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BAC-8397

Contact Information

| | | | |
|-----------------|---------------|---------------------------------------|-----------|
| Contact Name | Rachel Garcia | Home Address | |
| Preferred Phone | | Home City | |
| Preferred Email | | Home State | CO |
| Other Phone | | Home Zip | |
| Other Email | | County | |
| DOB | | Hispanic or Latino origin or Descent? | Yes |
| Gender | Female | Race/Ethnicity | Caucasian |
| Other Gender | | Other Ethnicity | |
| Title | | Salutation | Ms. |
| | | Pronouns | |

Application

| | | |
|--------|-----------|---------------------------|
| Status | Appointed | Council Resolution Number |
| Notes | | |

Board Information

| | | |
|------------|--------------------------|------------------------------------|
| Board Name | Denver Latino Commission | Original Start Date |
| | | End Date |
| | | Other boards or commissions served |

Work Information

| | | | |
|------------------|-----------|--------------|----|
| Employer | Colectiva | Work Address | |
| Position | CEO | Work City | |
| Business Phone # | | Work State | CO |
| Work Email | | Work Zip | |

Additional Information

| | | | |
|----------------------------------|--------|---------------------------|----|
| Are you a registered voter? | Yes | Objection to appointment? | No |
| If so, what county? | Denver | Special Information | |
| Denver City Council District No | 1 | Registered Lobbyist | |
| Conflict of Interest Explanation | | Conflict of Interest | |

Education and General Qualifications

| | | | |
|---------------------------------|----------------------------------|-------------------------------------|--|
| Name of High School | Iver C Ranum | Name of Graduate School | |
| Location of High School | Westminster, CO | Location of Graduate School | |
| # of Years Attended High school | 4 | # of Years Attended Graduate School | |
| Did you Graduate High School | Yes | Did you Graduate | |
| | | Graduate Major | |
| Name of College | University of Colorado at Denver | | |
| Location of College | Denver, CO | | |
| # of Years Attended College | 4 | | |
| Did you Graduate College | Yes | | |
| Undergrad Major | Business Administration | | |

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 | <input checked="" type="checkbox"/> | | |
| Owner | | Created By | |
| | | Last Modified By | |

Notes & Attachments

Congrats Letter - a075d00001XV4Gs.docx

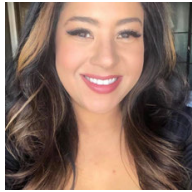
| | |
|---------------|---------------------------|
| Type | Attachment |
| Last Modified | |
| Description | |
| | View file |

Certificate of Appointment - a075d00001XV4Gs.docx

| | |
|---------------|---------------------------|
| Type | Attachment |
| Last Modified | |
| Description | |
| | View file |

Garcia Rachel Bio 8-17-22 (1).pdf

| | |
|---------------|---------------------------|
| Type | Attachment |
| Last Modified | Denver Integration |
| Description | |
| | View file |



Rachel Garcia

Background

I am an award winning arts and culture and nonprofit executive. I am a community and cultural arts advocate. My work is respected and valued. In the early part of my career, I worked for one company for 25 years in a broad spectrum of capacities. My long dedication to this company demonstrates my fierce loyalty and strong work ethic. Latino cultural arts are my main passion. Corporate Responsibility and Diversity, Equity and Inclusion are also passions of mine.

Professional
Experience

MEXICAN CULTURAL CENTER DENVER, CO 08/2023-Present
Executive Director/CEO

- Executive leadership
- Fundraising/Grant writing/Obtaining fiscal sponsorships and grant reporting
- Board engagement
- Building, developing and fostering relationships with community stakeholders, community partners and community members.
- Writing and directing clean and concise communications efforts with regard to community stakeholders, media, press releases, social media posts and other communications.
- Logistics and Production and Event Planning and Sales
- Program development, implementation and collaborations
- Event production
- Art curation
- Public speaking
- Education engagement with institutions of higher education and K-12 Schools
- Lead facilitator for corporate and non profit retreats
- Marketing, branding and social media expertise
- Provide guidance to artists/providing connections to generate leads and obtain commissions
- Budget creation, implementation, review and adherence
- Financial Reporting and Financial Statement Preparation
- DEI Lead Consultant for corporate and nonprofit boards, employees, artists and other stakeholders

COLECTIVA DENVER, CO 01/2020-09/2023
President/Chief Executive Officer

- Executive leadership
- Board engagement
- Fundraising/Grant writing/Obtaining fiscal sponsorships and grant reporting



