived in Black Mountain from 2000-2002 and then Asheville 2009-now. I was in graduate school in Texas and lived in Seattle for 5 years before returning to WNC. I find this information relevant to this committee. Relevant Experience In 2015, I served as a consultant with the firm, The Art of Community, on a city-wide strategic initiative with the City of Decatur, GA. We lead the city in a 9-month process of extensive community engagement across different sectors, modalities, and sizes of groups to co-create a Community Action Plan for how the City of Decatur can be more equitable and inclusive (this was a process to build out the How of a line item in their strategic plan). The initiative received participation and leadership from city officials, law enforcement, public housing residents, victims of racial profiling from the police, elderly citizens, youth, business owners, school counselors, and many other types of citizens of different ages, races, religious affiliation, sexual affiliation, gender identity, and physical and mental abilities. Locally I have facilitated roundtable discussions with stakeholders related to public housing, served on the Board with LEAF Community Arts and now with My Daddy Taught Me That, facilitated for the Racial Equity Institute Core Organizers and supported with Building Bridges, and been a member of CoThinkk. I've worked with the city's economic development, worked around the intersection of climate data-education-arts, and been the executive director

for TEDxNextGenerationAsheville - highlighting the wisdom of 11-17 year olds. More than what I've done for work is the countless community meetings that I show up to, listen, and find ways to work with and support local leaders of color and efforts and initiatives that cultivate more equity and justice in our city. Beyond my community engagement in Asheville, I have been less successful working locally and still rely on gigs outside of Asheville to make a living. I co-facilitate White Affinity Groups at the National Association of Independent Schools' People of Color Conference and the White Privilege Conference. I provide program consultation and facilitation with the Tzedek Social Justice Fellowship & Forum for Theological Exploration. In 2012 I co-founded Mycelium, a learning network and leadership development program for social entrepreneurs and social change agents. My experience has demonstrated that meaningful change comes from diverse groups who are able to face the truth, imagine innovative possibilities, and collaborate to create the world they want to live in.

HUMAN RELATIONS COMMISSION APPLICATION FORM

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

Applicant Name: Ashley Cooper

Contact email: ashley@easilyamazed.com

Date submitted application: May 14, 2018

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

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

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

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

Please see attached.

Many consider me a community leader, but I am not affiliated with a specific organization. I am a member of the LGBTQ community, however I have never been discriminated against because of this, I am not deeply involved in the LGBTQ community locally, and I am not transgender, so I do not think it is wise to consider me as 1 of the 2 people in that category. I believe having folks who are transgender and who have experienced the aspects that make living in Asheville difficult because of being LGBTQ is who is needed for this Commission.

Skills with Equity -- I co-facilitate the White Caucus for the alumni of Racial Equity Institute Training and Building Bridges -- I have attended over a dozen racial equity trainings and many conferences and workshops -

- I have helped start and served on Equity teams at the school I was a counselor at and on the LEAF Community Arts Board -- I have facilitated caucuses at National conferences and been a part of the multi-racial organizing of those caucuses -- I am on the Board of My Daddy Taught Me That -- I have supported Asheville City Schools Foundation, MAHEC, Transmission, Youth Outright, Blue Ridge Pride, LEAF, Jews for Justice, and Buncombe County with equity efforts -- I show up at community meetings and volunteer whenever I am able -- People of color invite my input in community organizing or call me for personal support which, to me, demonstrates the presence of meaningful relationships and trust

City of Asheville
BOARDS & COMMISSIONS
Application Form

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

Name of board or commission: _____

Your name: Pearl Debellott Home Phone #: 8284174907

Street address: 13 Granada St, c City: Asheville Zip Code: 28806

Mailing address (if different): Asheville

Employer: Mission Health

Your position: Catering Associate Office Phone #: _____

Resident of City Asheville County Buncombe Race Black * Sex M ___ F * Age 19 *

Are you a Homeowner or a Renter? * Renter

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

Are you aware of any potential conflicts of interest that may arise during your service on this board (i.e., property interest, business interest, etc.)? If so, please explain: no
_____. Potential conflicts of interest do not preclude appointments.

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

My youth voice matters and I want to be heard and have a say so on some areas. I am a creative and passionate person and get things done.
Asheville High school / 2014-2017 Graduated
Experience - Tea and Talk with superintend , provide thoughts and change of theory through Asheville city schools as a whole.
- Americorps member currently

Return to:

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

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


Signature: Pearl Debellott

Date: 5/14/2018

E-Mail: pdebellott@yahoo.com

Fax #: _____

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

HUMAN RELATIONS COMMISSION APPLICATION FORM

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

Applicant Name: Pearl Debellott

Contact email: Pdebellott@yahoo.com

Date submitted application: May 14, 2018

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

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

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

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

- African American
- Youth member
- Live in Public Housing

My Experience is I attended community meeting , provide childcare on a daily basis. I'm a strong community activist for example former member of " Word on The Street " , Currently the only African American and the youngest Americorps member in Asheville NC Project POWER. volunteer with the salvation army Boys and Girls Club of Buncombe County etc. I'm interest in serving on the Human Relations Commission of Asheville because I'm one of the few youths who have a voice that wants to be heard and would love this opportunity.

