



**CITY AND COUNTY OF DENVER**  
PRIVILEGED AND CONFIDENTIAL WORK PRODUCT

Michael B. Hancock  
Mayor

To: Mayor Michael B. Hancock  
From: Romaine Pacheco, Director  
Date: August 31, 2022

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**BOARD:** Denver Immigrant and Refugee Commission

POC: Atim Oti

**BACKGROUND:**

Members – Up to 21  
Terms – 2 Years  
Confirmation- Yes

The mission of Immigrant and Refugee Commission is to collaborate and partner with Denver's immigrant and refugee communities and to identify and address mutual community challenges and opportunities.

**RECOMMENDATIONS:**

Mariana del Hierro, Denver (F)(Native Am) for a term expiring April 15, 2024, appointed;

Wafa Saeed, Denver (F)(AA) for a term expiring April 15, 2024, appointed.

**ACTION NEEDED:**

Appoint del Hierro and Saeed

Please provide additional candidates to consider.



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## BAC-8227

### Contact Information

Contact Name	Mariana del Hierro	Home Address	3417 Arapahoe Street
Preferred Phone	9155401059	Home City	Denver
Preferred Email	mariana@revision.coop	Home State	CO
Other Phone		Home Zip	80205
Other Email		County	Denver
DOB	[REDACTED]	Hispanic or Latino origin or Descent?	Yes
SSN	[REDACTED]	Race/Ethnicity	Native American
Gender	Female	Other Ethnicity	
Other Gender		Salutation	

### 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	Re:Vision	Work Address	3800 Morrison Rd
Position	Executive Director	Work City	Denver
Business Phone #	7204659605	Work State	CO
Work Email	mariana@revision.coop	Work Zip	80219

### Additional Information

Are you a registered voter?	Yes	Objection to appointment?	No
If so, what county?	Denver	Special Information	
Denver City Council District No	9		

### Education and General Qualifications

Name of High School	Del Valle High School	Name of Graduate School	Arizona State University
Location of High School	El Paso, TX	Location of Graduate School	Phoenix, AZ
# of Years Attended High school	4	# of Years Attended Graduate School	4
Did you Graduate	Yes	Did you Graduate	Yes

High School

Graduate Major Social Justice and Human Rights Research

Name of College Boston University  
 Location of College Boston, MA  
 # of Years Attended College 4  
 Did you Graduate College Yes  
 Undergrad Major International Relations

**Reference Details**

Reference Name #1 Stephanie Syner Reference Email #1 stephanie.syner@dhha.org  
 Reference Phone #1 8137866624 Reference Address #1 601 Broadway, Denver

Reference Name #2 Roberto Montoya Reference Email #2 roberto.montoya@dhe.state.co.us  
 Reference Phone #2 7204278902 Reference Address #2

Reference Name #3 Shivani Bhalia Reference Email #3 shivanimb@gmail.com  
 Reference Phone #3 9785052604 Reference Address #3

Agree to a background check

Owner Romaine Pacheco

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**Notes & Attachments**

Marlana del Hierro Resume 2022-2.pdf

Type Attachment

Last Modified Denver Integration

Description

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# Mariana del Hierro, MA

3417 Arapahoe St., Denver, CO 80205 | Mariana.delHierro@gmail.com | 915.540.1059

## Biography

Born in El Paso, Texas, Mariana is a proud *fronteriza* and mother, and has called Denver her home for the past 7 years. Mariana has developed a wealth of knowledge and experience developing strategies and meaningful partnership to advance health and racial equity. Before joining Re:Vision, Mariana worked for 10 years in the public health field developing strategies and meaningful partnerships in Denver with Denver Health and Colorado Department of Public Health and Environment and earlier in her career with the City of Phoenix. Mariana began her career as an immigrant rights community organizer and applies organizing strategies for community resilience in all her roles.

