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BAC-7472

Contact Information

Contact Name	Ola Kukoyi	Home Address	20139, E. Doane Drive
Preferred Phone	303-519-9220	Home City	Aurora
Preferred Email	ola.kukoyi@denvergov.org	Home State	CO
Other Phone	720-944-4501	Home Zip	80013
Other Email	olakukoyi98@gmail.com	County	Denver
DOB	[REDACTED]	Hispanic or Latino origin or Descent?	No
SSN	[REDACTED]	Race/Ethnicity	African American
Gender	Female	Other Ethnicity	
Other Gender		Salutation	Mrs.

Board Information

Board Name	Denver Immigrant & Refugee Commission	Other boards or commissions served	
Status	New	Resigned	
Term Start Date			
Term End Date			

Work Information

Employer	City and County of Denver	Work Address	4675 Peoria Street
Position	Program Administrator	Work City	Denver
Business Phone #	720-944-5401	Work State	CO
Work Email	ola.kukoyi@denvergov.org	Work Zip	80239

Additional Information

Education and General Qualifications

Name of High School	Ola Kukoyi	Name of Graduate School	University of Colorado
Location of High School	Nigeria	Location of Graduate School	Aurora, Colorado
# of Years Attended High school	5	# of Years Attended Graduate School	2
Did you Graduate High School	Yes	Did you Graduate	Yes
Name of College	University of Portharcourt	Graduate Major	Masters in Public Health
Location of College	Rivers State, Nigeria		

of Years Attended College 4
 Did you Graduate College Yes
 Undergrad Major Sociology

Reference Details

Reference Name #1 Kris Clark Reference Email #1 kris9352@msn.com
 Reference Phone #1 303-718-7029 Reference Address #1 7971, S. Kendall Blvd., Littleton CO 80128

Reference Name #2 Mamay Worku Reference Email #2 mamayworku@comcast.net
 Reference Phone #2 720-275-0349 Reference Address #2

Reference Name #3 Adetola Obiwola Reference Email #3 adetola25@comcast.net
 Reference Phone #3 720-848-1603 Reference Address #3 17762, E. Anthem Drive, Parker CO 80134

Agree to a background check

Owner Romaine Pacheco

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 Last Modified By Denver Integration, 7/19/2021 5:57 PM

Notes & Attachments

DIRC New Commissioner Questionnaire.pdf

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Ola's Curriculum Vitae-CV.pdf

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Ola's Bio & Profile.docx

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Ola's Bio & Profile.pdf

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**IMMIGRANT &
REFUGEE
COMMISSION**
DENVER HUMAN RIGHTS &
COMMUNITY PARTNERSHIPS

New Applicant Questionnaire

Name: Ola Kukoyi

Country of Origin: Nigeria

Field of Expertise: Administrator; Public Health Professional (PHP)

1. Tell us about your expertise in the immigrant or refugee community in Denver

As a community leader, I have more than twenty (20) years both local and international experience in community and stakeholder engagement.

2. Tell us about your expertise in your professional field.

I am an experienced Program Administrator with a demonstrated history of working in the government relations industry.

I am also a highly competent public health professional that is versed in research and analysis of public health programs.

And possess an extensive knowledge of conducting evidence-based research and continuous improvement of program operations.

3. What strengths do you feel you bring to the Commission?

My strengths/skills are as follows:

Excellent Attention to Detail	Excellent Government Relations	Stakeholder Involvement	Leadership
Problem Resolution	Multi-Lingual	Strong Written and Verbal Communication	Public Speaking
Public Sector Engagement	Community Engagement	Program Management	Advocacy

4. What are the biggest challenges you see facing immigrant and refugee communities in Denver?

Integration opportunities and how to access and navigate the public systems in place.

5. What are some of the issues or opportunities in Denver that immigrants & refugees can address together?

Resettlement, Accommodation, Language and Integration issues. Immigrants and Refugees can address together how to explore and access economic mobility resources and opportunities.

6. How do you engage with a person whose opinions are different than your own?

I validate their opinions and look for common grounds to collaborate.

7. Describe a project or initiative in your field of expertise that you led or played a significant role in, and what was the result
I facilitated and participated in several Vaccine Equity pop-up clinics targeting immigrant and refugee populations
this resulted in vaccinating approximately one thousand (one thousand) participants within a time frame of
three (3) months.

