CITY AND COUNTY OF DENVER

PRIVLEGED AND CONFIDENTIAL WORK PRODUCT

Michael B. Hancock
Mayor

To: Mayor Michael B. Hancock
From: Romaine Pacheco, Director
Date: February 22, 2023

BOARD: Denver Asian American Pacific Islander Commission STAFF: Nydia Gomez

BACKGROUND:

Members – Up to 21
Terms – 2 Years
Confirmation – Yes

The Commission serves as a support liaison and facilitator between the community, HRCP and the Mayor's Office. The Commission also acts as a catalyst, educator, collective voice and responds to the issues and needs of the community. It also creates awareness and visibility to the community of the community at large.

RECOMMENDATIONS:

David Shi, Denver (M)(C) for a term expiring January 22, 2025, appointed;

Chenthuran Jayton, Denver (M)(Asian) for a term expiring January 22, 2025, appointed;

Jory Zhang, Denver (M)(Asian) for a term expiring January 22, 2025, reappointed;

Kimberly Phu, Westminster (F)(Asian) for a term expiring January 22, 2025, reappointed;

Riyas Gayassaddin, Loveland (M)(Asian) for a term expiring January 22, 2025, reappointed.

ACTION NEEDED:

_____ Appoint Shi and Jayton

_____ Reappoint Zhang, Phu and Gayassaddin

_____ Please provide additional candidates to consider.

- Close Window
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BAC-8339

Contact Information

Contact Name	Riyaz Gayasaddin	Home Address	1240 W 6th Street
Preferred Phone	270-401-7554	Home City	Loveland
Preferred Email	rgayasaddin@gmail.com	Home State	CO
Other Phone		Home Zip	80537
Other Email		County	USA
DOB	[redacted]	Hispanic or Latino origin or Descent?	No
SSN	[redacted]	Race/Ethnicity	Asian
Gender	Male	Other Ethnicity	
Other Gender		Salutation	Mr.

Board Information

Board Name	Asian American Pacific Islander Commission	Other boards or commissions served	
Status	New	Resigned	
Term Start Date			
Term End Date			

Work Information

Employer	Camelback Ventures	Work Address	9169 W State St, Suite #430
Position	Vice President, Program + Talent	Work City	Garden City
Business Phone #	215-341-1601	Work State	ID
Work Email		Work Zip	83714

Additional Information

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

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		Did you Graduate	

High School			
		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	Romaine Pacheco	Created By	Denver Integration, 8/23/2022 11:01 PM
		Last Modified By	Denver Integration, 8/23/2022 11:01 PM

Notes & Attachments

RiyazGayasaddin_Resume.pdf

Type	Attachment
Last Modified	Denver Integration
Description	

View file

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Riyaz Gayasaddin

rgayasaddin@gmail.com 1240 West 6th Street, Loveland, CO 80537 (270) 401-7554

EDUCATION

New Leaders for New Schools, *Baltimore, MD* May 2015
Certification in Administration and Supervision

The Johns Hopkins University, *Baltimore, MD* May 2010
Master of Arts in Teaching - Secondary Science **Cumulative GPA:** 4.0/4.0

Macalester College, *Saint Paul, MN* May 2008
Bachelors of Arts – Chemistry **Cumulative GPA:** 3.64/4.0

PROFESSIONAL AND LEADERSHIP EXPERIENCE

Camelback Ventures - Staff Member, *Remote, Organization based in New Orleans, LA*
Vice President, Program and Talent Summer 2020 - Present
- Provide high-quality, direct management and coaching to 10 program staff members to execute programmatic work, including recruitment and selection
- Align the vision, goals, and resources of the programming team to meet needs of entrepreneurial ecosystem, grant requirements, and evolving organizational strategy
- Develop systems and practices to support organizational efficacy and efficiency with focus on the programming timeline.
- Lead culture, communication, and development of the entire team

Director, Design and Adult Development Winter 2019 – Summer 2020
- Build the vision and strategy for the alumni engagement
- Lead the improvement and refinement of the learning experience across the Fellowship portfolios
- Design products and services that will generate earned revenue for the organization
- Ensure outcomes related to diversity, equity, and inclusivity across the Fellowship portfolios are reached
- Engaged with over 80% of alumni over the course of the position

oneTILT – Contractor, *Remote, Organization based in Washington D.C.*
Consultant and Executive Coach Winter 2019 – Summer 2021
- Deliver trainings to various partners around the country focused on diversity, equity, and inclusiveness with leaders and in management
- Assist with equity audits, curriculum design, and executive coaching with other partners and organizations

