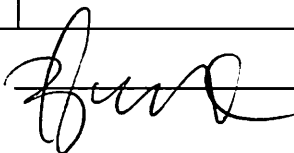


Mayor's Office: Council Agenda Item Request Form
*This form and supporting documents (if applicable) are due the Wednesday
before the COW meeting by noon.*

Date Received (office use)	
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Date of Request	7/18/2017
Requesting Staff Member	Kendra Kahlow
Requested Council Date	August 1, 2017
Topic/Discussion Title	Board Appointment to the Council On Diversity Affairs (CODA)
Description	Appointment of Ms. Yolanda Francisco-Nez to the Council Of Diversity Affairs for a three year term beginning August 2, 2017 and ending August 1, 2020.
Requested Action¹	Council Approval, Consent Items
Presenter(s)	
Time Needed²	Consent Items
Time Sensitive³	
Specific Time(s)⁴	
Contact Name & Phone	Kendra Kahlow x.7031
Please attach the supporting documentation you plan to provide for the packets to this form. While not ideal, if supporting documents are not yet ready, you can still submit them by 10 am the Friday morning prior to the COW agenda. Items without documentation may be taken off for consideration at that COW meeting.	

Mayor or Designee approval:



¹ What you will ask the Council to do (e.g., discussion only, appropriate money, adopt policy/ordinance) – in specific terms.

² Assumed to be 10 minutes unless otherwise specified.

³ Urgency that the topic to scheduled on the requested date.

⁴ If important to schedule at a specific time, list a few preferred times.

YOLANDA FRANCISCO-NEZ

Phone:

Email:

EXECUTIVE LEVEL LEADERSHIP AND BUSINESS MANAGEMENT

Diversity Management, Public Policy, Organizational Development

Accomplished leader in the management and administration of diversity and human rights; directing and implementing diverse initiatives and inclusive strategic planning, programming and operations and offering experience facilitating the analysis, development and implementation of policy, operating procedures designed to improve business services, engagement and education. Extensive utilization of professional networks in public, private and nonprofit sectors particularly among diverse communities including elected international, federal, state, tribal and local government officials.

AREAS OF EXPERTISE

- Diversity Management
- Policy Development
- Collaborative Leadership
- Business Administration
- Strategic Planning
- Public Speaking

CORE COMPETENCIES

- ✓ Highly skilled in creating supportive business solutions, developing high levels of cooperation and facilitating effective strategies to leverage diversity and inclusion
- ✓ Proven ability to effectively handle multi-task levels of management responsibility with minimal direction from superiors while supervising personnel, providing leadership, motivation and development
- ✓ Solid communication, writing, analytical, social media, time management, organizational and leadership skills among diverse populations and senior leadership and key stakeholders
- ✓ Innovative and creative in establishing a business case for diversity and inclusion best practice
- ✓ Experience in utilizing quantitative and qualitative data and metrics to support business objectives and accountability

CAREER ACCOMPLISHMENTS

- **Strategic Organizing** – Composed a strategic plan, led and co-chaired 100 member Census 2010 Complete Count Committee and directed a team to conduct mass marketing and public awareness campaign among underrepresented populations.
- **Monumental Legislation** - Member of team that facilitated, lobbied and passed legislation that allows for legal protections in employment and housing for lesbian, gay, bisexual, transgender and queer (LGBTQ) community; Catalyst as first city in Utah to pass historic legislation duplicated in several municipalities which led to a state law.
- **Project Development and Management** - Developed an 8-part curriculum addressing employment and housing discrimination, sexual violence and gang violence prevention, justice court system and steps to U.S. citizenship for refugee and immigrant populations taught in 18 languages. Manage staff and oversee award-winning program.