8. Describe a project or initiative in your community that you led or played a significant role in, and what was the result.
I facilitated and participated in the Mayor's Immigrant and Refugees Virtual Town Hall Meeting on the COVID19
pandemic on May 20th 2020. I was instrumental in providing an immigrant to share her family's experience
with contracting the COVID19 virus. Her testimony was quite impactful on the participants. At the end of the
day we had a total of one hundred and seventy (170) attendees

9. Currently, the Commission meets the third Tuesday of each month from 6:00pm-7:30pm.
Could you commit to this schedule? Yes

10. How many hours per month could you commit to the work of the Denver Immigrant & Refugee Commission?
I can commit to as many hours as needed depending on my work schedule.

11. When are you available to participate? Circle all that apply During the work day M-F After work M-F Weekends

Ola Kukoyi
Public Health Professional (PHP)

Ola. A. Kukoyi, MS, MPH

♦ olakukoyi98@gmail.com ♦ 303-519-9220 ♦ <https://www.linkedin.com/in/ola-kukoyi-a4191276/>

Professional Experience

- | | | |
|---|-------------------------------------|-----------------|
| <u>City and County of Denver</u> | Program Administrator | 07/2021-Present |
| <ul style="list-style-type: none">➤ Serve as the Subject Matter Expert (SME) for Denver Economic Development and Opportunity (DEDO) regarding the New American Integration programming.➤ Conduct research and outreach to all state and government agencies, community-based organizations and non-profits that support or provide services to New Americans.➤ Develop data, trends, resource directory, trainings and employments available to New Americans.➤ Partner with DEDO and Office of Human Resources (OHR) on the development of new programming and promoting the integration of New Americans into all divisions of DEDO (Workforce, DSBO, NEST and Global Business Services).➤ Collaborate with internal DEDO staff on the expansion of current programs/services, updating the PY20-23 WIOA Local Plan, the development of a strategic vision for preparing a skilled workforce and objectives and strategies to ensure services and programming for New Americans.➤ Identify and conduct research on local and international donor agencies with the main purpose of obtaining funding streams for the New Americans program.➤ Responsible for partnering with local and community health organizations, state agencies and pharmacies to facilitate, participate and provide resources during COVID-19 Vaccination Equity Events.➤ Collaborate with organizations to assist New Americans with obtaining legal status and pathway to citizenship. | | |
| <u>City and County of Denver</u> | Program Administrator | 07/2016-06/2021 |
| <ul style="list-style-type: none">➤ Provided leadership and vision to the Trade Adjustment Assistance (TAA) program operations utilizing management tools such as Key Performance Indicators (KPIs).➤ Communicated with internal and external stakeholders such as Denver Economic Development and Opportunity, service providers, TAA State office and United States Department of Labor.➤ Undertook community outreach by meeting with stakeholders such as service providers, public officials and other agencies resulting in 80% program management, assurance and improvement➤ Performed grant and budget administration, monitoring, compliance and reporting of the TAA program.➤ Provided input and expert insight for highly visible policy issues, define/frame issues, determine appropriate methods of approach, and conduct research and analysis of relevant data, including best practices, implementing innovations that increased program efficiency and program savings of more than eleven thousand dollars (\$11,000.00).➤ Conducted effective fiscal management of Training Authorization (TA) documents granted to customers and their training providers.➤ Carried out problem-solving techniques and influenced decision-making processes in a diplomatic and collaborative manner.➤ Recommended the development or modification of program guidelines, policies and best practices which has effectively increased program quality management.➤ Took the lead in partnering with local and community health organizations, state agencies and pharmacies to facilitate, participate and provided resources during COVID-19 Vaccination Equity Events. | | |
| <u>City and County of Denver</u> | Workforce Professional/Case Manager | 10/2010-06/2016 |

- Conducted in-depth assessment of eligible customers' skills and interests utilizing assessment tools resulting in partnering with agencies and stakeholders to provide customized vocational training.
- Connected businesses to job seekers residing in underserved communities including diverse and multilingual via On the Job Trainings (OJTs) and Wage Subsidy programs resulting in 80% increase in the economic development of these communities and promote economic growth.
- Assisted special populations such as refugees, immigrants, Temporary Assistance to Needy Families (TANF) recipients, ex-felons, homeless families, and other underserved communities in job coaching and vocational training, resulting in 90% employment rate increase, economic empowerment and combating poverty.