City of Asheville
BOARDS & COMMISSIONS
Application Form

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

Name of board or commission: Asheville Parks and Rec HRC

Your name: Tiffany DE'Bellott Home Phone #: 828-545-6281

Street address: 46 Hidden Acres Dr. # 5 City: Asheville Zip Code: 28806

Mailing address (if different): _____

Employer: Women's Wellbeing and Development Foundation

Your position: Case Manager Office Phone #: 828-257-4667

Resident of City Asheville County Buncombe Race Black * Male Female* Age 38 *

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

Are you aware of any potential conflicts of interest that may arise during your service on this board (i.e., property interest, business interest, etc.)? If so, please explain: No

_____. Potential conflicts of interest do not preclude appointments.

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

I have over 15 years experience working with youth and adults within an educational capacity. I bring an array of knowledge around community organizing and the implementation of effective recruitment strategies. I currently hold a Bachelors Degree in Psychology and have devoted countless hours volunteering with various organizations. I have strong public speaking and meeting facilitation skills.

Return to:

Maggie Burleson, City Clerk
Post Office Box 7148
Asheville, N.C. 28802-7148

E-Mail: mburleson@ashevillenc.gov

Telephone: 259-5601

Fax #: 259-5499

Signature: 

Date: 4/6/16

E-Mail: tiffanydebellott@gmail.com

Fax #: _____

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

HUMAN RELATIONS COMMISSION APPLICATION FORM

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

Applicant Name: Tiffany De'bellott

Contact email: tiffany.de'bellott@acsgmail.net

Date submitted application: May 07, 2018

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

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

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

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

Please see attached.

Good afternoon, my name is Tiffany Flunory Debellott. I am an African American woman with years of experience being a community activist. I currently work for a local non profit called Asheville City Schools Foundation. For 3 years I have been active on the Parks and Rec Advisory Board for the City of Asheville and I believe it takes a village to support a successful nation. I desire to sit on this commission because it's my duty to use the power of my voice to implement lasting change. I am intentional when it comes to holding institutions and structures accountable when they operate outside of an equity lens. In the past I've been a union rep for the Untied Federation of teachers NYC Department of Education, I've been a member of the Malcolm X Grassroots organization and was heading for a seat in NY's City Council but relocated back to Asheville instead. In Asheville, I am a board member of Asheville Writers in the Schools and Community, I support CPC's Black Love monthly gatherings, and enjoy being a part of the grassroots groups here in town. One gift I am most proud of is my ability to create lasting relationships and the power to recruit and connect community.

City of Asheville
BOARDS & COMMISSIONS
Application Form

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

Name of board or commission: Human Relations Commission

Your name: Gabrielle Fricke Home Phone #: 9084425769

Street address: 50 S French Broad Ave City: Asheville Zip Code: 28801

Mailing address (if different): Asheville

Employer: Youth Empowered Solutions!

Your position: Program Manager Office Phone #: 9084425769

Resident of City Asheville County Buncombe Race White * Sex M F * Age 24 *

Are you a Homeowner or a Renter? * Renter

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

Are you aware of any potential conflicts of interest that may arise during your service on this board (i.e., property interest, business interest, etc.)? If so, please explain: NO
Potential conflicts of interest do not preclude appointments.

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

Please see other attachment.

Return to:

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

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

eSigned via eSignatures.com
Gabrielle Fricke
Key: d78721a8e98422a14050e4878

Signature: _____
Date: 5/4/18

E-Mail: gabrielle@youthempoweredsole.com

Fax #: _____

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

HUMAN RELATIONS COMMISSION APPLICATION FORM

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

Applicant Name: Gabrielle Fricke

Contact email: gabrielle@youthempoweredolutions

Date submitted application: May 04, 2018

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

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

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

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

Please see attached.

I am a member of the age group of 18-25 and a member of the LGBTQ community as well as a white woman. I am applying to be considered with the full disclosure of being a new resident of Asheville as of 8 months ago. I understand that making policy recommendations is a highly political and crucial role to play, and if there is someone who has lived here longer with a deeper understanding of community needs, I in no way want to take this opportunity from them. That being said, I am the Program Manager for a non-profit here in Asheville called Youth Empowered Solutions! (YES!). I am designated in the youth category here, but also have close relationships with the teenage and high school community. I believe that their voices are essential to consider for the Human Relations Commission, and my role would be able to bridge that communication. I would also suggest holding a spot for this age group if you have the space. From my experiences, they are some of the most influential, intelligent, and passionate individuals that contribute an exponential amount to communities. I believe in the concept of being "margins centric" when it comes to human relations, wherein policies and development focus on those who have been the most marginalized. Especially considering racial equity within this framework, our job as the Human Relations Commission is to be well informed on the disparities that racially marginalized people face in order to have that at the forefront of conversation and recommendation. Currently my work with YES! affords me the opportunity to be trained through Open Source Leadership as well as the Racial Equity Institute on a regular basis. I am involved with developing HOPE Box, a movement focused on health disparities and the African American community here in Asheville. My work and interests highly align with those of the Commission. I also have a passion for youth leadership and have worked in the field for about 5 years. I am excited for the opportunity to apply for a role within the Commission and grateful that Asheville has a system in place to bring these voices to our City Council directly.