New Leaders Council, *Denver, CO*
2020 Denver Fellow Winter 2020 – Summer 2020
- NLC recruits Fellows from outside traditional power structures and equips them with the skills necessary to be civic leaders in their communities and workplaces

Teach For India - Staff Member, *Hyderabad, India*
Consultant and Project Lead, The Great Manager Track Summer 2017 – Winter 2018
- Created and led The Great Manager Track for 45+ managers at Teach For India over the course of two fiscal years
- Planned and facilitated an asynchronous course and a 3-day retreat followed by 3-months of intensive coaching, consulting and partnering with 7 different sites across India
- 87% of the participants Strongly Agree or Agree the fellowship increased their knowledge, skills and mindsets related to becoming a stronger manager

Teach For America - Staff Member, *Baltimore, MD*
Managing Director, Leadership Development Summer 2016 – Summer 2017
- Manage and coach a team who work together to support 1,100 teachers and alumni in fostering student leadership
- Increased teacher effectiveness by launching re-designed, competency-based programmatic curriculum for all teachers
- Create experiences, communication systems, and feedback loops with Content Specialists and School Based Mentors, with satisfaction over 73%
- Led strategic planning process for program team; utilized vision documents to support funding requests of $7.3M
- Managed team to exceed region-wide targets for student achievement, corps culture, & teacher effectiveness, while increasing staff retention from 70% to 100%

Director, Teacher Leadership Development Summer 2013 – Spring 2016

- Manage and develop three Instructional Coaches that impact over 4,000 students and 150 teachers, with 75% of the teachers strongly agree/agree their coach plays a critical role in their development as a teacher and leader
- Serve on the leadership team responsible for setting the regional vision and executing upon that vision to meet team goals
- Create and innovate systems to manage the student achievement data collected from over 300 teachers

Asian American and Pacific Islander Corps Member Summit Co-Chair Winter 2014 – Fall 2014

- Planned and executed the first annual Summit with 100 rising 2nd year teachers from around the country
- Recruited and managed five Committee Leads and twenty-five Committee Members
- Attendees response for feeling a part of an AAPI community increased from 3% (pre-Summit) to 85% (post-summit)

Teacher Leadership Development Fellow Winter 2012 - Summer 2013

- Selected out of a national pool of managers and directors to be one of fifteen fellows in the program
- Developed core management knowledge, skills and mindsets to effectively manage through layers and ensure mission alignment

Corps Member Advisor Coordinator Summer 2012 & Summer 2013

- Coached over 75 teacher coaches to observe, analyze and debrief classrooms during the TFA Summer Institute training program
- Partnered with senior leadership to problem solve around coaching challenges and increase student achievement at 12 schools sites

Manager, Teacher Leadership Development Fall 2011 - Spring 2013

- Managed and developed 60 teachers to set vision and achieve results with over 1,500 students
- Inspired corps members to become lifelong advocates for educational equity
- 83% of teachers believed my coaching changed and increased their student impact and achievement (top 10% nationally)

Johns Hopkins University School of Education, *Remote, School based in Baltimore, MD*

Academic Advisor Summer 2015 - Present

- Provide academic and career advising to over 70 Masters of Science in Education students
- Assess needs for services from, and refer students to other support resources on campus
- 81% of advisees strongly agreed the advising they received was critical to their success

Instructor (Adjunct Faculty) Summer 2018 – Spring 2019

- Develop and foster a course culture that is supportive and responsive
- Provide meaningful and constructive feedback on course assessments
- Assess needs for services from, and refer students to other support resources on campus

Leadership Education for Asian Pacifics, *Los Angeles, CA*

Emerging Leaders Program Fellow Winter 2015 – Spring 2016

- Participated in nonprofit organizational capacity professional developments to increase leadership and management knowledge, skills and mindsets
- Engaged in one-on-one coaching with an Executive Coach to further develop as a leader in the non-profit field

New Leaders for New Schools, *Baltimore, MD*

Emerging Leaders Program Fellow Summer 2014 - Spring 2015

- Train and motivate a team of teachers that oversaw 200 students to ensure their students are college and career ready
- Selected as one of 30 Fellows out of a pool of 150

Baltimore City Public School System – Carver Vocational-Technical H.S., *Baltimore, MD*

Secondary Science Teacher Fall 2008 - Spring 2011

- Taught tenth grade chemistry to 600 students over three years and achieved 80% student mastery
- Served on the School Improvement Team to as the Science Department Representative to work collectively towards school goals

