



# CITY AND COUNTY OF DENVER

PRIVILEGED AND CONFIDENTIAL WORK PRODUCT

Michael B. Hancock  
Mayor

To: Mayor Michael B. Hancock  
From: Romaine Pacheco, Director  
Date: May 9, 2023

**BOARD:** Denver Women's Commission

**STAFF:** Tess Trewin

## BACKGROUND:

Members: No less than 7 – No more than 21  
Terms: 2 Yrs.  
Confirmation: Yes

The Commission advises the Mayor and the Executive Director on the special issues and opportunities affecting women.

## RECOMMENDATIONS:

Flavia Zarcu, Denver (F)(C) for a term expiring June 30, 2025, reappointed;

Sara Hazel, Denver (F)(C) for a term expiring June 30, 2025, reappointed;

Iris Halpern, Denver (F)(C) for a term expiring Jun3 30, 2025, reappointed.

## ACTION NEEDED:

A handwritten signature in blue ink, appearing to be "RJP", written over a horizontal line.

Reappoint Zarcu, Hazel and Halpern

Please provide additional candidates to consider.

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## BAC-8901

### Contact Information

Contact Name	Flavia Zarcula	Home Address	3963 Yates St
Preferred Phone	303-513-9593	Home City	Denver
Preferred Email	flavia.zarcula@gmail.com	Home State	CO
Other Phone		Home Zip	80212
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	Women's Commission, Denver
Status	New	Resigned	
Term Start Date			
Term End Date			

### Work Information

Employer	International Association for the Study of Lung Cancer	Work Address	999 17th St Suite 200
Position	Development Manager	Work City	Denver
Business Phone #	720-325-2952	Work State	CO
Work Email		Work Zip	80202

### Additional Information

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

### 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, UK
# of Years Attended High school	4	# of Years Attended Graduate School	2

Did you Graduate High School Yes

Did you Graduate Yes

Graduate Major 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 Natalie DeVille

Reference Email #1

Reference Phone #1 720-252-5265

Reference Address #1

Reference Name #2 Amy Wanninger

Reference Email #2

Reference Phone #2 812-887-7662

Reference Address #2

Reference Name #3 Matt Yeingst

Reference Email #3

Reference Phone #3 720-325-2952

Reference Address #3

Agree to a background check

Owner Romaine Pacheco

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Last Modified By Denver Integration, 4/27/2023 10:42 AM

Notes & Attachments

Flavia Zarcula Resume.pdf

Type Attachment

Last Modified Denver Integration

Description

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**FLAVIA ZARCUA**  
Denver, CO  
303 513 9593 [flavia.zarcu@gmail.com](mailto:flavia.zarcu@gmail.com)

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### **SUMMARY OF EXPERIENCE**

- Nonprofit leader with over 7 years of experience developing and sustaining relationships with donors, foundations and corporate partners, resulting in over \$7M in fundraising revenue each year
- Graduate of Results Based Leadership Institute, Anne E Casey Foundation
- Proficiency in Fluxx, SPSS, NVivo, Qualtrics, and ETO
- Fluent in English, Romanian, and conversational in Spanish

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### **EDUCATION**

**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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### **COMMUNITY INVOLVEMENT**

Commissioner, Denver Nonprofit Engagement Commission, 2022-2024  
Commissioner, Denver Women's Commission, 2022-2024

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### **PROFESSIONAL EXPERIENCE**

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

- Fundraised over \$7M per year through grants and contracts
- Developed and sustained over 75 relationships with donors, foundations and corporate partners
- Managed grant compliance, reporting deadlines, as well as deliverables for all grant funded activities throughout the agency
- Developed and implemented an agency-wide system for data informed decision making that centered client voice, evaluated program efficacy and supported continuous quality improvement
- Led diversity, equity, and inclusion efforts within the agency
- Collaborated with program directors and executive leadership on budget development, grant budget management, and budget reconciliations
- Supervised three staff

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

- Focused on a wide variety of research topics supporting government, philanthropic, and private partners. Topics included 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 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., Zarcu, F., McChesney, B., Howay, V. (2015). Reliability of the Colorado Family Support Assessment: A Self-Sufficiency Matrix for Families. *Research on Social Work Practice*. doi: 10.1177/1049731515596072.
- Zarcu, 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.