Gabrielle L. Fricke
8 Vernell Ave.
Asheville, NC 28801
(908) 442-5769 frickegabby@gmail.com

EDUCATION

- Clark University, Worcester, MA**
B.A. International Development and Social Change, GPA: 3.9 May 2016
- Raritan Valley Community College, Raritan, NJ**
A.A. Liberal Arts- Social Sciences, GPA: 3.9 May 2013
- ❖ Phi Theta Kappa International Honor Society

WORK EXPERIENCE

- Youth Empowered Solutions!, Asheville, NC** 11/2018- Present
- ❖ Serve as a regional leader for Western North Carolina
 - ❖ Supervise program coordinators at multiple sites (Asheville, Marion)
 - ❖ Support organizational efforts to advance equity more broadly in the youth empowerment, public health and social sector arenas
 - ❖ Recruit, hire, train and supervise a youth staff team of 4-5 high school students
 - ❖ Plan, coordinate and implement youth and adult leader trainings
 - ❖ Provide support for YES! trainings and technical assistance within various topic areas and youth empowerment
 - ❖ Support the leadership development of youth staff through the application of the YES! Youth Empowerment Model®, training, experiential learning and local advocacy opportunities
 - ❖ Support the YES! Youth Staff to develop print, earned and social media materials to enhance local and statewide advocacy initiatives
 - ❖ Complete initiative, organizational and grant-funded verification and outcomes protocol
 - ❖ Cultivate strategic partnerships with organizations to achieve mutual outcomes and promote YES! trainings and services

- Shriver Job Corps, Devens, MA** 10/2016-07/2017
Career Preparation Instructor/Coordinator
- ❖ Develop and expedite curriculum used for new student orientation
 - ❖ Instruct curriculum on SMART Goals, leadership, career interest exploration, and professionalism
 - ❖ Instruct and train new students on center life and protocols, acting as a liaison to other departments
 - ❖ Coordinate pre-arrival resources with team of counselors and student records department
 - ❖ Conduct and maintain student records including case notes and personal career development plans
 - ❖ Create student evaluations and discuss each individual's progress on a weekly basis
 - ❖ Ensure accountability so that each student graduates to the Career Development Phase
 - ❖ Act as an informal counselor for individuals which includes mentoring and de-escalation

- ChildObesity180- Tufts University, Boston, MA** 07/2016-09/2016
Research Field Supervisor
- ❖ Supervise a team of 2-3 research assistants collecting field data
 - ❖ Manage daily responsibilities of each research assistant
 - ❖ Ensure adherence to research protocol by all team members
 - ❖ Organize field records regarding traffic and participant tracking and physical data
 - ❖ Building and maintaining an understanding of ethical research practices

- Girls CHOICE- YWCA, Worcester, MA** 02/2015-09/2016
Case Manager/Academic Coordinator

- ❖ Develop and facilitate workshops on healthy relationships, sexual health, communication, conflict mediation, leadership, and educational development
- ❖ Manage a case load of 45 participants by setting and maintaining goals
- ❖ Support and co-develop personal goals regarding college and career readiness, tutoring services, resume writing, job placement, stress management, and healthy lifestyles
- ❖ Arrange monthly or bi-weekly meetings with each of the 45 participants
- ❖ Assisted with bi-annual admissions process for new members and mentors
- ❖ Recommend services and community resources to individuals based on needs
- ❖ Build relationships with other community members and organizations for collaborative purposes
- ❖ Assist the Program Director with creative development and maintenance of program

Southern Middlesex Opportunity Council, Hudson, MA

09/2014-03/2015

Program Advocate

- ❖ Manage program rules, daily responsibilities and schedules of 14 homeless families
- ❖ Maintain case notes and records of each person and their daily activity
- ❖ Mediate conflicts and crisis situations between house members
- ❖ Expedite problem solving tactics in an expedient manner

Covenant House New Jersey, Newark, NJ

06/2014-08/2014

Planning and Development Intern

- ❖ Created a database of over 20,000 donors for department-wide future usage
- ❖ Composed over 20 informational documents regarding organizational events
- ❖ Assisted in organizing fundraising events by coordinating with donors and partner organizations
- ❖ Authored a Handbook for youth speakers to guide them on how to write effective speeches

AmeriCorps NCCC FEMA Corps, Vicksburg, MS

08/2013-06/2014

Corps Member - Project Specialist: Public Assistance

- ❖ Assessed damages to areas of natural disaster according to FEMA guidelines
- ❖ Composed grants which allocated over \$40,000 of funding for disaster victim applicants
- ❖ Utilized GIS mapping systems to coordinate points of disaster areas
- ❖ Calculated costs of repairing, restoring, and mitigating over 30 damaged facilities
- ❖ Composed 3 completed Project Worksheets for grant writing purposes
- ❖ Organized 4 events for national days of service in partnership with local non-profit organizations
- ❖ Developed 25 community service projects through outreach and partnerships
- ❖ Facilitated group discussions and mediated conflicts between team members

RESEARCH AND PROJECTS

- ❖ Clark University's Practicum on the Wellbeing of Boys and Men of Color in Worcester: Spring 2016
 - Masters level course; conducted research with key stakeholders to establish community needs and potential components of a network.
- ❖ Worcester Youth Worker Alliance
 - Organizational Committee, Mindfulness Sub-committee, Member. Organization and creation of events that focus on professional development, advocacy, capacity building, mindfulness, and networking for youth workers.
- ❖ Networking Research Project: Fall 2016
 - Conducted research and developed curriculum for future interns to follow and develop their personal professional networks.
- ❖ Haiti Field School Research Project: Summer 2015
 - Conducted two weeks of field research in rural Haiti with farmers about issues of climate change, deforestation, and the societal implications of large-scale environmental issues.