Teach For America - Corps Member and Alumni Experience, *Baltimore, MD*

Corps Member Advisor (2010) and Lead Corps Member Advisor (2011) Summer 2010 & Summer 2011

- Observed, analyzed and critiqued classrooms and lesson plans for 18 first-year teachers throughout their 5-week summer training
- Mentored 7 corps member advisors to develop effective communication and analysis skills to use while supporting the 80+ corps members they worked with directly

Institute Student Achievement Toolkit Curriculum Writer Spring 2011

- Wrote science curriculum (biology, chemistry & physical science) for 3,000 students aligned with Pennsylvania State Standards

Corps Member Summer 2008 - Summer 2010

- Selected from over 35,000 applicants for one of 3,500 jobs in which corps members commit to teach in an underserved schools
- Chosen from 900 corps members as one of four Keynote Speakers for the closing ceremony at Philadelphia Institute

COMMUNITY LEADERSHIP

Teach For America – Colorado Alumni Board *Denver, CO*

Board Member Spring 2020 – Present

- Further the mission and vision of Teach For America -Colorado
- Engaging current Colorado-based/and relocating alumni by attending events, fundraising efforts and community opportunities
- Supporting alumni as lifelong learners and leaders by connecting with them individually and in groups

Denver Asian American Pacific Islander Commission, *Denver, CO*

Commission Member Summer 2019 – Present

- Serves as a support liaison and facilitator between the Asian American Pacific Islander community, the Agency for Human Rights and Community Partnerships and the office of the Mayor of Denver
- Act as catalyst, educator, collective voice, and respond to issues and/or advocate based on community assessment of need, and create awareness and visibility of AAPI community

New Leaders Council Colorado Chapter *Denver, CO*

Board Member and Co-Chair Summer 2020 – Summer 2021

- Deliver a fun, sustainable, and excellent institute
- Foster meaningful connections within NLC and Colorado to amplify voices and build power
- Grow our financial and leadership resources to truly be NLC Colorado

Friends of Great Kids Farm, *Baltimore, MD*

Secretary and Board Member Summer 2014 – Summer 2017

- Provide fiscal oversight on and evaluation of how the organization is achieving its mission and set long and short-range planning goals
- Maintain accurate records and collaborates with executive board to live out the vision of the farm

TFA Asian American & Pacific Islander Initiative, *Baltimore, MD*

Co-Founder and Advisor Spring 2013 – Summer 2017

- Create and implement monthly sessions of professional development, educational activities, and social experiences to TFA's AAPI educators and alumni
- Contributed to increasing AAPI satisfaction in the Baltimore region by more than 300%

Maryland Department of Agriculture - Young Farmers Advisory Board, *Annapolis, MD*

Board Member Spring 2013 - Fall 2015

- One of twelve-member body that acts in an advisory capacity to the Secretary of Agriculture on issues impacting farming in Maryland

Green Street Academy – Green Street Urban Farm, *Baltimore, MD*

Co-Founder and Advisor Spring 2011 - Spring 2014

- Designed, constructed and planted 10+ raised-beds and a chicken coop with five chickens with the help of 30 eighth graders
- Managed a 3,000 square-foot hoop house to grow food for the community and educated students on food consumerism and gardening

SKILLS & CERTIFICATIONS

Languages: Conversational Spanish, Hindi & Urdu
Computer: Microsoft Office Suite, Google Drive Products, Airtable, Trello, Experience with Salesforce
Certifications: Secondary Science Teaching, School Administration I & II

BAC-8437

Contact Information

Contact Name	Jory Zhang	Home Address	1323 Elati St #5
Preferred Phone	6267592098	Home City	Denver
Preferred Email	joryzhang3@gmail.com	Home State	CO
Other Phone		Home Zip	80204
Other Email		County	Denver
DOB	[redacted]	Hispanic or Latino origin or Descent?	No
SSN	[redacted]	Race/Ethnicity	Asian
Gender	Male	Other Ethnicity	
Other Gender		Salutation	Mr.