- Building, developing and fostering relationships with community stakeholders, community partners and community members.
- Writing and directing clean and concise communications efforts with regard to community stakeholders, media, press releases, social media posts and other communications.
- Logistics and Production and Event Planning and Sales
- Program development, implementation and collaborations
- Event production
- Art curation
- Public speaking
- Education engagement with institutions of higher education and K-12 Schools
- Lead facilitator for corporate and non profit retreats
- Marketing, branding and social media expertise
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- Financial Reporting and Financial Statement Preparation
- DEI Lead Consultant for corporate and nonprofit boards, employees, artists and other stakeholders

LATIN FASHION WEEK COLORADO AND DENVER, CO 02/2017-Present

COLORADO DAY OF THE DEAD FESTIVAL

Chief Communications Officer/Chief Community Connections Officer

- Building, developing and fostering relationships with community stakeholders, community partners and community members.
- Fundraising/Grant writing/Obtaining fiscal sponsorships and grant reporting
- Writing and directing clean and concise communications efforts with regard to community stakeholders, media, press releases, social media posts and other communications.
- Logistics and Production and Event Planning
- Decision making and leadership with regard to Covid-19 protocols
- Diversity, Equity and Inclusion Officer: Developing Key Performance Indicators, action plans, and monitoring progress. Human Resource Management Director.
- Securing filming locations/Special Event Permitting
- DEI Lead Consultant for corporate and nonprofit boards, employees and other stakeholders

CALAVERAS EN MI CIUDAD DENVER, CO 05/2020-08/2023

Founding Partner/Curator/CEO

- Building, developing and fostering relationships with community stakeholders, community partners and community members.
- Fundraising/Grant writing/Obtaining fiscal sponsorships and grant reporting
- Writing and directing clean and concise communications efforts with regard to community stakeholders, media, press releases, social media posts and other communications.
- Logistics and event planning
- Diversity, Equity and Inclusion Officer/Equal Employment Officer
- Artist engagement and curation



Executive Director of Business Operations/Executive Director of Diversity, Equity and Inclusion

- Director of Diversity, Equity and Inclusion(EDI)-Direct the development, review and evaluation of Key Performance Indicators, track and monitor performance of KPIs, EEO and civil rights policies and programs, affirmative employment and procedures Identifying key priorities/challenges and providing recommendations, specifically with regard to culturally sensitive and racially sensitive subjects. Author and steward of the company's strategies related to achieving racial equity, including leadership roles on teams in order to drive cross-departmental Equity, Diversity and Inclusion teams. Identify, define, analyze and recommend solutions to systemic EDI problems when they arose in the organization and implemented effective changes. Served as a training facilitator instructor for locally mandated special training programs, including diversity programs. Developing policy and procedures including those for Diversity, Inclusion and Equity. Led the creation and implementation of staff training programs related to equity, diversity and inclusion competencies and employee development. Oversaw vendor and consultant support and development. Developed learning metrics/processes and integrated into job descriptions and evaluations. Facilitated dialogue among the staff related to EDI and other development opportunities. Supported all levels of staff to build EDI awareness and competencies. Advocated for contented employee experiences from hiring to retiring. Develop an inclusive recruitment, hiring and retention process with the goal of engaging and developing a diverse workforce. Build meaningful relationships with staff to develop, implement and facilitate employee engagement in order to foster a positive and inclusive culture.
- Building, developing and fostering relationships with community stakeholders, clients, subcontractors, vendors, tax authorities, corporate attorneys, employees, general liability and workman's compensation insurance companies and bonding companies.
- Oversee all accounting functions in a CFO capacity: Accounts Payable, Accounts Receivable, General Ledger Reconciliation, Bank Account Reconciliation, Tax reporting and compliance, Preparation of In-house Financial Statements and coordinating CPA Audits, Payroll and Human Resource Management.
- Human Resource Management-Developing and implementing company policy and procedures for all staff and company functions.
- Filing and maintaining required paperwork with various municipalities, federal government and other organizations to maintain the company's SBE/Hubzone/8A status.
- Interviewing, hiring, training and coaching of new management employees.
- Lead management/Project acquisition
- Prepare financial statements and develop and oversee financial budgets for operations division on an annual, quarterly and monthly basis.
- Review and preparation of legal documents for the business including contracts, bonds, insurance policies and proposal documents.
- Responsible for marketing functions such as branding, promotional strategy, advertising, creative production management, statements of qualifications and presentations.
- Contract negotiation