City and County of Denver Targeted Assistance Grant (TAG) Navigator 01/2009-09/2010

- Administered and managed wage subsidy funds issued on behalf of diverse and multilingual customers to businesses for employment and retention purposes resulting in 80% percentage increase of customer employment and promoting economic growth in the diverse and multilingual communities.
- Consulted and counseled refugees and immigrant customers to resolve barriers to gainful employment and assist job seekers to use career building tools to enhance their career development and improve their quality of life.
- Evaluated program guidelines, policies and best practices utilizing Key Performance Indicators (KPIs) effectively increasing program quality management
- Collaborated with refugee service agencies such as Spring Institute for Intercultural Learning, Lutheran Family Services, Jewish Family Services, African Community Center, Somali African Organization and Colorado African Organization to provide much needed services, support and resources to underserved communities.

City and County of Denver Staff Business Development Associate 06/2007 – 01/2009

- Provided professional career guidance to Denver residents which included but not limited to creating employment plans, job placement and determining the eligibility of the workforce customers to federal funded programs.
- Collaborated with business partners and partner agency representatives in job placements and career advancements for customers including diverse and multilingual customers
- Evaluated program guidelines, policies and best practices utilizing Key Performance Indicators (KPIs) effectively increasing program quality management

Mental Health America of Colorado Education Coordinator 04/2005-08/2005

- Collaborated with partner agencies to promote behavioral health awareness in the community which resulted in establishing a committee for mental health awareness and counseling.
- Effectively communicated with a wide variety of stakeholders ranging from the management team, psychotherapists to persons living with behavioral health issues.
- Evaluates program guidelines, policies and best practices utilizing Key Performance Indicators (KPIs) effectively increasing program quality management
- Provided leadership and responsible for launching a research and information sharing committee on current trends in the behavioral health industry resulting in improvement in the quality of care given to persons living with behavioral health challenges.

American Red Cross AmeriCorps*VISTA Member 02/2004-02/2005

- Administered public health presentations on Disaster Preparedness to underserved communities including the diverse and multilingual communities in the Denver Metro Area.
- Provided leadership and responsible for organizing and conducting trainings to various organizations on Disaster Preparedness through PowerPoint presentations which resulted in training over 200 people in 5 Denver Metro Areas and promoting community safety.

- Performed administrative duties such as disseminating Emergency Preparedness Resources and information to the Elderly communities in the Denver Metro Areas resulting in improving their quality of life.

Society for Women and AIDS in Africa, Nigeria Chapter (SWAAN)

National Public Relations Officer

07/2000-07/2003

- Partnered in supervising an office staff of five employees utilizing performance mentoring and problem-solving techniques resulting in employee performance rate increase.
- Responsible for networking with the media, organizing and participating in fund-raising events and representing SWAAN at meetings and various programs.
- Developed networking relationship with organizations like United Nations Funds for Women (UNIFEM) to solicit collaboration and support for SWAAN projects. This resulted in UNIFEM sponsoring SWAAN members to attend international meetings and later a project relating to condom use as a means of HIV prevention.
- Familiarity with grant administration, budget administration, monitoring, compliance and reporting.
- Developed grants and proposals for a wide variety of public health issues. Participated in the development of public health messages with subject matter experts and prepared relevant outcomes to connect public health information to target audiences.
- Member of the Research and Analysis team that conducted an in-depth assessment of the HIV/AIDS situation in Lagos-Nigeria. (Funded by the United States Agency for International Development-USAID).

Nigerian Youth AIDS Program (NYAP)

Research Consultant

01/1998-12/1998

- Conducted various research projects on health promotion and self-realization of young people in the Shitta community.
- Developed data collection tools and analyzed data collected for various public health projects within Shitta community.
- Reviewed and evaluated NYAP's public health policies and program operations.