- **Informing Policy** - Contributing author and facilitator of the Discrimination Report 2009, The Status of Women Report 2013 and the Report on Civic Engagement 2013. A key force in the formation of a committee focused on issues of equality for women in Salt Lake City. The committee released “The Status of Women in Salt Lake City Report” which included policy recommendations to promote equal opportunity for women in the areas of education, politics, economics, health, safety and social wellbeing. Proposed policy recommendations to establish a United Nation Convention on the Elimination of all form of Discrimination Against Women (CEDAW) Ordinance.
- **Strategic Organizing** – Composed a strategic plan, led and co-chaired 100 member Census 2010 Complete Count Committee and directed a team to conduct mass marketing and public awareness campaign among underrepresented populations.
- **Marketing on International Stage** - Participated with U. S. Delegation and addressed the 110th Session of the Human Rights Committee International Covenant on Civil and Political Rights at the United Nations in Geneva, Switzerland.
- **Event Planning** – Directed, trained and facilitated numerous citywide special events with large scale (70-80,000) audience and diverse business communities including the White House Roundtable on Immigration and a city-wide Mayor’s Antidiscrimination Campaign.
- **Funding** - Secured a federal grant and nonprofit funding for programming, the creation of staff and materials offered in multiple languages.

PROFESSIONAL PROFILE

MAYOR’S OFFICE OF DIVERSITY & HUMAN RIGHTS

Position Title: Director

Salt Lake City, UT

7/16/16-present

Position Title: Coordinator

Salt Lake City, UT

1/5/08 to 7/16/16

- Expand diversity and inclusion efforts citywide and operationalize equity in local government through assessment and restructuring, develop training curricula and assess recruitment strategy and problem-solving techniques among departments and manage a gender analysis study; develop comprehensive strategic plan; develop public policy and strategy; deliver succinct presentations and briefings, through verbal and written communication methods and techniques, publish findings and major reports
- Planning, organizing, directing, coordinating, and evaluating all the activities in consultation and collaboration with the Mayor, Human Resource Director, and the Mayor’s Deputy Chief of Staff
- Represent mayor in leadership role as a public advocate; defend administrative policy and leverage unique qualities in support of business objectives, including confidential matters that focus on legal and regulatory issues and communication in diversity management principles, theories and practices;
- Educate internal organization on diverse perspectives and inform approximately 3000 city employees and community councils on global diversity;

- Develop diversity policy and innovative approaches designed to attract, develop, and retain a talented diverse workforce and equal representation of women and men on boards and commissions
- Promote and ensure that diversity is infused within organizational change efforts, recruitment and retention initiatives, career and leadership development program, and engagement surveys as a means of effectuating diversity/inclusion strategies
- Manage operations, procedures and activities of the Human Rights Commission and supervise staff, student interns and volunteers; manage leadership fellowship award program, special events, conduct civic engagement workshops during yearly Utah Legislative session with Utah House of Representatives and Utah Senators
- Deliver and promote civic engagement and recruit diverse populations and companies to work, play and do business in Salt Lake City, formed and led a Civic Engagement Task Force, manage and cultivate strategies for engaging Salt Lake City's diverse populations including people who have a broad range of abilities, cultures, languages, ethnic, and gender backgrounds

OFFICE OF THE MAYOR

Salt Lake City, UT

Position Title: Intern Coordinator

January 2003 to December 2007

- Implemented comprehensive international intern program; recruit, screen, hire and manage local and international student interns; conduct orientation, evaluations and training
- Developed marketing plan; launched, developed and maintained website while managing multiple projects in fast-paced, demanding work environment
- Developed and expanded relationships with universities, governmental entities and community partners

OFFICE OF THE MAYOR

Salt Lake City, UT

Position Title: Executive Assistant to Mayor Ross Anderson

January 2000 to December 2007

- Provided confidential executive-level support to the mayor; managing and coordinating administrative functions and welfare; assigned to implement services designed to meet the needs of all constituents regularly required to resolve complex administrative issues independently
- Demonstrated high degree of professionalism, initiative and independence in supporting the mayor, his staff and Cabinet members, officials and the general public; managed mayor's schedule, front office operations and international travel; supervised, coordinated, trained and empowered new employees to provide outstanding customer service
- Coordinated large city events; including citywide customer service training for front office personnel, mayor's inauguration ceremony and 2002 Winter Olympics and 2002 Paralympic Games meetings and activities