CERTIFICATIONS AND TRAINING

- ❖ Planned Parenthood Sexual Health Educator Training Completion- 2016
- ❖ Youth Access to Support Services, Sexual Violence Prevention Training Completion- 2016
- ❖ CITI Social & Behavioral Research Training Completion- 2016
- ❖ Youth Mental Health First Aid Trained- 2016
- ❖ Silver Presidential Award Recipient- 2013
- ❖ Bronze Congressional Award Recipient- 2013

City of Asheville
BOARDS & COMMISSIONS
Application Form

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

Name of board or commission: Human Resources Commission

Your name: Anne Greene Home Phone #: 8287130938

Street address: 800 Avalon Park Circle, APT 103 City: Arden Zip Code: 28704

Mailing address (if different): _____

Employer: Seeking employment (graduating with my MSW on May 10, 2018)

Your position: _____ Office Phone #: _____

Resident of City Asheville County Buncombe Race White * Sex M ___ F * Age 24 *

Are you a Homeowner or a Renter? * Renter

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

Are you aware of any potential conflicts of interest that may arise during your service on this board (i.e., property interest, business interest, etc.)? If so, please explain: _____
_____. Potential conflicts of interest do not preclude appointments.


Please indicate the area(s) of expertise that you can bring to the above board(s), and then in detail list education, experience, reasons for your interest, and other factors that support your interest in serving. **Applicants are**

Please see attached.

Return to:

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

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


Signature: _____

Date: April 30, 2018

E-Mail: aeg1206@gmail.com

Fax #: _____

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

I am lucky enough to have been born and raised in our beautiful city, Asheville, NC. I graduated from TC Roberson High School in 2012 where I then went to achieve my Bachelor of Arts degree in American Studies at the University of Alabama. Upon my undergraduate graduation in 2016 I was accepted into the Masters of Social Work (MSW) program at the University of South Carolina. On May 10, 2018 I will graduate with an MSW and move back to Asheville. Through my MSW education I specialized in social, community, and economic development. My internship opportunities with both Protection and Advocacy for People with Disabilities, Inc. and with the University of South Carolina School of Law Clinics have given me excellent communication, organizational, and advocacy skills. Working as a graduate research assistant for a professor examining the relationship between law enforcement and minority communities, I have learned how to identify and understand the complex dynamics shaping communities and institutional structures, and devise intervention strategies within these larger systems. At the core of my personal values system are social justice and cultural humility. My social work background has given me the confidence and professionalism to actively participate in conversations surrounding equity and inclusion. Having worked with a wide array of professionals and disciplines, I am well equipped to participate in interprofessional collaboration in order to ensure the Human Relations Commission participates in comprehensive and sustainable development practices that promote the needs and goals of the City of Asheville.

HUMAN RELATIONS COMMISSION APPLICATION FORM

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

Applicant Name: Anne Greene

Contact email: aeg1206@gmail.com

Date submitted application: April 30, 2018

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

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

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

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

Please see attached.

Hello, my name is Anne Greene and I am 24 years old. I am lucky enough to have been born and raised in our beautiful city, Asheville, NC. I graduated from TC Roberson High School in 2012 where I then went to achieve my Bachelor of Arts degree in American Studies at the University of Alabama. Upon my undergraduate graduation in 2016 I was accepted into the Masters of Social Work (MSW) program at the University of South Carolina. On May 10, 2018 I will graduate with an MSW and move back to Asheville. Through my MSW education I specialized in social, community, and economic development. My internship opportunities with both Protection and Advocacy for People with Disabilities, Inc. and with the University of South Carolina School of Law Clinics have given me excellent communication, organizational, and advocacy skills. Working as a graduate research assistant for a professor examining the relationship between law enforcement and minority communities, I have learned how to identify and understand the complex dynamics shaping communities and institutional structures, and devise intervention strategies within these larger systems. At the core of my personal values system are social justice and cultural humility. My social work background has given me the confidence and professionalism to actively participate in conversations surrounding equity and inclusion. Having worked with a wide array of professionals and disciplines, I am well equipped to participate in interprofessional collaboration in order to ensure the Human Relations Commission participates in comprehensive and sustainable development practices that promote the needs and goals of the City of Asheville. Please feel free to email me and ask for any further documentation or references. I'm excited about this opportunity and look forward to hearing from you. Thanks for your time, Anne Greene

Anne Elizabeth Greene
800 Avalon Park Circle APT 103 Arden, NC 28704
aeg1206@gmail.com | 828-713-0938

April 30, 2018

Sarah Terwilliger, Deputy City Clerk
Post Office Box 7148
Asheville, NC 28802

Dear Sarah Terwilliger,

My name is Anne Greene and I am excited to for the opportunity to apply to sit on the City of Asheville's Human Resources Commission. I am lucky enough to have been born and raised in our beautiful city, Asheville, NC. I graduated from TC Roberson High School in 2012 where I then went to achieve my Bachelor of Arts degree in American Studies at the University of Alabama. Upon my undergraduate graduation in 2016 I was accepted into the Masters of Social Work (MSW) program at the University of South Carolina. On May 10, 2018 I will graduate with an MSW and move back to Asheville. Through my MSW education I specialized in social, community, and economic development. My internship opportunities with both Protection and Advocacy for People with Disabilities, Inc. and with the University of South Carolina School of Law Clinics have given me excellent communication, organizational, and advocacy skills. Working as a graduate research assistant for a professor examining the relationship between law enforcement and minority communities, I have learned how to identify and understand the complex dynamics shaping communities and institutional structures, and devise intervention strategies within these larger systems. At the core of my personal values system are social justice and cultural humility. My social work background has given me the confidence and professionalism to actively participate in conversations surrounding equity and inclusion. Having worked with a wide array of professionals and disciplines, I am well equipped to participate in interprofessional collaboration in order to ensure the Human Relations Commission participates in comprehensive and sustainable development practices that promote the needs and goals of the City of Asheville.

