



CITY AND COUNTY OF DENVER
PRIVILEGED AND CONFIDENTIAL WORK PRODUCT

Michael B. Hancock
Mayor

To: Mayor Michael B. Hancock
From: Romaine Pacheco, Director
Date: November 3, 2022

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:

Deena Duwaik, Denver (F)(Palestinian) for a term expiring April 15, 2025, appointed;

Conor Gleason, Denver (M)(C) for a term expiring April 15, 2025, appointed;

Raksha Vasudevan, Denver (F)(Asian) for a term expiring 15, 2025, appointed.

ACTION NEEDED:

 r Appoint Duwaik, Gleason and Vasudevan

 Please provide additional candidates to consider.



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BAC-8239

Contact Information

Contact Name	Deena Duwaik	Home Address	1100 E. 18th Ave
Preferred Phone	7206107857	Home City	Denver
Preferred Email	dduwaik@metrocaring.org	Home State	CO
Other Phone		Home Zip	80218
Other Email	dduwaik@metrocaring.org	County	Denver
DOB	[REDACTED]	Hispanic or Latino origin or Descent?	No
SSN	[REDACTED]	Race/Ethnicity	Other
Gender	Female	Other Ethnicity	Palestinian
Other Gender		Salutation	Ms.

Board Information

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

Work Information

Employer	Metro Caring	Work Address	1100 East 18th Ave
Position	Community Development Manager	Work City	Denver
Business Phone #	3038607200	Work State	CO
Work Email	dduwaik@metrocaring.org	Work Zip	80218

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	Gateway High School	Name of Graduate School	University of Colorado Denver
Location of High School	Aurora, CO	Location of Graduate School	Denver, CO
# of Years Attended High school	4	# of Years Attended Graduate School	2
Did you Graduate	Yes	Did you Graduate	Yes

High School

Graduate Major Public Administration and Policy

Name of College Colorado State University
 Location of College Fort Collins, CO
 # of Years Attended College 4
 Did you Graduate College Yes
 Undergrad Major Political Science / International Security

Reference Details

Reference Name #1 Tash Mitchell Reference Email #1 tmitchell@metrocaring.org
 Reference Phone #1 3038607200 Reference Address #1

Reference Name #2 Erik Hicks Reference Email #2 ehicks@metrocaring.edu
 Reference Phone #2 7206219693 Reference Address #2

Reference Name #3 Stephanie Torres Reference Email #3 stephanie@lacocinshome.org
 Reference Phone #3 3036418379 Reference Address #3

Agree to a background check

Owner Romaine Pacheco

Created By Denver Integration, 6/20/2022 4:22 PM

Last Modified By Denver Integration, 6/20/2022 4:22 PM

Notes & Attachments

[2022_DIRC_New_Commissioner_Questionnaire_Fill_in.pdf](#) [Duwalk_Resume .pdf](#)

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 Description
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New Applicant Questionnaire

Name Deena Duwaik

Country of Origin Palestine

Field of Expertise Public Administration and Community Wealth Building

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

I have lived in Denver almost my entire life. As a Palestinian woman, I have firsthand lived experience of refugee struggles that permeate across generations. I vividly remember attempting to navigate various governmental offices for my parents, who didn't speak English, at only eight years old, reaching out to food banks from the yellow pages, and watching my mom truly 'hustle' to make ends meet for my sister and I who were living in a car down Colfax. She was accepted into the country and simultaneously deserted, left without proper resources to navigate day-to-day.

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

Working in service with immigrants and refugees for over ten years has been the highlight of my life. Growing up, I heard the frustrations of women, who, despite their inclusion of constitutional rights, lacked local political participation and found advancement in education or a professional career insurmountable due to societal and familial pressures. Volunteering with small business owners in Surin, Thailand, I saw the injustices and near extinction of sugar cane farms due to the rapid expansion of agribusiness and the inequitable dissemination of technological information

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

Incorporating community voices through a strong diversity, equity, and inclusion lens that amplifies their story and perspective, not tokenize it. I attempt to cultivate spaces where individuals feel safe, valued and heard. I am also a certified Intercultural Development Inventory administrator, a beautiful tool to gauge how an individual experiences their own identity in relation to those around them and vice-versa. I would love to facilitate this for DIRC and community members alike. It offers the opportunity for robust dialogue and allows an individual insight into their

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

Societal rhetoric and perception of immigrants and refugees generalize narratives that dehumanize and homogenize experiences, stagnating policy implementation. Rising racial tensions create additional barriers to already inaccessible programs. A lack of access looks like transportation, language & communication, technology, unsafe spaces, or a fear of retaliation.

Forced displacement is moving majority immigrant and refugee communities either out of their homes, priced out of

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

There are strengths in numbers and within community. Intentionally curated spaces for individuals with common identities leads to natural ideation of experiences and innovative solutions.

