

W. 10.a.



AGENDA COVER MEMORANDUM

AGENDA DATE: December 17, 2003

PRESENTED TO: Board of County Commissioners

PRESENTED BY: Laura Yergan, Performance, Development & Diversity Coordinator

AGENDA TITLE: **IN THE MATTER OF ESTABLISHING A DIVERSITY TASK FORCE TO DEVELOP PHASE II OF LANE COUNTY'S DIVERSITY IMPLEMENTATION PLAN.**

I. MOTION: THAT THE LANE COUNTY DIVERSITY TASK FORCE SHOULD BE ESTABLISHED FOR THE PURPOSE OF DEVELOPING PHASE II OF THE DIVERSITY IMPLEMENTATION PLAN.

MOVE APPROVAL OF ORDER 03-_____ .

II. ISSUE: The County has made considerable headway in meeting the objectives of the Lane County Diversity Implementation Plan (DIP) since its adoption by the Board of County Commissioners in October 1995. All of the initiatives contained in the DIP have either been met or are ongoing. Progress has been made, but diversity efforts need to continue towards further integration into the County's day-to-day operations and procedures. A new diversity plan needs to be developed that better reflects the county's current and future concerns and needs, and that aligns diversity with the County's Strategic Plan.

III. DISCUSSION

A. Background

A Diversity Implementation Task Force (DITF) consisting of 24 members representing the Board of County Commissioners, County Administration, Management, employees, labor, Human Rights Advisory Committee, and the community were responsible for developing the current DIP. The Board of County Commissioners subsequently adopted the DIP, consisting of eighteen (18) primary action initiatives, on October 17, 1995. The Board assigned the Lane County Human Rights Advisory Committee (LCHRAC), along with the County's Diversity Analyst position responsibility for overseeing the DIP.

In August 2002, the Board redefined the role of the Lane County Human Rights Advisory Committee to focus on community education and outreach and reassigned primary responsibility for monitoring and implementing the Phase II Diversity Plan to the Diversity Education Committee (subsequently renamed the Diversity Action Committee – DAC). The DAC then recommended that a new Diversity Task Force (DTF) be established to develop the Phase II Diversity Plan. At this same time, the Board emphasized that the LCHRAC should continue involvement in the County's diversity planning and monitoring, though it would no longer have the primary responsibility for monitoring the DIP.

The DTF would be a broad-based group, similar to the original DITF, with representatives from the Board of County Commissioners, county administration, management, labor, employees, DAC, human rights, and community members. The DTF would be a temporary body that would remain in existence until the new Phase II Diversity Implementation Plan has been completed and approved by the Board. The process for the DTF will involve review of the current DIP, assessment of the County's current and future needs related to diversity and development of clearly defined initiatives that are responsive to those needs. Its purpose would be to look at where the County has been, where it is currently, and where it wants to go in regards to diversity. Finally, the DTF will provide bi-monthly reports to the Board on its progress in the development of the Phase II DIP.

B. Analysis

1. The County has made considerable headway in meeting the objectives of the Lane County Diversity Implementation Plan (DIP) since its adoption by the Board of County Commissioners in October 1995. All of the initiatives contained in the DIP have either been met or are ongoing.
2. Current and future diversity initiatives should focus on integrating diversity into the County's Strategic Plan, as well as throughout all county operations, making diversity at the County "business as usual." There is a need for programs that invite and encourage more diversity candidates for county positions, such as extra help jobs, intern opportunities, volunteer programs, and mentorship programs. We also need to initiate more timely and ongoing communication with the Board of County Commissioners concerning diversity issues. The DTF would formalize these and other best practices into the Phase II Diversity Plan and ask that the Board adopt it.
3. If approved by the Board, the Phase II Diversity Plan would be on a fast track to completion. It is planned that the Diversity Task Force would begin meeting in January 2004 with a projected completion date of January 2005. To maximize the effectiveness of the planning and development process and to assure timely completion of the Phase II Diversity Plan, two meeting facilitators would be utilized (see Attachment B). Also, if needed to ensure timely completion, two

half-day work sessions may be planned, in addition to the monthly 1 ½ hour meetings.

Feedback from the Board is valued and seen as critical to ensuring a Phase II Diversity Plan that aligns with Lane County's goals and its Strategic Plan. Therefore, in order to seek Board input, as well as to keep the Board informed of progress, the DTF will provide bi-monthly updates to the Board.

4. Similar to the existing DIP, the Phase II Diversity Plan would first look at the County's four major roles as: service provider, employer, funder, and community representation on its boards, committees, and commissions; and examine ways that diversity can continue to augment and be integrated into these major County functions.

C. Alternatives/Options

1. Maintain the current Diversity Implementation Plan, as is, with no modifications or further development.
2. Establishment of a special task force for the express purpose of taking the steps needed to develop Lane County's Phase II Diversity Implementation Plan. This group would provide recommendations and a draft Phase II Diversity Plan to the Board for their final approval and adoption.

D. Recommendation

The Management Services Department recommends establishment of a Diversity Task Force to develop Phase II of the County's Diversity Implementation Plan (DIP). We further recommend that this task force be temporary in nature and remain in existence no longer than the time required to develop the Phase II DIP (projected timeline January 2004 to January 2005) and for it to be adopted by the Board. We also recommend that the Board continue its involvement with the diversity initiatives by appointing two commissioners to serve on the task force; one as a primary and one as an alternate.

It is recommended that Alternative/Option #2 be approved.

IV. IMPLEMENTATION/FOLLOW-UP

Following Board action, the Diversity Analyst will finalize the Diversity Task Force meeting format and initial agenda and convene the DTF meetings to begin the process of developing the Phase II DIP.

V. ATTACHMENTS

- Board Order
- Diversity Task Force Proposed Format
- Proposed Diversity Task Force Members
- Community Member Applications

IN THE BOARD OF COUNTY COMMISSIONERS OF LANE COUNTY, OREGON

RESOLUTION AND
ORDER 03-

) IN THE MATTER OF ESTABLISHING
) THE DIVERSITY TASK FORCE TO
) DEVELOP PHASE II OF LANE
) COUNTY'S DIVERSITY
) IMPLEMENTATION PLAN
)

WHEREAS, the County has addressed all the initiatives in the current Diversity Implementation Plan; and

WHEREAS, the County needs to move ahead with the second Phase of the Diversity Implementation Plan; and

WHEREAS, the County can best accomplish the development of Phase II of its Diversity Implementation Plan through a Diversity Task Force to serve as a temporary advisory committee to the Board of County Commissioners; and

WHEREAS, the Diversity Task Force will complete the Diversity Implementation Plan and present it to the Board of County Commissioners on January 26, 2005; and

IT IS HEREBY RESOLVED AND ORDERED, that the Lane County Diversity Task Force is established for the purpose of developing the Phase II Diversity Implementation Plan; and

IT IS HEREBY FURTHER ORDERED that the Diversity Task Force members described on Attachment B, attached to this Order and incorporated by this reference, are hereby appointed to the Diversity Task Force to serve until delivery of the Phase II Diversity Implementation Plan in January 2005.

Dated this ____ day of _____, 2003.