Education

- Master of Public Health (MPH)/ Community and Behavioral Health. University of Colorado, Denver, CO
- Master of Science, Sociology University of Lagos. Lagos, Nigeria
- Bachelor of Science, Sociology University of Port Harcourt. Port Harcourt, Nigeria
- Certificate, Project Management Professional (PMP) LeaderQuest Technical School. Englewood, CO
- Certificate in Mental Health First Aid Mental Health Center of Denver, Denver, CO
- Certificate, Black Belt Training Peak Academy/City and County of Denver. Denver, CO

Accomplishments

- Facilitated and Participated in COVID19 Vaccine Equity clinics in New Americans and underserved communities resulting in vaccinating up to one thousand (1,000) residents in communities of color.
- Delivered a presentation on "Assessment of Built Environment and Active Transportation in a Community with Increased Health Disparities" at the 2016 Public Health in the Rockies Conference, Breckenridge Colorado.
- Successfully developed, implemented and monitored Disaster Preparedness programs for the elderly which resulted in training over 200 people in 5 Denver Metro areas
- Awarded scholarship to make an HIV- related presentation at the XI International AIDS Conference in Geneva, Switzerland by the Organizational Body of the International AIDS Conference and this resulted in disseminating HIV information to more than 300 attendees at the conference

Volunteer Experience

- Member, Civil Societies Unit, United Nations Organization

- Member, Global Citizenship, United Nations.
- Board member-BLR Inc. www.blreldercare.org.
- Chair, Diversity Committee, Conservatory-Home Owners Association (HOA)
- CU Advocate, University of Colorado Alumni Association.
- Public Relations Officer, National Council of Women Societies-USA branch www.nwomensocieties.org.
- Member, Colorado Black Health Collaborative (CBHC) <https://www.coloradoblackhealth.org/>.
- Member, National Association for the Advancement of Colored People (NAACP)-Denver branch
- Member, Africans in Diaspora for Good Governance (ADGG)

Conferences/Webinars Attended/Presented

- "Engaging Civil Society in this time of COVID19-Reflections and Lessons Learned. December 17th, 2020. (Virtual Conference organized by the Civil Society Unit, United Nations.
- Webinar Speaker on COVID19 and its Impact on the US Minority Population organized by the National Council of Women Societies, USA. October 3rd, 2020
- UN75 "People's Forum for the UN We Need"-Virtual Forum. 14th -15th May 2020
- 68th United Nations Civil Society Conference- "Building an Inclusive and Sustainable Cities and Communities in Salt Lake City, Utah. 26th to 28th August 2019
- Conference Speaker on "Women and Emotional Control-Living a Stress-Free Life" at 2019 National Council of Women Societies, USA to celebrate International Women's Day. March 10th, 2019
- Conference Speaker@ the 2016 Public Health in the Rockies Conference "Moving Upstream, Data, Policy, Partnerships in Breckenridge Colorado September 14th-16th 2016.
- Poster presenter@ the 12th World AIDS Conference "Bridging the Gap" in Geneva Switzerland. June 26th to July 3rd, 1998



Ola Kukoyi
Public Health Professional, Community Leader

Ola Kukoyi and her family are immigrants from Nigeria. As a world traveler, she has traveled to 12 countries (still counting) and is multilingual, speaking English, French, Yoruba and Efik. She is currently learning the Spanish language and is a lifelong learner.

Ola Kukoyi holds multiple degrees in Sociology and Public Health. She is an MPH graduate from the Colorado School of Public Health-University of Colorado with a concentration in Community and Behavioral Health. Ola has a passion for health equity, women's health and minority health. She has more than nine years' experience in conducting HIV/AIDS prevention programs. She won a scholarship to do a presentation at the XII International AIDS Conference in Geneva, Switzerland. Her recent intervention programs are centered on vaccine distribution equity in Immigrant and Refugee communities. Ola has more than a decade experience working both in the government and non-profit sectors. Ola enjoys volunteering within the community and is currently a member of various organizations such as the Civil Societies Unit of the United Nations, Board member- BLR, Inc., Colorado Black Health Collaborative (CBHC) and the National Council for Women Societies-USA branch. Ola is a public speaker on various topics. She gave a presentation on "Assessment of the Built Environment & Active Transportation in a Community with increased Health Disparities" at the Public Health in the Rockies Conference, Breckenridge, Colorado, 2016.

She gave a presentation on "Racism and its impact on Behavioral Health" at an event to celebrate the International Women's Day. (IWD). She also gave a presentation on COVID19 pandemic and its impact on the Immigrant population in the US" at an event organized by the National Council of Women Societies (NCWS-USA)

She is currently working with the City and County of Denver as a Program Administrator for the New Americans Integration Network (NAIN) program.