## Education

University of Denver Latino Leadership Institute Fellow  
Denver, CO

July 2018 – April 2019

Arizona State University  
Phoenix, AZ

August 2010 – May 2012

*Master of Arts & Science*

Concentration: Social Justice and Human Rights Research

Boston University  
Boston, MA

August 2000 – May 2004

*Bachelor of Arts & Science, International Relations*

Concentration: International Relations - Latin America; Regional Politics & Cultural Anthropology,

Minor in History

## Professional Experience

Re:Vision  
Executive Director  
Denver, CO

March 2022 - Present

- Assure the organization has a long-range strategy which achieves its mission, and makes consistent, timely, and documented progress towards that strategy.
- Monitor outcomes and lead the organization to be impact-oriented, with a focus on addressing health and racial equity.
- Provide leadership in developing programs, organizational plans, and financial plans.
- Oversee the execution of plans and policies authorized by the Board of Directors.

Ambulatory Care Services and  
Public Health Institute of Denver Health  
Health Equity Coordinator  
Denver, CO

February 2019 - March 2022

- At the Ambulatory Care Services (ACS) department -- developed, implemented, and evaluated a department-wide Health and Racial Equity Action Plan for 1,300 staff members that includes program-specific strategies, tools and educational materials, and trainings to develop and continue building capacity for department leadership and staff on health and racial equity theory and practice to help ACS address health, racial, and social inequities to achieve health equity.
- At the Public Health Institute of Denver Health (PHIDH) -- developed and implemented a Health and Racial Equity Action Plan for 200 staff members.
- Led the creation and secured a grant from the Department of Local Affairs for \$456,000 to drive outreach and education activities focused on hard-to-count populations throughout Denver and helped spearhead the roll out of the Census 2020 throughout the Denver Health organization as a partner within a Denver city-wide collaborative. Our collaborative included seven community partners with outreach and education efforts carried out in English, Spanish, Vietnamese, and Arabic.

- Managed and monitored Census 2020 city-wide collaborative grant budgets and reporting milestones.
- Developed and implemented a community engagement strategy and spectrum of engagement based on programmatic need in order to recognize and compensate community expertise within our organizational practices.
- At both ACS and PHIDH – developed, implemented, and evaluated an Equitable Hiring Process tool rooted in health and racial equity and economic justice. The tool used staff demographic data to increase the racial/ethnic diversity of staff at Public Health Institute of Denver Health to better reflect the communities we serve and work with. Received leadership buy-in and adoption at both ACS and PHIDH.
- Partnered with the Prevention Training Center at PHIDH to develop, implement, and evaluate a Racial Equity Identity Caucusing Pilot within the HIV/STD Division at PHIDH. Monthly caucus sessions created intentional space and time for Division staff to dismantle racism and advance racial equity. Monthly caucus session discussions supported the integration of a racial equity framework and informed the creation of a Division level Racial Equity Action Plan which includes the development of Racial Equity work priorities for all program within the division in addition to organizational racial equity practices such as the continuation of the Racial Equity Caucusing pilot into 2021.
- Proposed, developed, and launched a Racial Equity Needs Assessment within ACS as a part of their Health and Racial Equity Action Plan. Results of this needs assessment will inform the development of a department health and racial equity strategy and the needs assessment will be rolled out annually as a planning and evaluation tool.
- Played a key role in the development of the City of Denver's Department of Public Health and Environment's statement declaring racism as a public health crisis.
- Share and present on ACS and PHIDH at Denver Health's DEI Council and at various leadership team meetings to provide updates on health and racial equity work and tools with Denver Health departments, programs, and committees to inform and support Denver Health-wide efforts around health and racial equity.