Generational trauma and imposter syndrome are symptoms from decades of discrimination, war, unjust policies, and so much more. Communal healing is a powerful tool and can be done in a variety of ways. Facilitated conversations, healing circles, mindfulness and yoga, are some that I have personally conducted with women across Morocco, Jordan,

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

I love hearing other individuals' stories. To just sit and hear about their struggles, triumphs, dreams, and goals. As a Palestinian, I have been forced into a political identity in all spaces. I have learned how to engage individuals whose perspectives diverge and truly listen to the why of their beliefs, having passionate, and productive dialogue where all are heard, and no one is superior. I find myself as a drop in someone's bucket and vice-versa. Anti-oppression, anti-racist, justice work requires co-creation and intent of us all. However, when I shifted my focus to understanding,

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

When I lived in Morocco, I spent the first year listening and engaging with my community. A need they identified was a space for women to safely gather, without the male gaze, and they could exercise. We held meetings with different governmental entities, and arranged for the women to use a local Dar Chabab. We began hosting exercise classes nearly every day of the week as they continued to grow in popularity and even neighboring towns. This evolved into a space of empowerment. Organically our exercise classes evolved into structured conversations around the importance

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

As those stories above, I have been impacted by unjust systems, discriminatory rhetoric, and a lack of representation around me that have created additional barriers on my path. I have learned from my experience and been inspired by communities around the world for the need to intentionally create equitable systems and processes with marginalized identities at the forefront. I have conducted multiple equity audits with nonprofits in Morocco and the US. Together we worked to identify gaps in Diversity, Equity, Inclusion, Access, Accountability, and Justice (DEIAAJ) that resided

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

Yes No

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

10+ (I have flexibility)

11. When are you available to participate? Check all that apply

During the work day M-F After work M-F Weekends

DEENA J. DUWAIK

SHE/HER/HERS

Diduwaik@gmail.com

4303 S. Andes Way
Aurora, CO 80015

(720) 610-7857

LinkedIn: www.linkedin.com/in/deena-duwaik

Passionate, detail-oriented, and innovative strategic thinker with 10+ years management and leadership experience both internationally and locally with a record of successfully developing inclusive programming and implementing result-oriented action plans. Love working and co-creating with local communities and leaders as we strive for equity together.

Skills

- Fluent written & spoken Arabic, Darija and Tashlheet
- Certified Project Management & Design
- Grant Writing & Fundraising
- Advocating for and implementing representative policy
- Inclusion, Diversity, Equity, Access, Justice Ambassador
- Intercultural Development Inventory Administrator

Experience

04 2019 – PRESENT

Community Development Manager / Metro Caring, Denver, CO

- Address the root causes of food insecurity by de-colonizing verbiage through language justice, ensuring the advancement of inclusive programming, and amplifying community voices as we collaborate on a 10-year strategic plan
- Oversee, train, and support a volunteer program of over 6,000, 3 full-time staff members, and 10 Master Student Interns
- Develop and reconcile a \$100,000 budget that supports anti-oppression, anti-racist policy and equity reform
- Chair our Inclusion, Diversity, Equity, Access Committee and Black Indigenous People of Color Affinity Group to disrupt discriminatory systems through an equity audit that addressed employee attrition, pay transparency, and power dynamics

05 2017 – 04 2019

Regional Manager / Nonprofit Project Soar, Zagora, Morocco

- Trained and managed 10+ counterparts to facilitate workshops for immigrant women focused on leadership development, feminism in poverty and the importance of education resulting in higher employment rates and lower child marriages
- Designed and developed an alumni network for underprivileged women to address and tackle issues in their community

09 2016 – 11 2018

Community Engagement Specialist / US Peace Corps, Tighlmmar, Morocco

- Created health and education curriculums for women leading to a 15% decrease in diabetes rates, 8% decrease in high school dropout rates and a locally initiated and run sexual health and reproductive club
- Facilitated reading, writing and comprehension classes raising literacy rates for women between the ages of 21-65 from 6% to 42% in both English and Arabic. Introduced local teachers to lesson planning and classroom management techniques

08 2013 – 05 2016

Housing & Program Coordinator / Global Village, Fort Collins, CO

- Acclimatized 3000+ international students through specially designed events such as 1:1 tutoring, cultural nights and resulting in the highest program retention rate to date and an average 3.9 GPA for our students
- As a live-in mentor, coordinated appointments, handled all grievances, and managed a budget upwards of \$5000

Education

09 2019 – 05 2021

M.A. Public Administration and Policy / University of Colorado, Denver CO

Minors: Public Policy Analysis

National Honors Society • Alpha Phi Omega Service Fraternity • Paul D. Coverdell Fellow & Scholarship Recipient

08 2012 – 05 2016

B.A. Political Science and B.A. International Studies / Colorado State University, Fort Collins CO

Minors: International Development & Arabic Linguistics & Peace and Reconciliation Studies

Pi Sigma Alpha Honors Society • El Pomar Foundation Scholarship Recipient • Presidents Leadership Program Graduate

Activities

12 2020 - PRESENT

Mentor/ Committee Member • The Posner Center for International Development • Denver, CO

- Mentor a fellow peer in the nonprofit sector as they navigate their professional career and future endeavors
- Serve on The Posner Centers Symposium, Shifting Power: Diversity to Decolonization Committee as we selected political themes, keynote speakers, ways to make this event accessible for all, and logistical operations

12 2012 – 05/2016 & 11/2018 – 01/2019

Volunteer • African Community Center • Denver, CO

- Assisted with the coordination of World Refugee Day, Refugee Thanksgiving, and various events.
- Managed the pickup and drop-off of refugees around the state of Colorado to receive our resources

09 2014-05 2016

Project Manager • Nonprofit Samburu Youth Education Fund • Fort Collins, CO/ Samburu, Kenya

- Redesigned the fundraising and outreach method which in turn generated a 10% increase in the selling and expansion of women's beaded goods to fulfil scholarships for local students aspiring to be community leaders and activators