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Contact Information

Contact Name	Deborah Yim	Home Address	373 Grape Street
Preferred Phone	2135005999	Home City	Denver
Preferred Email	dyim@primeralaw.com	Home State	CO
Other Phone		Home Zip	80220
Other Email	dyim@primeralaw.com	County	Denver
DOB	[REDACTED]	Hispanic or Latino origin or Descent?	No
SSN	[REDACTED]	Race/Ethnicity	Asian
Gender	Female	Other Ethnicity	
Other Gender		Salutation	Ms.

Board Information

Board Name	Denver Immigrant & Refugee Commission	Other boards or commissions served	
Status	New	Resigned	
Term Start Date			
Term End Date			

Work Information

Employer	Primer Law Group	Work Address	1240 S. Parker Rd, #103
Position	Managing Attorney/Founder	Work City	Denver
Business Phone #	7202392567	Work State	CO
Work Email	dyim@primeralaw.com	Work Zip	80231

Additional Information

Education and General Qualifications

Name of High School	Early Entrance Program - Cal State L.A.	Name of Graduate School	UCLA School of Law
Location of High School	Los Angeles	Location of Graduate School	Los Angeles, CA
# of Years Attended High school	2	# of Years Attended Graduate School	3
Did you Graduate High School	Yes	Did you Graduate	Yes
Name of College	UC Berkeley	Graduate Major	Law, J.D.
Location of College	Berkeley, CA		

of Years Attended College 2
 Did you Graduate College Yes
 Undergrad Major Communications

Reference Details

Reference Name #1	Laurie Gilbertson	Reference Email #1	execdir@lej.org
Reference Phone #1	9175765342	Reference Address #1	3900 E. Mexico Ave, Denver, CO 80210
Reference Name #2	Sumi Lee	Reference Email #2	sumilee409@gmail.com
Reference Phone #2	2023516369	Reference Address #2	2040 S. Jay Way, Lakewood, CO 80227
Reference Name #3	Anne Lee	Reference Email #3	annelee2013@gmail.com
Reference Phone #3	9702147739	Reference Address #3	1160 Ravenwood Road, Boulder, CO

Agree to a background check

Owner Romaine Pacheco

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Notes & Attachments

Deborah Yim - CV.pdf

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DEBORAH E. YIM

373 Grape Street, Denver, CO 80220

(720) 239-2567 | dyim@primeralaw.com

EXPERIENCE

Primera Law Group, LLC – Denver, CO

Principal Attorney, January 2020-present

Provide legal advice to and represent individuals and small business owners in litigation involving employment, civil rights, and consumer protection law.

United States Department of the Interior, Office of the Solicitor – Lakewood, CO

Attorney-Advisor, Employment & Labor Law Unit, Feb. 2017-December 2019.

- **Litigation:** Represented the department's bureaus and agencies in cases and appeals before the Merit Systems Protection Board, Equal Employment Opportunity Commission, and Office of Special Counsel. Extensive law & motion and discovery practice.
- **Personnel advice:** Counseled management, human resources, and employee/labor relations on all facets of labor and employment law, including disciplinary matters, reorganizations, union disputes, and employment policies and standards.
- **Collateral duties:** Served as counsel to Bureau of Land Management's (BLM) Office of Law Enforcement and Security, which oversees the bureau's law enforcement officers. Provided guidance and oversight in revamping of BLM's Internal Affairs unit. Led anti-harassment/discrimination/retaliation training for departmental staff. Provided legal guidance to BLM management appearing before Congressional hearings.

United States Attorney's Office, Central District of California – Los Angeles, CA

Assistant United States Attorney, Civil Division

- **Affirmative Civil Fraud Section, May 2014-Jan. 2017.** Served as lead counsel, working in conjunction with agents, the Criminal Division and/or Main Justice, to investigate and litigate False Claims Act cases involving fraud in the areas of health care, procurement, customs, and Postal transactions. Recovered \$6 million through settlements negotiated on behalf of the United States.
- **General Civil Section, Nov. 2007-May 2014.** Represented federal agencies in defensive civil actions involving employment, tort, immigration, administrative, and constitutional law and in affirmative civil actions involving disability rights and accommodation. Served as lead counsel taking cases through all stages of litigation including trial, mediation, and appeals.

Reed Smith, LLP – Los Angeles, CA

Senior Associate, Jan. 2006-Aug 2007

Buchalter Nemer, P.C. – Los Angeles, CA

Associate, Oct. 2001- Jan. 2006 (moved with practice group to Reed Smith, LLP)

Summer Associate, May-Aug. 2000.

