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## BAC-7425

### Contact Information

Contact Name	Cheris Kline Berlinberg	Home Address	3722 S. Quebec Street
Preferred Phone	3038098234	Home City	Denver
Preferred Email	cherisandrea@gmail.com	Home State	CO
Other Phone		Home Zip	80237
Other Email	cherisandrea@gmail.com	County	Denver
DOB	[REDACTED]	Hispanic or Latino origin or Descent?	No
SSN	[REDACTED]	Race/Ethnicity	Caucasian
Gender	Female	Other Ethnicity	
Other Gender		Salutation	Dr.

### Board Information

Board Name	Denver Women's Commission	Other boards or commissions served	
Status	New	Resigned	
Term Start Date			
Term End Date			

### Work Information

Employer	Cognizant Technology Solutions	Work Address	9655 Maroon Circle
Position	Lead Product Manager	Work City	Englewood
Business Phone #	3038098234	Work State	CO
Work Email		Work Zip	80112

### Additional Information

#### 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	
Name of College		Graduate Major	
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**

Cheris Kilne Berlinberg-Adjunct Faculty-Webster.docx

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Description

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# Cheris Kline Berlinberg, DSc

Denver, CO, 80237

cherisandrea@gmail.com • (303) 809-8234 • [www.linkedin.com/in/cheris-kline-berlinberg](http://www.linkedin.com/in/cheris-kline-berlinberg)

---

## Adjunct Faculty

Project Management • Cross-Functional Leadership • Global Team Building  
Six Sigma Green Belt • Healthcare Management • Six Sigma Black Belt  
Powerful Communication • Client Interactions • Problem Resolution  
Successfully lead and grow an international team of more than 50 employees.

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## Professional Experience

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Cognizant Technology Solutions: Healthcare Division – Denver, CO

2012 – Present

### Manager of Consulting-Facets Product Consulting (2017 – Present)

Lead and closely manage a team of 20 business analysts for a D-SNP project while cultivating business analyst documentation and methodology to meet all deliverables. Complete ongoing maintenance and numerous projects such as ASO, large group, small group, D-SNP, and Medicare lines of business. Hold responsibility for overseeing the deliverables, process creation, and schedule meetings. Monitor training for new associates and develop training documentation for successful acclimation of new associates. Revitalize failing projects, steering them back towards positive results.

- Amplify client satisfaction scores by 15% through client lead communications that ensure collaboration and effective communication.
- Secure a savings of \$500K annually through the implementation of an approach that streamlines deliverables, customer satisfaction, and vendor work.
- Slash deliverable times by more than 25% through the creation of innovative mechanisms and controls to increase letter production.
- Generate a 20% improvement of billable time through the management of an onshore Facets consulting team.
- Decrease non-billable time by two weeks leading to a savings of \$32k per associate.

### Manager of Consulting-Configuration Center of Excellence (2014 – 2017)

Monitored more than 70 employees handling training, business solicitation, work delegation, estimations, employment reviews, and project oversight. Re-engineered processes for both onshore and offshore NetworX and Facets consulting teams that enhanced the team from six onshore associates to an international team of more than 70 associates. Consistently communicated with account executives and team leaders to guarantee collaboration and resolve problems. Contributed management to five different accounts as an Advisor and handled the configuration work for the accounts.

- Successfully grew the department from one billable project to seven billable projects.
- Bolstered revenue from just under \$1M to over \$7M, surpassing crucial company targets.
- Accelerated efficiency by more than 30% through new process development and communication mechanisms.

# Cheris Kline Berlinberg, DSc

Page Two of Two

## **Facets Consultant II-Team Lead-Products and Benefits (2013 – 2014)**

Served as the main point of contact and managed benefits for clients. Executed design sessions for client representatives ranging from associates to senior vice presidents. Supervised a team of nine professionals in work assignment and delegation. Collaborated with managers, client leads, and vice presidents to boost collaboration.

- Pioneered the benefit configuration for Blue Cross Blue Shield of North Carolina for Individual, Small, and Large Group business lines.

## **Facets Consultant I (2012 – 2013)**

Headed design sessions and advised clients on requirements, which led to detailed documentation development. Consulted on products and benefits for the Blue Cross Blue Shield of Kansas City. Cultivated limits and deductibles and supervised team members.