APPROVED AS TO FORM
Date 12/9/03 Lane County
[Signature]
OFFICE OF LEGAL COUNSEL

Peter Sorenson, Chair
Lane County Board of County Commissioners

LANE COUNTY
DIVERSITY TASK FORCE
PROPOSED FORMAT

The Diversity Task Force:

1. Is established by the Board of County Commissioners pursuant to Lane Manual 3.507 and charged with the responsibility of developing and recommending to the Board a Phase II Diversity Implementation Plan, integrated with the County's Strategic Plan, and encompassing the County's roles as service provider, employer, funder, and its community representation on boards, committees and commissions.
2. Is to have broad representation as follows:
 - Board of County Commissioners
 - County Administration
 - Management
 - Diversity Action Committee (DAC)
 - Employees-At-Large
 - Labor
 - Human Rights Advisory Committee
 - Community
3. Is to be established from January, 2004 through January, 2005.
4. Will have its first meeting called by County Administrator, Bill Van Vactor.
5. Will meet monthly, 12:00 p.m. – 1:30 p.m.
6. May determine that a subcommittee structure is the most effective way to address specific areas of the Diversity Implementation Plan; e.g. services; workforce; funding; and boards, committees, and commissions. Subcommittees will meet outside of the regular meetings.
7. May conduct one or two half-day worksessions in order to accomplish completion of the Phase II Diversity Implementation Plan within the designated timeframe.
8. Will have its meetings facilitated by Alicia Hays and Karen Gaffney.
9. Will provide bi-monthly reports to Board of County Commissioners.

LANE COUNTY
PROPOSED DIVERSITY TASK FORCE
MEMBERS

COMMISSIONER (2)

Bobby Green, Commissioner
Don Hampton, Commissioner

COUNTY ADMINISTRATION (1)

Bill VanVactor, County Administrator

COUNTY MANAGEMENT (5)

Jan Clements, Sheriff
Lynn Greenwood, Manager, Develop. Dis., H&HS
Rob Rockstroh, Director, H&HS
Lisa Smith, Director, DYS
David Suchart, Director, MS

DIVERSITY ACTION COMMITTEE (4)

Serafina Clarke (also LCHRAC member), DCF
Zoe Gilstrap, County Administration
Marc Kardell, CC
Maria Thomas, DYS

EMPLOYEES-AT-LARGE (2)

Marcy Middleton, PW
Linda Wagner, DYS

UNION REPRESENTATIVES (3)

Cheryl Dyer, Pres., AFSCME
Brad Rusow, Pres., 626
Les Sieczkowski, Pres., LCPOA

HUMAN RIGHTS ADVISORY COMMITTEE (1)

Char Mauch (also DAC member)

COMMUNITY REPRESENTATIVES (7)

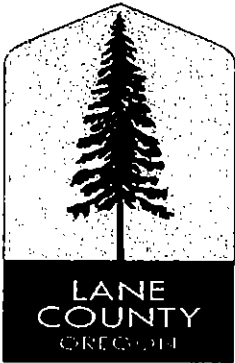
Dan Bryant
Carla Gary
Yung Soona Geil-Walker
Guadalupe Jungwirth
Dr. Charles Martinez
Vacancy
Vacancy

MEETING FACILITATORS

Karen Gaffney, Assistant Director, H&HS
Alicia Hays, Director, DCF

MINUTES RECORDING

Christine Moody, Executive Assistant, MS



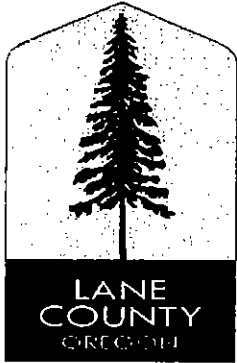
Lane County
CITIZEN ADVISORY COMMITTEE
APPLICATION

APPLICANT'S NAME: Dan Bryant	DATE: 12/3/2003
NAME OF ADVISORY COMMITTEE: Diversity Task Force	PLEASE CHECK ONE: <input checked="" type="checkbox"/> New Applicant <input type="checkbox"/> Application for Reappointment

1. Give a brief description of the experience or training that qualifies you for membership on this advisory committee (If you wish, you may attach a resume or other pertinent material.)
Active leader in the faith community and interfaith activities, founder of Persons Empowered to End Racism (PEER)
2. Why do you want to become a member of this committee, and what specific contributions do you hope to make?
Inclusion of religious perspectives
3. List the community concerns related to this committee that you would like to see addressed if you are appointed.
Religious diversity
4. Briefly describe your present or past involvement in relevant community groups. (Having no previous involvement will not disqualify you for appointment.)
Past President of City Club, 40th Anniversary Celebration of "I Have a Dream", Skinner Butte Cross Relocation Com
5. Lane County is committed to serving the diverse interests of the community. If selected, how would you contribute to this effort?
Knowledge of local faith communities, including many non-Christian faiths
6. Are you currently serving on any Advisory Boards or Committees? If so, which ones?
No
7. Are you employed by, have any business, contractual arrangements or family connections with programs having contractual agreements with the County or that might be within the purview of the committee on which you are seeking appointment? (If there is a change in your circumstances, please advise the staff for the committee within 30 days.)
 No Yes Specify:
8. How did you learn about this vacancy? Newspaper Word of mouth Other: Laura Yergan
9. In which County Commissioner District do you reside? please check one:
 Unsure West Lane County Springfield South Eugene North Eugene East Lane County

The Board of Commissioners has adopted the following policy on reappointments:

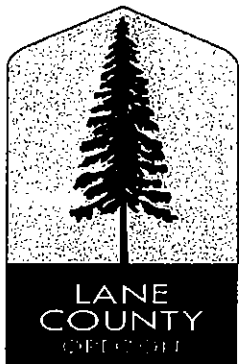
- a. *Members of County advisory groups will serve a maximum of two consecutive terms when term lengths are three or more years in length.*
- b. *The deadline for incumbent applications will be the same as the deadline for new applications.*



Lane County
CITIZEN ADVISORY COMMITTEE
APPLICATION

APPLICANT'S NAME: Carla D. Gary	DATE: 12/3/2003
NAME OF ADVISORY COMMITTEE:	PLEASE CHECK ONE: <input checked="" type="checkbox"/> New Applicant <input type="checkbox"/> Application for Reappointment

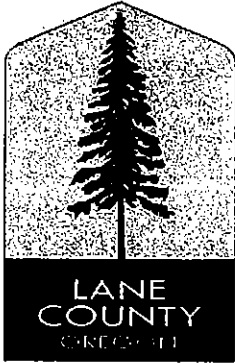
1. Give a brief description of the experience or training that qualifies you for membership on this advisory committee (If you wish, you may attach a resume or other pertinent material.)
Cuurrently serve as Dir. Ofc of Multicultural Affairs, UO and University Advocate; work with campus and community to engage a more diverse and inclusive institution and create partnerships to benefit the community as a whole; own consulting firm and provide training and workshop facilitation on issues of diversity, workforce management, cultural competence, diversity and equity issues, and related matters.
2. Why do you want to become a member of this committee, and what specific contributions do you hope to make?
Interest in helping the community be more involved and the County more responsive and responsible to all constituent communities; encourage greater access and opportunity for all communities to inform the business of the County and to participate in its governance as informed and engaged citizens.
3. List the community concerns related to this committee that you would like to see addressed if you are appointed.
employment access and opportunities; workplace climate and responsiveness to all communities; participation by all segments of community in County concerns and initiatives to help better inform the business/goals of the County.
4. Briefly describe your present or past involvement in relevant community groups. (Having no previous involvement will not disqualify you for appointment.)
Member of IDEC, frequent public speaker to community organizations and civic groups on issues related to diversity and equity, access and opportunity, responsible citizenry
5. Lane County is committed to serving the diverse interests of the community. If selected, how would you contribute to this effort?
help facilitate more consistent partnership efforts, community dialogues and conversations about ongoing matters of County governance; work to create better vehicles for dissemination of information, participation on advisory boards and related citizen input opportunities, address employment concerns in areas not traditionally open to width and breadth of diverse employees
6. Are you currently serving on any Advisory Boards or Committees? If so, which ones?
no
7. Are you employed by, have any business, contractual arrangements or family connections with programs having contractual agreements with the County or that might be within the purview of the committee on which you are seeking appointment? (If there is a change in your circumstances, please advise the staff for the committee within 30 days.)
 No Yes Specify:
8. How did you learn about this vacancy? Newspaper Word of mouth Other: Laura Yergan
9. In which County Commissioner District do you reside? please check one:
 Unsure West Lane County Springfield South Eugene North Eugene East Lane County



