



Monroe County Legislature
Office of the President

SABRINA LAMAR
PRESIDENT

September 9, 2022

To The Honorable
Monroe County Legislature
407 County Office Building
39 W. Main Street
Rochester, NY 14614

OFFICIAL FILE COPY	
No. <u>220310</u>	
Not to be removed from the Office of the Legislature Of Monroe County	
Committee Assignment	
URGENT	-L

RE: Confirmation of Appointments to the Diversity Action Plan Advisory Committee

Honorable Legislators:

I, Sabrina LaMar, President of the Monroe County Legislature, in accordance with Monroe County Resolution No. 212 of 2020, do hereby submit to this Honorable Body for your confirmation the following appointments to the Diversity Action Plan Advisory Committee.

Legislator – Legislature Majority
The Honorable Richard B. Milne

Legislator – Legislature Minority
The Honorable Ricky Frazier

Citizen – Legislature Majority
Mr. Orlando Rivera
737 Flower City Park
Rochester, NY 14615

Citizen – Legislature Minority
Ms. Sady Alvarado-Fischer
80 Sweet Briar Knoll
Henrietta, NY 14467

Citizen – Legislature President
Harolda Wilcox
292 Hague Street
Rochester, NY 14611

The specific legislative action required is to adopt a resolution, pursuant to Resolution 212 of 2020, confirming the appointments of Legislator Richard B. Milne, Legislator Ricky Frazier, Mr. Orlando Rivera, Ms. Sady Alvarado-Fischer, and Harolda Wilcox, to the Diversity Action Plan Advisory Committee.

The legislative action requested in this referral is not an "Action" as that term is defined in 6 NYCRR 617.5(b) and is not subject to review under the State Environmental Quality Review Act.

This action will have no impact on the revenues or expenditures of the current Monroe County budget.

Sincerely,

A handwritten signature in blue ink, appearing to read 'Sabrina LaMar', with a stylized flourish at the end.

Sabrina LaMar
President of the Legislature
District 27

By Legislators _____ and _____

Intro. No. _____

RESOLUTION NO. _____ OF 2022

CONFIRMING APPOINTMENTS TO DIVERSITY ACTION PLAN ADVISORY COMMITTEE

BE IT RESOLVED BY THE LEGISLATURE OF THE COUNTY OF MONROE, as follows:

Section 1. In accordance with Monroe County Resolution No. 212 of 2020, the following appointments to the Diversity Action Plan Advisory Committee, with all terms to commence immediately, are hereby confirmed:

Legislator – Legislature Majority

The Honorable Richard B. Milne
37 Norton Street
Honeoye Falls, NY 14472

Legislator – Legislature Minority

The Honorable Ricky Frazier
347 Sunset Street
Rochester, NY 14606

Citizen – Legislature Majority

Mr. Orlando Rivera
737 Flower City Park
Rochester, NY 14615

Citizen – Legislature Minority

Sady Alvarado-Fischer
80 Sweet Briar Knoll
Henrietta, NY 14467

Citizen – Legislature President

Harolda Wilcox
292 Hague Street
Rochester, NY 14611

Section 2. This resolution shall take effect immediately.

Matter of Urgency

File No. 22-_____

ADOPTION: Date: _____

Vote: _____

HAROLDA A. WILCOX, MS, ARM

Service-Focused, Results-Centric Leader Dedicated to Delivering Excellence in Public Housing Authority Initiatives; Skilled in Listening to Resident Challenges to Develop Key Policies and Optimal Best Practices

Rochester, NY 14611 | (585) 683-5722 | hwilcox6743@gmail.com

Qualifications

PUBLIC HOUSING ADMINISTRATION | ADMINISTRATIVE PROCEDURES | POLICY INTERPRETATION
ACCOUNT MANAGEMENT | ACCOUNTING / FINANCIAL RECORDS | FUNDING | BRAND BUILDING
MULTI-SITE LEASING OPERATIONS | CONTRACT / CONTRACTOR MANAGEMENT | BEST PRACTICES
PROPERTY MANAGEMENT | TEAM LEADERSHIP | STRATEGIC ANALYSIS / PLANNING | TRENDS TRACKING

Highly Accomplished Leader who offers 24+ years of loyal Rochester Housing Authority experience as a lifelong Rochester resident, including making sound decisions to align with the Authority's mission, vision, and values while proactively defining and promoting the agency's brand and raising its community stature.