**Colorado Department of Public Health and Environment (CDPHE)**  
**Youth Health Data Coordinator**  
**Denver, CO**

**July 2017 – January 2019**

- Develop the strategy and direction of survey implementation cycles, which includes engaging with community partners to ensure community voice and needs inform the overall vision.
- Manage administrative and financial responsibilities of a \$2 million budget, serve as primary liaison for contracts, legislative and departmental requests. Ensure compliance with State and Federal policies, procedures, and regulations.
- Oversaw the strategy and execution for the 2017 surveillance of 88,000 youth in which 55,000 were within the CDC sample, attaining state weighted data for the first time allowing our organization to have nationally comparable data.
- Collaborated with department-wide initiatives to explore CDPHE's Tribal relationships and need to collect public health data to support public health initiatives in the community through the authorship of the Health Kids Colorado Survey (HKCS) Executive Summary. Additionally, data shared in the HKCS Executive Summary informed the implementation of an Office of Behavioral Health Sources of Strength grant focusing on American Indian/Alaska Native youth in Colorado totaling \$400,000 and renewable annually.

**University of Colorado Denver, Latino Research & Policy Center**  
**Community Projects Coordinator**  
**Denver, CO**

**August 2015 - June 2017**

- Led the execution of grant projects managing a portfolio of \$500,000 and represented the organization at various community outreach events while developing and maintaining relationships with local and statewide community partners.
- Managed CDPHE Health Disparities Grant focused on HPV vaccination patient navigation that resulted in increased vaccination rates of Latinas in the Denver metro region of 354 women as well as provide Cervical Cancer Prevention Education to 500 women in the Denver metro region.

**The Florence Immigrant and Refugee Rights Project**  
**Development & Outreach Coordinator**  
**Phoenix/Florence, AZ**

**June 2014 – June 2015**

- Established, developed, and maintained prospective stakeholders at the local, state and national funding levels to bolster the program's mission and vision of being the only free legal and social services for detainees.

- Established and maintained partnerships with local organizations while identifying new programmatic partnership opportunities.
- Created a dynamic research database and carried out development and outreach events in Phoenix and Tucson, AZ.

**St. Luke's Health Initiatives**  
**Health Equity Project Manager and**  
**Community Outreach Coordinator**  
**Phoenix, AZ**  
**Initiative: ReInvent Phoenix**

**May 2012 – March 2014**

- Successfully embedded health equity into long-range urban planning project in close partnership with the City of Phoenix Planning Department and community partners.
- Conducted community outreach, met with and learned about community needs from community leaders and residents, and created community level partnerships for the project.
- Oversaw the collection of data via community workshops, the writing of reports based off of this data, provided strategies and recommendations to the City of Phoenix in the form of reports, and carried out community capacity building meetings around urban planning and public health and the built environment.
- Monitored work plan schedule, grant funds and invoices; conducted policy research.

**Arizona Interfaith Alliance for Worker Justice**  
**Director of Community Outreach**  
**Phoenix, AZ**

**November 2010 – April 2012**

- Developed, executed, and managed outreach multi-approach strategies and materials for potential donors and community allies within a fixed budget.
- Developed, secured, and managed funding for projects such as our health based initiative and worker health and safety.

**Junior Achievement of Chicago**  
**Latino Outreach/Northwest Region Program Manager**  
**Chicago, IL**

**October 2008 – July 2010**

- Ensured program quality, expansion, and positive school and business relationships.
- Supervised the placement and recruitment of all volunteers.
- Assured that geographic area revenue goals were met and secured new funding and volunteer opportunities.

**The World Bank May**  
**Global Development Learning Network Americas (GDLN Americas)**  
**Outreach Coordinator Washington, D.C./ Guadalajara, Mexico**

**2006 – August 2008**

- Developed and managed outreach material as well as maintained program database.
- Managed the GDLN Academic Committee to ensure educational content quality and delivery.
- Provided direct logistical support for all GDLN Americas Centers during regional events.