Lane County
CITIZEN ADVISORY COMMITTEE
APPLICATION

Table with 2 columns and 2 rows containing applicant information: Name (Guadalupe H. Jungwirth), Date (10/26/2003), Committee Name (Diversity Committee), and checkboxes for 'New Applicant' and 'Application for Reappointment'.

- 1. Give a brief description of the experience or training that qualifies you for membership on this advisory committee (If you wish, you may attach a resume or other pertinent material.)
I have taught Diversity workshops for several groups while residing in Deschutes County, including Womens Rape and Battery Alliance, high school groups, and community action groups. I have received approximately 120 hours of training on diversity and ethnic studies over the past 10 years.
2. Why do you want to become a member of this committee, and what specific contributions do you hope to make?
As a new member of this community, I feel very strongly about serving in the best way possible. I feel that in order to do that, I need to be a part of a group that is relevant to what is happening today and a group that is actively moving forward.
3. List the community concerns related to this committee that you would like to see addressed if you are appointed.
1. Working in this community with the Police Dept. as a Community Service Officer, I have come to hear about the needs of a very diverse group of people. The issues they bring to my attention are all the same, fair treatment and access for everyone. 2. Lane County is becoming home to more and more people of all races and ethnicities. I feel that every county in this State needs to be proactive in preparing for the stresses that this will bring economically and socially. I hope to be a part of those preparations in this area.
4. Briefly describe your present or past involvement in relevant community groups. (Having no previous involvement will not disqualify you for appointment.)
I have been in Lane County for a short time, but I have been involved in the past with the Hispanic Advisory Committee in Deschutes County, the Developmental Disabilities Sub-committee in Deschutes County, the Child Care and Early Education sub-committees for the Counties of Deschutes and Washington.
5. Lane County is committed to serving the diverse interests of the community. If selected, how would you contribute to this effort?
I believe I can offer my unique perspective as a woman of color as well as my experience working in the community with people of all ages, races and socio-economic levels.
6. Are you currently serving on any Advisory Boards or Committees? If so, which ones?
I just became a member of FEMA of Lane County.
7. Are you employed by, have any business, contractual arrangements or family connections with programs having contractual agreements with the County or that might be within the purview of the committee on which you are seeking appointment? (If there is a change in your circumstances, please advise the staff for the committee within 30 days.)
[X] No [] Yes Specify:
8. How did you learn about this vacancy? [] Newspaper [X] Word of mouth [] Other:
9. In which County Commissioner District do you reside? please check one:



Lane County
CITIZEN ADVISORY COMMITTEE
APPLICATION

APPLICANT'S NAME: <i>Dr. Charles Martinez</i>	DATE: <i>12/4/2003</i>
NAME OF ADVISORY COMMITTEE: <i>Diversity Task Force</i>	PLEASE CHECK ONE: <input checked="" type="checkbox"/> New Applicant <input type="checkbox"/> Application for Reappointment

1. Give a brief description of the experience or training that qualifies you for membership on this advisory committee (If you wish, you may attach a resume or other pertinent material.)
See Attachment A and CV.
2. Why do you want to become a member of this committee, and what specific contributions do you hope to make?
See Attachment A
3. List the community concerns related to this committee that you would like to see addressed if you are appointed.
see Attachment A
4. Briefly describe your present or past involvement in relevant community groups. (Having no previous involvement will not disqualify you for appointment.)
see Attachment A and CV
5. Lane County is committed to serving the diverse interests of the community. If selected, how would you contribute to this effort?
see Attachment A
6. Are you currently serving on any Advisory Boards or Committees? If so, which ones?
No
7. Are you employed by, have any business, contractual arrangements or family connections with programs having contractual agreements with the County or that might be within the purview of the committee on which you are seeking appointment? (If there is a change in your circumstances, please advise the staff for the committee within 30 days.)
 No Yes Specify:
8. How did you learn about this vacancy? Newspaper Word of mouth Other: *Alicia Hayes
Laura Yergan*
9. In which County Commissioner District do you reside? please check one:
 Unsure West Lane County Springfield South Eugene North Eugene East Lane County

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- a. *Members of County advisory groups will serve a maximum of two consecutive terms when term lengths are three or more years in length.*
- b. *The deadline for incumbent applications will be the same as the deadline for new applications.*

Attachment A

Lane County Citizen Advisory Committee Application Form
Lane County Diversity Task Force

Dr. Charles Martinez

Interest in Appointment:

Throughout my professional career in Oregon, I have been an active participant in state, county, and local leadership activities designed to address the needs of an increasingly culturally pluralistic population of citizens. As an Oregon Licensed Psychologist and Research Scientist at the Oregon Social Learning Center (OSLC) in Eugene, I have worked over the past 7 years to help increase the readiness of the education and health care and social service delivery systems to improve access to quality and culturally appropriate services for Lane County's communities of color. At OSLC, I am the principal investigator on the Latino Youth and Family Empowerment (LYFE) Project, which is funded through the National Institutes of Health. The main goals of the LYFE Project are to develop, implement, and test the efficacy of a culturally specified family intervention for Latino youngsters at risk for substance use and related problem behaviors. I also direct the Oregon Prevention Research Center's Latino Research Team in collaboration with other OSLC scientists, partners from Centro Latinoamericano, and the local Latino community. My clinical and research interests center largely on identifying factors that promote healthy adjustment of families and children following stressful life events (such as changes in family structure, socioeconomic status, physical and/or emotional health, and immigration status), taking into consideration the cultural contexts in which families operate.

As you can see from my CV, I have engaged in many professional service activities here in Lane County in pursuing my interests in building supports for our diverse community. For example, during 2002 and 2003 I helped create and subsequently chaired Lane County's SB555 Cultural Competency Consultation Group, which was organized to address the cultural competency of the County's implementation plan for coordinating services for children and families. As part of this work, our group put together a systematic plan to support Lane County's efforts to maintain and enhance cultural competency in county supported social services. I suspect this plan may be particularly useful to the work of the County Diversity Task Force, if I am selected for membership. Also, I have acted as a Governor appointee to the Oregon State Racial and Ethnic Health Task Force since 2001, and chair our Task Force Data Subcommittee. I also am a Board Director and volunteer health care provider for the Volunteers in Medicine Clinic in Eugene, an agency that delivers a full range of health care services to non-OHP qualified individuals up to 200% of the poverty threshold, many of who are from culturally diverse backgrounds.

In my professional work, I have provided expert consultation and training in organizational diversity planning and multicultural sensitivity to many organizations and programs locally and around the country. Most recently, I delivered a complex diversity program for the Eugene Police Department in November 2003. I am an experienced national speaker in diversity and multiculturalism, and have written numerous scientific publications in these areas. I also have

developed and taught graduate courses in multicultural education for the University of Oregon since 1999.