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### **PROFESSIONAL MEMBERSHIPS**

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



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## BAC-8884

### 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	ih@rmlawyers.com	County	Denver
DOB	[REDACTED]	Hispanic or Latino origin or Descent?	No
SSN	[REDACTED]	Race/Ethnicity	Caucasian
Gender	Female	Other Ethnicity	
Other Gender		Salutation	

### Board Information

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

### Work Information

Employer	Rathod Mohamedbhai LLC	Work Address	2701 Lawrence Street, Suite 100
Position	Attorney	Work City	Denver
Business Phone #	303-578-4400	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 H.S.	Name of Graduate School	Berkeley Law
Location of High School	Northboro, Massachusetts	Location of Graduate School	Berkeley, California
# of Years Attended High school	4	# of Years Attended Graduate School	3

Did you Graduate High School Yes

Did you Graduate Yes

Graduate Major Law (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 Mohamedbhal

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 lj@rmlawyers.com

Reference Phone #3 303-895-9359

Reference Address #3 2701 Lawrence Street, Denver, CO, 80205

Agree to a background check

Owner Romaine Pacheco

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Notes & Attachments

Resume January 2022.pdf

Type Attachment

Last Modified Denver Integration

Description

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# Iris Halpern

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

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January 31, 2023

## 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.

Equal Employment Opportunity Commission, Denver Field Office

Sept. 2010 – Nov. 2017

*Senior 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 agency civil actions under Title VII of the Civil Rights Act of 1964, the Americans with Disabilities Act, the Age Discrimination in Employment Act, and the Equal Pay Act. Served as Acting Supervisory Attorney for the Denver Field Office of the EEOC in 2016 and 2017, including attorney supervision and development, case management, and other 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 best practices.

Prior Experience: Disability rights attorney with Legal Services of Central New York, Syracuse, 2008-2009; Union organizer with the national division of the Service Employees International Union, various locations, 2002-2005.

## Education

University of California, Berkeley School of Law, Berkeley, CA

2005-2008

Degree: *Juris Doctorate*

Tufts University, Medford, MA

1998-2002

Degree: *Bachelor of the Arts, Women's Studies and English Majors*

### **Select Publications**

- *In Plain Sight: A History of Discrimination in Labor and Employment Laws*, Trial Talk, Colorado Trial Lawyers Association, (January – March 2022)
- *Infrastructure and Inequality: Gender, Race, and the Country's Future Economic Growth*, The 1891 Blog, Colorado Women's Bar Association (August 4, 2021)
- *"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)

### **Select Professional Association and Memberships**

- Adjunct Faculty, Sturm College of Law, University of Denver, Denver, Advocacy for Workers: Plaintiffs' Employment Law (2022)
- Commissioner, Denver Women's Commission (Chair, Legislative Subcommittee)
- Adjunct Faculty, University of Colorado School of Law, Boulder. Employment Discrimination (2020)
- One Colorado, Board Member & Former C4 Chair
- Colorado Plaintiff Employer Law Association (current)
- Colorado LGBT Bar Association (current)
- Colorado Women's Bar Association (current)
- Colorado Trial Lawyers Association (current)
- Colorado Bar Association, Labor & Employment and Civil Rights Sections (current)
- Colorado Wage Theft Task Force, Executive Committee (former)

### **Languages**

- Hebrew
- Spanish – Conversational

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## BAC-8897

### Contact Information

Contact Name	Sara Hazel	Home Address	1225 Fillmore Street
Preferred Phone	913-904-4745	Home City	Denver
Preferred Email	sarahazel@gmail.com	Home State	CO
Other Phone		Home Zip	80208
Other Email	shazel@dpsfoundation.org	County	Denver
DOB	[REDACTED]	Hispanic or Latino origin or Descent?	No
SSN	[REDACTED]	Race/Ethnicity	Caucasian
Gender	Female	Other Ethnicity	
Other Gender		Salutation	Mrs.