Out-of-the-Box Thinker who leads teams by example and with ethics and integrity while maximizing multidisciplinary staff performance by embracing a workplace that facilitates diversity, equity, and inclusion; improves morale and esprit de corps; and leads to increased commitment with longevity and work quality.

M.S. in Strategic Leadership Graduate who sees the "big picture" at all times while adhering to New York State Public Housing laws; federal, state, and local laws; and rules and regulations; who skillfully interpret policies; and who can make recommendations to the Board of Commissioners regarding operations.

Excellent Communicator who builds strong relationships with administrators, stakeholders, peers, and the public of various ethnic, cultural, and socioeconomic backgrounds, and who conceptualizes improvement strategies while engaging in best practices per the principles and practices of public housing administration.

Professional Synopsis

ROCHESTER HOUSING AUTHORITY, ROCHESTER, NY (1997 – PRESENT)

Property Manager – Public Housing (2019 – Present)

Capitalize on the opportunity to lead forward-thinking management of multiple units and single homes, including supervising a top-performing maintenance team to ensure ongoing high-quality property operations.

Demonstrate skill in handling all rent collections and recordkeeping, as well as balancing tenant accounts, ensuring payments are processed to contractors, and assisting owner with key contracts and contractors.

- **Rapidly handle emergency repairs of units.**
- **Organize and manage rehabilitation of units and / or properties.**
- **Coordinate with contractors for review of completed contractual work performance.**

Housing Manager III – Compliance Department (2017 – 2019)

Leveraged broad scope of program initiatives to comply with regulatory and ethical standards, including conducting and / or supporting periodic audits, as well as completing details-centric compliance investigations.

Spearheaded compliance risk assessments to develop and implement strategies for effective risk management. Conducted critical investigations to identify compliance. Distributed regulations and policies.

Resourcefully implemented follow-up strategies to optimize resolution of compliance problems. Continually monitored activities of company personnel to ensure adherence to procedures and regulations.

- **Expertly reviewed, developed, and / or modified Standard Operating Procedures (SOPs).**
- **Proactively identified and assessed compliance issues requiring follow-ups or investigation.**
- **Coordinated staff training to build awareness and foster understanding of company policies.**

ROCHESTER HOUSING AUTHORITY, ROCHESTER, NY (CONTINUED)

Housing Specialist – Leasing Operations (2007 – 2017)

Strategically steered Housing Choice Voucher Program initiatives by determining prospective participants' eligibility via thorough interviews, including collecting required eligibility information and documentation.

Exhibited knowledge of RHA and HUD programs and guidelines, as well as lease restrictions. Reviewed intake forms. Interviewed participants to obtain client data regarding income, expenses, and household compositions.

Computed income and expenses to determine participants' rental charges per the Rochester Housing Authority's Administrative Plan and HUD's rules and regulations. Input housing units into Tenmast.

Contributed sharp analytical abilities toward efficiently processing payments and recoups. Processed repayment agreements. Processed termination of subsidy. Delivered excellence in customer support.

- Conducted weekly Group Intake briefings.
- Led comprehensive and objective compliance investigations.
- Built beneficial relationships between landlords and program participants.
- Ensured seamless processes by responding to peers' questions regarding Intake push.

Clerk II – Public Housing (1997 – 2007)

Played a vital role in accurately compiling data, as well as preparing, typing, and checking complex statistical records and reports for completeness and accuracy. Coached, mentored, and supervised subordinates.

- Efficiently processed monthly Rent Roll and balanced tenant accounts.

Additional Professional Experience

LAWRENCE WHITEFIELD, ROCHESTER, NY
(2010 – PRESENT)

Property Manager

Apply strong leadership talents toward managing multiple units and single homes, including supervising a tenant-focused clerical and maintenance team. Balance tenant accounts, collect rent, and process payments.

Effectively supervise staff by planning and prioritizing workflow, including initiating disciplinary actions and conducting performance evaluations. Prepare housing and financial reports for assigned properties.

- Drive all marketing and leasing of properties.
- Continually maximize occupancy rates of the properties.
- Establish priorities and schedules for preventative maintenance activities.
- Prepare operating and preventative maintenance budgets with Property Development teams.