12 2012-05 2016

Teacher Assistant • KEY Communities • Fort Collins, CO

- Facilitated 30 classes enhancing cultural competency, technical skills, and personal reflection amongst international students
- Maintained records and mentored students as I followed their personal development, acclimation, and subject comprehension

09 2014-05 2015

Site Leader • Student Leadership Involvement & Community Engagement • Fort Collins, CO – New Orleans, Louisiana

- 22-week training for 15 students as we discussed race inequality, socio economic status, internal displacement, and disaster tourism prior to our service trip where we rebuilt one full home and raised \$1,000 for the St Bernard Project

05 2014, 05 2016, 09 2018

Volunteer / Zaatari Refugee Camp, Al Mafraq, Jordan

- Taught impromptu life skills classes encompassing resume building, mock interviews, goal setting and job development

Certifications

06 2022 – In Progress

Project Management Professional • Cornell University

03 2022 – NED

Intercultural Development Inventory Administrator • IDI LLC

08 2021 – 08 2024

Adult Mental Health First AID USA • National Council for Mental Wellbeing

05/2020 - NED

Trauma Informed Care • Denver Human Services

09 2019- NED

Volunteer Management • Spark the Change Colorado

10/2017 - NED

Project Management and Design • United States Peace Corps



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BAC-8234

Contact Information

Contact Name	Conor Gleason	Home Address	1052 S. Washington Street
Preferred Phone	203-856-5931	Home City	Denver
Preferred Email	conor.gleason@gmail.com	Home State	CO
Other Phone		Home Zip	80209
Other Email	cgleason@rmian.org	County	Denver
DOB	[REDACTED]	Hispanic or Latino origin or Descent?	No
SSN	[REDACTED]	Race/Ethnicity	Caucasian
Gender	Male	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	Rocky Mountain Immigrant Advocacy Network	Work Address	7301 Federal Blvd., Ste. 300
Position	Senior Staff Attorney	Work City	Westminster
Business Phone #	303-433-2812	Work State	CO
Work Email	cgleason@rmian.org	Work Zip	80030

Additional Information

Are you a registered voter?	No	Objection to appointment?	No
If so, what county?		Special Information	
Denver City Council District No	7		

Education and General Qualifications

Name of High School	Fairfield College Preparatory School	Name of Graduate School	Cardozo School of Law
Location of High School	Fairfield, CT	Location of Graduate School	New York, NY
# of Years Attended High school	4	# of Years Attended Graduate School	3

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Did you Graduate
High School Yes

Did you Graduate Yes

Graduate Major Constitutional Law & Rights

Name of College Colby College

Location of College Waterville, ME

of Years Attended
College 4

Did you Graduate
College Yes

Undergrad Major Latin American Studies

Reference Details

Reference Name #1 Mekela Goehring,

Reference Email #1 mgoehring@rmian.org

Reference Phone #1 303-433-2812, ext. 9102

Reference Address #1

Reference Name #2 Adan Soltren

Reference Email #2 asoltren@gmail.com

Reference Phone #2 914-843-9536

Reference Address #2

Reference Name #3 Lauren Migliaccio

Reference Email #3 lauren.migliaccio@gmail.com

Reference Phone #3 201-248-9463

Reference Address #3

Agree to a
background check

Owner Romaine Pacheco

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Notes & Attachments

Gleason, Conor - Resume.pdf

Type Attachment

Last Modified Denver Integration

Description

[View file](#)

Conor T. Gleason

He/Him/His

1052 South Washington St., Denver, CO 80209 ☐ (203) 856-5931 ☐ conor.gleason@gmail.com

EXPERIENCE:

Rocky Mountain Immigrant Advocacy Network, Westminster, CO

Senior Staff Attorney, May 2021 – Present

Provide direct representation to detained and non-detained noncitizens in removal proceedings before the immigration court and BIA as part of the Denver Immigrant Legal Services Fund and the National Qualified Representation Program. Provide immigration advice and strategy to criminal defense attorneys representing noncitizens facing criminal charges. Develop habeas materials and litigation strategies for federal court litigation. Litigate habeas petitions and petitions for review before Circuit Court of Appeals. Collaboratively litigate with law firms and nationally recognized immigrants' rights organizations before the Agency and Circuit Courts of Appeals. Represent clients in affirmative matters before USCIS. Advocate with electeds to continue and expand universal representation in Denver and the state of Colorado. Meet with District Attorney Beth McCann as part of the District Attorney's Immigration Advisory Council.

The Bronx Defenders, Bronx, NY

Supervising Immigration Attorney, August 2015 – May 2021

- **Supervisor responsibilities:** Supervise full-time immigration attorneys in all aspects of client representation including removal defense in immigration court, appeals to the BIA, Petitions for Review and Stays of Removal to the Second Circuit, habeas petitions, affirmative applications with USCIS, Family Court petitions, and plea consults for noncitizens facing criminal charges. Develop training materials and train immigration attorneys, social workers, and legal advocates on removal defense and immigration consequences of contact with the criminal, family, and civil court systems.
- **Advocate responsibilities:** Provide direct representation to detained and non-detained noncitizens in removal proceedings before the immigration court and BIA, as well as clients with affirmative applications at USCIS and guardianship/custody petitions in Family Court. Prepare, file, and litigate habeas petitions in federal court for detained clients. Collaborate on Petitions for Review and Stays of Removal to the Second Circuit. Liaise with The Bronx Defenders' Impact Litigation Practice to support federal litigation against DHS and EOIR. Provide immigration advice and strategy to criminal defense attorneys representing noncitizens facing criminal charges.