**Skills**

- **Language Skills:** Bilingual English and Spanish
- **Computer Skills:** Microsoft Office Suite, Macintosh Suite



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## BAC-7900

### Contact Information

Contact Name	Wafa Saeed	Home Address	9576 E Arkansas Pl
Preferred Phone	7203726962	Home City	Denver
Preferred Email	wafa.saeed@denvergov.org	Home State	CO
Other Phone		Home Zip	80247
Other Email		County	Arapahoe
DOB	[REDACTED]	Hispanic or Latino origin or Descent?	No
SSN	[REDACTED]	Race/Ethnicity	African American
Gender	Female	Other Ethnicity	
Other Gender		Salutation	

### 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	DHS	Work Address	1200 Federal Blvd
Position	Immigrant and Refugee Program Coordinator	Work City	Denver
Business Phone #	3034539941	Work State	CO
Work Email		Work Zip	80204

### Additional Information

Are you a registered voter?	Yes	Objection to appointment?	No
If so, what county?	Arapahoe	Special Information	
Denver City Council District No	Unknown		

### Education and General Qualifications

Name of High School		Name of Graduate School	
Location of High School		Location of Graduate School	
# of Years Attended High school		# of Years Attended Graduate School	

Did you Graduate High School

Did you Graduate

Graduate Major

Name of College

Location of College

# of Years Attended College

Did you Graduate College

Undergrad Major

Reference Details

Reference Name #1

Reference Email #1

Reference Phone #1

Reference Address #1

Reference Name #2

Reference Email #2

Reference Phone #2

Reference Address #2

Reference Name #3

Reference Email #3

Reference Phone #3

Reference Address #3

Agree to a background check

Owner Romaine Pacheco

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Notes & Attachments

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Description

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**WAFSAHEED**

www.linkedin.com/in/wafasaheed

**EXPERTISE**

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Strategic organizer and coordinator of events  
Results-driven and focused  
Special Events Coordinator with 8+ experience  
High-energy background working successfully in fast-paced event planning setting  
Consumer, Community, and Provider Engagement

Possess stupendous communication skills, superior presentation abilities and contagious enthusiasm  
Exceptional time management skills aimed at ensuring timely execution of projects and meeting tight deadlines  
Qualitative and Quantitative Research Methods  
Employs professionalism and superior communication skills to meet client and company needs  
Partnership and Business Development

**PROFESSIONAL EXPERIENCE**

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**The Colorado Trust**

Aug 2018-present

Denver, CO

**Grants Department Projects and Events Coordinator**

- Developed project scopes and objectives, creating timelines, and setting benchmarks in coordination with stakeholders
- Predicted resources needed to reach objectives; manage resources in an effective and efficient manner
- Developed project and event schedules and work plans; manage them from inception to completion
- Managed vendor contracts and relationships
- Assisted with creating, maintaining, and adhering to budgets
- Served as point of contact for all project participants, corresponding in a professional and timely manner
- Managed logistics for large team meetings, trainings, grantee meetings, statewide convenings, retreats, capacity building training and community events that include external attendees or speakers. This includes logistical support for meeting space, catering, interpretation and translation services, supplies, childcare services and more
- Participated in planning meetings to establish event logistics
- Researched and secured meeting venues, lodging, caterers, audio/visual, interpretation/translation services and notetaking (as needed)
- Created and managed registration pages, draft invitations, and reminders, monitor and track registration changes and cancellations, and communicate with attendees
- Collected, prepared, and distributed all meeting materials (agendas, evaluation forms, etc.)
- Monitored, recorded, and verified all event-related expenses
- Provided onsite support during events, including setup and tear-down
- Work ed with Research, Evaluation & Strategic Learning department staff to distribute and ensure completion of meeting evaluations
- Provided and documented debriefs on meetings/events, including possible improvements and budget variances
- Completed monthly expense reports and invoices for vendors and contractors including post-event invoices

**SAPAA (Sudanese Americana Public Affairs Association)**

Sept 2016-present

Denver, CO

**Executive Director & CEO**

- Single-handedly opened, ran, and managed the Denver branch
- Developed and managed four programs for the organization and yearly events
- Created successful youth program and assisted 65 students get accepted into college in 2019
- Held bi-weekly workshops for community for youth, women empowerment, and family relations