I am genuinely enthusiastic about taking on the challenge of working with the county government as part of the Lane County Diversity Task Force. I believe I can offer a truly unique skill set that will enhance the work of this task force. Please contact without hesitation if I can provide additional details about my qualifications.

Curriculum Vita

Charles R. Martinez, Jr., Ph.D.

Addresses

Home:
Eugene, OR

Office: Oregon Social Learning Center
160 East 4th Ave.
Eugene, OR 97401
(541)485-2711
fax: (541)485-7087
E-mail: charlesm@oslc.org

Educational Background

- 1993 Doctor of Philosophy
to California School of Professional Psychology
1997 San Diego, CA
Major: Clinical Psychology (Ph.D.)
Fully APA-Accredited
Major Professor: Sharon L. Foster, Ph.D.
Dissertation Title: The influence of dyad ethnic composition on the liking ratings
and conflict resolution strategies of African American and Mexican American
boys.
- 1991 Master of Arts
to California School of Professional Psychology
1993 San Diego, CA
Major: Clinical Psychology
Major Professor: Sharon L. Foster, Ph.D.
- 1987 Bachelor of Arts, cum Honoribus in Psychology
to Pitzer College
1991 Claremont, CA
Major: Psychology
Major Professor: Richard Tsujimoto, Ph.D.
Honors Thesis Title: The role of cytochrome P-450 in ventromedial hypothalamic
obesity.

Professional Licensure

1999 Oregon Licensed Psychologist

Major Professional Service Activities

October, 2002 to Present Member, Board of Directors, Volunteers in Medicine Clinic, Eugene, OR

May, 2002 to Present Member, Board of Directors, Oregon Social Learning Center, Eugene, OR

May, 2002 to Present Chair, SB555 Cultural Competency Consultation Committee, Lane County, OR

December, 2001 to Present At-Large Member, Governor appointed, Oregon Task Force on Racial and Ethnic Health

October, 2001 to Present Ad Hoc Examiner, Oregon Board of Psychologist Examiners

April, 2001 to Present Disaster Mental Health Specialist, American Red Cross.

June, 2000 to Present Youth Mentor, Latino Youth Project, Centro LatinoAmericano

February, 2000 to Present Member, Steering Committee, Comunidades Unidas Contra de las Drogas (United Communities Against Drugs)

Awards and Honors

May, 2003 Community, Culture and Prevention Science Award Recipient Society for Prevention Research, Washington, D.C.

January, 2003	Hometown Hero Award Recipient Human Rights Commission, City of Eugene
October, 2002	Award Recipient, National Institutes of Health, Health Disparities Researcher, Loan Repayment Program
July, 2002	El Pueblo Community Service Award Recipient, Centro LatinoAmericano, Eugene, OR
September, 1997	Minority Fellowship Recipient, National Institutes of Mental Health
August, 1991	CSPP Diversity Scholarship Recipient
June, 1991	CSPP Scholarship Recipient
June, 1991	CSPP Minority Scholarship Recipient
May, 1991	Honors Graduate, Pitzer College
1989	Charter Member, Psi Chi (Psychology Honors Association), Pitzer College
1987 to 1991	Pitzer College Scholarship Recipient
1986	Boys State Representative, California

Professional Affiliations

American Psychological Association, Member

Society for Prevention Research, Member

National Hispanic Science Network on Drug Abuse, Research Scientist Member

Grant Awards

September, 2001 to September, 2004	<u>Latino Youth and Family Empowerment (LYFE) Project</u> <u>(a.k.a. A Parent Intervention to Prevent Latino Youth Drug Use)</u> National Institute on Drug Abuse (R21 DA14617-01)
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Specific Aims: This study is a product of an ongoing collaboration between the OSLC Latino Research Team and Centro LatinoAmericano (the largest social services agency for Latino families in the local area) to address significant gaps in prevention science and intervention services to evaluate and address the needs of Latino families with youngsters at risk for substance use and related problems. Our project is based on a community empowerment model and involves active collaboration and partnership in addressing project goals. The aims of the project are to (1) develop a culturally specific parent training intervention for Latino families with youngsters at risk for substance use and related problems, (2) evaluate implementation feasibility and initial efficacy of the intervention in a pilot study, (3) develop and refine measurement methods for assessing Latino individual family processes, and (4) test an integrative theoretical model that hypothesizes how social and acculturation contexts, family stress processes, and parenting practices are linked to predict Latino youngster adjustment.

Professional Experience

October, 2001 Research Scientist
to
Present Oregon Social Learning Center
Eugene, OR

Duties: Acts as principal investigator on the Latino Youth and Family Empowerment (LYFE) Project funded by the National Institute on Drug Abuse (R21 DA14617-01). Has Independent responsibility for all scientific and operational aspects of the project. Hires, trains, and supervises project staff. Plans, designs, and implements project agenda. Supervises all intervention activities. Designs research, analyzes results, and prepares manuscripts for scholarly publication. Presents research findings to national audiences. Writes federal grant proposals. Directs the Oregon Prevention Research Center's Latino Research Team.

September, 2000 Research Associate
to
October, 2001 Oregon Social Learning Center
Eugene, OR

Duties: Acts as scientist and on the Oregon Prevention Research Center (OPRC) project. Directs activities on the OPRC Latino Research related to developing and implementing prevention intervention research in the local Latino community. Plans, organizes, and executes specific tasks and activities related to project agenda. Supervises project research staff. Designs research, analyzes results, and prepares manuscripts for scholarly publications. Presents research finding to national professional audiences. Writes federal grant proposals to secure continued support for research work. Acts as center interventionist and crisis intervention consultant.

September, 1997 NIMH Postdoctoral Fellow
to
September, 2000 Oregon Social Learning Center
Eugene, OR

Duties: Primary emphasis on the Marriage and Parenting in Stepfamilies project. Provided clinical intervention services to families with children at risk of significant behavioral problems. As part of preventive intervention service, weekly therapy sessions included either married partner, the couple, the child, or the entire family. Provided ongoing assessment services to families. Participated in regular clinical supervision meetings and case presentations. Consulted in developing intervention curricula. Participated in all scientific aspects of research project including research methodology, data analysis, assessment and measurement, recruitment, dissemination, and ethical considerations. Presented clinically relevant findings to professionals in formal presentations and publications.

July 1, 1995 Chief Psychology Intern
to
June 30, 1996 University of Miami School Of Medicine
Jackson Memorial Hospital
Miami, FL
(Fully APA-Accredited)

Duties: Completed major rotations in Behavioral Medicine (Psychooncology) and Adult Mental Health (Inpatient Psychiatry). Completed minor rotations in Behavioral Medicine (Renal Dialysis) and Pediatric Behavioral Medicine. Provided assessment and treatment services to inpatients and ambulatory care patients on all rotations. Provided consultation and liaison services to various medical services. Provided psychological treatment to patients and families of patients with acute and chronic illnesses. Provided psychological treatment to terminal patients. Engaged in formal psychological assessment and diagnosis of medical and psychiatric patients. Participated as part of multidisciplinary team in all clinical activities including walking rounds, grand rounds, and case conferences. Participated in psychiatric emergency care services. Provided group therapy services to inpatients and outpatients. Provided long-term psychotherapy to outpatients.