- Executed design sessions and benefit creation for limits and deductibles.

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## **Education & Credentials**

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### **Executive Doctor of Science in Healthcare Leadership (2020)**

University of Alabama Birmingham, Birmingham, AL

*Dissertation: The Long-Term Care Partnership Program – Impact on the Long-Term Care Insurance Acquisition and Medicaid Expenditures in Nursing Homes*

### **Master of Science in Healthcare Administration**

St. Joseph's University, Philadelphia, PA

### **Bachelor of Arts in International Spanish for Professionals**

**Minor in Business Management**

University of Colorado, Boulder, CO

### **Certifications**

Project Management Professional (PMP) 2020 • Six Sigma Black/Green Belt 2017

Facets Certified-Business Medical 2016 • Professional Academy for Healthcare Management (PAHM) 2012

### **Community Involvement**

**Volunteer Committee Member, Women in Healthcare (WIH), 2020 – Present**

**President of the Board of Directors, Jewish National Fund (JNF)-JNFutures, 2019 – Present**

**Commissioner, The City and County of Denver-Denver Women's Commission, 2019 – Present**

**President of the Board of Directors, Jewish Women International (JWI), 2018 – Present**

**Board of Directors, Rocky Mountain Feline Rescue (RMFR), 2015 – Present**



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## BAC-7071

### Contact Information

Contact Name	Dawn DiPrince	Home Address	2519 Wabash Street
Preferred Phone	719-334-4044	Home City	Denver
Preferred Email	dawndiPrince@gmail.com	Home State	CO
Other Phone		Home Zip	80238
Other Email	dawndiPrince@gmail.com	County	Denver
DOB	[REDACTED]	Hispanic or Latino origin or Descent?	No
SSN	[REDACTED]	Race/Ethnicity	Caucasian
Gender	Female	Other Ethnicity	
Other Gender		Salutation	Ms.

### Board Information

Board Name	Denver Women's Commission	Other boards or commissions served	
Status	New	Resigned	
Term Start Date			
Term End Date			

### Work Information

Employer	History Colorado	Work Address	1200 Broadway
Position	Chief Operating Officer	Work City	Denver
Business Phone #	303-866-3067	Work State	CO
Work Email	dawn.diprince@state.co.us	Work Zip	80203

### Additional Information

Are you a registered voter?	Yes	Objection to appointment?	No
If so, what county?	Denver	Special Information	
Denver City Council District No	8		

### Education and General Qualifications

Name of High School	La Junta High School	Name of Graduate School	Colorado State University
Location of High School	La Junta, Colorado	Location of Graduate School	Pueblo, Colorado
# of Years Attended High school	4	# of Years Attended Graduate School	2
Did you Graduate	Yes	Did you Graduate	Yes

High School

Graduate Major English Rhetoric

Name of College Colorado State University  
 Location of College Fort Collins, Colorado  
 # of Years Attended College 4  
 Did you Graduate College Yes  
 Undergrad Major English

**Reference Details**

Reference Name #1 Rep. Danaya Esgar  
 Reference Phone #1 719-248-8262

Reference Email #1 dlesgar@gmail.com  
 Reference Address #1

Reference Name #2 Josette Jaramillo  
 Reference Phone #2 719-238-3560

Reference Email #2 josapagosa@gmail.com  
 Reference Address #2

Reference Name #3 Dr. Marissa Volpe  
 Reference Phone #3 443-844-2833

Reference Email #3 marissa.volpe@state.co.us  
 Reference Address #3

Agree to a background check

Owner Romaine Pacheco

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**Notes & Attachments**

DiPrince\_CV2021\_2.pdf

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Last Modified Denver Integration

Description

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# Dawn DiPrince

Denver, Colorado | 719-334-4044 | [dawndiPrince@gmail.com](mailto:dawndiPrince@gmail.com) | [linkedin.com/in/dawn-diPrince-100](https://www.linkedin.com/in/dawn-diPrince-100)

---

## Chief Operating Officer, History Colorado, Denver, CO

Experienced and entrepreneurial executive with a proven record of success in motivating teams across multiple sites, sparking and fueling organizational innovation, building values-based systems that fuel community engagement and foster inclusivity and accessibility. Known for exceptional communication skills and strategic ability to fix seemingly unsolvable problems.