Board Information

Board Name	Asian American Pacific Islander Commission	Other boards or commissions served	
Status	New	Resigned	
Term Start Date			
Term End Date			

Work Information

Employer	Snote	Work Address	1323 Elati St Unit 5
Position	Founder	Work City	Denver
Business Phone #	6267592098	Work State	CO
Work Email		Work Zip	80204

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		

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		Did you Graduate	

High School			
		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	Romaine Pacheco	Created By	Denver Integration, 11/8/2022 3:01 PM
		Last Modified By	Denver Integration, 11/8/2022 3:01 PM

Notes & Attachments

JoryZhang Resume.pdf

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Last Modified	Denver Integration
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Jiasheng (Jory) Zhang

1323 Elati St Unit 5, Denver, Colorado, 80204 626-759-2098 jorvzhang3@gmail.com

Core Competencies

Project/Operations Management	Business Development	Leadership	Data Visualization/Tableau
Risk Management	Negotiation & Diplomacy	Agile/DevOps	SQL
Strategic Planning	Product Research	Reporting	Valuation

Project

Snote, Denver, CO (snote.carrd.co) June 2022 – Present
Founder/Non-profit

- Implemented agile process to create a customer-collabrative and lean environment
- Led team through two moderate pivots, redefining strategy and shifting team to the new vision
- Drove product vision, strategies, design, roadmap, and execution based on customer needs and competitive landscape
- Developed feature specs, designed user experiences and wireframes, and created data flow and architecture

Professional Experience

SumUp Inc, Boulder, CO November 2020– August 2022
Risk Analyst

- Guided development of company internal monitoring tool for banking product and tested and implemented ML fraud transaction auto-detection solution
- Designed internal risk review process flows and procedures, created rules and framework for transaction monitoring, and ensured the Risk & Fraud team is properly trained
- Achieved 70% decrease in chargeback rate
- Published fraud prevention articles to support and educate businesses to build awareness of potential fraud risks throughout their organizations
- Conducted several market competitive analyses for B2B and B2C products, interviewed test users, conducted ethnography, and produced improvement guidance for features and UX workflow

Promontory Financial Group, Denver, CO June 2018 – October 2020
Anti-money Laundering Analyst

- Applied analytical and reasoning skills to compose comprehensive supporting investigative narratives
- Interpreted and applied government regulatory and project policies, composed suspicious activity reports(SAR)
- Managed due diligence and made recommendations with efficiency and sound decision-making skills
- Monitored cross-border money movements to help clients comply with BSA, Reg E, and other regulations

UBS Financial Service, Inc, Denver, CO December 2015 – July 2016
Wealth Management Intern

- Enhanced knowledge and understanding of investment concepts based on modern portfolio theory
- Analyzed and assessed potential clients with Net Worth of over $1MM to build up a target client list
- Assisted First Vice President in arranging events and maintaining and improving clients' relationships

Leadership Experience

City of Denver Asian American & Pacific Islander Committee (DAAPIC), Denver, CO 2021 - Present
Commissioner

- serves as a support liaison and facilitator between the AAPI community in Denver, the Agency for Human Rights and Community Partnerships, and the office of the Mayor of Denver

Commission legislative Committee, Colorado General Assembly, Denver, CO Present
Commissioner

- tracks legislation at the state level and leads respective commission's policy advocacy efforts

Education

University of Denver, Daniels College of Business, Denver, CO 2013 – 2017
BSBA, Finance, Minor in Real Estate
Scrum.org, Professional Certification: PSM
Chinese Mandarin (Fluent)

BAC-8522

Contact Information

Contact Name	David Shi	Home Address	1323 Kalamath Street
Preferred Phone	2013230812	Home City	Denver
Preferred Email	davidshi28@gmail.com	Home State	CO
Other Phone		Home Zip	80204
Other Email		County	Denver
DOB	[redacted]	Hispanic or Latino origin or Descent?	No
SSN	[redacted]	Race/Ethnicity	Asian
Gender	Male	Other Ethnicity	
Other Gender		Salutation	Mr.

Board Information

Board Name	Asian American Pacific Islander Commission	Other boards or commissions served	
Status	New	Resigned	
Term Start Date			
Term End Date			

Work Information

Employer	Rose Management Group	Work Address	177 West Putnam Ave
Position	Partner	Work City	Greenwich
Business Phone #	2013230812	Work State	CT
Work Email		Work Zip	06830

Additional Information

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

Education and General Qualifications

Name of High School	New Providence High School	Name of Graduate School	
Location of High School	New Providence, NJ	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 Pennsylvania		
Location of College	Philadelphia, PA		
# of Years Attended College	4		
Did you Graduate College	Yes		
Undergrad Major	Neuroscience, Finance		