Duties as Chief: Acted as liaison between internship class, faculty, and administration. Sat on Internship Training Committee. Represented internship class in all administrative matters. Monitored interns' activities and collected monthly logs of interns' clinical activities. Mitigated conflicts between interns and faculty. Scheduled interns' didactic activities. Interviewed prospective internship applicants.

August, 1993 Psychology Intern
to
June, 1994 Counseling and Psychological Services
San Diego State University
San Diego, CA

Duties: Provided psychotherapeutic services to students, faculty, and staff of the university in individual and couples sessions. Provided emergency assessment services. Facilitated group therapy sessions for individuals in relationship crisis. Designed and publicized groups. Conducted psychodiagnostic testing batteries for agency clients. Consulted with other university professionals (e.g., physicians, administrators) regarding treatment or interventions. Presented lectures and workshops to university organizations. Wrote and maintained case

notes and treatment plans. Supervised university peer counselors.

June, 1992 Psychology Trainee
to
May, 1993 Family Stress Center
Chula Vista, CA

Duties: Provided psychotherapeutic services for adult and child victims and perpetrators of child abuse in individual, family, and couples sessions. Provided preventative treatment for families at risk of child abuse. Co-facilitated group therapy sessions for female, adolescent victims of sexual abuse. Wrote and maintained case notes and treatment plans. Wrote clinical evaluations appropriate for use in judicial system. Presented lectures to community groups or organizations.

Teaching Experience

September, 1999 **Diversity in Education**
to
Present Graduate Course
University of Oregon, Eugene, OR

Duties: Acts as instructor for course. Teaches graduate students in education and human services fields principles and conceptual models for understanding and working with culturally diverse groups. Course focuses on diversity issues in race, ethnicity, gender, exceptionality, religion, age, language, and sexual orientation. Lectures are combined with self-exploration discussion groups and exercises.

March, 1998 **History and Systems in Psychology**
to
June, 1999 Graduate/Doctoral Course
University of Oregon, Eugene, OR

Duties: Acted as instructor for course. Taught doctoral counseling and school psychology students basic foundations and historical approaches associated with psychology. Lectures were combined with dynamic student discussions and interactive activities on various topics.

September, 1997 **Psychology of the Adolescent**
to
December, 1997 Undergraduate Course
St. Thomas University, Miami, FL

Duties: Acted as professor for course. Taught undergraduate students various developmental and psychological theories of adolescence. Planned all course activities. Taught methodology for research with adolescents.

May, 1997 **Introduction to Psychology**
to
August, 1997 Undergraduate Course
St. Thomas University, Miami, FL

Duties: Acted as professor for course. Taught undergraduate students basic elements underlying the science and history of psychology. Taught issues relating to ethical research and clinical practice. This course was part of a 2-semester course focused on clinical theory, intervention, and abnormal psychology.

January, 1997 **Theories of Personality and Psychotherapy**
to Graduate Course (2 courses)
September, 1997 St. Thomas University, Miami, FL

Duties: Acted as professor for course. Taught graduate students the basic theories of personality and psychotherapeutic treatment. Combined lecture topics with in-vivo counseling role plays and case vignette discussions.

August, 1996 **Introduction to Counseling**
to Graduate Course (4 courses)
September, 1997 St. Thomas University, Miami, FL

Duties: Acted as professor for course. Taught graduate students the basic elements and skills associated with clinical counseling. Combined lecture topics in counseling with in-vivo counseling experiences. Taught and discussed various components of ethical professional practice. Supervised students' clinical training activities.

May, 1996 **Descriptive Methods of Research**
to Undergraduate Course
July, 1996 St. Thomas University, Miami, FL

Duties: Acted as professor for course. Taught undergraduate students basic elements associated with behavioral research. Topics included various descriptive methodologies, statistics, and research ethics.

October, 1995 **Clinical Interviewing**
and Course for first-year medical students
February, 1996 University of Miami School of Medicine

Duties: Acted as Instructor for course. Taught interviewing techniques to medical students. Supervised structured laboratory interviews and provided feedback. Supervised interviews with medical patients.

September, 1992 **Advanced Statistics**
to Graduate Level Course
May, 1994 California School of Professional Psychology

Duties: Acted as Contracted Teaching Assistant for course. Responsibilities included assisting professor with all aspects of the course; preparing and presenting lectures on weekly basis; providing individual teaching to students; grading exams.

September, 1993 **Fundamentals of Research Design**
to Graduate Level Course
December, 1993 California School of Professional Psychology

Duties: Acted as Contracted Teaching Assistant for course. Responsibilities included assisting professor with all aspects of the course; preparing and presenting lectures; grading students' work; conducting exam review sessions; providing individual teaching to students.

Selected Publications

Burian, B. K., Yanico, B. J., & Martinez, C. R., Jr. (1998). Group gender composition effects on judgments of sexual harassment. Psychology of Women Quarterly, 22, 465-480.

DeGarmo, D. S., Forgatch, M. S., & Martinez, C. R., Jr. (1999). Parenting of divorced mothers as a link between social status and boys' academic outcomes: Unpacking the effects of SES. Child Development, 70, 1231-1245.

Eddy, J. M., Martinez, C., Morgan-Lopez, A., Smith, P., & Fisher, P. A. (2002). Diversifying the ranks of prevention scientists through a community collaborative approach to education. Prevention & Treatment, 5(3), <http://journals.apa.org/prevention/volume5/pre0050003a.html>.

Forgatch, M. S., & Martinez, C. R., Jr. (1999). Parent management training: A program linking basic research and practical application. Journal of the Norwegian Psychological Society, 36, 923-937.

Foster, S. L., & Martinez, C. R., Jr. (1994). Ethnicity: Conceptual and methodological issues in child clinical research. Journal of Clinical Child Psychology, 24, 214-226.

Foster, S. L., Martinez, C. R., Jr., & Kulberg, A. (1996). Ethnicity in children's peer relations. In T. M. Ollendick & R. J. Prinz (Eds.), Advances in child clinical psychology: Vol. 18 (pp. 133-172). NY: Plenum.

Martinez, C. R., Jr., DeGarmo, D. S., & Eddy, J. M. (2001). Latino Youth Project Survey: Final Report. Eugene, OR: Latino Research Team, Oregon Social Learning Center.

Martinez, C. R., Jr., Eddy, J. M., & DeGarmo, D. S. (in press). Epidemiology, etiology, and prevention of substance use among Latino youngsters. In W. Bukoski & Z. Sloboda (Eds.), Handbook for Drug Abuse Prevention Theory, Science, and Practice.

Martinez, C. R., Jr., & Forgatch, M. S. (2001). Preventing problems with boys' noncompliance: Effects of a parent training intervention for divorcing mothers. Journal of Consulting and Clinical Psychology, 69(3), 416-428.

Martinez, C. R., Jr., & Forgatch, M. S. (2002). Adjusting to change: Linking family structure transitions with parenting and boy adjustment. Journal of Family Psychology, 16(2), 107-117.

Selected Presentations

Eddy, J. M., & Martinez, C. R., Jr. (1999, October). Understanding and responding to youth antisocial behavior. Workshop presented to the Blue Mountain Forum and Oregon State University Extension Service, La Grande, OR.

Forgatch, M. S., & Martinez, C. R., Jr. (1999, June). Structuring intervention to fit family structures. Workshop presented at the First Annual Summer Institute of the Family Research Consortium III, Bretton Woods, NH.