New York Immigrant Family Unity Project Attorney & Coordinator, July 2014 – August 2015

Trained new legal interns and immigration staff attorneys on removal defense. Coordinated and supervised immigration legal advocates assisting on removal defense cases. Created and managed NYIFUP materials including practice manual and legal resources. Worked with other organizations in New York City on community outreach and Know Your Rights Trainings for immigrant communities victimized by law enforcement. Provided direct representation to detained and non-detained noncitizens in removal proceedings in immigration court. Represented and aided noncitizens with affirmative applications to USCIS and guardianship/custody petitions in Family Court.

New York Immigrant Family Unity Project Pilot Attorney, November 2013 – July 2014

One of four attorneys selected to implement the first its kind, public defender model of representation to detained, noncitizens in removal proceedings. Appeared in immigration court several times a week and perform all aspects of client representation from intake to the conclusion of the case. Collaborated with DHS and EOIR to create efficiencies for intake and subsequent appearances. Designed intake forms and data collection methods. Met with New York City Council Members and media outlets to advocate for the permanent implementation of the project.

Immigration Practice Staff Attorney, August 2012 – November 2013

Provided direct representation to detained and non-detained noncitizens in removal proceedings in immigration court. Represented and aided noncitizens with affirmative applications to USCIS. Provide immigration advice and strategy to criminal defense attorneys representing noncitizens facing criminal charges. Met and assisted noncitizens in Bronx Family Court with immigration related issues. Created and delivered "Know Your Rights Trainings" specifically tailored to noncitizens in New York City.

Criminal Defense Clinic, Benjamin N. Cardozo School of Law, New York, NY

Client Advocate, August 2011 – May 2012

Competitively selected by faculty committee to represent indigent clients accused of misdemeanor crimes in Manhattan Criminal Court from arraignments through final disposition. Performed all aspects of client representation including client interviewing, counseling, negotiating with Assistant District Attorneys, legal research, motion filing, and court appearances. Partnered with a Legal Aid Criminal Defense attorney on felony and misdemeanor cases.

The Florence Immigration and Refugee Rights Project, Florence, AZ

Legal Intern, May 2011 – August 2011

Worked with attorneys providing intensive *pro se* assistance to detained noncitizens in removal proceedings. Prepared and filed motions, with a particular focus on the intersection of criminal and immigration law, to immigration court. Prepared and filed a brief before the Board of Immigration Appeals. Prepared and filed an application for “Asylum, Withholding of Removal, and the Convention Against Torture” to immigration court. Provided weekly “Know Your Rights” presentations and conducted daily intake interviews for the Legal Orientation Program in the Florence, SPC Detention Center. Prepared individuals for individual, master, and bond hearings. Translated documents from Spanish to English for submission to court and English to Spanish for detained individuals.

Immigration Justice Clinic, Benjamin N. Cardozo School of Law, New York, NY

Client Advocate, August 2010 – May 2011

Competitively selected to participate in yearlong clinic. Represented a noncitizen in removal proceedings in immigration court. Performed all aspects of client’s representation, including client counseling, interviewing, negotiating, legal research, and appearing before an immigration judge at two Master Calendar Hearings. Worked extensively with the Immigrant Defense Project, advocating the reversal of former Attorney General Mukasey’s decision in *Matter of Silva-Trevino* through AG Advocacy and the writing and filing of an *amicus curiae* brief to the Fourth Circuit Court of Appeals. Secured the release of a noncitizen from ICE detention after the individual’s transfer from criminal custody through intensive legal advocacy and negotiation with ICE.

The Legal Aid Society - Immigration Unit, New York, NY

Legal Intern, May 2010 – August 2010

Worked extensively with supervising attorney representing noncitizens facing deportation in the immigration courts because of criminal convictions. Prepared and filed motions in immigration court. Conducted in-depth legal research and drafted legal memoranda. Conducted weekly client intake and interviews for the Legal Orientation Program in Monmouth, Bergen, and Orange County Jails and bi-monthly intake and interviews at the Northern Manhattan Coalition for Immigrants’ Rights. Helped prepare a client for individual hearing and assisted clients with affidavits and applications to USCIS and EOIR. Translated legal documents from Spanish to English and English to Spanish.

The Bronx Defenders, Bronx, NY

Investigator, November 2006 – April 2009

Worked for a team of ten to twelve attorneys as the Senior Investigator on felony cases in Bronx Criminal Court. Took written statements from prosecution witnesses, testified in trials, helped prepare defense witnesses for trial, drafted and served subpoenas, and maintained a caseload of at least eighty active cases. Trained and hired the investigator staff and new criminal defense attorneys on best practices of investigation.

Rostro de Cristo, Duran, Ecuador, South America

Volunteer, August 2005- September 2006

Organized a daily after-school program for eighty children focused on creative thinking, teamwork, and homework assistance. Founded and developed a bi-weekly Spanish literacy program for children who could not afford to attend public school. Worked closely with youth and women’s groups to help foster community development.