### 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	Denver Public Schools Foundation	Work Address	1880 Lincoln Street, 10th Floor
Position	VP of Development	Work City	Denver
Business Phone #	720-423-3553	Work State	CO
Work Email	info@dpsfoundation.org	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	10		

### Education and General Qualifications

Name of High School	Free State High School	Name of Graduate School	DePaul University
Location of High School	Lawrence, KS	Location of Graduate School	Chicago, Illinois
# of Years Attended High school	4	# of Years Attended Graduate School	3

Did you Graduate High School Yes

Did you Graduate Yes

Graduate Major Masters in Public Administration

Name of College University of Oregon

Location of College Eugene, Oregon

# of Years Attended College 4

Did you Graduate College Yes

Undergrad Major Sociology

Reference Details

Reference Name #1 Latrice Lee

Reference Email #1 latricanlee@gmail.com

Reference Phone #1 720-527-9731

Reference Address #1

Reference Name #2 Arash Jahanian

Reference Email #2 jahanian@gmail.com

Reference Phone #2 919-824-9883

Reference Address #2

Reference Name #3 Ashley Arigoni

Reference Email #3 ashley.arigoni@gmail.com

Reference Phone #3 925-683-9804

Reference Address #3

Agree to a background check

Owner Romaine Pacheco

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Notes & Attachments

Sara Hazel\_resume.pdf

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Description

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# SARA HAZEL

Denver, CO

913.904.4745

sarahazel@gmail.com

## **Executive Leader | Revenue Generation | Expert Culture & Team Building Wizard**

Results-driven leader with broad experience creating and implementing strategic plans and fund-generation plans to achieve organizational goals within the non-profit sector. Recognized for skill in mentoring and coaching team members and creating a positive work environment for individual and team excellence. Demonstrated ability to manage organizational change. Exceptional written and verbal communication skills to cultivate partnerships with individuals and institutions. Skills in fundraising, events, marketing, communications, finance, board of directors and committee management.

## **PROFESSIONAL EXPERIENCE**

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**DENVER PUBLIC SCHOOLS FOUNDATION, Denver, CO**

2020-Present

### ***Vice President of Development***

- Manage development strategy for Denver Public Schools Foundation, including identifying district priorities, funding gaps and opportunities, raising \$7 million annually.
- Manage a portfolio of 100 donors, including individuals, foundations and corporations. Ensure that donors are cultivated, solicited and stewarded appropriately.
- Oversee all DPS Foundation event strategy including the Achieve Gala, Back to School Bash Volunteer Day, Films for the Future and Insider Events.
- Manage all Development team members, including Grant Officer, Corporate Engagement Manager, Development Officer, Database Manager and Development Associate. Provide direct management and coaching for each direct report.
- Serve as member of Executive Leadership Team for DPS Foundation, setting strategy and culture for the team and my department.
- Manage Development Budget for revenue and expenses, including forecasting projections and ensuring goals are met and exceeded.
- Support team in grant-making opportunities for DPS Schools through the foundation, including the A to Z Fund and \$1 Million Fund.
- Participate in Executive Team meetings with Denver Public School departments and leadership, participate in regular meetings with DPS Impact Office and DPS Leadership Team on budgeting and funding opportunities.

**DENVER PUBLIC SCHOOLS FOUNDATION, Denver, CO**

June 2021-February 2022

### ***Interim President & CEO***

- Continued Fundraising Leadership, working with Board of Directors to leverage spheres of influence as champions to ensure our goals continued to be met. Managed stewardship of CEO's fundraising portfolio and made asks as appropriate.
- In partnership with VP of Finance and the Board of Directors, ensure that DPS Foundation's financials and operations are managed with the highest level of accountability and integrity. This included providing expense authorization and check signing, approving payroll, and provide oversight and presentation of external audit, financial statements and notes, Form 990 and supporting schedules.
- Served as member of DPS Superintendent leadership team, aligning the Foundations priorities with the strategic priorities of DPS, and bring to the Foundation Board recommendations for funding programs of strategic priority. Attended weekly District Leadership Team Meetings, met 1:1 with new Superintendent Dr. Alex Marrero monthly, and other District Leadership Team members.
- As President/CEO, served as the "face" of the DPS Foundation, ensuring that the DPS Foundation's mission to support the Denver Public Schools and programs was presented in a strong, positive image to relevant stakeholders, including media and donor engagements. On behalf of DPS, serves as a primary liaison with diverse groups and partner organizations in the Denver community, especially foundations. Presented to the Board of Education on behalf of DPS Foundation in August of 2021.