Foster, S. L., & Martinez, C. R., Jr. (1994, November). Ethnicity related issues in child clinical research. Paper presented during the Social Learning and the Family Preconference at the annual meeting of the Association for the Advancement of Behavior Therapy, San Diego, CA.

Martinez, C. R., Jr. (1994, March, September). Anxiety Treatment and Management. Training workshop presented to clinical staff and interns at San Diego State University, Counseling & Psychological Services, San Diego, CA.

Martinez, C. R., Jr. (1996, February). The Dying Patient. Grand Rounds presentation for the students and faculty of the Division of Psychology, University of Miami School of Medicine, Miami, FL.

Martinez, C. R., Jr. (1996, March). Cognitive-behavioral Interventions in Psychooncology. Invited lecture for clinical staff and students of the Courtelis Center for Research and Treatment in Psychosocial Oncology, Sylvester Comprehensive Cancer Center, Miami, FL.

Martinez, C. R., Jr. (1998, February). Issues in multicultural/multiethnic observational research. Invited discussant for the symposium at the 7th biennial meeting of the Society for Research on Adolescence (A. M. Cauce, Chair), San Diego, CA.

Martinez, C. R., Jr. (1998, June). New approaches to old problems. Chair/Discussant for the symposium at the 6th annual meeting of the Society for Prevention Research, Park City, UT.

Martinez, C. R., Jr. (November, 2001). Oregon Sociodemographics: Challenges in Adapting Mental Health and Prevention Services to a Diverse Community. Workshop presented at the conference entitled Beyond Sensitivity and Awareness: Improving Mental Health Services to Diverse Communities, Portland, OR.

Martinez, C.R., Jr. (May, 2002). Promoting School Success for Latino Students in Oregon. Invited address and workshop presented at the Institute for Leadership and Diversity in Education, University of Oregon, Eugene, OR.

Martinez, C. R., Jr., & DeGarmo, D. S. (2001, September). The Latino Youth Project Survey: Final Report. Community presentation sponsored by Centro LatinoAmericano, Eugene, OR.

Martinez, C. R., Jr., & Eddy, J. M. (2002, November). Issues in Cultural Adaptation of Empirically Supported Interventions for Latino Families. Paper presented at First Biennial Sundberg Conference on Cultural and Community Psychology, University of Oregon, Eugene, OR.

Martinez, C. R., Jr., & Forgatch, M. S. (1998, August). Role of family transitions in parenting and child behavior outcomes. Poster presented at the annual meeting of the American Psychological Association, San Francisco, CA.

Martinez, C. R., Jr., & Forgatch, M. S. (1998, November). Effects of a parent training intervention for divorcing mothers on changing boys' noncompliance: A pathway to key child outcomes. Paper presented during the Social Learning and the Family Preconference at the 32nd annual meeting of the Association for the Advancement of Behavior Therapy, Washington, D. C.

Martinez, C. R., Jr., & Forgatch, M. S. (1999, April). Adjusting to change: Linking family transitions with parenting and youngster adjustment. Paper presented at the biennial meeting of the Society for Research in Child Development, Albuquerque, NM.

Martinez, C. R., Jr., & Mahlberg, T. (1996, March). Anxiety Treatment in Pediatric Oncology. Psychosomatic Rounds presentation given for the Department of Psychiatry, University of Miami School of Medicine, Miami, FL.

Martinez, C. R., Jr., & Urbina, C. X. (November, 2001). Establishing Community and Research Institution Collaboration in Prevention. Invited symposia presented at the Third Conference on Minority Issues in Prevention: Weaving Culture into Prevention Interventions, Arizona State University, Tempe, AZ.

Martinez, C. R., Jr., & Urbina, C. X. (November, 2001). Development of a Culturally Specified Parent Training Intervention for Latino Families. Invited symposia presented at the Third Conference on Minority Issues in Prevention: Weaving Culture into Prevention Interventions, Arizona State University, Tempe, AZ.

Martinez, C. R., Jr., & Urbina, C. X. (April, 2002). Culturally Specified Parent Training Intervention for Latino Families. Invited workshop presented at the Building Bridges with the Hispanic Community "El Puente" Conference, Scottsdale, AZ.

Martinez, C. R., Jr., & Urbina, C. X. (April, 2002). Establishing Models of Community Collaboration in Prevention and Intervention Work. Invited workshop presented at the Building Bridges with the Hispanic Community "El Puente" Conference, Scottsdale, AZ.

Martinez, C. R., Jr., Urbina, C. X., Eddy, J. M., DeGarmo, D. S., Reid, J. B., Alonso, J. L., & Hall, G. C. (2002, May). Models and Methods for Community and Research Institution Collaboration in Prevention Science. Paper presented at the annual meeting of the Society for Prevention Research, Seattle, WA.

Martinez, C. R., Jr., Urbina, C. X., & Reid, J. B. (2001, July). Building Community Collaboration to Develop Culturally Sensitive Intervention Models. Invited presentation at the NIMH national meeting on Research Approaches to Early Treatment and Prevention of Mental Disorders for Children and Adolescents, Washington, D.C.

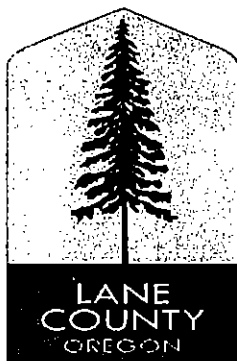
Professional References

John B. Reid, Ph.D.
Executive Director, Research Scientist
Oregon Social Learning Center
160 E. 4th Ave.
Eugene, OR 97401
(541)485-2711

J. Mark Eddy, Ph.D.
Associate Director, Research Scientist
Oregon Social Learning Center
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(541)485-2711

Carmen X. Urbina
Executive Director
Centro LatinoAmericano
944 West 5th Avenue
Eugene, OR 97402
(541)687-2667

Sharon L. Foster, Ph.D.
Professor
California School of Professional Psychology
6160 Cornerstone Court East
San Diego, CA 92121
(619)623-2777 x331



Lane County
CITIZEN ADVISORY COMMITTEE
APPLICATION

APPLICANT'S NAME: La YungSoona Geil-Walker	DATE: 12/5/2003
NAME OF ADVISORY COMMITTEE: Lane County Diversity TaskForce	PLEASE CHECK ONE: <input type="checkbox"/> New Applicant <input type="checkbox"/> Application for Reappointment

1. Give a brief description of the experience or training that qualifies you for membership on this advisory committee (If you wish, you may attach a resume or other pertinent material.)

I am a first generation Korean American immigrant woman, adoptee. My cross-cultural background, education and experiences working with youth & diverse programs, organizations and community services enhance my knowledge, skills and abilities to effectively serve a wide range of diverse groups. My background work, interest, my racial identity as a woman of color has provided me with multiple training, learning opportunities & skills to better facilitate creating bridges that link diverse groups and individuals from different racial and ethnic backgrounds in working, playing and learning together in cross-cultural settings.

I am well connected with our diverse and multi-racial communities. My masters in Community Regional Planning and Development, in the Public Policy and Management department, along with my research background, and undergraduate focused course work in Human Services concurrent with Special Education at the University of Oregon and extensive public service work paid and non-paid provide me with diverse applied knowledge, technical skills, and relevant experiences in a wide range of focus areas. Examples of other relevant training & qualifications include; Current Board member of Asian Council. Current Coordinator of community based Asian, Asian American highschool youth group under the Asian Council; 2003 Rites Of Passage Academy Coordinator serving four primary ethnic youth groups; I served on the Human Rights Support system with the City of Eugene Human Rights Commission; Lane County's Diversity Implementation Task Force; Direction Services Conciliation project working with families and their youth with disabilities who may be experiencing conflict in educational settings; Oregon Uniting Faciliator; Mentor Coordinator for ACT-SO (Afro-American, Cultural, Technological and Scientific Olympics), a major youth empowerment program for the NAACP; 1996 Martin Luther King Award recipient from NAACP; Recruiter and consultant for Mobility International; Manager of homeless shelter, a 24 hour facility in Springfield, Or., Chair of Affirmative Action committee for a non-profit agency; Coordinator for an in-service training workshop: Respecting cultural diversity in the delivery of human services.