Education

Master of Science in Strategic Leadership
Bachelor of Science
Associate of Liberal Arts

ROBERTS WESLEYAN COLLEGE
SUNY BROCKPORT
MONROE COMMUNITY COLLEGE

Professional Development

Housing Choice Voucher Program Management (2019)
Hearing Officer Training (2018)
Public Housing Executive Management (2017)
Public Housing Assessment System (2017)

NAN MCKAY & ASSOCIATES
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NAN MCKAY & ASSOCIATES
NAN MCKAY & ASSOCIATES

Accredited Residential Manager (ARM) Certification (2020) INSTITUTE OF REAL ESTATE MANAGEMENT
Leadership for Managers (2017) GREATER ROCHESTER CHAMBER OF COMMERCE
Notary Public STATE OF NEW YORK

Orlando J. Rivera

737 Flower City Park, Rochester, New York 14615-3641 Email: rivera.orlando621@gmail.com Cell: 585-315-3327

SKILLS

Bilingual (English / Spanish)

EDUCATION

SUNY Potsdam Potsdam, New York

- B.A., Spanish Literature Native language literacy certification 2001

EXPERIENCE

REALTOR, Rochester, New York

2013 - Present

- Provide valuable assistance to clients with all their real estate needs (buying/selling, investments/rentals)
- Specialized in providing consultation / guidance through the home purchase process for first time home buyers
- Provide the necessary listening skills / understanding to effectively service the clients home criteria / needs

Catholic Courier / El Mensajero, Rochester, New York

Advertising Account Executive

2011

- Market print ads in Monroe, Livingston, Wayne, and Cayuga Counties, as well as the Southern-tier
- Develop relationships, plan strategies, present advertising packages to new/existing accounts with an emphasis on meeting the needs of our customers

PathStone Corporation, Alton, New York

Regional Administrator

2008 - 2011

- Responsible for overseeing all facets of office operations
- Made Cold Calls / Direct Calls as well scheduled face to face meetings with prospective employers about hiring our program participants
- Made large group presentations about our program
- Sold employers on benefits of using our program participants vs. alternative resources

PathStone Corporation (formerly Rural Opportunities, Inc.), Alton, New York

Placement & Career Services Developer

2007 - 2008

- Pre-screening of participants
- Job Readiness Training
- Made Cold Calls / Direct Calls / face to face meetings with prospective employers about hiring our program participants
- Sold employers on benefits of using our program participants vs. alternative resources

Research Foundation of S.U.N.Y. Migrant Education Program, Brockport, New York

Tutor / Advocate

2007

- Tutoring / advocacy for children of migrant workers

Genesee Valley BOCES, Geneseo, New York

Spanish literacy instructor

2004 - 2006

- Provided native language instruction to individuals that were illiterate in their native language

Research Foundation of S.U.N.Y. Migrant Education Program, Brockport, New York

Interpreter/Translator; English as a second language tutor

2002 - 2006

- Provided interpretation / translation between migrant workers and their employers
- Provided foreign language instruction (English) to Spanish speaking program participants
- Spoke to agricultural business owners about program benefits

References available upon request.

COMMUNITY INVOLVEMENT

Rochester Hispanic Business Association (RHBA) Board of Directors	2019 - Present
<ul style="list-style-type: none"> ● Promote growth of local Hispanic/Latino-owned businesses ● Increase the visibility of Hispanic professionals and business owners in the Rochester area ● Providing a forum to network and interact with other members of the business community and political leaders ● Assist with overall strategic planning and governance 	
Pillars of Hope Mentor, City of Rochester School #54	2018 - Present
<ul style="list-style-type: none"> ● Provide positive support to the students ● Work together with like professionals as a team ● Sharing strategies to overcome challenges as well as personal journey 	
Gilda's Club Rochester Board of Directors	2018 - Present
<ul style="list-style-type: none"> ● Serve as an advocate for Gilda's club in the community ● Participate in annual fundraising development activities ● Assist with overall strategic planning and governance 	
Housing Council at PathStone Board of Directors	2016 - Present
<ul style="list-style-type: none"> ● Serve as an advocate for Housing Council ● Assist in fundraising efforts ● Review and approval of overall procedures and operations fiscally 	
Rochester Latino Rotary Club President	2015 - 2016
<ul style="list-style-type: none"> ● Lead overall club direction and initiatives ● Schedule and facilitate all meetings and community service projects ● Put together executive committee 	