EDUCATION:

Benjamin N. Cardozo School of Law, New York, NY

Juris Doctor, June 2012, *magna cum laude* with a concentration in Constitutional Law and Rights

Academic: GPA: 3.637, Top 10% of Class

Honors: Order of the Coif; AmeriCorps Segal Education Award, Summer 2011; Berg Fellow, Summer 2011; LSPIN Fellow, Summer 2010

Activities: Intensive Trial Advocacy Program; Immigration Court Observation Project, *Cardozo Director*; Public Interest Law Student's Association; Public Law Advocacy Week, *Student Organizer* of "Debunking the Myths of Immigration;" The Unemployment Action Center

Colby College, Waterville, ME

Bachelor of Arts, May 2005, *magna cum laude* in Latin American Studies; Minor: Indigenous Peoples of the Americas

Academic: GPA: 3.6

Honors: Dean's List all eight semesters; Patricia A. Onion Prize in North American Literature of 2005; Walker Fellow, Winter 2003

Study Abroad: La Universidad de La Habana, Havana, Cuba, Fall 2003

Activities: Four Winds Club, *President*; Movement for Social Justice, *Co-founder*

COURT ADMISSION: Tenth Circuit Court of Appeals; District of Colorado; Southern District of New York; New York State, 1st Department

TEACHING EXPERIENCE

Immigrant Justice Corp., New York, NY

Taught annual class on basics of removal defense

Resistance Lawyering at Boston College Law School, Newton, MA

Taught class examining the parallels of abolitionist, resistance lawyering to immigration lawyering in the Trump era.

Holistic Externship Clinic at Columbia Law School, New York, NY

Taught biannual class on immigration law, holistic defense, and the intersection of criminal and immigration law.

Criminal Defense Clinic at City University of New York School of Law, New York, NY

Teach annual class on immigration law, immigration consequences of criminal convictions, and the importance of competent counsel for noncitizens facing criminal charges.

IHP Cities in the 21st Century: People, Planning, Politics of SIT Study Abroad, New York, NY

Gave annual lecture covering the policing of immigrant communities, local politics related to immigration, and federal immigration law.

PUBLIC PRESENTATIONS OR TESTIMONY

"How Do I Get Out? Fighting Your Case for Freedom" at Colorado Bar Association CLE, October 2021

"Board of Immigration Appeals Training" at I-ARC, December 2020

"Representing Clients in Hearings Conducted by Video Teleconference" at CLINIC, November 2020

"Presenting Testimony in Immigration Court" at New York Immigration Coalition, July 2020

"Fundamentals of Working As An Expert Witness Workshop" at The Graduate Center, CUNY, March 2019

"Everything But Convictions/Innocent Until Proven Guilty" at I-ARC Immigrant Justice Lawyering Conference, October 2018

"Overview of Asylum Law and Procedure" at Immigration Advocates Network, June 2018

"Challenging the Government's Case in Immigration Court" at Immigration Advocates Network, November 2017

"Raising the Bar: Legal Strategy Under a Universal Representation Model" at SAFE Cities Conference, November 2017

"Columbia University Leadership in Law" at Columbia University, July 2017.

"The Impact of New Immigration Enforcement Tactics on Access to Justice and Services" at NY City Council, March 2017

"Know [Y]our Rights, An Immigration Rights Teach-in/Learn-in" at Columbia Law School, December 2016

"The Metastasizing Carceral State" at Bennington College, Incarceration in America – Redefining Justice Conference, May 2016

- "Access to Counsel for Detained Immigrants" at National Legal Aid & Defender Association Conference, November 2015**
- "The Politics of Detention: Mass Incarceration and Immigration Reform" at Columbia Law School, 2015 Paul Robeson Conference: From Protest to Politics, April 2015**
- "Immigration, Incarceration, and Justice" at Columbia School of Social Work, Beyond the Bars Conference, February 2015**
- "Holistic Defense in Action and Early Intervention" at National Legal Aid & Defender Association Conference November 2014**
- "The Long Arc of Immigration Representation: From Criminal Charges to Deportation, With a Focus on Developing the First-Ever Public Defenders in Immigration Court" at National Legal Aid & Defender Association Conference, November 2014**

MEDIA & PUBLICATION APPEARANCES

- "Representing Noncitizens with Mental Illness," CLINIC, May 2020**
- "Requests for Arrest Reports in Immigration Matters," CLINIC, July 2019**
- "For One Man, Immigration Detention Nearly Meant Death," DocumentedNY, July 2018**
- "The Bad Immigrants: The Dangerous Intersection of Racial Profiling, Broken Windows Policing and Increased Immigration Enforcement," Feet in 2 Worlds, July 2017**
- "Immigrants in Detention Centers Are Often Hundreds of Miles From Legal Help," ProPublica, May 2017**
- "Abogados reportan 24 arrestos de indocumentados por agentes de ICE en cortes de Nueva York en los últimos dos años," Univision, March 2017**
- "City Council considers additional legislation to counter Trump immigration policies," Politico, March 2017**
- "No Papers, No Help; How Our Legal System Fails Immigrants," vocative, March 2017**
- "Don't Believe Broken Windows Policing Deports New Yorkers? Read Their Stories," Village Voice, March 2017**
- "Why New York's Immigration Courts Are Overwhelmed," WNYC News, January 2016**
- "The Quarter-Life Breakthrough," Adam Smiley Poswolsky, October 2016**
- "On the Count: Immigration and Detention Post-Obama Executive Order," WBAI, 99.5, January 2015**
- "N.Y. Pilot Program Offers Free Immigration Counsel," Congressional Quarterly, May 2014**
- "New Pilot Program Gives Immigrant Detainees Public Defenders," NPR News, November 2013**

SKILLS/INTERESTS

Fluent in Spanish. Avid runner, cyclist, open water swimmer, musician, and traveler.