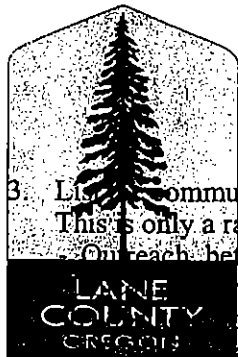
My background experiences demonstrate & reflect the importance of contributing to my community, my commitment to diversity and creating a respectful work and community environment.

2. Why do you want to become a member of this committee, and what specific contributions do you hope to make?

To participate in updating & addressing current issues facing our changing community with the fast changing demographics. I want to help make a difference by contributing as a team member in providing a more current picture of who are, our current community profile. Based on these findings; look/assess the issues of access and barriers to appropriate resource and services; look/assess why this may be occurring; assess the findings and look at what we should be doing about these issues. I'd like to participate in gathering more updated information in developing strategies to address these barriers more fully that face our diverse community citizens toward accessing opportunities to improve the quality of life for these and all citizens in our community.

I recognize the importance of this advisory role in addressing new current challenges facing today's community diverse youth, their families and every-day citizens struggling to live a healthy quality life. Subsequently, I recognize the challenges of scarce fiscal resources currently facing most community organizations working to meet the service needs and provide appropriate community resource & services. I would like to be apart of looking at ways to improve and help to change & positively remove some of the structural problems and barriers to access healthy community and quality life.

Lane County
CITIZEN ADVISORY COMMITTEE
APPLICATION



3. List community concerns related to this committee that you would like to see addressed if you are appointed. This is only a raw snapshot of issues that overlap in many areas:
- Outreach: better representation of our under-represented citizens with elected officials in our rapidly changing diverse community;
 - ID obstacles to hear the new voices of our new -comer ethnically and diverse community members;
 - ID obstacles to create access for ethnically & diverse youth voices to be heard & participate in meaningful & educational career building opportunities.
 - ID obstacles & create strategies to provide more appropriate & effective educational support & resources to our ethnically diverse youth & families, i.e more language/educational supports, resources & facilities.
 - ID obstacles to create more safe, respectful workplace environments.
 - Better access to quality & meaningful jobs with living wages & mobility for our diverse community citizens who contribute to our community.
4. Briefly describe your present or past involvement in relevant community groups. (Having no previous involvement will not disqualify you for appointment.)
Noted in number 1, paragraph #2.
5. Lane County is committed to serving the diverse interests of the community. If selected, how would you contribute to this effort?
Refer to # 1, 2, 3. I am and would actively participate and contribute on multiple levels such as; in the assessment, planning and development phases with the advisory committee. I would seek community input to gather more up to date information and current issues facing our community members
6. Are you currently serving on any Advisory Boards or Committees? If so, which ones?
I am a broad member for the Asian Council.
7. Are you employed by, have any business, contractual arrangements or family connections with programs having contractual agreements with the County or that might be within the purview of the committee on which you are seeking appointment? (If there is a change in your circumstances, please advise the staff for the committee within 30 days.)
 No Yes Specify:
8. How did you learn about this vacancy? Newspaper Word of mouth Other:
9. In which County Commissioner District do you reside? please check one:
 Unsure West Lane County Springfield South Eugene North Eugene East Lane County

The Board of Commissioners has adopted the following policy on reappointments:

- a. *Members of County advisory groups will serve a maximum of two consecutive terms when term lengths are three or more years in length.*
- b. *The deadline for incumbent applications will be the same as the deadline for new applications.*

VITA

YungSoona s. Geil-Walker

541-688-9423: La YungSoona (layungsoon@comcast.net)

116 Bauer Lane, Eugene, Oregon 97404

EDUCATION

- 1997 – 1999 **Master's Program in Community Regional Planning and Public Affairs: University of Oregon: Public Policy; Graduate Minor.** Department of Planning, Public Policy and Management; School of Architecture and Allied Arts **Eugene, OR**
- 1999 **Graduate Studies: University of Oregon**
Masters Thesis; *InterCultural Community Development: The Role of Social Support Networks and Resources in the integration of New Immigrants into American Communities: An Ethnographic Study of Korean Immigrant Women* **Eugene, OR**
- 1999 Jackson County Housing Needs Assessment; *Citizens with Special Housing Needs*: University of Oregon, Planning Analysis Term Project
- 1998 *Community Planning Workshop (CPW)*, Research Project: Community Policing in Downtown Springfield (University of Oregon: Community contract with Community Regional Program)
- 1998 Internship: McKenzie River Trust: **Eugene, OR**
Organizational Development
- Special Projects* -Grant Writer & award recipient: ACT-SO (Afro American Cultural Technological Scientific Olympics);
-Special Education Peer Tutor Task Force: Pilot Study of Peer Tutor Program
-Plan, Organize, Coordinate And Implement Behavior Management In-Service: Developed Training Module.
-Cross-cultural exchanges Community Development project **Eugene, OR - Japan**
- *Research Projects: (Non-published manuscripts)*
--Legal Issues And Access For Adults With Disabilities:
--Accessibility Of Long Distance Transportation Systems By Individuals Experiencing Disabilities.
--Living in a Free Environment: (L.I.F.E.) Program Development with the use of Peer Support with Adults with Challenges
- 1984-1989 **Bachelor of Science, Human Services, University of Oregon, Eugene, OR**
(Concurrent) Special Education: Severely Handicapped Learner (SHL) Endorsement Program, secondary emphasis
■University Community Action Program (UCA) (1988-1989)
■Youth Counselor in Student Assistance Program (S.A.P.) at Churchill High School.
- 1988-1989. *Activities*: -- University Planning Advisory Board
1976 Associate of Arts, Community Social Services & Public Affairs, Lane Community College; Art Minor

PROFESSIONAL EXPERIENCE AND ACTIVITIES

Asian Council Board of Directors: Asian Celebration Executive Planning Committee; Art Committee; Design Committee; Entertainment Committee (2002); Current Board of Directors Member (2003)

Certified Facilitator: Oregon Uniting; "Advancing the Unfinished Agenda of Racial Justice & Unity Through Public Education & Honest Dialogue"

Collaborative Project: "Sisters in Spirit" The Gallery at the Airport Art Exhibit; Lane Arts; City of Eugene; Sister Cities (2000)

Presenter: League of Oregon City Mayors' Retreat: Valley River Inn, Eugene, OR (2000)

Mini/Executive Grant Writer and Awardee for Center For The Study Of Women In Society (CSWS), 1999

Community Development Research Project:(UO) *Jackson County Housing Needs Assessment: Citizens with Special Needs & Requirements*

Community Development Project:(UO) *Community Policing in Downtown Springfield, Problem Analysis Report; A Collaborative Approach (1998)*

Lane County Diversity Implementation Task Force: Assessment Committee; (1995-1996)

LANE COUNTY DIRECTION SERVICES - CONCILIATION PROJECT: Mediate/conciliate conflicts of parents and their students with special challenges in public schools (1995-1997)

ASIAN AMERICAN PERSPECTIVES - Eugene 4J School District; *Co-Trainer/Presenter: Training workshop (1996)*

Certified Qualified Mental Health Professional With Administrative, Supervisory And Creative Problem-Solving Skills (1994)

MOBILITY INTERNATIONAL, (1995-1996); *Special Project Consultant*. Plan, develop, mentor local minority high school aged students to access and participate in cross-cultural exchange program. *United Way Presenter: Annual Giving Program (1992-1994)*.