SADY ALVARADO-FISCHER

80 Sweet Briar Knoll, Henrietta, NY 14467

sadyf5@gmail.com

EDUCATION

- Nazareth College, MS Leadership & Organizational Change, August 2022
- The Society for Diversity, Institute for Diversity Certification, Certified Diversity Professional (CDP), 2016
- Empire State College, BA Cultural Studies with a Concentration in Gender Studies, 2010

PROFESSIONAL EXPERIENCE

Excellus BlueCross BlueShield, Diversity, Equity, & Inclusion 11/2015 – present

- **Vice President, Diversity, Equity & Inclusion Officer Corporate** 9/2022 – present
 - Promoted to Vice President & DEI Officer by Senior Vice President of Human Resources and CEO
- **Director of Diversity, Equity & Inclusion**, 9/2018 – 8/2022
 - Promoted to Director by CEO and Board of Directors to implement systemic, measurable results
 - Coach Executive Leaders to adopt inclusive leadership skills
 - Develop and lead Diversity, Equity & Inclusion Strategy
 - Embed diversity, equity & inclusion into the fabric of the organization
 - Enhance recruitment, retention, and development initiatives
 - **IMPACT HIGHLIGHTS:**
 1. **Year One, 2019**
 - By January 2019, Implemented new DEI Strategy to the Company, inclusive of Racial Equity, Gender Equity, LGBTQ+ Inclusion, Disability Inclusion, and Structural Changes
 - Introduced a focus on "Equity" and "Access" in addition to "Diversity & Inclusion"
 - Changed the name of the office to "Diversity, Equity & Inclusion"
 - New Philosophy: DEI is everyone's job and must be embedded into the Company Culture and all aspects of the Business
 - Developed and led the rollout of the "I.D.E.A. Mindset," the lens that all employees can apply to their work and goals related to inclusion, diversity, equity, and access (I.D.E.A.) and reminds employees to examine their own biases and privileges
 - Assigned learning on white privilege to executive leadership team, including a reading assignment and debrief on "Waking Up White," a book by Debby Irving
 - Proposed, led, and implemented "DEI Lock Screens" with IT. This involved overriding Microsoft lock screens (landscapes) and replacing them with Strategic DEI Messages that now go to all company laptops and computers. Within months, this new initiative became a communication tool to communicate DEI, Culture and Strategy messages to all employees
 2. **Year Two, 2020**
 - 2020 Strategy Includes a Focus on Policy Changes and Programs. Some of those include:
 - Implement new practices to mitigate bias in hiring and the interview processes (to impact rate of conversations to new hires)
 - Develop targeted development programs to highlight the diversity of talent within the company
 - Use of Disability Equality Index as a Benchmark of Company's Policies Related to Disability Inclusion
 - Developed first virtual "Stand Against Racism Campaign" to educate on structural racism, gain employee participation and share company's stance of anti-racism
 - Rolled out company's first Inclusion Survey, a measurement of employee engagement related to diversity, equity & inclusion
 - Advised and advocated through internal conversations and learning that led to impactful successes related to racial equity (below are some highlights):
 - Juneteenth is now a company-recognized, paid holiday
 - Company endorsed the Black Agenda Group Declaration: "Racism is a Public Health Crisis"
 - Company pulled advertising dollars from Facebook for the month of July to push for policy changes. We do not support hate speech of any kind.
 - Assigned learning to all employees on structural racism
 - Developing Policy on Diversity, Equity & Inclusion to include in Employee Handbook for all employees
 3. **Year Three, 2021**
 - See first annual DEI Report: [Diversity, Equity, and Inclusion Report \(excellusbcbs.com\)](https://www.excellusbcbs.com/diversity-equity-and-inclusion-report)
- **Senior Diversity & Inclusion Consultant**, 3/2018 – 9/2018
 - Promoted to Senior Consultant in March 2018
 - Served as lead facilitator of the company's first corporate-wide diversity training, "Look Beyond the Obvious"
 - Continued to deliver on all responsibilities as Diversity & Inclusion Consultant
 - **IMPACT HIGHLIGHTS:**
 1. Developed, implemented, and facilitated two new corporate-wide diversity workshops (one on "Inclusive Language in the Workplace" & one on "Disability Awareness & Accountability")
 2. First internal Consultant selected to present to the Board of Directors on diversity & inclusion
 3. Developed language for the diversity statement that is currently included in every job description
 4. Developed LGBTQ+ inclusive training for Customer Service to better address LGBTQ+ callers' needs
 5. Presented at the YWCA Stand Against Racism Conferences for Rochester and Syracuse
- **Diversity & Inclusion Consultant**, 7/2016 – 3/2018