### Areas of Expertise

Team Building & Leadership | Strategic Planning & Implementation | Community Engagement  
Process Improvement & Change Management | Communication & Design | Public Policy  
Creative Problem Solving & Crisis Management | Coaching & Mentorship | Event Planning  
Fundraising & Grant Writing | Marketing & Public Relations

## PROFESSIONAL EXPERIENCE

### Leadership

2019-present: Chief Operating Officer, History Colorado, Denver, CO  
2017-2019: Chief Community Museum Officer, History Colorado, Pueblo, CO  
2015-2017: Director of Community Museums, History Colorado, Pueblo, CO  
2014-2019: Director, El Pueblo History Museum, History Colorado, Pueblo, CO  
2012-2014: Assistant Director, El Pueblo History Museum, History Colorado, Pueblo, CO  
2007-2009: Associate Director, Sangre de Cristo Arts & Conference Center, Pueblo, CO  
2004-2007: Executive Director, Frontier Pathways Historic & Scenic Byway, Pueblo, CO

### Education

2011-2012: Lecturer, Department of English & Foreign Language, Colorado State University-Pueblo  
2010-2011: Teaching Fellow, Colorado State University-Pueblo

### Communications & Design

2009-2012: Principal, DiPrince Writing & Design, Pueblo, CO  
2009-2011: Editor/Editorial Board Member, Pueblo P.U.L.P., Pueblo, CO  
2002-2005: Editor/Publisher, BlueSky Quarterly, Pueblo, CO  
1991-2002: Production Manager/Assistant Editor, Cottonwood Press, Inc., Fort Collins, CO

## EDUCATION

M.A., English, Colorado State University (2012), Pueblo, CO  
Graduate Certificate, Multiethnic Gender Studies, Texas Woman's University, Denton, TX, (2012)  
B.A., English, Colorado State University (1995), Fort Collins, CO

## **INNOVATION**

Founder, Museum of Memory, a human-centered, community-based public history initiative intended to provide pathways for community members to reclaim their collective history and utilize site-based memory as a tool of resistance and cultural healing. Program serves or has served nine communities/neighborhoods and is growing.

Co-Founder, Bridging Borders, which is a program designed to empower teens of color through reconnecting to the stories, knowledge, and practices of their collective ancestors. The fellowship nurtures a "sense of place" and a "sense of history" that form the roots of a strong self-identity. The program serves teen girls in Pueblo County and is a program for Young Men of Color in Aurora Public Schools.

## **AWARDS & APPOINTMENTS**

### Community Recognition

Southern Colorado Ally Award, ONE Colorado, 2019

Return of the Corn Mothers, Inducted as a Corn Mother, 2019

Fellow, National Arts Strategies Creative Community Fellowship, Appointed 2014

Co-Chair, Ludlow Centennial Commemoration Commission, Appointed by Governor John Hickenlooper, April 19, 2013.

Pride of Pueblo, 2012. Recognized by Southern Colorado Equality Alliance.

### Professional Recognition

Governor John Hickenlooper, Public Service Recognition Honoree, History Colorado, 2016

Staff Person of the Year, History Colorado, Volunteers of the Colorado Historical Society, 2015

Excellence in Exhibit Label Writing, American Alliance of Museums, for "Children of Ludlow: Life in a Battle Zone, 1913-14," May 2014

El Pueblo History Museum: Finalist 2019 Institute of Museum and Library Services National Medal for Museum and Library Service

El Pueblo History Museum: recognized as national model for engaged humanities by the National Humanities Alliance

## **COMMUNITY ENGAGEMENT**

### Recent Community/Work Projects

Leadership Guidance, Anti-Racism Grounding Virtues, History Colorado, 2020

Lead, Colorado Women's Vote Centennial 2020, History Colorado



Lead Developer, "Borderlands of Southern Colorado" exhibitions, El Pueblo History Museum, Fort Garland Museum, Trinidad History Museum, History Colorado

Co-Lead Developer, Center for Colorado Women's History at the Byers-Evans House, History Colorado

Lead Developer, "El Movimiento: The Chicano Movement of Colorado and Pueblo," El Pueblo History Museum, History Colorado, opened January 2016