Reference Details

Reference Name #1	Vishal Seemani	Reference Email #1	vishal.seemani@gmail.com
Reference Phone #1	4049348010	Reference Address #1	
Reference Name #2	Holly Moran	Reference Email #2	hollymoran20@gmail.com
Reference Phone #2	6309566425	Reference Address #2	
Reference Name #3	Gianni Crotti	Reference Email #3	g_crotti@yahoo.com
Reference Phone #3	5309661599	Reference Address #3	
Agree to a background check	✓		
Owner	Romaine Pacheco	Created By	Denver Integration, 12/5/2022 9:45 AM
		Last Modified By	Denver Integration, 12/5/2022 9:45 AM

Notes & Attachments

David Shi - Resume.pdf

Type	Attachment
Last Modified	Denver Integration
Description	
	View file

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David Shi

(201) 323-0812 | davidshi28@gmail.com

EXPERIENCE

ROSE CAPITAL — Greenwich, CT
Principal, Private Equity — Apr 2018 – Present

Deal team "quarterback" at preeminent investment firm within the global legal cannabis sector, responsible for sourcing of new investment opportunities, transaction execution, and oversight of portfolio companies. $250M+ of investments span credit, growth equity, control buyouts, and distressed lending / restructurings.

$55M Fund I (fully deployed)
- Developed all investor materials integral to the raise of a $55M blind pool private equity fund
- Led or played key role in nine of twelve total investments across the verticals of data / analytics, consumer packaged goods, logistics / distribution, and ancillary products
- Responsible for all aspects of transaction execution including end-to-end diligence process, presentation of merits and risks to Investment Committee, negotiation of deal terms, and structuring of investments
- Negotiated and produced analyses to support sale of pet products company, resulting in a 7.0x MOIC

BR Brands, LLC (holding company)
- Co-led the creation of Rose's second flagship vehicle, a traditional buy-and-build rollup of cannabis brands
- Developed all investor materials that led to the raise of $100M+ (ongoing) of acquisition and growth capital
- Actively manage portfolio company leadership teams, providing guidance and oversight over capital allocation, key strategy decisions, business development, budgeting, marketing, and operations
- Collaborate with holding company level corporate team to identify and execute on cross-platform synergies
- Source and execute new investment opportunities across the cannabis consumer packaged goods space
- Serve as board member and interim CEO of Défoncé, one of the four BR Brands companies

ATLAS HOLDINGS — Greenwich, CT
Associate, Private Equity — Jun 2015 – Apr 2018

Completed assessment of a dozen investment opportunities in global distressed industrials and provided extensive financial and operational support for three portfolio companies. Select experiences include:

$215M Sale of Detroit Renewable Energy (closed)
- Grew struggling waste-to-energy business from $10mm in EBITDA to $25M+ by co-leading regulatory rate case filing, executing contract renegotiations, and overhauling the workforce overtime system.
- Ran successful competitive sale process with minimal sell-side advisory support; responsible for creating the CIM and model, preparing the management team, and managing the data room and buyer diligence sessions

$125M Acquisition of Millar Western Forest Products (closed)
- Managed diligence process for investment in distressed debt of forest products company, conducting extensive market research, quantifying potential impacts of geopolitical forces, and creating financial model

AMERICAN EXPRESS — New York, NY
Manager, Strategic Planning Group — Jan 2015 – Jun 2015
Analyst, Strategic Planning Group — Aug 2013 – Dec 2014

Member of Amex's elite corporate strategy group reporting directly to the CEO on highest-priority projects.

EDUCATION

UNIVERSITY OF PENNSYLVANIA — Philadelphia, PA
Vagelos Dual-Degree Program in Life Sciences & Management (SAT: 2400, GMAT: 790) — May 2013
THE WHARTON SCHOOL: Bachelor of Science in Finance
THE COLLEGE OF ARTS & SCIENCES: Bachelor of Arts in Neuroscience
- *President*, Wharton Management Club; *Co-President*, Wharton Undergraduate Healthcare Club
- *First Place*, Bayer HealthCare Pharmaceuticals Sustainability Case Competition

INTERESTS

- Penn Club of Colorado board member, PennPAC pro bono consultant, Penn admissions interviewer
- Avid backpacker, outdoors enthusiast, backcountry skier, motorcyclist, and live music fan

BAC-7096

Contact Information

Contact Name	Kimberly Phu	Home Address	10957 Ammons St.
Preferred Phone	3039173600	Home City	Westminster
Preferred Email	phu.kimberly@gmail.com	Home State	CO
Other Phone		Home Zip	80021
Other Email		County	Jefferson
DOB	[redacted]	Hispanic or Latino origin or Descent?	No
SSN	[redacted]	Race/Ethnicity	Asian
Gender	Female	Other Ethnicity	
Other Gender		Salutation	