SKILLS, KNOWLEDGE, EXPERIENCE

Computer skills: Microsoft Office 2000- including Word; Excel; PowerPoint; Windows 2000. Well developed mobilization, public relations & networking skills, marketing skills, special events, public presentations, collaborative focused; Conciliation/Facilitation; Organizational Project/Program Design/Development & Implementation; Strategic Planning; Community Development/outreach and coordination; Legal Issues; Excellent communication and analytical skills; Experience working with diverse populations all ages.

City of Eugene, Library Recreational Cultural Services (LRCS); Churchill Regional Coordinator: 2/2001-Current

Coordinate Churchill regional after school youth programs in 4j middle schools based at Kennedy middle School. Work cooperatively with school district staff, Administrators, participants, families & community members. Train & schedule staff; assist in performance evaluations as requested. Provide support & direction to Recreation Leaders & Assistants. Keep accurate records, time sheets & attendance. Provide a safe environment & implement solutions to hazards. Responsible for activity registration & record keeping. Provide training to on-site volunteers. Facilitate coordination of facility availability with community partners & school site. Assist as needed with room-set & clean up. Promote & implement a health, safe, meaningful, inclusive after school program.

City of Eugene, Library Recreational Cultural Services (LRCS); Special Project Coordinator: 9/2002-3/2003

Plan, design and coordinate over-all viability of, "Exploring Korea's Cultural Arts" a community cultural program for middle & high school students in Lane County designed to introduce, explore & learn experientially the essence of Korea's rich historical roots interwoven with Korea's indigenous cultural performing arts as survival tools. Culminates with a performance at the Asian Celebration with a medley of Korean performing arts that draws over 18000 regional visitors. Students learn experiential basic elements of recreating one of Korea's most important performing traditional art forms, in the roots of "mask dance-drama. Partnership with City of Eugene Youth Programs; Community partners-Asian Council/Celebration, Hynix, 4J School District, Korean community and Sun Rise.

City of Eugene, Library Recreational Cultural Services (LRCS); Fun For All Coordinator; Recreation Division: 5/2002-9/2002

Coordinate a 10-site summer youth park program, providing variety of activities & lots of special events. Work in leadership capacity with youth & families from diverse backgrounds. Maintain & provide a safe work environment. Worked with partnership programs. Point Coordinator with YMCA, Eugene Book-mobile & Special events in the region. Plan, promote program & supervise train, schedule & assist with staff supervision & evaluation of recreation program. Program development; Good public relations; Marketing & creating fliers for special events. Maintain/develop accurate record-keeping system, including quality control & monitoring staff time sheets.

InterCultural Community Liaison; Intercultural Community Planning and Development: Independent Community Resource Consultant. 2001-Current. Provide intercultural community, regional planning support & resource. Project development; Special Events Planning & Support; Youth Community Development; Provide resource, referral & coordination of cultural/ recreation resources to community minority youth and newcomer ethnic families with children i.e., provide linkage to culturally relevant community services, programs & resources, neighborhood community centers; linkage to bi-lingual resources, support services, transportation planning supports.

Rites of Passage Summer Academy at Lane Community College: Academy Coordinator; 2003. Plan, develop, coordinate, implement & monitor over-all Academy of four cultural immersion programs designed to provide high school and middle school students of color in Lane County with education specific to their ethnic heritage of the four primary ethnic groups: African American, Asian, Asian American, Native and Latino Students. These four Academy programs are designed to provide the targeted students with the cultural/survival tools necessary for positive self-image and self-esteem. The empowerment life skills are integrated into cultural/academic/recreational activities in the community and community college environment providing experiential learning opportunities. Work with community partners with enrichment, special events activities. Schedule/Provide meeting facilitation. Work with local Administrators in, securing resources & recruitment of students. Provide outreach, marketing and public relations. Special Project Coordinator of Asian American Program, 2001, 2002.

Eugene/Springfield Asian-American Youth; ESAAY; Program Coordinator: 9/2000-Current

Program development, community resource liaison; working with community High School Asian American Youth providing support, outreach, special events opportunities. Facilitate access to social cultural, educational, career enhancement resources and opportunities. Provide recruitment, coordination, organizational and community outreach/prevention support. ESAAY is a community-based local/regional high school aged youth group promoting cultural awareness, self-growth and understanding of Asian, Asian-American issues through cultural/recreational community services and intercultural activities & special events. Inception/Founder of Program. ESAAY is under the umbrella of the Asian Council. <http://www.pacinfo.com/~esaay>.

Eugene Sister Cities Foundation; Program Coordinator: 10/1999-7/2000

Over-all coordination of non-profit Foundation. Provide organizational support needed to stabilize the internal/external program infrastructure of four Sister City Volunteer Committees (Chinju, Korea; Kathmandu, Nepal, Kakegawa, Japan, Irkutsk, Russia). Responsible for ensuring the over-all viability, enhance program visibility, credibility of Sister City, program development, intergovernmental relations, international relation focus & exchanges & special events, meeting facilitation. Fund-raising, Assist with budgeting, community outreach, networking; volunteer recruitment, training & evaluation.

University of Oregon, Community Regional Planning; Dept. of Public Policy, Planning & Management: Research Project

Coordinator: 1999, Masters thesis; Intercultural Community Development research & implementation of survival/adaptive skills of new immigrants adjusting to life in America, across home, community, church & recreation environments. **Community Planning Workshop (CPW),** Research Assistant; 1998-1999. Research focus: Community Policing in Downtown Springfield. **A collaborative project** with City of Springfield Police, Planning & Development office, Chamber of Commerce; Local Businesses. Jackson County Housing Needs Assessment; **Citizens with Special Housing Needs:** University of Oregon, Planning Analysis Term Project (1999).

Convention & Visitors Association of Lane County, Oregon (CVALCO): Visitor Services; 1995-1997

Provide support with assistance coordinating local, regional and national conferences. Visitor/customer service provided to general public of all ages. Operate multi-line phone. Support Services provided to meeting planners, convention sales, services, public relations, research and project development & marketing, networking and maintaining accurate database of visitor industry & statistics. Update calendar of events, promote cultural/recreational activities of agency member base, regular nation-wide bulk mailing distribution.

Brethren Housing Program • Lane Shelter Care, Eugene, Oregon: Program Manager; 1991-1995

Responsible for overall program quality, viability, management, training and supervision of staff in the delivery of support services to the at-risk population served at 24-hour emergency shelter (Homeless Families with Children; Children's Program Management (funding, YDC); Single adults with Chronic Mental illness; Veterans with a dual diagnosis). Budgeting; Volunteer recruitment, training, program evaluation; compliance with State & Federal policies, practices & standards; Accurate record keeping, quarterly & annual reports; Maintain accurate statistics of client populations stays, materials & supplies; Ensure safe working environment. Qualified Mental Health Professional.

References and Additional Information Available Upon Request