Project Coordinator, "Bridging Borders: Empowering the Future by Understanding the Past," El Pueblo History Museum, AAUW Community Action Grant, 2014-2015

Lead Exhibit Developer, "Children of Ludlow: Life in a Battle Zone, 1913-14," El Pueblo History Museum, History Colorado, opened September 2013

Coordinator, Safe Communities – Pueblo, 2013-2019

Community-Writing Instructor, Citizen-Based Initiative to Preserve Neighborhood History, Eilers Avenue Neighborhood, November 2011 and May 2013, Pueblo, CO

Facilitator, Public Forum to Identify Boundaries of Creative Arts District, January 2012, Pueblo, CO

Coordinator, Multi-Organization Initiative for Same-Gender Domestic Partnership Benefits, 2011-2012, Pueblo, CO

Committee, Project to Increase Access to Local Resources for Immigrant and Mixed-Status Families, 2011, Pueblo, CO

Coordinator, *Pueblo P.U.L.P.* Candidate Forum, October 21, 2010, InfoZone News Museum, Rawlings Library, Pueblo, CO

Project Manager, Día de los Muertos Celebration, Pueblo School for Arts & Sciences, Pueblo, CO

Project Manager, 5-Year Interdisciplinary Arts Strategic Planning, Pueblo School for Arts & Sciences, Pueblo, CO

### Selected Community/Work Presentations

"Insider/Outsider: Giving voice and opening spaces to ethnic communities in the Heartland," Western History Association Conference, October 2020

"Borderlands + Suffrage in Colorado," Borderlands Lecture Series, History Colorado virtual, May 2020

"Borderlands + Suffrage in Colorado," Women's Vote Symposium, History Colorado Center, February 2020

"Latinos and Baseball: Smithsonian Institute Collection Project," Adams State University, September 2017

"Race and Ethnicity in the Labor Movement," Southern Colorado Labor Council Annual Meeting, September 2017

"Ludlow Massacre: Who Has the Right to Remember?" United Mine Workers of America, 100<sup>th</sup> Anniversary Ludlow Remembrance Ceremony, Ludlow National Historic Landmark, May 18, 2014.

"Remembering Ludlow." United Mine Workers of America, Ludlow Memorial Service, Ludlow National Historic Landmark, September 22, 2013.

"It's Not the Mommy Wars; It's a War on Moms." *Women Stand Up!: A Symposium to Explore the Current Culture War on Women*. March for Women – Pueblo. Rawlings Public Library. April 21, 2012.

### Community Journalism

"Creating museums of the future that celebrate the stories of the past: Community Museums of History Colorado," Colorado Municipalities, Colorado Municipal League, April, 2017.

"History fuels girl power," Opinions, Pueblo Chieftain, November 27, 2016.

"Salt Creek Memory Project," Colorado Heritage, October/November 2016.

"Gun fight in Colorado: the NRA rides in, as children duck-and-cover." Comment is free, The Guardian, August 26, 2013.

"LGBT Activism and the Holy Spirit." FeminismAndReligion.com, October 27, 2012.

"Lives in limbo – Immigration and the long, uncertain road to citizenship." Dsciber.com, November 8, 2010.

"Voice of Protest: Chicano Veterans and el Movimiento." Pueblo P.U.L.P., November 2010

"Marital Mystery: Why Do People Still Get Married?" Pueblo P.U.L.P., February 2010

### Community Service Activities

Member, Martin Luther King Heritage Center, Board of Directors, 2014-2019

Commissioner, Pueblo Urban Renewal Authority, 2012-2015

Member, HARP Authority, Board of Directors, 2014-2015

Member, All Pueblo Reads! Community Committee, Pueblo City-County Library District, 2007-2019

Chair, Catholic Charities, Diocese of Pueblo, Board of Directors, 2009-2010

Board Member, Colorado Humanities, 2008-2009

Member, Song of Pueblo Community Committee, 2006-2009

Board Member, Catholic Charities, Diocese of Pueblo, 2007-2010

President, League of Women Voters of Pueblo, 2006-2008

Coordinator, Teen Voter Education Pizza Party, 2005-2008

Lector, Cathedral of the Sacred Heart, 2003-2019

### PUBLICATIONS & CONFERENCES

#### Selected Conference Presentations

Michigan Historic Preservation Network, (upcoming) Annual Conference, Plenary Panel Speaker, May 2021: "Oh, You're with Them": *From Us vs. Them to Co-creation*