Board Information

Board Name	Denver Asian American Pacific Islander Commission	Other boards or commissions served	
Status	New	Resigned	
Term Start Date			
Term End Date			

Work Information

Employer	Colorado Health Institute	Work Address	1999 Broadway, Suite 600
Position	Research Analyst	Work City	Denver
Business Phone #	303.831.4200	Work State	CO
Work Email		Work Zip	80202

Additional Information

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

Education and General Qualifications

Name of High School	Thornton High School	Name of Graduate School	Colorado School of Public Health at the Anschutz Medical Campus
Location of High School	Thornton, CO	Location of Graduate School	Aurora, Colorado
# of Years Attended High school	4	# of Years Attended Graduate School	2
Did you Graduate	Yes	Did you Graduate	Yes

High School			
		Graduate Major	Public Health - Health Systems, Management and Policy
Name of College	University of Colorado at Boulder		
Location of College	Boulder, CO		
# of Years Attended College	4		
Did you Graduate College	Yes		
Undergrad Major	Integrative Physiology/Ecology and Evolutionary Biology		

Reference Details

Reference Name #1	Cathy Demahy	Reference Email #1	
Reference Phone #1	3036667560	Reference Address #1	
Reference Name #2	Jeanette Sena	Reference Email #2	
Reference Phone #2	480-430-5758	Reference Address #2	
Reference Name #3	Keeli McGrath	Reference Email #3	
Reference Phone #3	7202023707	Reference Address #3	
Agree to a background check	✓		
Owner	Romaine Pacheco	Created By	Denver Integration, 3/9/2021 9:17 AM
		Last Modified By	Denver Integration, 3/9/2021 9:17 AM

Notes & Attachments

Phu, Kimberly - Resume - 2021.pdf

Type Attachment
Last Modified Denver Integration
Description
View file

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KIMBERLY PHU, MPH

10957 Ammons St. Westminster, CO 80021
303-917-3600
Phu.Kimberly@gmail.com
www.linkedin.com/in/kimberly-phu

EDUCATION

Master of Public Health | Colorado School of Public Health, Anschutz Medical Campus
AUGUST 2018 – MAY 2020

- Concentration in Health Systems, Management and Policy
- 4.0 GPA
- Delta Omega National Honorary Society in Public Health; Member, Alpha Upsilon Chapter

Bachelor of Arts, Integrative Physiology and Ecology & Evolutionary Biology | University of Colorado at Boulder
AUGUST 2010 – MAY 2014

- Double major in Integrative Physiology and Ecology & Evolutionary Biology
- Member of Miramontes Arts & Science Program
- Miramontes Arts & Science Program scholarship recipient
- Dean's List, Spring 2014

EXPERIENCE

Colorado Health Institute | Denver, CO
RESEARCH ANALYST | SEP 2020 - PRESENT

- Provide project support including data analysis, research, and project management
- Work with a variety of stakeholders and clients across sectors, including non-profit, government, and associations
- Focus areas include public health, health care, and behavioral health

Flatiron Internal Medicine | Louisville, CO
PRN EMPLOYEE | AUG 2020 – DEC 2020

- Monitor clinical quality measures to improve patient outcomes and resolve gaps in care
- Assist in project management and website maintenance, as needed

CLINICAL QUALITY IMPROVEMENT MANAGER | APRIL 2018 – AUG 2020
(REHIRE: PREVIOUSLY FRONT OFFICE COORDINATOR | JULY 2016 – NOV 2016)

- Monitor clinical quality measures to improve patient outcomes and resolve gaps in care
- Project management and oversight of practice's participation in practice transformation and quality improvement initiatives, including national-level and state-funded research projects and improving health information exchange
- Promote integration of behavioral health into primary care, including creating care collaborations with behavioral health facilities and monitoring referral processes
- Improve patient retention through recall system, creating mailers and maintaining practice website via WordPress

Broomfield FISH | Broomfield, CO
PUBLIC HEALTH INTERN – EVALUATION (CAPSTONE PROJECT) | JAN 2020 – MAY 2020

- Develop a plan for process evaluation of a pilot program recently implemented in the community to improve housing stability
- Engage local community partners and key stakeholders in evaluation process
- Develop a survey and interview guide to be administered to clients to evaluate potential areas of performance and quality improvement

Broomfield Early Childhood Council & Broomfield FISH | Broomfield, CO
PUBLIC HEALTH INTERN (PRACTICUM) | JUNE 2019 – AUG 2019