- Managed and built effective relationships with Board of Directors members, worked directly with the Board of Directors Chair to ensure that the Board adds value appropriately to the achievement of the Foundation's goals and objectives. My role with the BOD included onboarding new Board members, planning and hosting annual BOD retreat, supporting Board members in making their fundraising solicitations, attending Committee Meetings, and recruiting new Board of Directors members.
- Managed full DPS Foundation Staff team of ten individuals. Included transition management, weekly one-on-one meetings, staff retreat, and monthly DEI training for the staff.

**GIRLS INC. OF METRO DENVER, Denver, CO**

2017-2020

***Director of Development***

- Manage fundraising revenue of \$1.6 million for Girls Inc. of Metro Denver.
- Manage Development & Special Events Coordinator, contract Grant Writer and contract Graphic Designer.
- Maintain fundraising database, using Salesforce to track personal and staff progress to goal as well as generate reports for President & CEO.
- Serve as member of Senior Management team, creating and implementing organization-wide strategy.
- Served with National Girls Inc. team to work on the creation and execution for first Development Institute Training for Development fundraisers from across the U.S. and Canada affiliates in June of 2018.
- Create marketing and communications content for Girls Inc. of Metro Denver. This includes managing all communications, social media, press releases, media interviews and outreach.

**AMERICAN RED CROSS, Denver, CO**

2010 – 2017

***Senior Director of Donor Relations***

2011-2017

- Manage Individual Giving Revenue line of \$2.5 Million and Special Events Revenue Line of \$901,000 for Colorado and Wyoming Region. Exceeded Individual Revenue Line for four consecutive years.
- Manage three team members, two Major Gift Officers and one Special Events Manager.
- Managed 100 Year Celebration of Red Cross in Colorado, including goal and budget management, committee recruitment and management and all project coordination.
- Awarded Red Cross Presidential Award of Excellence for team fundraising efforts, exceeding regional revenue target by \$10M.

***Interim Chief Development Officer***

2014

- Provided leadership and change management strategy for staff of 10 during 4 month transitional period, easing merger of 3 regions into a cohesive group in Arizona/New Mexico.
- Worked closely with senior leadership and Board of Directors, setting revenue goals, managing the budget, and developing strategic plans for successful campaigns in upcoming fiscal year.
- Developed and implemented structure for development staff goals around donor meetings, sponsorship activities, and revenue achievement, using Salesforce to monitor and track progress for moves management.

***Development Manager, Events and Corporate Sponsorships***

2010 – 2011

- Implemented and managed major annual events and corporate development activities with a large base of volunteers, raising over \$450K annually.

**AMERICAN CANCER SOCIETY, Chicago, IL**  
***Income Development Manager***

2006 – 2009  
*2007 – 2009*

- Executed \$1.9M fundraising program annually, managing a team of 4 and overseeing special events and income generation activities, including 14 Relays for Life, Making Strides Against Breast Cancer, Daffodil Days, memorial gifts, payroll deduction campaigns, sponsorships, and other revenue partnerships.
- Developed regional multi-year operational plans, setting revenue goals and managing event budgets.
- Key Contributor Award for Regional Office, 2008.

***Income Development Representative***

*2006 – 2007*

- Directed logistics and activities for 4 individual Relay for Life events annually by coordinating volunteers, and increasing event visibility, increasing revenue 45% year over year.

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**EDUCATION, TRAINING & AWARDS**

**Master in Public Service Management, DePaul University, Chicago, IL**  
**Bachelor of Science, Sociology, University of Oregon, Eugene, OR**

Institute for Leaders in Development, University of Denver, Denver, CO, 2011  
Impact Denver, Denver Metro Chamber Leadership Foundation, Denver, CO, 2016  
Leadership Denver, Denver Metro Chamber Leadership Foundation, Denver, CO 2019-2020  
Denver Business Journal, 40 Under 40 Recipient 2022

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**VOLUNTEER EXPERIENCE**

Denver Women's Commission Secretary and Executive Committee Member, City Year Denver Board of Directors and Mentor, Geneva Glen Camp Young Alumni Founder & Co-Chair, Junior Achievement volunteer