National Trust for Preservation: PastForward in Denver, October 2019: *The Power of Women's Stories to Attract New Audiences to Historic Sites*

Creative Placemaking Summit West — Albuquerque, New Mexico, February 2019: *Co-Authoring History: Memory & Storytelling as Resistance*

- American Association of State and Local History – Austin, Texas, September 2017: *Engaging Programs=Engaging Communities?*
- Saving Places Conference – Colorado Convention Center, February 2017: *Salt Creek Memory Project: Connecting Museum, Preservation, and Community*
- National Women's Studies Association Conference – Puerto Rico, November, 2014: *"Not enough to stand on the opposite river bank": Moving beyond oppositional frameworks for tangible on-the-ground community change*
- LaborFest Academic Symposium – Colorado State University-Pueblo, April 2014: *Mothering Miners' Rights: Maternal Rhetoric and the Ludlow Massacre*
- Feminisms and Rhetorics 2013 – Stanford University, September 2013: *Anchor Babies and Dreamers: Unfitness, Americanization, and the Fertility Rhetoric Surrounding Migrant Motherhood*
- Colorado Preservation, Inc. – Denver, Colorado, February 2013: *Storytelling As an Advocacy Tool*
- Society for the Interdisciplinary Study of Social Imagery – Colorado Springs, Colorado, March 2012: *Road Rash and Fishnets: Gender Performance and Roller Derby*
- Southern Colorado Rhetoric Symposium – Pueblo, Colorado, October 2011: *The Political Power of Maternal Online Rhetoric*
- Society for the Interdisciplinary Study of Social Imagery – Colorado Springs, Colorado, March 2011: *Savior or Traitor: Disney's Pocahontas on the Guadalupe to La Malinche Spectrum*
- Southern Colorado Rhetoric Symposium – Pueblo, Colorado, February 2011: *Mommy Blog as Memoir: Gritty Truthsaying or Cyber Storytelling?*
- National Women's Studies Association Conference – Denver, Colorado, November 2010: *Reclaiming Memory: Blurring Boundaries and Bridging Gaps Through Memoir Writing.*

### Selected Publications

- "Women of the Borderlands," *The Colorado Magazine*, Winter 2020/2021.
- "Mothering Miners' Rights: Maternal Rhetoric and the Ludlow Massacre." (chapter; pending publication 2021) *Communities of Ludlow*, University Press of Colorado/Utah State University Press. Editors, Fawn-Amber Montoya and Karin Larkin.
- "Community Engagement: Radical Renewal for Historic House Museums," *History News*. American Association of State and Local History. Fall 2019.
- "Community Engagement: Radical Renewal for Historic House Museums" (chapter) 2019, *Reimagining the Historic House Museum: Catalysts for Change*. Rowman and Littlefield, publisher. Editors, Ken Turino and Max A. van Balgooy.

### Writing-Centered Books

- Twisting Arms: Teaching Students to Write to Persuade*. Cottonwood Press, Inc., February 2005.
- Unjournaling: Daily Writing Exercises that Are NOT Personal, NOT Introspective, NOT Boring!* (Co-author) Cottonwood Press, Inc., April 2006.
- Yoga for the Brain: Daily Writing Stretches that Keep Minds Flexible and Strong*. (Co-author) Cottonwood Press, Inc., April 2006.



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## BAC-7324

### Contact Information

Contact Name	Iris Halpern	Home Address	774 Clayton St.
Preferred Phone	(303) 501-3553	Home City	Denver
Preferred Email	ih@rmlawyers.com	Home State	CO
Other Phone		Home Zip	80206
Other Email		County	Denver
DOB	[REDACTED]	Hispanic or Latino origin or Descent?	No
SSN	[REDACTED]	Race/Ethnicity	Caucasian
Gender	Female	Other Ethnicity	
Other Gender		Salutation	Ms.