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BAC-8324

Contact Information

Contact Name	Raksha Vasudevan	Home Address	1640 Julian Street, Unit 3
Preferred Phone	7206929050	Home City	Denver
Preferred Email	raksha.vasudevan01@gmail.com	Home State	CO
Other Phone		Home Zip	80204
Other Email	raksha.vasudevan01@gmail.com	County	Denver
DOB	[REDACTED]	Hispanic or Latino origin or Descent?	No
SSN	[REDACTED]	Race/Ethnicity	Asian
Gender	Female	Other Ethnicity	
Other Gender		Salutation	Ms.

Board Information

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

Work Information

Employer	Self-employed	Work Address	1640 Julian Street, Unit 3
Position	Economist and writer	Work City	Denver
Business Phone #	7206929050	Work State	CO
Work Email	raksha.vasudevan01@gmail.com	Work Zip	80204

Additional Information

Are you a registered voter?	No	Objection to appointment?	No
If so, what county?		Special Information	
Denver City Council District No	3		

Education and General Qualifications

Name of High School		Name of Graduate School	The Graduate Institute of Geneva
Location of High School		Location of Graduate School	Geneva, Switzerland
# of Years Attended High school		# of Years Attended Graduate School	2
Did you Graduate		Did you Graduate	Yes

High School

Graduate Major Development Studies / Economics

Name of College University of Calgary
 Location of College Calgary, Canada
 # of Years Attended College 4
 Did you Graduate College Yes
 Undergrad Major Commerce / Business

Reference Details

Reference Name #1 Jen Deepa Reference Email #1 jenniferdeepa@gmail.com
 Reference Phone #1 (720) 216-3195 Reference Address #1

Reference Name #2 Emily Sinclair Reference Email #2 emily.sinclair@mac.com
 Reference Phone #2 (720) 252-4922 Reference Address #2

Reference Name #3 David Fronczak Reference Email #3 dcf1966@gmail.com
 Reference Phone #3 720-480-4385 Reference Address #3

Agree to a background check

Owner Romaine Pacheco

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Notes & Attachments

Raksha Vasudevan Resume July 2022.doc

Cover Letter.docx

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 Description
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RAKSHA VASUDEVAN

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Writer and specialist in researching, monitoring and evaluating economic justice programming with a focus on gender and racial equity.

Languages: English (Native), French (working proficiency), Tamil (Intermediate)

PROFESSIONAL EXPERIENCE

Freelancer Writer, DECEMBER 2018 – PRESENT

Reporting: Six month investigative project for VICE revealing how an African Development Bank-funded coal plant destroyed the livelihoods of fisherwomen in rural Senegal; Two month reporting project for The Counter on a Latinx-led team helping Denver's undocumented immigrants navigate COVID; Online and print articles for The New York Times on women setting new professional boundaries as workplaces reopen, for The Los Angeles Times on independent bookstores' responses to #PublishingPaidMe, and for Outside on a BIPOC-owned yoga cooperative diversifying who teaches yoga.

Other personal essays and op-ed: My High Country News essay on mountain biking as a woman of color was syndicated by numerous publications including Adventure Journal and Jackson Hole News; other personal essays appear in The Washington Post, Guernica, and NYLON.

Independent Consultant, DECEMBER 2018 – PRESENT

Specialized in supporting local and international organizations in designing, implementing, monitoring and evaluating development programming. *[See below for sample consultancies.]*

MarketShare Associates: Managing Consultant, 2016 – NOVEMBER 2018

Managing Consultant in a team specialized in supporting systems change across various industries and geographies. *[See below for sample consultancies.]*

Pollen Group, Uganda: Senior Strategist, 2014 – 2016

Provided advisory and coaching services to visionary aid programs and donor efforts to improve aid effectiveness. *[See below for sample consultancies.]*

Handicap International, Mali & Syria: Technical Advisor, 2013 – 2014

Supported Emergency Education teams in Mali and Syria on public health campaigns targeted at internally displaced people and refugees. This included recruitment and training of national staff, staff management, project and budget management, impact assessments of campaigns, and donor liaison.

Framework Management Consultants: Analyst, 2009 – 2010

Supported senior consultants in market research, strategy re-design, results measurement and evaluations for clients in the energy, agricultural and social service sectors.

SAMPLE CONSULTANCIES: GENDER EQUITY

International Rescue Committee: Economic Empowerment Researcher, 2019

Co-led research across three countries (Kenya, Niger, Germany) to improve livelihood opportunities for displaced women (internally displaced and refugees). Included designing and conducting a desk review of relevant literature and qualitative research/fieldwork.

Habitat for Humanity: Kenya Research Team Lead, 2018

Led a study mapping social norms influencing urban dwellers' and masons' decision-making within the low-income housing market, with a special focus on women's roles in housing decision-making. Research included a desk review, fieldwork including interviews with men and women in low-income households and other stakeholders (e.g. masons, regulatory authorities), and a design workshop to move to pilot programming based on findings.

CARE: Team Lead, 2017

Led research in Niger to identify economic opportunities for married adolescent girls. This work was part of the formative research for a five-year project funded by the Bill and Melinda Gates Foundation, which aims to delay first birth among married adolescent girls by offering alternative futures, including livelihoods opportunities. The research included a desk review, over two dozen interviews and focus groups, and a programming design workshop, throughout applying a participatory approach designed to empower the women and girls involved in the research. Learnings from this research were published on the [BEAM blog](#) and in a [research brief](#) for practitioners.