- Responsible for culture development to foster an environment where diversity and inclusion are explicitly recognized as fundamental parts of the organizational culture
- Responsible for recruitment, retention, and development of a diverse workforce
- **IMPACT HIGHLIGHTS:**
 1. One of three employees selected to be in a video on the company's new career page
 2. Consulted and supported on the implementation of a new employee resource group, AVID (Awareness of Visible and Invisible Disabilities), the company's first ERG focused on disability inclusion
- **Inclusion Programs & Outreach Coordinator, Office of Diversity & Inclusion at Excellus BCBS, 11/2015 – 7/2017**
 - Develop and maintain community relationships to support a school-to-work pipeline through providing internship opportunities for marginalized youth
 - **IMPACT HIGHLIGHTS**
 1. Changed the name and focus of the Summer College Internship Program to the "Diversity Summer College Internship Program," rebranded the program and explicitly shared the intent of the program to serve as a pipeline to increase diversity within the organization
 2. Initiated and led the company's first-time participation in the Puerto Rican Day Parade (August 2016). I continue to organize our participation since 2016.
 3. Co-developed a leadership development course for all leaders to address culture, diversity, and unconscious bias in hiring practices
 4. Updated the company's Gender Transition Guidelines and led staff in its implementation to support newly transgender employees
 5. One of two employees selected to be a part of a hiring campaign and featured in promotional materials

Common Ground Health, formerly Finger Lakes Health Systems Agency 3/2015 – 10/2015

- **Consumer Engagement Program Manager**
 - Ensure that the voices of individuals and their families are part of the health care planning process through community engagement, networking, and consulting
 - Present on social determinants impacting Latino and African-American communities, leading to inequitable health outcomes

Trillium Health, formerly AIDS Care, formerly AIDS Rochester (13 years) 10/2001 – 10/2014

- **Associate Director of Minority Health Initiatives, Trillium Health, 8/2010 – 10/2014**
 - Program development and staff/intern supervision for three AIDS Institute funded programs
 1. HIV/AIDS Women's Prevention Program
 - Redesigned and restructured the program, an HIV prevention initiative designed to prevent, test and treat high risk women in the City of Rochester.
 2. Get it Done Barbershop Initiative
 - Redesigned and restructured the program, a barbershop initiative designed to train barbers and beauticians at disseminating health information to their patrons.
 3. Latino Outreach Program
 - Created all program tools, including evaluations, reporting documentation, outcomes, and marketing materials
 - Developed and implemented the organizations internal Diversity Counsel; co-chaired the committee from its inception in 2010 until 10/2014
 - Oversight of service delivery, data collection, monitoring, reporting and program outcomes
 - Facilitation of client/patient support groups
 - **Prevention Specialist, AIDS Care, Inc, 1/2010 – 8/2010**
Note: Effective 1/1/2010, previous employer (AIDS Rochester, Inc.) formally merged with AIDS Community Health Center to create a new organization under the name "AIDS Care." Job title and all relevant responsibilities from previous agency/position were carried over into position within the newly formed agency.
 1. Training & leadership development for Safe Sex Inc youth, a local youth, peer driven program focused on sexual health for adolescents. Assisted in the hiring of youth leaders, created, and facilitated their initial training related to sexual health and identity, and was a part of a team responsible for getting condom access for all students in the high schools in Rochester, NY.
 - **Prevention Specialist, AIDS Rochester, Inc, 10/2001 – 12/2009**
 1. Developed and implemented comprehensive, inclusive, sexual health curriculum; facilitated group and professional trainings; provided confidential HIV testing and counseling; community engagement and event planning. **Populations served:** people living with HIV, women, communities of color, people who are incarcerated, LGBTQ+ people, and youth.