Highlighted Skills

- Executive Leadership & Strategic Vision
- Fundraising/Grant writing/Obtaining fiscal sponsorships and grant reporting
- Nonprofit Management & Program Development
- Cultural & Community Engagement
- Communications, PR & Media Relations
- Diversity, Equity & Inclusion (DEI) Strategy
- Event Planning & Production
- Business Operations & Fiscal Oversight
- Non-Profit Board Service and Management
- Socially Aware and Emotionally Intelligent, Empathetic, Compassionate Leader
- Marketing/Branding expert
- Accomplished Grant Writer/Development Expertise
- Excellent Communications Skills, written and verbal

- Public Speaking
- DEI Lead Consultant for corporate and nonprofit organizations, employees and other stakeholders
- JEDI, Justice, Equity, Diversity and Inclusion Professional
- Production/Logistics for Events and Conferences
- Strong Community Partnerships, Connections and Relationships
- Communications Expert
- Art Curation/Selection
- Arts Advocate
- Strong Negotiation Skills
- LatinX Community Advocate
- Microsoft Office Suite-MS Word, MS Excel, MS Outlook, MS Access, MS PowerPoint
- Wordpress
- Adobe Creative Suite
- SEO optimization and Social Media Management: Facebook, Twitter, Instagram, Hootsuite
- Equal Employment Officer/Diversity Equity and Inclusion Officer
- Government Reporting Expert
- Constant Contact, Survey Monkey & Other Client Tracking Software
- Various Cloud-based storage software-Dropbox, Google Drive, Google Docs, OneDrive, iCloud
- Full Accounting Cycle Duties-Budgeting, Financial Statements,, Accounts Payable, Accounts Receivable, General Ledger, Job Costing/Cost Accounting, Payroll and Human Resources
- Corporate Tax Returns, Monthly, Quarterly, Annual
- Construction Project Management/Residential Redevelopment General Contractor
- Travel Coordination/Conference Planning

**Education
and
Certifications**

University of Colorado at Denver **Denver, CO**
Bachelor of Science in Business Administration with Emphasis in Management 2007

- Various extended study courses in Human Resource Management, Organizational Management, Project Management and Time Management

National Association of Latino Arts and Cultures **San Antonio, TX**
NALAC Leadership Institute **2024 Fellow Graduate**

University of Denver **Denver, CO**
Latino Leadership Institute **2019 Fellow Graduate**

- Certificate in Executive Leadership

Latino Leadership Institute **2022**

- Certificate in Diversity, Equity, Inclusion and Belonging

Denver Metro Chamber of Commerce Leadership Foundation

- Leadership Denver Fellowship Cohort Fall 2025

Denver Metro Chamber of Commerce Leadership Foundation

- Impact Denver Fellowship Cohort Fall 2022

Elite Social Media Marketing Agency

- Social Media and Marketing Cohort Winter 2019

Race Talk University with Dr. Nita Tylerr Mosby and Rev. Dr. Tim Tyler

- Race Talk University Fellow Graduate Cohort 3 2020



Community Engagement

City and County of Denver Mayor Elect Mike Johnston Transition Committee Member-Arts & Venues Committee, June 2023-Present

Mayoral Appointee/Commissioner, City and County of Denver Commission on Cultural Affairs 2023-Present

Mayoral Appointee/Commissioner, City and County of Denver Women's Commission 2022-Present
Chair-Communications and Marketing Subcommittee 01/2023-Present

Mayoral Appointee/Commissioner, City and County of Denver Latino Commission 2022-Present

Advisory Council Member , Scientific and Cultural Arts Facilities District (SCFD) Community Acts Fund Advisory Council 5/2021-Present

Advisory Member, Hispanic Serving Institution Advisory Council, Regis University 2023-Present

Advisory Member, Latino Alliance Committee, Denver Art Museum 2023-Present

Advisory Member, Colorado Cultural Champions, Colorado Business Committee for the Arts 2023-Present

Board Member, Levitt Pavilion Denver, 2023-Present

Chairperson of the Board of Directors, Artistico 2020-2023

Board Member, Latinas First Foundation 2022-Present
Arts & Culture Subcommittee

Mexican Cultural Center/Centro Cultural Mexicano Denver Denver, CO

Vice Chairperson of the Board Board Member
2018-2022 2013-2018

Mental Health Anti-Stigma Ambassador for Latinx Community, Colorado Health Institute 1/2021-Present

Covid-19 Vaccine Ambassadors Council, City and County of Broomfield 1/2021- Present

LatinX Leaders Advisory Council, City and County of Broomfield 10/2020-Present

Awards and Recognition

Colorado Committee for the Arts and Business (CBCA) Arts and Business Award April 2025

Received for my work with the Mexican Cultural Center. The Colorado Business Committee for the Arts has a mission to "connect Colorado's creative economy by connecting business and the arts". The CBCA Arts Awards celebrate innovative cross-sector partnerships, stellar leadership, generous philanthropy and creative businesses across the state.

