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BAC-9762

Contact Information

Contact Name

Tony Lucero

DOB

Gender

Male

Other Gender

Title

Home Address

Hispanic or Latino origin or Descent?

Yes

Race/Ethnicity

Two or more races

Other Ethnicity

Salutation

Mr.

Pronouns

He/Him

Application

Status

New

Council Resolution Number

Notes

Board Information

Board Name

Denver LGBTQ Commission

Original Start Date

End Date

Other boards or commissions served

Work Information

Employer

Position

Business Phone #

Work Email

Work Address

Work City

Work State

Work Zip

Additional Information

Are you a registered voter?

If so, what county?

Denver City Council District No

7

Conflict of Interest Explanation

Objection to appointment?

No

Special Information

Registered Lobbyist

No

Conflict of Interest

No

Education and General Qualifications

Name of High School		Name of Graduate School	
Location of High School		Location of Graduate School	
# of Years Attended High school		# of Years Attended Graduate School	
Did you Graduate High School	Yes	Did you Graduate	
		Graduate Major	
Name of College			
Location of College			
# of Years Attended College			
Did you Graduate College			
Undergrad Major			

Reference Details

Reference Name #1	Reference Email #1
Reference Phone #1	Reference Address #1

Reference Name #2	Reference Email #2
Reference Phone #2	Reference Address #2

Reference Name #3	Reference Email #3
Reference Phone #3	Reference Address #3

Agree to a background check ☒

Owner Esther Lee Leach

Created By Denver Integration, 1/21/2025, 5:13 PM

Last Modified By Denver Integration, 1/21/2025, 5:13 PM

Notes & Attachments

Tony Lucero - Headshot.jpg

Type	Attachment
Last Modified	Denver Integration
Description	View file

Tony Lucero - Bio.pdf

Type	Attachment
Last Modified	Denver Integration
Description	View file

Tony Lucero - Resume .pdf

Type	Attachment
Last Modified	Denver Integration
Description	View file

Applicants History

1/21/2025, 5:13 PM

User	Denver Integration
Action	Created.

Anthony Lucero, MBA

He/Him I

Director, Bridging Divides, Service Year Alliance

04/15/2024 – current

- Scaled a Biden Administration initiative for national service from a 525-service member pilot to 3,500+ members, leveraging strategic partnerships to implement curricula and evaluations that measure program outcomes and bridging efficacy.
- Recruited 45+ new AmeriCorps programs representing 20+ states into our Community of Practice, ensuring geographic, ideological, and programmatic diversity to assess national attitudes, beliefs, and civic trust.
- Partnered with leading researchers to develop an evidence-backed evaluation system, resulting in the largest-ever survey used in AmeriCorps.
- Cultivated and expanded relationships with national partners to deliver skill-building curricula demonstrating growth in key bridging measures — 66% decrease in Affective Polarization, 61% in Dichotomous Thinking, and 44% increase in Intellectual Humility — that has led to larger adoption of our bridging initiative as a national service priority.

Project Manager, Mayor's Office, City & County of Denver

Term limited: 07/18/2023 – 01/18/2024

- Appointed by the Mayor as liaison to oversee operations of retrofitted hotels and micro-communities, successfully housing 1,000+ previously unhoused residents within six months, an unprecedented national achievement.
- Activated 35 statewide construction and labor leaders to achieve the City's goal of manufacturing 500 tiny homes for previously unhoused residents.
- Convened cross-agency teams, including Housing Stability, Community Planning and Development, Finance, and Legal, to problem-solve and execute high-priority projects within the Emergency Operations Center framework.
- Implemented trauma-informed design standards for housing sites, balancing resident well-being with operational efficiency.

Managing Director, People & Operations, City Year Denver

04/2022 – 07/2023

- Led people and operations strategy for a 50+ staff team, aligning recruitment, retention, and engagement initiatives within site operating goals and equity-driven practices.
- Managed a \$1.2M budget deficit during a challenging fiscal period, successfully meeting national Net Operating Income targets by reducing occupancy and expenses without compromising headcount or program priorities.
- Spearheaded a recruitment initiative focused on local, diverse talent, forming 30+ partnerships, achieving 50% staff growth, increasing AmeriCorps funding to out site, and receiving national recognition for innovation in workforce development.
- Designed and implemented a DBIE program, including professional development opportunities and site committees.
- Fluency in HR and financial operations software, including Workday, CultureAmp, Greenhouse, PowerBI, and more.

Founder, First2Lead

08/2020 – 07/2023

- Facilitated business and college workshops for over 80 first-generation students of color in 8 Metro Denver schools.
- Provided 20 students with first-generation college access programming with concurrent enrollment Business credit.
- Fundraised over \$20,000 through individual and company donors with 100% going toward direct programming.