CONSULTING & TRAINING

- **Freelance DEI/LGBTQ+ Trainer, Speaker & Consultant 10/2014 – present**
 - Founded Good Trouble Consulting, Founder and Lead DEI Trainer and Consultant, January 2022 – present
- **Just Roots Consulting Contracted Trainer & Team Member June 2019 – present**
- **NCBI Rochester, Inc Senior Facilitator 4/2015 – present**
- **LGBTQ Academy, Out Alliance Certified Trainer 10/2015 – 5/2020**
- **YWCA Racial Equity Program Per Diem Facilitator 9/2016 – 8/2018**

HONORS & AWARDS

- **Recognized Changemaker**, as one of two hundred women featured in the Changemakers exhibit at the Rochester Museum and Science Center (exhibit ran Nov. 2020 - May 2021).
- **Profiles in Diversity Journal, Diversity Leader Award Winner 1/2020**
- **Profiles in Diversity Journal, Diversity Leader Award Winner 1/2019**

- Greater Rochester Health Foundation's Healthy Hero Award 11/2010
- Rochester's La Voz Latina to Watch 8/2009
- Empire State College Outstanding Adult Student Recognition, 2007-2008 school year
- New York State Commissioner's Award, 12/2008
- Rochester Area Task Force on AIDS Jill Gonzalez Award (Educator of the Year), 12/2007

COMMUNITY LEADERSHIP

- **RASE Commissioner, August 2020 – March 2021**
 - The Commission on Racial and Structural Equity (RASE) was appointed in August 2020 by Mayor Lovely Warren and County Executive Adam Bello. The charge of the commission was over 8 months, to review local city and county laws, policies, and ordinances to identify areas of structural inequity and recommend ways to change those laws to achieve fair application for all citizens. Involved in the Commission's work were three Co-Chairs, 21 Commissioners, and more than 200 community members who reviewed, discussed, and put forth more than 200 recommendations aimed at dismantling structural inequities across nine sectors of our city and county.
- **Chair, Pride Leadership Development Program Steering Committee through the United Way of Greater Rochester, 9/2017 – present**
 - Revamped the entire program with support of the United Way
 - The original 2015 program was a one-day program, with 90% non-LGBTQ+ presenters, and developed by mostly non-LGBTQ+ leaders. There was no graduation or yearbook like with the other leadership programs under the United Way.
 - By 2018, under my leadership, the program became a 3-day program developed by LGBTQ+ leaders for LGBTQ+ leaders. The program infrastructure includes a steering committee made up of 95% LGBTQ+ leaders; the program is facilitated by 95% LGBTQ+ facilitators, there is a graduation and yearbook of past PLDP classes since 2018.
 - In 2021, the United Way created a position to now have staff lead the program that I led as a volunteer.
- **Leadership Rochester Alum, Class Representative & Speaker at 25th Anniversary Luncheon, 6/2017**
 - Continue to serve the program as a member of the "Building Common Ground Day" committee and as a day-of facilitator 2018 – present 7/2015
- **Chair, Lifetime PRIDE Excellus BCBS LGBTQ+ Employee Resource Group, 1/2017 – 9/2018**
- **Co-Chair, FR=EE Annual Community Summit on Race Education Committee 8/2016 – 4/2017**
- **Co-Founder of FAM (Fischer-Alvarado Manifesto) 7/2015 – 7/2016**
 - FAM is a project committed to building Family, Visibility and Pride within the Latinx LGBTQ community and making our Latinx LGBTQ community more visible within the larger LGBTQ and Latino communities.
- **Pride Leadership Development Program Alumna of Inaugural Class, 5/2015**
- **Co-Founder and Organizer of Ambush Rochester, 1/2014 – 7/2016**
 - Networking and event planning. Creating a monthly safe space for lesbian, bisexual, queer women and their allies to network and socialize.
- **Co-Founder/Leader of RATED F, 3/2009 – 3/2011**
 - Volunteer recruitment, networking, collaboration, and event planning. Workshop development and implementation. RATED F is a feminist project dedicated to challenging societal expectations and assumptions around sexuality, identity and expression through sex-positive education and grassroots activism.
- **Latino Leadership Development Program through the United Way Alumna, 10/2008**
- **Chair, Rays of Hope Committee (Standing Committee of RATFA), 6/2005 - 5/2009**
 - Event coordination and outreach to raise awareness of HIV and increase HIV testing in communities of color.