### Board Information

Board Name	Denver Women's Commission	Other boards or commissions served	
Status	New	Resigned	
Term Start Date			
Term End Date			

### Work Information

Employer	Rathod Mohamedbhai LLC	Work Address	2701 Lawrence Street, Suite 100
Position	Partner Attorney	Work City	Denver
Business Phone #	3035784400	Work State	CO
Work Email	ih@rmlawyers.com	Work Zip	80205

### Additional Information

Are you a registered voter?	Yes	Objection to appointment?	No
If so, what county?	Denver	Special Information	
Denver City Council District No	10		

### Education and General Qualifications

Name of High School	Algonquin Regional High School	Name of Graduate School	University of California Berkeley School of Law
Location of High School	Northborough, Massachusetts	Location of Graduate School	Berkeley, California
# of Years Attended High school	4	# of Years Attended Graduate School	3
Did you Graduate	Yes	Did you Graduate	Yes

High School

Graduate Major J.D.

Name of College Tufts University  
 Location of College Medford, Massachusetts  
 # of Years Attended College 4  
 Did you Graduate College Yes  
 Undergrad Major Women's Studies & English

Reference Details

Reference Name #1	Qusair Mohamedbhai	Reference Email #1	qm@rmlawyers.com
Reference Phone #1	(303) 652-7200	Reference Address #1	2701 Lawrence Street, Denver CO, 80205
Reference Name #2	Siddhartha Rathod	Reference Email #2	sr@rmlawyers.com
Reference Phone #2	(303) 519-8442	Reference Address #2	2701 Lawrence Street, Denver CO, 80205
Reference Name #3	Laurie Jaeckel	Reference Email #3	lgjaeckel@gmail.com
Reference Phone #3	(303) 895-9359	Reference Address #3	576 N. Lafayette St., Denver CO, 80206
Agree to a background check	<input checked="" type="checkbox"/>		
Owner	Romaine Pacheco	Created By	Denver Integration, 6/6/2021 1:28 PM
		Last Modified By	Denver Integration, 6/6/2021 1:28 PM

Notes & Attachments

Resume May 2021.pdf

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 Description  
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# Iris Halpern

774 Clayton St. • Denver, CO 80206 • (303) 501-3553 (c) • (303) 578-4400 x 409 (w) • [ih@mlhalpers.com](mailto:ih@mlhalpers.com)

---

## Work Experience

Rathod | Mohamedbhai LLC

Dec. 2017 – Present

*Partner*

*2701 Lawrence St., Suite 100, Denver, CO 80205*

Responsible for full spectrum litigation under state and federal antidiscrimination laws and of constitutional civil rights claims, including state and federal prohibitions on discrimination in employment, housing, education, and constitutional protections of speech, equal protection of law, due process, and to be free from use of excessive force.

University of Colorado School of Law, Boulder

Jan. 2020 – May 2020

*Adjunct Faculty, Employment Discrimination*

*2450 Kittredge Loop Dr., Boulder, CO 80309*

Taught about the full spectrum of federal and state antidiscrimination laws to students earning their J.D. and Masters in Law degrees.

Equal Employment Opportunity Commission, Denver Field Office

Sept. 2010 – Nov. 2017

*Senior Trial Attorney/Acting Supervisory Trial Attorney*

*303 E. 17<sup>th</sup> Ave., #410, Denver, CO 80203*

Senior Trial Attorney responsible for all aspects of legal enforcement and litigation, including interagency action and litigation in court under federal antidiscrimination in employment statutes, including Title VII of the Civil Rights Act of 1964, the Americans with Disabilities Act, the Equal Pay Act, Pregnancy Non-Discrimination Act, and the Age Discrimination in Employment Act. Served as Acting Supervisory Trial Attorney for the Denver Field Office of the EEOC in 2016 and 2017, including attorney supervision and development, case management, and other supervisory responsibilities.

Fulbright Program, Canada, University of Guelph

2009-2010

*Fulbright Scholar*

*50 Stone Rd. E, Guelph, ON N1G 2W1, Canada*

Completed comparative study of Canadian and U.S. trafficking, immigrations, and employment law regimes with respect to migrant domestic workers to formulate suggested best practices.

Legal Services of Central New York, Syracuse 2008-2009  
*Attorney*  
*221 S. Warren St., Suite 300, Syracuse, N.Y. 13202*

Represented clients with disabilities and social security disability recipients in individual civil rights cases before the New York Commission on Human Rights, in New York State Court, and before administrative agencies.