Please feel free to email me and ask for any further documentation or references. I'm excited about this opportunity and look forward to hearing from you.

Thanks for your time and consideration,

Anne Greene

Education

| | |
|--|------------------------|
| MASTERS OF SOCIAL WORK <i>University of South Carolina</i> College of Social Work Columbia, SC Specialization: Social, Community, and Economic Development | August 2016 – May 2018 |
| BACHELOR OF ARTS, AMERICAN STUDIES SOCIAL WELFARE MINOR <i>University of Alabama</i> College of Arts and Science Tuscaloosa, AL | August 2012 – May 2016 |

Internships and Assistantships

| | |
|--|------------------------|
| MASTERS OF SOCIAL WORK INTERN <i>University of South Carolina School of Law, Clinics</i> | August 2017- Current |
| <ul style="list-style-type: none">• Communicate across professions to provide for the social needs of clients in the medical legal partnership, juvenile justice, domestic violence, and educational rights clinics• Conduct needs assessments and client intakes; clarify goals; and assess strengths and degree of need for social interventions• Engage in case management to connect clients to social services and conducted follow up with clients on those services• Develop safety and privacy plans for victims of domestic violence• Learn and use legal case management system to accurately documented all communications and interactions• Utilized supervision to ensure adherence to the NASW Code of Ethics | |
| GRADUATE ASSISTANT <i>Dr. Kirk Foster and the University of South Carolina Rule of Law Collaborative (ROLC)</i> | August 2017- Current |
| <ul style="list-style-type: none">• Participated in research for a published manuscript exploring the impact of social capital on health outcomes• Collected data for five U.S. cities to explore the relationship between law enforcement and minority communities. | |
| MASTERS OF SOCIAL WORK INTERN <i>Protection and Advocacy for People with Disabilities Inc. (P&A) Columbia, SC</i> | August 2016 – May 2017 |
| <ul style="list-style-type: none">• Tracked legislation and attended subcommittee and committee meetings at the SC State House• Advocated for people with disabilities by researching access barriers and analyzing the impact of policies and procedures; inspected institutional facilities; investigated patient case files to verify adequate treatment• Researched federal and state disability rights history to develop an online timeline to commemorate P&A's 40th anniversary• Enhanced knowledge of organizational functioning by attending P&A board meetings and participating in strategic planning• Coordinated the annual spring gala and collected donations for the silent auction | |
| GRADUATE ASSISTANT <i>Protection and Advocacy for People with Disabilities Inc. Columbia, SC</i> | August 2016 – May 2017 |
| <ul style="list-style-type: none">• Headed a county wide polling place survey in November 2016 and coproduced a report to send to county election officials• Organized monthly meetings and took minutes for the SC DisAbility Voting Coalition• Generated a social media tool kit to enhance voter outreach to people with disabilities | |

Academic Excellence and Leadership

| | |
|---|------------------------|
| RURAL INTERPROFESSIONAL BEHAVIORAL HEALTH SCHOLAR <ul style="list-style-type: none">• Enriched understanding of how to best advocate for the rights and needs of vulnerable populations in rural communities | August 2017 – May 2018 |
| TREASURER <i>Phi Alpha Honor Society University of South Carolina</i> | August 2017 – May 2018 |
| <ul style="list-style-type: none">• Managed the finances of a student honor society and organized chapter meetings and activities | |

Work Experience

| | |
|--|-------------------------|
| TEAM MEMBER <i>Kirkland's Home Asheville, NC</i> | June 2014 – August 2017 |
| <ul style="list-style-type: none">• Led the training of new team members; awarded employee of the month for excellent customer service | |
| RESTAURANT HOST <i>Holiday Inn Biltmore East Asheville, NC</i> | May 2013 – August 2014 |
| <ul style="list-style-type: none">• Practiced management and communication skills through providing guest relations to improve customer satisfaction | |

International Experience

| | |
|---|-------------|
| IRISH STUDIES PROGRAM <i>National University of Ireland – Galway Galway, Ireland</i> | Summer 2015 |
| CAMP LEADER <i>First Baptist Church of Asheville, NC Mussoorie, India</i> | Summer 2014 |

Volunteer Experience

| | |
|--|-------------------------------------|
| <ul style="list-style-type: none">• Temporary Emergency Services – Volunteer Tuscaloosa, AL• Appalachian Service Project - Volunteer Rural Tennessee• Habitat for Humanity – Project Volunteer Asheville, NC Guatemala | August 2014 – May 2016 June 2014 |
|--|-------------------------------------|

Leadership | Strong Communication | Teamwork | Time Management | Critical Thinking | Adaptability | Self-motivating | Inquisitive | Dependable

City of Asheville
BOARDS & COMMISSIONS
Application Form

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

Name of board or commission: Human Relations

Your name: Davidson L. Jones Home Phone #: 828 231 9399

Street address: 24 E. Larchmont Rd. Apt 216 City: Asheville Zip Code: 28804

Mailing address (if different): _____

Employer: Retired

Your position: _____ Office Phone #: _____

Resident of City Buncombe County _____ Race Colored * Sex M F _____ * Age 71 *

Are you a Homeowner or a Renter? * Renter

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

Are you aware of any potential conflicts of interest that may arise during your service on this board (i.e., property interest, business interest, etc.)? If so, please explain: _____
_____. Potential conflicts of interest do not preclude appointments.

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

Please see attached.