- Research mental health services within the community to determine gaps in services and care
- Engage community agencies to create more meaningful, collaborative partnerships
- Collaborate with stakeholders to address housing, behavioral health, and youth substance abuse prevention
- Develop implementation plan for Assuring Better Child Health and Development (ABCD) referral processes and partnerships within Broomfield

Medical Group Management Association (MGMA) | Englewood, CO
JUNIOR DATA ANALYST | NOV 2016 – APRIL 2018

- Edit and verify data on returned survey questionnaires used to produce nationally recognized healthcare benchmark data
- Within six months of hire date, became project manager of the "Management and Staff Compensation" survey, including overseeing questionnaire development, collection of data, data editing processes, and production of online reporting tool and printed report
- Increased survey participation in 2017 and 2018 via development of marketing campaigns through Eloqua and inter-department collaborations
- Provide customer support for survey and data product inquiries, including developing and distributing educational materials and attending conferences
- Audit and update process documentation for department

VOLUNTEER EXPERIENCE

- Former Volunteer Committee member at Medical Group Management Association, promoting and coordinating staff volunteer opportunities.
- COVID-19 Mask Assessment Volunteer for Tricounty Health Department (Aug 2020 – Present).

BAC-8317

Contact Information

Contact Name	Chenthuran Jayton	Home Address	4301 Ireland Street
Preferred Phone	2182064828	Home City	Denver
Preferred Email	chenthu.jayton@gmail.com	Home State	CO
Other Phone		Home Zip	80249
Other Email	chenthu.jayachandiran@gmail.com	County	Denver
DOB	[redacted]	Hispanic or Latino origin or Descent?	No
SSN	[redacted]	Race/Ethnicity	Asian
Gender	Male	Other Ethnicity	
Other Gender		Salutation	

Board Information

Board Name	Asian American Pacific Islander Commission	Other boards or commissions served	
Status	New	Resigned	
Term Start Date			
Term End Date			

Work Information

Employer	University of Denver	Work Address	1901 E. Asbury Ave
Position	Executive Director, Equity Labs. Graduate School of Social Work	Work City	Denver
Business Phone #	3038716654	Work State	CO
Work Email	chenthu.jayton@du.edu	Work Zip	80210

Additional Information

Are you a registered voter?	Yes	Objection to appointment?	No
If so, what county?	Denver	Special Information	
Denver City Council District No	11		

Education and General Qualifications

Name of High School	St. Thomas College	Name of Graduate School	University of Wisconsin- Superior
Location of High School	Colombo Sri Lanka	Location of Graduate School	Superior, Wisconsin
# of Years Attended High school	3	# of Years Attended Graduate School	2

Did you Graduate High School	Yes	Did you Graduate	Yes
		Graduate Major	Counselling Education
Name of College	University of Wisconsin- Superior		
Location of College	Superior, Wisconsin		
# of Years Attended College	5		
Did you Graduate College	Yes		
Undergrad Major	Political Science, Legal Studies		

Reference Details

Reference Name #1	Ashley Hill	Reference Email #1	a.hill@du.edu
Reference Phone #1	3037177037	Reference Address #1	1901 E. Asbury, Denver, CO 80210
Reference Name #2	Kelsey Schultz	Reference Email #2	kelsey.schultz@colostate.edu
Reference Phone #2	5094750220	Reference Address #2	College of Liberal Arts and Sciences, Colorado State University
Reference Name #3	Kristine Guzman	Reference Email #3	kguzma15@calpoly.edu
Reference Phone #3	5184093652	Reference Address #3	Center for Student Diversity and Belonging, California Polytechnic Institute, San Luis Obispo, CA
Agree to a background check	✓		
Owner	Romaine Pacheco	Created By	Denver Integration, 8/4/2022 4:31 PM
		Last Modified By	Denver Integration, 8/4/2022 4:31 PM

Notes & Attachments

ChenthuJayton 2021 FR.docx

Type Attachment
Last Modified Denver Integration
Description

View file

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Chenthuran Jayton (He/Him/His)

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EXECUTIVE PROFILE

Accomplished Diversity, Equity and Inclusion (DEI) practitioner with 10 years of experience | Critical Cultural scholar/practitioner well-versed in contemporary thinking and best practices | Mission oriented strategic thinker skilled in creative solution building and systemic change management | Human-centered people development professional committed to the success of underrepresented communities | Experienced educator, skilled in inclusive curriculum design, facilitation and assessment