Service Employees International Union 2002-2005  
*Organizer*  
*Various States/Locations*

Worked across approximately a dozen states assisting employees form unions. Engaged in education and organizing campaigns around economic empowerment and employee collective action.

### Education

University of California, Berkeley School of Law, Berkeley, CA 2002 - 2005  
*Degree: Juris Doctorate*

Tufts University, Medford, MA 1998-2002  
*Degree: Bachelor of the Arts, Women's Studies and English Majors*

### Select Publications

- "I Can't Breathe": What the Coronavirus Pandemic and George Floyd Protests Have Taught Us About Race, The 1891 Blog, Colorado Women's Bar Association (January 23, 2021)
- Fallout From the Coronavirus: A World Awakens to a New Deadly Threat in the Workplace, The 1891 Blog, Colorado Women's Bar Association (August 14, 2020)
- Workers' Rights Q&A: Dealing with Discrimination in the Workplace, Denver Post (May 17, 2020)
- Q&A: What Are My Rights During COVID, *Denver Post* (May 3, 2020)
- Using the Rules of Evidence in Discovery to Protect Plaintiffs in Sexual Harassment Cases, in Colorado Trial Lawyers Association's TRIAL TALK (June/July 2019)
- E-Discovery in the Workplace: Employee Perspective, in American Bar Association (ABA) & Bloomberg BNA Treatise WORKPLACE DATA: LAW AND LITIGATION (Robert Sprague ed., 2013)
- Rape, Incest, and Harper Lee's *To Kill a Mockingbird*: On Alabama's Legal Construction of Gender and Sexuality in the Context of Racial Subordination, *Columbia Journal of Gender and Law* (Volume 18, Issue 3, 2009)
- Tracing the Contours of Transnational Corporations' Human Rights Obligations in the Twenty-First Century, *Buffalo Human Rights Law Review* (Volume 14, 2008)

### **Professional Association and Memberships**

- Board Member/Board Chair, One Colorado Board of Directors (current)
- Wage Theft Task Force Organizing Committee (current)
- Colorado LGBT Bar Association (current)
- Colorado Women's Bar Association (current)
- Colorado Plaintiff Employer Law Association (current)
- Colorado Trial Lawyers Association (current)
- Colorado Bar Association, Civil Rights and Labor & Employment Sections (current; formerly Legislative Liaison of the Civil Right Section)
- Lawyers' Civil Rights Coalition (current)

### **Languages**

- Hebrew
- Spanish – Conversational





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## BAC-7757

### Contact Information

Contact Name	Flavia Zarcula	Home Address	5227 Estes Circle
Preferred Phone	3035139593	Home City	Arvada
Preferred Email	flavia.zarcula@gmail.com	Home State	CO
Other Phone		Home Zip	80002
Other Email	flavia.zarcula@gmail.com	County	Jefferson
DOB		Hispanic or Latino origin or Descent?	No
SSN		Race/Ethnicity	Caucasian
Gender	Female	Other Ethnicity	
Other Gender		Salutation	Ms.

### Board Information

Board Name	Denver Women's Commission	Other boards or commissions served	
Status	Appointed	Resigned	
Term Start Date	11/16/2021		
Term End Date	6/30/2023		

### Work Information

Employer	Lutheran Social Services of Colorado	Work Address	363 S Harlan Street Suite 200
Position	Director Grant Management and Evaluation	Work City	Denver
Business Phone #	3032175851	Work State	CO
Work Email	flavia.zarcula@lfsrm.org	Work Zip	80226

### Additional Information

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

### Education and General Qualifications

Name of High School	George Washington High School	Name of Graduate School	University of Oxford
Location of High School	Denver	Location of Graduate School	Oxford, United Kingdom
# of Years Attended High school	4	# of Years Attended Graduate School	2