Return to:

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

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

Signature: 
Key: d70781a0c906422a1f40290a0070

Date: May 11, 2018

E-Mail: davidson.jones@gmail.com

Fax #: _____

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

Areas Of Expertise Organization Development Practitioner with 30+ experience , owned Davidson Jones & Associates, Inc.(<https://davidsonjones.com>), founded non profit Youth At Jazz out of North Asheville Community Center- 2006-2012. Served on PAC Board. Public Speaker and Large Group Change Management facilitation. Education: BS Mathematics/Philosophy, Host of OD certificates I believe in engaging others in building community. Davidson Jones has served as a catalyst for change throughout his career. He is distinguished from many other organizational change consultants by his practical results-oriented approach, his ability to establish a rapport with individuals on every rung of the organization chart and his willingness to counsel clients whenever needed without regard for the clock or calendar. Youth at Jazz Inc, a 501(c)(3) non profit organization, in Asheville, NC, was founded by Davidson, in 2006. In June of 2011, Davidson founded, Just Questions-No Answers, a social network intent of learning more about the the power of Questions/Inquiry. Locally, Davidson loans his change management expertise to small businesses and non profit concerns. "Organizations are incapable of treating customers better than they treat employees." Davidson's work has taken him from the shop floor to the board room, from the guard shack to the CEO's office. He has consulted with manufacturing, sales, marketing, supply chain, labor, maintenance, engineering, IT, HR labor relations, R&D, customer service, government, non-profits and educational organizations. "Every organization is forever one current event away from experiencing abrupt change." Davidson has been involved in a wide range of projects throughout his career. Included are: Designed and installed the first manufacturing cells within a major cosmetics company. A 17% productivity improvement was achieved. Similar projects were initiated throughout the company in sales, manufacturing and customer services. Redesign sales representative's work processes resulting in reduction of non sales related activity from 25% to less than 5%. Facilitated a total design (physical facility, job designs and work processes) of a Family Medicine Practice involving internal and external stake holders. Eleven years later the facility continues to experience success. Turnover has been minimal and there is a waiting list for new patients. Provided coaching, in two cases, for executives on career journeys that went from first line supervision to CEO as well as a host of others at every level. One made Fortune's Top 50 Women Executives in the USA. Conducted training sessions, and provided assistance for hundreds of internal change agents throughout North America and Latin America. Responded to many calls for outside facilitation of conflict resolution. Provided facilitation and methodology for the development of a Co-operative Labor/Management Partnership within a company that had experienced labor wars during its recent history. The learning has been leverage through out their industry. Redesign work systems within paper, petrochemical, packaging, steel, direct sales, local government, professional associations, pharmaceutical and auto industries, that have resulted in rational work rules and practices, improved cost and productivity. Instrumental in institutionalizing engagement strategies for large groups, within several organizations, achieving alignment, problem solving and action planning in relative short periods of time. They are known as Time Outs for many and Town Hall Meetings for others. Facilitated project within a North Eastern city as labor and city managers sought to privatize the Sanitation Department. Privatization was achieved without interruption of service. Redesign Call Center work processes that resulted in multi-skilled phone staff that made smooth transition into outside sales positions-a newly established career ladder. Davidson committed to honing his craft as an organization development practitioner in 1979. He sought out the best places, the best mentors, the best literature and the right situations. While he cannot claim to have gotten through unscathed, he can say that the learning has been enriched. He graduated from Morgan State University, where he studied Mathematics and Philosophy. His most cherished education is derived from the , ' in the heat of the moment ' random events, he has experienced throughout his life

HUMAN RELATIONS COMMISSION APPLICATION FORM

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

Applicant Name: Davidson L. Jones

Date submitted application: May 11, 2018

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

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

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

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

Please see attached.

Colored / Afro American, viewed as community leader Davidson Jones has served as a catalyst for change throughout his career. He is distinguished from many other organizational change consultants by his practical results-oriented approach, his ability to establish a rapport with individuals on every rung of the organization chart and his willingness to counsel clients whenever needed without regard for the clock or calendar. Youth at Jazz Inc, a 501(c)(3) non profit organization, in Asheville, NC, was founded by Davidson, in 2006. In June of 2011, Davidson founded, Just Questions-No Answers, a social network intent of learning more about the the power of Questions/Inquiry. Locally, Davidson loans his change management expertise to small businesses and non profit concerns. "Organizations are incapable of treating customers better than they treat employees." Davidson's work has taken him from the shop floor to the board room, from the guard shack to the CEO's office. He has consulted with manufacturing, sales, marketing, supply chain, labor, maintenance, engineering, IT, HR labor relations, R&D, customer service, government, non-profits and educational organizations. "Every organization is forever one current event away from experiencing abrupt change." Davidson has been involved in a wide range of projects throughout his career. Included are: Designed and installed the first manufacturing cells within a major cosmetics company. A 17% productivity improvement was achieved. Similar projects were initiated throughout the company in sales, manufacturing and customer services. Redesigned sales representative's work processes resulting in reduction of non sales related activity from 25% to less than 5%. Facilitated a total design (physical facility, job designs and work processes) of a Family Medicine Practice involving internal and external stake holders. Eleven years later the facility continues to experience success. Turnover has been minimal and there is a waiting list for new patients. Provided coaching, in two cases, for executives on career journeys that went from first line supervision to CEO as well as a host of others at every level. One made Fortune's Top 50 Women Executives in the USA. Conducted training sessions, and provided assistance for hundreds of internal change agents throughout North America and Latin America. Responded to many calls for outside facilitation of conflict resolution. Provided facilitation and methodology for the development of a Co-operative Labor/Management Partnership within a company that had experienced labor wars during its recent history. The learning has been leverage through out their industry. Redesigned work systems within paper, petrochemical, packaging, steel, direct sales, local government, professional associations, pharmaceutical and auto industries, that have resulted in rational work rules and practices, improved cost and productivity. Instrumental in institutionalizing engagement strategies for large groups, within several organizations, achieving alignment, problem solving and action planning in relative short periods of time. They are known as Time Outs for many and Town Hall Meetings for others. Facilitated project within a North Eastern city as labor and city managers sought to privatize the Sanitation Department. Privatization was achieved without interruption of service. Redesigned Call Center work processes that resulted in multi-skilled phone staff that made smooth transition into outside sales positions-a newly established career ladder. Davidson committed to honing his craft as an organization development practitioner in 1979. He sought out the best places, the best mentors, the best literature and the right situations. While he cannot claim to have gotten through unscathed, he can say that the learning has been enriched. He graduated from Morgan State University, where he studied Mathematics and Philosophy. His most cherished education is derived from the , ' in the heat of the moment ' random events, he has experienced throughout his life