RELEVANT SKILLS AND EXPERIENCES

People Development

- Managed teams of 5-15 in executing projects and services advancing inclusion and belonging goals
- Led multiple high-level search teams that resulted in highly diverse and qualified candidate pools
- Consulted with institutional colleagues to devise recruitment strategies that resulted in 2 and 5% year-over-year increase in the enrollment of historically minoritized populations
- Executed multi-day and multi-year training and on-boarding programs with targeted learning consistent with institutional goals of diversity, equity, and inclusion

Organizational Change & Management

- Served on executive-level strategic planning processes to devise goals and measurable outcomes to advance and monitor relevant metrics related to diversity, equity, inclusion and justice
- Led audit of institutional policies and practices with an eye toward systems of inequity
- Designed support, development, and governance infrastructure to include underrepresented community voices in institutional policy-making processes
- Collaborated on institutional data analysis to inform constituent needs and identify organizational opportunities for growth

Curriculum Design & Facilitation

- Designed and facilitated workshops and seminars on DEI related content such as anti-racism, cross-cultural meaning making, allyship, intercultural conflict, social justice, and accountability
- Facilitated conversations on healing, reflection, and action in response to national incidents of trauma, bias, or hate
- Trained educators on inclusive teaching practices across in-person, hybrid, hy-flex and virtual platforms to maximize impact of learning opportunities

Communication & Storytelling

- Designed internal and external-facing communications strategy to respond to local, national, and international geo-political events related to identity and belonging
- Converted institutional data and metrics into authentic narratives of change and institutional growth for distribution among stakeholders
- Collaborated with marketing and communications professionals to elevate accomplishments of underrepresented community members within the organization without tokenizing individuals
- Devised a multi-platform strategy to engage all stakeholders on critical issues surrounding DEI goals

Budgeting & Administration

- Managed budgets ranging from 40k to 800k consistent with institutional policies and values
- Solicited collaboration in executing high-impact programs in resource-constrained environments
- Led cross-functional teams in executing complex long and short-term projects

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ACHIEVEMENTS IN EMPLOYMENT

Director, Cultural Center and Spiritual Life: ***University of Denver, Colorado (07/2020 – to present)***

- Led a 10-person team in designing and executing more than 50 in-person, hybrid, hy-flex and virtual programs to build community in pandemic-constrained work environment
- Developed a zero-based budget of 800k for the Cultural Center representing a 5% reduction to account for cost overruns resulting from pandemic-related expenses
- Managed the physical relocation of the Cultural Center offices while continuing operations

Director, Office of Multicultural Programs: ***Rensselaer Polytechnic Institute (08/2018 – 07/2020)***

- Devised and operationalized a 4-year cohort-based strategic plan to elevate the multicultural sophistication, intellectual agility, and global perspective for institutional stakeholders
- Designed and executed upwards of 100 trainings on DEI related content engaging 2000 participants ranging from senior administrators and faculty to young adults
- Authored more than 40 executive level communications regarding heritage/history months, incidents of bias and trauma for consumption by a broad array of stakeholders
- Authored institutional protocols on responding to incidents of bias, discrimination, and hatred
- Devised and executed a strategic plan to reverse historic low numbers in graduation rates of minoritized populations and restored rates to parity with non-minoritized peers within 2 years

Cultural Exchange & Assessment Consultant: ***Int'l Writing Program, U of Iowa (03/2017-06/2018)***

- Designed and executed a cultural exchange program for 30 students from 18 countries speaking a variety of languages
- Collaborated on multiple successful U.S. Department of State and other funding agency grants ranging from 500k to 1.5 million to advance international soft-diplomacy goals

Primary Instructor: ***Department of Communication Studies, U of Iowa (08/2012 – 05/2018)***

- Awarded the Outstanding Graduate Instructor award in recognition of excellence in instructing courses on cultural communication, organizational communication and interpersonal conflict
- Maintained more than 90% satisfaction and learning efficacy ratings across 6 years of instruction

EDUCATION

B.Sc. Political Science and Legal Studies
University of Wisconsin-Superior

M.Sc. Counselling Education
University of Wisconsin-Superior

Ph.D. Communication Studies (All-but-dissertation)
University of Iowa

SUBJECT MATTER EXPERTISE AND RESEARCH INTERESTS

- Best practices in anti-racism
- Intersectionality as theory and practice
- Intercultural conflict resolution
- Assessment for inclusion and belonging
- Narratives and storytelling
- Inclusive teaching and learning
- Trauma informed practices
- Allyship and advocacy
- Multicultural counselling
- Principles of restorative justice
- Systems of power and privilege
- Organizational communication