

MEMORANDUM

TO: City Council Members

FROM: Office of the Mayor

DATE: September 10, 2025

RE: Appointment of Two Members to the Commission on Persons with Disabilities

The Mayor's Office respectfully requests City Council consideration for the appointment of two new members to the Commission on Persons with Disabilities to fill vacant positions.

The Commission on Persons with Disabilities plays a vital role in advising the city on accessibility policies, programs, and initiatives that ensure our community remains inclusive and welcoming to all residents. These appointments will strengthen the commission's capacity to address important accessibility matters and community needs.

Proposed Actions:

- Appoint two community members to fill vacant positions
- Enhance the commission's diverse perspectives and expertise
- Ensure full operational capacity for ongoing initiatives

Next Steps: The Mayor's Office will present candidate recommendations at the next Council meeting. Both proposed appointees meet the qualifications outlined in the municipal code and bring valuable experience and perspectives to the commission's work.

Filling these positions will enable the commission to continue its important work promoting accessibility and advocating for the needs of residents with disabilities throughout our community.

We greatly appreciate any support you can provide in expediting this process and welcome the Council's prompt consideration of these appointments.

Profile

Nadia

First Name

Morales-Saleh

Last Name

Pronouns

Email Address

Street Address

City

Suite or Apt

State

Postal Code

What City Council district do you live in?

None Selected

Primary Phone

Alternate Phone

Oakland City Council: Council
Member Reid, District 7

Employer

Legislative Analyst

Job Title

Which Boards would you like to apply for?

Commission on Persons with Disabilities: Submitted

Interests & Experiences

Please tell us how your qualifications and participation will relate to the requested board and/or commission's mission.

My qualifications and experiences align closely with the mission of the Mayor's Commission of Persons with Disabilities. As a legislative analyst for Oakland City Council District 7, I have gained a deep understanding of policy development and advocacy. This role has honed my ability to analyze legislation and identify ways to enhance support for individuals with disabilities, particularly in the realm of mental health and housing. In addition to my professional background, I bring my personal experience of living with a disability (PTSD). This perspective not only fuels my passion for advocacy but also equips me with a unique understanding of the systemic barriers faced by individuals within our community, particularly those with invisible disabilities like PTSD. Moreover, my work as an affordable housing coordinator has provided me with firsthand knowledge of the importance of compliance with the Americans with Disabilities Act (ADA) and the complexities my Section 8 clients face. In this role, I ensured that affordable housing projects met ADA standards, creating more accessible living environments for people with disabilities. This experience solidifies my commitment to promoting inclusive housing policies that address the needs of all community members. Additionally, I have received national and international recognition for my writing, which reflects my ability to communicate complex ideas effectively and advocate for change. Through my written work, I have been able to raise awareness about issues impacting persons with disabilities, further amplifying the voices that need to be heard. Together, these qualifications and experiences position me to contribute meaningfully to the Commission. I am dedicated to collaborating with other members to create comprehensive policies that foster inclusivity, raise public awareness, and improve access to essential resources for individuals with disabilities. I am eager to leverage my skills and lived experience to make a significant impact in our community.

Please submit your resume or curriculum vitae. You may upload a document. (A Word format is preferred.) Alternatively, you may paste the text of your resume in the field provided below.

[Resume_Oakland_City_Council_.pdf](#)

Upload a Resume

Please paste the text of your resume or curriculum vitae below.

Please click the acknowledgement below.

Service on City of Oakland boards, commissions, and committees may require filings of the FPPC's Statements of Economic Interest (Form 700). Upon appointment and determination of filing status, I will comply with all filing obligations.

☒ I Agree *

Nadia Morales

Profile

Adept legislative analyst with a proven track record at Oakland City Council, specializing in legal research, policy development, and coalition building. Demonstrated expertise in analysis of complex municipal regulations and policy initiatives. Combines analytical rigor, strategic partnership building, and policy knowledge to drive effective legislative outcomes. Holds prior experience in advancing affordable housing initiatives in real estate development, coupled with project management in the nonprofit sector.

Experience

LEGISLATIVE ANALYST | OFFICE OF COUNCIL MEMBER TREVA REID | SEPTEMBER 2024 – PRESENT

- Reviewed proposed legislation and legislative issues to determine the potential effects on constituents.
- Evaluated the effectiveness of current regulations and procedures in order to recommend improvements, and drafted amendments to current laws based on research findings.
- Built and maintained relationships with nonprofit organizations, community groups, and government agencies.

ASSISTANT PROJECT MANAGER | OAKLAND TECHNOLOGY AND EDUCATION CENTER | JULY 2023 – AUGUST 2024

- Managed project coordination for AfroComicCon, including overseeing execution of project activities and monitored progress to ensure timely completion.
- Monitored budget activities by tracking expenditures and providing regular updates to upper management and board members.
- Developed project plans, identified resources and established deadlines.