Career/Technical Ed Business Adjunct Professor, Denver Public Schools

07/2018 – 04/2022

- Awarded University of Colorado's High School Educator of the Year award for the 2020-21 school year.
- Created Business department at high school to expand from 40 students to 200+ with three faculty members.
- Adjunct Professor teaching four rigorous college courses earning 150+ students free college credit to any institution.
- Leads DPS "Teal Day" training to improve, standardize and align Business courses to higher education programming.
- Rated "Highly Effective" by instructional coaches and 100% Student Perception scores, vastly outperforming district.

Anthony Lucero, MBA

He/Him I

Talent Acquisition Manager, DSST Public Schools

03/2017 – 07/2018

- Led team in selecting leaders, teachers and central office for nationally recognized charter school network.
- Facilitated training on employee lifecycle processes, especially in hiring practices and employee engagement.
- Strategically allocated leader, teacher, and office talent in partnership with organizational and school leadership.
- Creates real-time systems & people analytics reports to predict retention and identify areas for support in service of reaching 80% network retention goal for staff of 400+.

National Academy Learning & Development Manager, City Year HQ

06/2014 – 08/2014

- Selected to lead four-member team to create national week-long training program for 1,300 staff from 26 cities.
- Oversaw departmental curriculum with 50+ courses to individualize and support learning for all staff.
- Facilitated school-based curriculum with 96% rating on improving service experience and student success.

Learning & Development Manager, City Year Denver

09/2011 – 02/2015

- Partnered with school leadership to identify and provide individualized support for 104 at-risk students, resulting in over 60% of students making years of progress to reach grade level in literacy.
- Oversees yearlong training curriculum for 70 AmeriCorps members to ensure effective school interventions support.
- 90% of trainings rated achieves or exceeds for engagement and effectiveness in alignment to Denver Public Schools.

EDUCATION

Master of Business Administration (MBA), Regis University

Specialization in Human Resources Management

Public Management, Colorado State University

Specialization in Human Resources Management

COMMUNITY LEADERSHIP & CERTIFICATION

Board Chair, RiseUp Community School

(07/23 – current)

- RiseUp is a social justice-centered alternative high school in Denver that focuses on career preparation.
- Currently leads board through campus expansion, board additions, and expanded internship opportunities.

Fellow, Piton Mid-Career Cohort (Gary Community Ventures)

(01/23 – 09/23)

- First-ever mid-career cohort created for leaders in business, policy and philanthropy with 10+ years experience.
- Centered for leaders of color to engage in development, equity, and key issues facing Metro Denver.

Fellow, Moonshot edVentures

(08/20 – 06/21)

- Accepted to all three stages of nonprofit startup incubator focused on diverse, educational programming.
- Developed nonprofit management, accounting, grant management, hiring, and programming best practices.
- Successfully launched nonprofit program for first-generation students offered to over 80 students in 5 schools.

Awarded, University of Colorado High School Educator of the Year

(2020-2021)

- Revamped lessons for equity/access during COVID; college access opportunities for first-generation students.

Fellow, New Leaders Council

(12/17 – 07/18)

Certified Instructor, Harvard University's Program in Education and Resiliency

(09/10 – 05/11)

Tony Lucero is a dedicated servant leader with a passion for education, organizational culture, and talent development. A proud graduate of Denver Public Schools and a first-generation college graduate, Tony holds degrees in Public Management and Human Resources Management from Colorado State University, as well as an MBA from Regis University.

Tony's service journey began with City Year Philadelphia (2010-2011), followed by five impactful years as an Impact Manager with City Year Denver. Inspired by a desire to create meaningful change, Tony transitioned to Human Resources, supporting organizations like Comcast and DSST Public Schools. There, he honed skills and cultivated ideas that led him to bring it back to K-12 education as Northfield High School's first Business & Entrepreneurship Teacher. While teaching, Tony also became an Adjunct Professor with the Community College of Aurora, enabling his students to earn college credit in high school. He earned the 2021 High School Educator of the Year award from the University of Colorado Boulder.

Tony's commitment to empowering first-generation students of color extended beyond the classroom with the launch of First2Lead, a nonprofit organization providing business and entrepreneurship education for college credit.

Most recently, Tony served as City Year Denver's Managing Director of People & Operations and was appointed to the Denver Mayor's House1000 initiative. He currently serves as the Director of Bridging Divides for Service Year Alliance where he is researching and implementing ways to decrease polarization and heal civic distrust through national service programs like AmeriCorps.