Represented financial institutions and corporations in general business and complex commercial litigation (including class and representative actions). Actively managed heavy nationwide caseload with extensive law & motion and discovery practice. Successfully tried and mediated cases and handled appeals.

UCLA Communications Studies Department – Los Angeles, CA

Graduate Student Instructor, Fall 2000. Taught 100+ undergraduate students enrolled in Communication Studies 101 (First Amendment and the Press) pre-law course.

Honorable Arthur L. Alarcón, Ninth Circuit Court of Appeals – Los Angeles, CA

Judicial Extern, June-Aug. 1999. Drafted bench memoranda and orders in appeals before the Ninth Circuit; and conducted research involving novel areas of law.

State Bar of California – Los Angeles, CA

Extern, May-July 1998. Drafted memoranda regarding disciplinary recommendations. Compiled evidence and drafted subpoenas and pleadings.

DEBORAH E. YIM

373 Grape Street, Denver, CO 80220

(720) 239-2567 | dyim98@gmail.com

EDUCATION

UCLA School of Law, J.D., May 2001

- American Jurisprudence Award, Legal Research & Writing
- UCLA Law School Teaching Assistant, Legal Research & Writing
- *Asian Pacific American Law Journal*, Editor-in-Chief
- Asian Pacific Islander Law Student Association, Chair
- Research Assistant to Prof. Gary Schwartz (revisions to *Restatement for Torts*)

University of California at Berkeley, B.A., Mass Communications, May 1998

- *Summa cum laude*, Phi Beta Kappa, thesis awarded Superior Distinction
- Highest Honors in Major, GPA: 3.95
- *Berkeley Undergraduate Journal*, Editor; *Daily Californian*, Copy Editor

COMMUNITY SERVICE

Asian Pacific American Bar Association of Colorado: Secretary (2021-present) Board of Directors (2019-present); Co-Chair of Community Outreach (2019-present)

Colorado Women's Bar Association: Boardmember (2019-present); Judicial Institute Diversity on the Bench Coalition (2021-present); Co-Chair, Legal Services Committee (2021-present)

Legal Entrepreneurs for Justice legal incubator building socially-conscious law firms: accepted as member of cohort class

Federal Pro Se Panel, U.S. District Court for District of Colorado: panel member (2020)

Graland Country Day School, Denver, Colorado: Parent Association- Co-Chair of Diversity, Equity & Inclusion (2021-present); Co-Chair of Community Outreach (2019-2021)

Asian Real Estate Association (Denver): Legal Counsel/Boardmember (2021-present)

Asian Pacific American Bar Association of Los Angeles: Advisory Boardmember (2018-present); President (2016-2017); President-Elect (2015-2016); Executive Vice President (2014-2015); Treasurer (2013-2014); Secretary (2012-2013); Board of Governors (2006-2017), Chair of Community Outreach & Service Committee (2008-2017)- created free community legal clinic in Monterey Park and Elder Law Days assisting low income senior citizens with preparation of wills, advance health care directives, and powers of attorney.

Kids Reading to Succeed non-profit: founder & executive director (2008-2014)

City of Pasadena: Code Enforcement city commissioner (2010-2012)

AWARDS

Asian Avenue Magazine- 100 Asians to Know in Denver (2021)

Center for Legal Inclusiveness- Inclusiveness at Work Award Finalist (2021)

Plaque from Asian Pacific American Bar Association for Community Service (2018)

Plaque from Graland Country Day School Parent Association for Outstanding Parent Volunteer (2020)

Certification of Commendation from Los Angeles City Attorney (2018)

Plaque from U.S. Attorney's Office for Outstanding Service (2017)

Pasadena Weekly Citizen of the Year (2014)

PBS SoCal Community Champion (2013)

Certificate of Commendation from Los Angeles Mayor Antonio Villaraigosa (2006)

Certificate of Recognition from California State Assemblymember Carol Liu (2006)