CAL NEZ DESIGN

Salt Lake City, UT

Position Title: Vice President

November 1986 to January 2000

- *Financial Management:* Responsible for payroll, budget analysis, accounts receivable and payable, customer follow-up and collections, quarterly tax information for state and federal agencies, annual tax reports, obtaining business licenses and permits and for tracking expenses and sales.
- *Project Management:* Facilitated national mass marketing and service for a regionally recognized graphic design firm ranked “Best in the West” by Utah Holiday Magazine. Developed marketing materials with lead graphic designer, including brochures, logos, billboards, advertisements, posters, calendars, and annual reports. Managed computer information systems tracking outputs and sales. Accomplished dynamic output for clients nationwide.
- *Public Relations & Consultation:* Accomplished cross-cultural communication and marketing for Native American and non-Native populations. Extensive experience managing trade shows and photo sessions, engaging in sales travel and public presentations, editorial and press release writing; developed strategic communication process, built mutually beneficial relationships.

SPECIAL RECOGNITION AND AWARDS

- 2017 Utah Business Magazine named 30 Women to Watch
- 2014 Gratitude and Diversity Distinction Award from The Human Rights Education Center of Utah
- Woman of Colour Award from the Alpha Phi Alpha Fraternity Inc. at the University of Utah, 2013
- Pete Suazo Social Justice Award for community organization leadership and advocacy from the University of Utah College of Social Work, 2013
- Salt Lake Chamber of Commerce Leadership Utah, Class of 2011
- City Cultural Diversity Award Program from the National League of Cities and Towns, National Black Caucus of Local Elected Officials, 2010
- Pete Suazo Community Service Award from Utah Minority Bar Association, 2010
- Allies Award from Equality Utah, 2010
- Torch of Freedom Award from American Civil Liberties Union Utah (ACLU) 2010

PROFESSIONAL AFFILIATIONS

- Board Member, U. S. Commission on Civil Rights, 2014-present
- Board Member, International Association of Official Human Rights Agencies, 2013-present
- Board Chair, Utah Coalition Against Sexual Assault, 2011-present
- Member, Comunidades Unidas, Enriching Utah Coalition, 2008-present
- Board Member, Restoring Ancestral Winds, March 2016-present
- Board Member, Governor’s Utah State Charter School Board, 2008-2012

- Board Member, Urban Indian Center of Salt Lake, 2012-Nov. 2014
- Member, Racially Just Utah, 2013-present
- Board Member, KUED Advisory Board, 2013-present
- Board Member, Utah Diversity Connections, 2008-present

EDUCATION

Master's Degree in Business Administration
University of Phoenix, Graduated in May 2011

Bachelor of Science Degree in Business Management
University of Phoenix, Graduated in December 2006

Pre-Nursing, University of Utah, 1982-85

Training:

40 Hour Advocacy Training from the Utah Coalition Against Sexual Assault (UCASA), 2010



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APP00003562

Application #	APP00003562
Board	Council on Diversity Affairs (CODA)
All Open Positions	<input type="checkbox"/>
Date	6/14/2017
Nominated by	n/a
Nominee	Yolanda Francisco-Nez
Status	Submitted

Personal Information

Home Street		Work Street	
Home City		Work City	
Home State		Work State	
Home ZIP/Postal Code		Work ZIP/Postal Code	
Home Phone		Work Phone	
Email			
Preferred method of contact	Home		

Additional Information

SLCO Council District	6	Current Member of Another County Board?	No
Prefer Contact Info Be Private	Yes	Current Board	
Unique qualifications/perspectives	I am from the Navajo tribe and a long time resident of SL County. I am an expert in diversity and human rights issues particularly policy involving Native Americans, ethnic communities, LGBT and women. I am a great writer and researcher.		
Gender	Female	Has Been Member of Another Board	No
Age Range	40-54	Previous Board	
Race/Ethnicity	American Indian/Alaska Native; American Indian/Alaska Native		
Other Race/Ethnicity			No

**Immediate Family
is County
Employee?**

Explanation

**Convicted of
Felony** No

Explanation

**Represents
Special
Community?** Yes

Explanation Native America

**Additional
Comments**

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