Colorado Committee for the Arts and Business (CBCA) Arts and Business Award March 2023

Received for my work with Colectiva, The Colorado Business Committee for the Arts has a mission to "connect Colorado's creative economy by connecting business and the arts". The CBCA Arts Awards celebrate innovative cross-sector partnerships, stellar leadership, generous philanthropy and creative businesses across the state.

Viva Colorado Corazon Award for Community Impact June 2021

Viva Colorado's Corazon mission is to recognize outstanding work in the community to advance Latino Culture.



Rachel is a nonprofit leader with deep roots and connections in her hometown of Denver, Colorado. She has a great dedication to the arts and creative communities in Denver. Her love of the creative community grew from a desire to connect with like-minded people and to give back. She found her chosen family through the arts, social justice pursuits and through community advocacy particularly for immigrant and refugee communities. Rachel gained a sense of belonging within the arts and creative communities and they have endowed upon her the beauty of cultural traditions she is proud to pass along to her daughter, Annalisia. Rachel graduated from the University of Colorado with a Bachelors of Science in Business Management and earned a Certificate in Executive Leadership with an emphasis on the issues and challenges affecting the Latinx Community/Population. Rachel also holds a Certificate in Inclusive Leadership/Diversity, Equity, Inclusion and Accessibility. Both certificates were earned at the prestigious Latino Leadership Institute (LLI) at the University of Denver. Rachel is an alumnus of the Metro Denver Chamber Leadership Foundation's Impact Denver Fellowship. Her professional background includes 25 years in the design/build industry as a Business Operations executive, however her passion has always been in the arts.

Rachel currently is the Executive Director of the Mexican Cultural Center in Denver. The Mexican Cultural Center (MCC) has a mission to create a sense of belonging and pride in cultural heritage for the communities they serve. Founded in 1992, The MCC elevates and celebrates the rich culture of Mexico within Colorado. She is a founding member and former CEO of Colectiva, a collective of creatives that curate culturally inspired experiences that elevate and promote Latino Creatives via culture, art and cuisine. Colectiva's mission is to reclaim Latino culture from appropriation and historical erasure and to ensure creatives are compensated fairly. Rachel is also a founding member and curator of Festival de Leyendas, an annual festival celebrating the mythological stories of Latin America and Calaveras en mi Ciudad, and is a co-founding member of "Amor a la Mexicana: Tequila, Mezcal, Art and Culture"-the first and only tequila festival in Colorado founded by women that identify as Latinas.

In service to her community, Rachel previously served as the Vice Chair of the Board of Directors of the Mexican Cultural Center (Vice Chair 2018-2022, Board Member 2013-2018), served as Chair of the Board of Directors of Artisti-co and as a Covid-19 Vaccine Ambassador (2020-2023) for the Colorado area. Rachel serves on the City and County of Denver Mayor Elect Mike Johnston's transition team for Arts and Culture. Rachel currently serves as a Mayoral Appointee/Commissioner for three City and County of Denver Commissions: The Commission on Cultural Affairs, The Denver Latino Commission, and the Denver Women's Commission. She also is a Member of the Board of Directors for Latinas First Foundation and Levitt Pavilion Denver, and is a member of several municipal LatinX Advisory Councils, and a Mental Health Anti-Stigma Ambassador in partnership with the Metro Denver Partnership for Health/Colorado Health Institute focusing on the Latinx community. She serves as Co-Chair of the Scientific and Cultural District Community (SCFD) Arts Fund Advisory Council.

Rachel's work has been recognized by Viva Colorado, in 2021 with the Corazón award, for her work in the community and by the Colorado Business Committee for the Arts (CBCA), in 2023 and 2025 with the Arts and Business Award for her work advocating for BIPOC artists and providing a bridge between businesses and the arts and contributing to Colorado's creative economy.

Her other interests include strengthening her leadership skills, writing/wordsmithing, travel/adventure, great cuisine and libations, supporting local businesses, meditating, experiencing the world through her daughter's eyes, connecting with friends old and new, and fine tuning her abilities as an intuitive being. Things she's most known for: cheering her friends and family along from the sidelines, promoting their ventures with enthusiasm and having a knack for knowing what the latest/hottest/coolest things are!