City of Asheville
BOARDS & COMMISSIONS
Application Form

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

Name of board or commission: HUMAN RESOURCES COMMISSION

Your name: Christine Longoria Home Phone #: 828 337-2241

Street address: 11 RAMOTH City: Asheville Zip Code: 28804

Mailing address (if different): _____

Employer: Preferred Properties

Your position: _____ Office Phone #: _____

Resident of City Asheville County Buncombe Race White/Mex* Sex M _____ F * Age 75 *

Are you a Homeowner or a Renter? * Homeowner

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

Are you aware of any potential conflicts of interest that may arise during your service on this board (i.e., property interest, business interest, etc.)? If so, please explain: _____
_____. Potential conflicts of interest do not preclude appointments.

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

I have a strong passion in diverse people having a genuine part in our community, and would like to work towards accepting and including everyone, regardless of race, gender, ethnic background, religious, and sexual identity. I work with groups working for justice, and ultimate peace for the world.

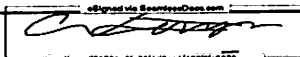
I can bring to the table a wide experience of careers, community service, and strive to be fair, and consider myself a consensus builder.

My earliest memory of coming to Asheville in 1970, was applying for a job at Head Start, and being told, judged, that a white woman living on the north side, could never understand the problems. Ouch. I had empathy, education, enthusiasm and a need to have a purpose, and to make a difference. I had worked for a half dozen agency in another state, with disabled adults and children who lived on government assistance. Since then I have considerable experience on city and state boards, such as N.C. Inmate Grievance, Martin Luther King Committee, Asheville Symphony, Buncombe County Domiciliary Care Board, Board of Adjustment.

Return to:

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

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


Signature: _____
Key: d778781a8e986d2ea140250a6878

Date: May15,2015

E-Mail: Christine.longoria@gmail.com

Fax #: 828 258-2243

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

HUMAN RELATIONS COMMISSION APPLICATION FORM

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

Applicant Name: Christine Longoria

Contact email: Christine.longoria@gmail.com

Date submitted application: May 03, 2018

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

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

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

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

Please see attached.

I am one half, Mexican. My father became a dual citizen of the U.S. and Mexico, after graduating from UT, and working at a bank. His first three children are "anchor babies". My sister and I came after. I grew up in South Texas, where there was constant threat from the Border Patrol, and witnessed much hurt and disruption to families. I have lived in Asheville for over 40 years, and have seen racial discrimination, which I consider to be on the rise. I worked as an adult probation/parole officer, and was very involved with the prison system, and have observed the same discrimination there. I hold a master's degree in counseling, served on many boards. At this time, I'm only involved with Episcopal Peace Fellowship. I also march and protest. I do want to be a part of needed change. I think I am a rational head, with some skill at consensus building.

City of Asheville
BOARDS & COMMISSIONS
Application Form

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

Name of board or commission: Human Relations Commission for City of Asheville

Your name: DeLores Venable Home Phone #: 8287476790

Street address: 108 Buchanan Drive Apt 4 City: Asheville Zip Code: 28801

Mailing address (if different): _____

Employer: Asheville Nursing and Rehab

Your position: Medication Aide Office Phone #: 8282550076

Resident of City yes County _____ Race Black * Sex M _____ F * Age 39 *

Are you a Homeowner or a Renter? * Renter

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

Are you aware of any potential conflicts of interest that may arise during your service on this board (i.e., property interest, business interest, etc.)? If so, please explain: _____

_____. Potential conflicts of interest do not preclude appointments.

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

I am a born and raised Asheville native whom has been in civic and community engagement most of my life here. I have worked on several local political campaigns, community members and various organizations to improve and enhance the quality of life for marginalized and disenfranchised people throughout our city. I believe in solution based problem solving that comes from listening to and identifying the needs of our community. I have worked with several organizations to improve the quality of life for black people and people of color in Asheville and advocate the rights of the LGBTQ community and other minority groups. I believe in the protection of ones basic civil rights as well as their overall human rights. I am trained in data analysis, community organizing, building working groups, as well as racial and social justice. My personal goal is to see Asheville at its best so that our citizens can experience the best this great city has to offer.