The Lab at the ILO: Research Lead, 2016 – 2017

Led a [review](#) of the global evidence base on 'what works' for women's entrepreneurship development, which examined economic development programs targeting female micro, small and medium-sized enterprises to identify the most promising practices.

The SEEP Network: Advisory Committee member & Co-facilitator of the Women's Economic Empowerment Working Group, 2018

Served on the Advisory Committee, which develops the agenda and selects speakers for the SEEP Network's annual conference bringing together donors, implementing agencies, and academics innovating in international economic development programming. Also co-facilitated the Women's Economic Empowerment Working Group (WEEWG), which brings together members of the SEEP Network committed to improving gender equity.

AgDevCo Evaluation: Quality Assurance expert, 2017

Supported a gender assessment of the impacts at household and enterprise levels of AgDevCo's investments in three Mozambican companies. The assessment examined agency and access dimensions of women's economic empowerment, and aimed to contribute to the knowledge base on gender lens investing.

SAMPLE CONSULTANCIES: LEARNING & RESULTS MEASUREMENT

MasterCard Foundation/ITAD: Financial Inclusion Expert, June 2021 – Present

Reviewing initial findings on the impacts of MasterCard's Savings at the Frontier (SatF) program in Zambia, Tanzania and Ghana. The review re-analyzes and offers an expert opinion on the qualitative data capturing how the 6.5-year, \$17.6 million program has impacted access to and use of formal financial services (i.e. banks) by informal savings group members in the three countries.

Global Opportunity Youth Network (GOYN)/Aspen Institute: Measurement and Learning Advisor, July 2020 – Present

Leading measurement and learning for GOYN's programming in Kenya to improve long-term employment for youth. This includes creating their measurement and evaluation framework, advising on the learning agenda, developing and rolling out a data collection system, supporting GOYN's learning products and events, and ongoing coaching/mentoring.

MasterCard Foundation/ITAD: Senior Evaluator, September 2019 – Present

Conducted an evaluation of the \$21 million, six-year "Driving Youth-led New Agribusiness and Microenterprise" (DYNAMIC) program in Uganda, implemented by GOAL and funded by the MasterCard Foundation. The evaluation assessed: the Theory of Change (ToC), learning framework and underlying assumptions; the implementation approach and its adherence to systemic change principles; results and impact on targeted youth and markets; and key lessons to support GOAL's future work in Uganda.

Argidius Foundation/ Yunus Social Business (YSB) Uganda: Evaluator, 2018

Co-led an evaluation and case study illustrating the impact of YSB Uganda's acceleration and financing services to social businesses in Uganda and the East Africa Region. The evaluation focused on the contribution of YSB to revenue growth, job creation, connection to new networks, and new investment received by businesses over the short and medium term, as well as changes in the operating environment for social businesses in the region.

USAID KDAD "Evidence Base for Collaborating, Learning, and Adapting (EB4CLA)" Project: Adaptive Management Expert, 2016 – 2018

Developed and tested innovative tools and methods to promote collaboration, learning and adaptation (CLA) in the Arab Women's Enterprise Fund (AWEF), a five-year program that aims to empower 150,000 women in three countries in the MENA region. Work included qualitative and quantitative research with AWEF team to identify areas of needed support, ongoing in-person and remote technical assistance, monitoring changes in CLA capacity and building knowledge with AWEF team to monitor these areas independently over the long term.

Fullwell Mill for Comic Relief: Monitoring and Evaluation advisor, 2016 – 2017

Supported the set-up of a monitoring and evaluation system for a private sector development program in Burkina Faso funded by Comic Relief. The Gebana Afrique project aimed to improve livelihoods in the cashew nut and dried fruit value chains. Worked with the team leader and the cashew nut company's CEO to design relevant indicators and develop data collections plans.

Financial Sector Deepening Africa (FSDA): Evaluator, 2015

Led a strategic review of the partnership between FSDA and the Microfinance Information Exchange (MIX), an information services provider on the microfinance sector and other financial services accessed by low-income households in Africa. The work focused on identifying MIX's contribution to financial sector development in Africa, and its fit with FSDA's strategy and Theory of Change. The methodology included a review of internal documents (e.g. logframes, organigrams), key informant interviews and discussions with MIX and FSDA leadership. Also developed a case study on MIX GOLD, a premium subscription service.

SAMPLE CONSULTANCIES: RESEARCH & PROGRAM DESIGN

Gatsby Africa/Kenya Markets Trust: Case Study Developer, 2018

Supported early research and development of a case study on Kenya Markets Trust's Agricultural Inputs sector work in Kenya, showcasing how the provision of agricultural goods in Kenya has been impacted by KMT's support.

The Lab at the ILO: Research Lead, 2016 – 2017

Led a global review of job quality and working conditions addressed by development projects. Methodology included a detailed desk review, key informant interviews, and developing a 'heat map' showing the areas of job quality most and least addressed by aid programs. Key findings were presented at the BEAM Exchange/DCED 2018 conference, and at an ILO conference in Geneva.

Adam Smith International/Kuza: Research Lead, 2016

Led desk research to support Kuza, a three-year DFID-funded program, in refining its approach to creating jobs for youth in the Waste Management and Micro Retail sectors in Mombasa, Kenya. Research examined what had worked globally to recruit and retain youth in each of the relevant sectors, and provided recommendations for Kuza to pilot.