VOLUNTEER WORK & BOARD EXPERIENCE

- **Causewave Community Partners, Active Board Member starting in September 2022**
- **Co-Sponsor & Member of DEI Advisory Board, Rochester, January 2021 – present**
- **Rochester Latinx Agenda, Active Member, October 2020 - present**
- **Co-Chair of Equity Review Board (Systems Integration Project), September 2020 – present**
- **Greater Rochester Health Foundation, Active Board Member 6/2019 – present**
- **University of Rochester Medical Center Community Advisory Council, LGBTQ+ Community Representative 9/2017 – present**
- **Latino Leadership Development Program Steering Committee, Active Member 1/2017 – present**
- **Latino Health Coalition (LHC), 1/2008 – present**
 - Addressing health disparities through education and advocacy in Rochester's African-American Community
- **2018 Human Rights Campaign Western New York Inaugural Dinner Planning Committee, Member 10/2017 – 5/2018**
- **Annual Women's Foundation of Genesee Valley Grant Making Committee, 2017 Active Member**
- **Out Alliance, Active Board Member 12/2016 – 5/2020**
- **Out Alliance, Speakers Bureau Member 10/2009 – 5/2020**
- **Trillium Health LGBTQ Community Council, Member 6/2015 – 6/2016**
- **La Cumbre, Active Member 2/2015 – 2/2017**
- **Latinas Unidas, ¡Soy Unica! ¡Soy Latina! Rally**
 - Keynote Speaker 2019; Co-Chair of Planning Committee for 2016 and 2017 Rally; Community Fair Chair for April 2015 Rally; Planning Committee Member 10/2013 – 4/2017
- **The Rochester Latino Theatre Company's "Colorful Stereotypes – Authentic Latino LGBTQ Voices," Performer, Writer, and Voice/Talent Recruiter 1/2014 – 7/2014**
- **African American Health Coalition (AAHC), 10/2007 – 10/2015**
 - Addressing health disparities through education and advocacy in Rochester's African-American Community
- **The Women's Foundation of Genesee Valley Voices of Experience, Role Model on Panel, May 2014**
- **Planned Parenthood of the Rochester/Syracuse Region, Vagina Monologues Volunteer 3/2009 – 4/2011**
- **Gay, Lesbian, Straight Education Network (GLSEN) Trainer 1/2009 – 12/2010**
- **New York Civil Liberties Union's Genesee Valley Chapter**
 - Interim Chair 6/2011 – 12/2011; Board Member, 9/2008 – 6/2011; Chair of Programming and Vice Chair 9/2010 – 6/2011; Co-Chair of Liberty Conference 1/2010 – 9/2010
- **Rochester Area Task Force on AIDS (RATFA, Inc) Board Member, 6/2005 - 5/2009**
- **National Latino AIDS Awareness Day (NLAAD) Committee Member, 2003 - 2011**
 - Coordination of events, design & distribution of flyers, media releases



Monroe County Legislature

YVERSHA M. ROMAN
Democratic Minority Leader

YVERSHA M. ROMAN
LEGISLATOR - DISTRICT 26
55 PARKWOOD ROAD
ROCHESTER, NEW YORK 14615
OFFICE: (585) 753-1940
E-MAIL: yversha.roman@gmail.com

September 8, 2022

Hon. Sabrina LaMar, President
Monroe County Legislature
39 West Main Street, 410 COB
Rochester, NY 14614

Dear President LaMar:

I would like to recommend Legislator Ricky Frazier, as the Legislative representative, and Sady Alvarado-Fisher, as the citizen representative, as nominees of the Minority Caucus to the Diversity Action Plan Committee. I've also attached Ms. Alvarado-Fisher's resume.

I thank you in advance for your consideration of this request. I look forward to hearing from you.

Sincerely,

A handwritten signature in black ink that reads "Yversha Roman". The signature is written in a cursive style.

Yversha Roman
Minority Leader