Did you Graduate High School Yes

Did you Graduate Yes

Graduate Major MSc Sociology

Name of College Seattle Pacific University

Location of College Seattle

# of Years Attended College 4

Did you Graduate College Yes

Undergrad Major Sociology

Reference Details

Reference Name #1 Brian Brant

Reference Email #1 brian.brant@lfsrm.org

Reference Phone #1 3032175862

Reference Address #1

Reference Name #2 Natalie DeVille

Reference Email #2 natalie.deville@lfsrm.org

Reference Phone #2 3032175857

Reference Address #2

Reference Name #3 Reina Doyle

Reference Email #3 reina.doyle@gmail.com

Reference Phone #3 3038547212

Reference Address #3

Agree to a background check

Owner Romaine Pacheco

Created By Romaine Pacheco, 11/16/2021 2:37 PM

Last Modified By Romaine Pacheco, 11/16/2021 2:38 PM

Notes & Attachments

Congrats Letter - a075d00001WATDp.docx

Certificate of Appointment - a075d00001WATDp.docx

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Description

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**FLAVIA ZARCULA**  
Arvada, CO 80002  
303 513 9593 | flavia.zarcula@gmail.com

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#### **SUMMARY OF EXPERIENCE**

- Nonprofit leader with over eight years of experience leading strategic planning and data informed decision making in a variety of philanthropic, government, and private organizations
  - Over five years of experience developing and sustaining relationships with foundations and corporate partners, resulting in over \$5M in fundraising revenue each year
  - Graduate of Results Based Leadership Institute, Anne E Casey Foundation
  - Proficiency in SPSS, NVivo, Qualtrics, and ETO
  - Fluent in English, Romanian, and Spanish
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#### **EDUCATION**

**University of Colorado Denver, Denver, CO - Expected 2022**  
Master of Business Administration (MBA)

**University of Oxford, Oxford, United Kingdom**  
Masters of Science in Sociology, Research Methods Emphasis

**Seattle Pacific University, Seattle, Washington**  
Bachelor of Arts in Sociology, Bachelor of Arts in European Studies

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#### **PROFESSIONAL EXPERIENCE**

**Lutheran Family Services Rocky Mountains, Denver CO, September 2015 – Present**  
Director Grants Management and Evaluation

- Collaborated with executive leadership and board of directors on program development, strategic planning, mission/vision/values redesign, and external communications.
- Developed and implemented an agency-wide system for data collection and analysis underpinning data informed decision making throughout the agency.
- Provided training and technical assistance to agency leadership on outcome measurement, research/evaluation strategic planning, and goal setting
- Fundraised over \$5M per year through grants and contracts
- Developed and sustained over 75 relationships with foundations and corporate partners
- Managed grant compliance and reporting deadlines as well as deliverables for all grant funded activities throughout the agency
- Supervised three staff

**OMNI Institute, Denver, CO, October 2013 – September 2015**  
Researcher I (Research Consultant)

- Led research projects on a variety of topics including longitudinal effectiveness of after-school reading programs, parent and child perceptions of marijuana use in Colorado, peer-reviewed measurements of holistic family wellbeing, and others
  - Led project teams with 5-10 members, conducted multiple complex and multi-year research projects
  - Created research plans and tools, surveys, observations protocols, interviews, and focus group guides
  - Collected and analyzed both qualitative and quantitative data from data sources including surveys, key informant interviews, focus groups, observations, and large secondary datasets
  - Provided technical assistance to community partners
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#### **SELECT PUBLISHED PAPERS AND CONFERENCE PRESENTATIONS**

- Richmond, M., Pampel, F., Zarcula, F., McChesney, B., Howey, V. (2015). Reliability of the Colorado Family Support Assessment: A Self-Sufficiency Matrix for Families. *Research on Social Work Practice*. doi: 10.1177/1049731515596072.
  - Zarcula, F. & Moore, L (2014). Youth and Parent Perceptions of the Legal and Health Impacts of Marijuana Use and Marijuana Legislation in Colorado. Presented at the National Prevention Network Conference; Hartford, CT.
  - Franko, M., Eby, C., Smiles, K., DeCesares, D., Yettick, H., Zarcula, F. (2014). Sustainable Evaluation Capacity: A Necessary Foundation for Building an Evidence Base. Panel Presentation at American Evaluation Association Conference; Denver, CO.
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#### **PROFESSIONAL MEMBERSHIPS**

American Evaluation Association, Colorado Evaluation Network, Grant Professionals Association, Colorado Association of Nonprofits