- Managed events throughout the year and 3-day nationwide conference
- Responsible for communicating effectively with the Board and providing, in a timely and accurate manner, all information necessary for the Board to function properly and to make informed decisions.
- Responsible for fundraising and developing other revenues necessary to support SAPAA's mission.
- Responsible for the fiscal integrity of SAPAA, to include submission to the Board of a proposed annual budget and monthly financial statements, which accurately reflect the financial condition of the organization.
- Responsible for strategic planning to ensure that SAPAA can successfully fulfill its Mission into the future.
- Responsible for the enhancement of SAPAA's image by being active and visible in the community and by working closely with other professional, civic and private organizations.
- Created relationships with Aurora and Denver city officials and elected government officials to build bridge of communication for community
- Served as SAPAA's primary spokesperson to the organization's constituents, the media and the general public.
- Established and maintained relationships with various organizations and utilize those relationships to strategically enhance SAPAA's Mission.
- Established employment and administrative policies and procedures for all functions and for the day-to-day operation of the nonprofit.

#### **The Center for African American Health**

Sept 2016 – 2018

##### ***Development Assistant and Events Manager***

Denver, CO

- Processed donations and prepared acknowledgement letters and other correspondence.
- Maintained foundation, corporation and individual donor files.
- Created monthly fundraising reports and other database reports as needed.
- Conducted preliminary research on prospective corporate foundation and individual donors.
- Coordinated productions and mailing of spring and year-end appeal letters.
- Tracked tax credit donations in the database and keep a file for each tax credit donor and answer donor questions regarding tax credit programs.
- Sent appropriate documentation to process credits to donors.
- Handled all administrative details associated with the Institutional Advancement
- Coordinated and managed Committee meetings (i.e. prepare and distribute notices, agendas, minutes, etc.) and prepared media materials for distribution. (i.e. copying, filing, mailing, e-mailing)
- Assembled media and donor kits for events and meetings.
- Responsible for planning, coordinating and execution of two biggest events – Destination Health and Health Fair
- Directed strategies for community and staff for different programs within organization and maintain community outreach
- Oversaw and evaluated vendor relations, community relations, as well as faith ministries

#### **Sunrun Solar**

Nov 2015 – Sept 2016

##### ***Special Events Coordinator/Engagement Manager***

Denver, CO

- Maximized employee retention by creating positive work environment and improved employee moral through the planning and implementation of monthly events and community outreach for a new growing office.

- Created support strategies in the following areas: associate engagement, organizational culture, high-performing teams, strategic talent management, leader and manager effectiveness, and organizational change management.
- Planned and organized corporate media and other special events.
- Designed, implemented, and evaluated initiatives and programs focused on increasing strategic priorities within community and public relations.

**Go Solar**

Jul 2014- Nov 2015

**Quality Assurance Director/Operations Manager**

Denver, CO

- Monitored 250-300 projects and maximized customer satisfaction
- Supervised 5 staff in the implementation and evaluation of CRM system for entire company
- Boosted revenue by \$500,000 in one month by spearheading development and launch of CRM system and QA department
- Engaged company in team building curriculum monthly and built office moral
- Provided operations, strategic, and project management expertise to executive leadership
- Planned for major business changes including system conversions and office moves.
- Served as a professional representative of the CEO to executive clients, investors, and board members.
- Collaborated with other administrative team members, human resources and the finance department on special projects and events.
- Always utilized discretion and judgment in dealing with executive's direct reports, as well as communication with customers and vendors via telephone and email.

**EDUCATION**

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Bachelor of Science (BS), Psychology;

May 2013

*University of Colorado Denver, Denver, CO*

**PROFESSIONAL AND VOLUNTEER ORGANIZATIONS**

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Sudanese American Public Affairs Association (SAPAA), *Board Member, Senior Events Operations Manager*

Sudanese Student International Organization, *Events Coordinator*

African Student Union, *Community Benefit Advisory Committee*

Especially Me, *College Mentor for High School Girls*

Spring Institute, *Community Coordinator / Outreach*