**IMMIGRANT &
REFUGEE
COMMISSION**
DENVER HUMAN RIGHTS &
COMMUNITY PARTNERSHIPS

New Applicant Questionnaire

Name: Deborah Yim

Country of Origin: Singapore

Field of Expertise: Law

1. Tell us about your expertise in the immigrant or refugee community in Denver

As chair of Community Service for the Asian Pacific American Bar Association, I have spearheaded a number of programs and projects that positively impacted the Asian immigrant and refugee community in Denver in tangible ways. Among other things, I organized elder law days, in which low income Asian immigrants received free legal assistance in executing advance planning documents, which were especially vital during COVID-19, when seniors were the most vulnerable. In the midst of COVID-19, I also established a virtual legal hotline wherein attorneys provided pro bono legal assistance to the Asian refugee and immigrant community. I also developed the Compassion in Colorado project, a companion service which pairs volunteers with Asian seniors who might otherwise be fearful to go out into the community in light of recent hate crimes against the APA community. Volunteers provide companionship by walking with seniors, accompanying them to medical appointments, and running errands. Finally, I have led community-wide efforts with a holiday gift bag drive for low income seniors at the Volunteers of America senior facilities for the past two years, as well as the feed-a-senior drive, which raised money to bring hot meals to our seniors. This year, I also led a lunar new year gift basket drive benefiting refugee families of the Asian Pacific Development Center.

In addition, in my day job as a labor and employment attorney representing mainly plaintiffs, a large percentage of my clients are part of the immigrant and refugee community, and I work hard to ensure that their rights are protected and they are treated fairly in the workplace.

2. Tell us about your expertise in your professional field.

I have practiced law for over 20 years and am licensed as an attorney in Colorado and California. I have practiced commercial litigation as an associate at a national law firm, served as an Assistant United States Attorney where I represented the United States in civil litigation as well as civil fraud matters against large corporations; and represented management as a labor and employment attorney for the Department of the Interior. In January 2020, I opened up my own law practice in order to represent workers and small businesses in Colorado. Please see my resume attached for more information about my work experience.

3. What strengths do you feel you bring to the Commission?

As an attorney, I am able to efficiently review and analyze legal and other esoteric material and distill the information being presented into manageable and understandable terms. I am very connected to the Asian community and stakeholders in particular and am knowledgeable regarding many of the issues facing Asian Americans in Denver today. I am organized and a natural planner who loves to execute ideas to benefit the community.

4. What are the biggest challenges you see facing immigrant and refugee communities in Denver?

There is a language barrier for many immigrants and refugees such that they are unable to understand and access many of the resources that might otherwise be available to them. Additionally, due to lack of financial and other means, they are not

able to obtain many of the benefits they are entitled. They are taken advantage of and do not know where to go to get help and often cannot afford legal and other assistance which they need to climb the economic ladder.

5. What are some of the issues or opportunities in Denver that immigrants & refugees can address together?

We can work on ways to address the language barrier and discuss how we can get more information on financial, educational, and other resources to the immigrant and refugee community. We need to discuss ways to improve access to housing, healthcare and education.

6. How do you engage with a person whose opinions are different than your own?

I deal with this everyday in my profession dealing with opposing counsel and parties whose opinions differ from mine and my clients. I try to put myself in their shoes and understand where they are coming from. I ask questions in order to engage them and understand their point of view, position, and concerns. I ask myself whether this is an issue or opinion that needs to be changed or commented on, and if not, I listen and respect the opinion and I move on. If it's an opinion that I'd like to comment on and perhaps change that person's perspective, I try to do so by asking pointed questions or commenting, but in a positive way that does not embarrass anyone or create hostility (e.g., doing so in private).

7. Describe a project or initiative in your field of expertise that you led or played a significant role in, and what was the result

I took on 5 federal district court cases in 2020 on a pro bono basis where I represented plaintiffs who were unable to afford an attorney but who were discriminated against in the workplace on the basis of a protected classification. One was a recent immigrant to the U.S. who was discriminated against because of her accent. I was proud to have reached settlements for each of these plaintiffs to restore accountability to the workplace and ensure they were compensated for these workplace violations.

8. Describe a project or initiative in your community that you led or played a significant role in, and what was the result.

As mentioned in my answer to Question 1 above, I have led a number of outreach projects over the years. One of the projects I was most proud of was creating a free virtual legal clinic/holline for people needing legal assistance from an experienced attorney. These are people in our community, many of whom were immigrants and refugees, who could not otherwise afford counsel.

9. Currently, the Commission meets the third Tuesday of each month from 6:00pm-7:30pm.
Could you commit to this schedule?

Yes.

10. How many hours per month could you commit to the work of the Denver Immigrant & Refugee Commission?

5 hours.

11. When are you available to participate? Circle all that apply: During the work day M-F | After work M-F | Weekends

Prefer during the workday or after work.