Return to:

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

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

eSigned via BoardFast.com
DeLores Venable
Key: d78721a04996d2aa14030d4878

Signature: _____

Date: 5/17/18

E-Mail: delo4sure@gmail.com

Fax #: _____

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

HUMAN RELATIONS COMMISSION APPLICATION FORM

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

Applicant Name: DeLores Venable

Contact email: delo4suew@gmail.com

Date submitted application: May 14, 2018

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

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

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

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

I am a African American Asheville native with a vast understanding of the equity issues in this city. Over the years, I have been a community organizer, advocate, and voice of those that have been directly affected by the lack of equity and have worked with organizations to create equity for African Americans and marginalized people of this great city. My skill sets allow me to be able to organize, think tank, and do critical and antidotal data analysis as well as be able to work in groups that can create and implement policy change. Most of my adult life has been one of advocating for the equity and fair treatment of marginalized and disenfranchised individuals of this community with positive results in the community and policy wise. I look forward to continuing that work in the capacity of this newly formed commission.

City of Asheville
BOARDS & COMMISSIONS
Application Form

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

Name of board or commission: Human Relations Commission of Asheville

Your name: Sarah Williams Home Phone #: 828-253-4100

Street address: 30 Ridge St. City: Asheville Zip Code: 28801

Mailing address (if different): _____

Employer: Retired former teacher

Your position: _____ Office Phone #: _____

Resident of City _____ County _____ Race _____ * Sex M ___ F ___ * Age _____ *

Are you a Homeowner or a Renter? * Homeowner

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

Are you aware of any potential conflicts of interest that may arise during your service on this board (i.e., property interest, business interest, etc.)? If so, please explain: _____
_____. Potential conflicts of interest do not preclude appointments.

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

As a former African-American teacher in Asheville City Schools, I have had to practice human relations as it pertains to both adults and children. When I decided to pursue education as a major, my interest, obviously, was education for all, but most particularly education for the underserved/
Since my retirement I have worked with mentally challenged children, tutored in public housing, and taught in a predominantly white school.
I was educated in Asheville City Schools. upon graduation of high school, I attended an historically black school, Winston-Salem State University. My masters degrees were obtained from Western Carolina University. My first masters degree is in middle grade education with a concentration in reading, and my second masters is in education administration.
I am interested in joining this commission because I have a keen interest in fairness for all people. I know that one group can not accomplish this for an entire city, but I would like to do what I can to obtain equity for all of our citizens.

Return to:

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

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

eSigned via eSignifyOpen.com

Key: d78721a8b9614d2a114020a6878

Signature: _____

Date: May 14, 2018

E-Mail: twice@bellsouth.net

Fax #: _____

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

HUMAN RELATIONS COMMISSION APPLICATION FORM

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

Applicant Name: Sarah Williams

Contact email: twice@bellsouth.net

Date submitted application: May 14, 2018

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

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

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

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

I am an African-American residing within the city. I have an interest in fairness for all individuals who reside in the city. Education has been my strongest interest in the past but other issues have invaded my thinking as the years have gone by.

I am a former teacher here in Asheville and I was born, raised, and educated in the Asheville City Schools System.

I have been concerned with fairness for African-American males. I am the great aunt of two African-American male children who attend school here, and I certainly would like for them to grow up in a city that does not consider African-American males to be a menace.

City of Asheville
BOARDS & COMMISSIONS
Application Form

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

Name of board or commission: Human Relations Commission

Your name: Chris Winebrenner Home Phone #: 828-713-2828

Street address: 54 Hillside Street #3 City: Asheville Zip Code: 28801

Mailing address (if different): _____

Employer: Western North Carolina AIDS Project (WNCAP)

Your position: Community Resource Coordinator Office Phone #: 828-252-7489

Resident of City Asheville County County Race White * Sex M F * Age 48 *

Are you a Homeowner or a Renter? * Renter

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

Are you aware of any potential conflicts of interest that may arise during your service on this board (i.e., property interest, business interest, etc.)? If so, please explain: no

_____. Potential conflicts of interest do not preclude appointments.

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

was born in Asheville in 1970 and have lived here most of my life. I have a strong interest in matters of racial justice and equity. My husband and in-laws are African-American. I have worked at a local non-profit for the last 11 years as Community Resource Coordinator. I have successfully served on various work-related committees and was an active Board member for a local food pantry (Loving Food Resources-LFR) and a statewide advocacy group (North Carolina AIDS Action Network-NCAAN). I am a creative problem solver who has been looking for a way to connect and provide service in the realm of equitable policymaking and community support. I will gladly provide diverse & robust references upon request. Thanks for your consideration.

Return to:

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

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

Signed via ScanSignDoc.com
Christopher Bob Winebrenner
Key: d79781a0f0e004d20e114020f0e070

Signature: _____

Date: 5-2-18

E-Mail: cbrenner70@gmail.com

Fax #: _____

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

HUMAN RELATIONS COMMISSION APPLICATION FORM

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

Applicant Name: Chris Winebrenner

Contact email: cbrenner70@gmail.com

Date submitted application: May 02, 2018

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

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

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

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

Please see attached.

I was born in Asheville in 1970 and have lived here most of my life. I am currently employed as the Community Resource Coordinator at the Western North Carolina AIDS Project (WNCAP), where I have worked part-time for the last 11 years. I am disabled. I am also a member of the LGBT community who is married to an African-American man. My sister is a nurse at MSJ and my brother-in-law works for the APD. I have been seeking a way to become involved in issues of racial equity and policymaking. I have previous committee experience and was an active Board member of LFR (Loving Food Resources) for a 2 year term and NCAAN (North Carolina AIDS Action Network) for a 4 year term. Last year, I completed a two-day (16-hour) racial equity training that was provided through my job. I have no current community commitments outside of my position at WNCAP. I can provide a list of diverse and robust references upon request. I believe I could make a substantial contribution to this commission.