Consultative Group to Assist the Poor (CGAP): Regional Market Systems Analysis Lead, 2015 – 2016

Led research on the digital financial services (DFS) sector in eight countries in West Africa for CGAP. A comprehensive literature review was followed by 80+ key informant interviews (in-country and virtual). The assessment identified key market failures that prevented lower-income segments from accessing financial services suited to their needs, as well as potential entry points for CGAP.

Practical Action Eastern Africa: Market Systems Analysis Expert, 2014 - 2015

Led research on the livestock sector in northern Kenya and Uganda. This included a comprehensive literature review, 70+ key informant interviews and field research in Turkana county. The study identified entry points for Practical Action's livestock and food security program to improve the livestock market system in the region.

SAMPLE CONSULTANCIES: FACILITATION & TRAINING

Aga Khan Foundation Tanzania: Systems Change Trainer, 2017 and The SEEP Network: Systems Change Trainer, 2016

Facilitated trainings in Tanzania for Aga Khan Staff and in Ethiopia for members of the SEEP network. The four-day workshops included an introduction to the roles of a facilitator; partner selection; tactics for affecting behaviour change; adaptive management; and monitoring and measuring systemic change. Tailored case studies for each context were also developed and well-received by participants.

Financial Services Deepening (FSD) Uganda & KPMG: Market Systems Analysis Expert / Trainer, 2014

Co-facilitated a four-day training for the then-newly formed FSD Uganda (housed within KPMG) and KPMG Uganda's Public Sector & Development unit. Conducted field research and analysis of the financial services market system in central Uganda to develop case study materials for the training.

EDUCATION AND TRAINING

Master's in Development Studies (MDEV), The Graduate Institute of International and Development Studies, Geneva, Switzerland (2012)

Bachelor of Commerce (BComm), University of Calgary, Canada (2009)

Fellowships, Grants & Workshops

Digital Original Grant from the Canada Council for the Arts to create a new work for digital dissemination to the Canadian public during the COVID-19 pandemic. 2020.

James Houston Memorial Scholarship to attend the Community of Writers at Squaw Valley. 2019.

Writing in Color Fellowship to attend the Martha's Vineyard Institute of Creating Writing. 2019.

Immigrant Artists Mentoring Program facilitated by the New York Foundation for the Arts and Piatteforum. 2021.

Chinook Fund's Giving Project for social justice fundraisers and grantmakers. 2017.

PUBLICATIONS & PRESENTATIONS

- ♦ **Learnings from conducting market analyses for married adolescent girls in two countries.** September 2018. Available at https://beamexchange.org/uploads/filer_public/8f/21/8f216b2c-307f-4581-827d-5755393188ed/Imagine_market_analysis_report_formatted_final.pdf
- ♦ **Entrepreneurship Development Interventions for Women Entrepreneurs: An update on what works.** ILO Issue Brief No 7, January 2018. Available at http://www.ilo.org/wcmsp5/groups/public/---ed_emp/---emp_ent/---ifp_seed/documents/briefingnote/wcms_616805.pdf

- **Market Systems and Job Quality: What Do We Know and What Can We Do About It?** ILO Lab. 2017. Accessible at http://www.ilo.org/empent/Projects/the-lab/WCMS_568541/lang-en/index.htm
- **Social norms in market systems development: A practitioner-led research brief.** 2017. Accessible at https://beamexchange.org/uploads/filer_public/f7/56/f75622a0-b234-4ba7-bb62-949e3327b158/social_norms_in_market_systems.pdf
- **Market System Assessment of Digital Financial Services in the West African Economic and Monetary Union.** Consultative Group to Assist the Poor (CGAP). 2016. Accessible at <https://www.cgap.org/publications/market-system-assessment-digital-financial-services-waemu>
- **Everyday Resistance: Female Heads of Households in Northern Sri Lanka.** The Graduate Institute of International and Development Studies ePaper series, no 17. 2012.

August 10, 2022

Dear Commissioners,

My name is Raksha Vasudevan and I am an economist, writer and immigrant. Born in India and raised in Canada, I've built a career in researching, designing and evaluating initiatives to improve opportunities for marginalized groups globally. My career has taken me across East Africa and South Asia, where I've worked and consulted for The World Bank, The MasterCard Foundation and USAID, among others. I have also reported on racial equity for *The New York Times*, *VICE* and other media outlets.

I have called Denver home since 2016 and am deeply invested in making this city a better place for immigrants and other marginalized populations. I hope to leverage both my personal experiences as an immigrant (multiple times over), as well as my professional experiences as an economist and strategic consultant across different countries to better understand and improve the status of Denver's immigrant communities. I would also welcome the opportunity to learn from other Commissioners and the immigrant populations we serve about what they see as pressing priorities, and how best to achieve those.

As you will see from my resume, I am an experienced researcher (both quantitative and qualitative), facilitator and strategic thinker. I am very comfortable collaborating with diverse teams, and building relationships across class, ethnicity, and other lines of difference. My relationships with Denver's immigrant community, my perspective as an economist, and my curiosity as a writer will all help me serve the role of Commissioner with energy and creativity.

I would welcome the opportunity to discuss the role of Commissioner in more detail with you. Thank you for your consideration.

My best,

Raksha Vasudevan