Education

B.A. IN POLITICAL SCIENCE AND ENGLISH LITERATURE | UC BERKELY

Skills & Abilities

- | | |
|--------------------------------|-----------------------------|
| • Legal Research | • Project Management |
| • Policy Drafting | • Coalition Building |
| • Policy and Economic Analysis | • Effective Time Management |

Activities and Interests

- Head Researcher + Creator for UC Berkeley Political Science Department Project: Studying Public Opinion Patterns in Recent Presidential Elections
- Organizer + Policy Associate: Adena Ishii for Berkeley Mayor
- Lead Organizer: Palestinian Youth Movement
- 1st Place, San Francisco Writers' Conference

Mayor's Commission on Persons with Disabilities Application



Submitted on	10 September 2025, 1:13PM
Receipt number	10
Related form version	2

City of Oakland Boards and Commissions Application

Name (first and last)	Cynthia Gutierrez
Home phone #	[REDACTED]
Email address	[REDACTED]
Home Address	[REDACTED]
Type of employment	Program Manager
Employer	University of California San Francisco
Work phone	
Work address	
Board or commission you wish to serve on	Mayor's Commission on Persons with Disabilities
Why do you wish to serve as a member of the Board/Commission?	I wish to serve as a member of this comission because I believe that my lived experience and professional work would make me an assest to this group. I want to prioritize the needs of all disabled people in Oakland so that they can have a better quality of life.
What experience do you have in this topic area?	I have been learning and doing work around disability justice within the last 10 years. At work, I'm a part of the UCSF OBGYN Disability Inclusion Committee and UCSF Committee on Disability Inclusion. I'm also a parent of a disabled child who is a part of OUSD Special Education program.
Experience serving on Boards/Commissions:	I'm on the boards for SisterSong, UC Berkeley Center for Reproductive Rights and Justice, and Essential Health Access organizations. I'm the outgoing Board Chair for ACCESS Reproductive Justice (June 2025)
Approximate hours available per month to spend on Board/Commission activities:	10
Organizational Memberships:	

Volunteer Activities:

Community Advisory Committee Member for Oakland Unified School District Special Education Department

Please list two references with telephone numbers:



Applicant's signature:

[Link to signature](#)

Date:

09/10/2025

City of Oakland Mayor's Commission on Persons with Disabilities Supplemental Application

1. What is your experience with disability (personal or professional)? The MCPD's goal is to achieve equal representation of the diversity of disability experiences, including but not limited to:

Physical
Sensory
Deafness
Blindness
Psychiatric
Learning
Intellectual

Other

2. Do you have knowledge in one or more of the following areas? Please describe.

Education rights
Self-Advocacy
Community organizing

reproductive justice organizing

3. Do you have knowledge of how municipal government organizations work and the budget process? Please describe.

I have limited knowledge on government organizations work, however I am very familiar with a budget process.

4. Do you have professional expertise in one or more of the following areas? Please describe.

Project Management
Event Planning

Other

5. MCPD seeks representation that reflects the diversity of Oakland including but not limited to disability, age, ethnicity, race, religion, sex, language, and council district of residence. How would you contribute to the diversity of the MCPD?

As a first generation latina who lives in District 6 I will be able to contribute to the diversity of MCPD

6. To be eligible candidates should be residents or work in Oakland. Exceptions may apply for individuals with unique expertise on a case-by-case basis so anyone interested is encouraged to apply. Do you live and/or work in Oakland? If

I live in Deep East Oakland. I work both in Oakland and San Francisco.

not, what motivates you to join the MCPD?

Resume

[Cynthia Gutierrez 2025 Final Resume .pdf](#)

Cover letter

[Cover Letter for Mayors Commission on Persons with Disabilities .docx](#)

Additional questions

Tell us about your level of knowledge and experience around issues impacting the disability community and describe any recent or current personal and/or professional activity in this area.

I bring both lived and professional expertise to my understanding of issues impacting the disability community. As the parent of a disabled child, I have firsthand experience navigating education and support systems, which informs my awareness of the barriers and opportunities that families encounter. In addition to this lived perspective, I serve on the Community Advisory Committee for Oakland Unified School District's Special Education programs. In this role, I collaborate with families, educators, and administrators to identify systemic challenges, advocate for equitable services, and contribute to policy discussions that shape the experiences of students with disabilities. My broader work is grounded in disability justice and informed by an intersectional lens that recognizes the ways ableism interacts with racial, economic, reproductive, and environmental inequities. I bring strengths in systems-level advocacy, collaborative problem-solving, and community engagement, along with a commitment to ensuring that the voices of disabled people and their families remain central in decision-making.

How do you see these experiences connected to the work of the MCPD?

My personal experiences influence the work that can be done on the MCPD.

What personal strengths do you bring to the MCPD?

I bring the strengths of having a deep commitment to the disability community, systems thinking, bridge building, persistence and resilience.

Do you have any prior experience serving on public boards and commissions and working with elected officials?

I have experience in connecting with elected officials regarding local issues and figuring out how to work together to resolve it.

What is your anticipated level of commitment to the MCPD? Do you know how many hours each month you can commit to participate in MCPD business outside of the monthly meeting?

10

Discuss your ability to reconcile other personal and professional obligations with MCPD commitments.

I'm confident that with having these meetings and scheduled in advance I would be able to meet my MCPD commitments.

Do you have any specific interests that you wish to bring to the MCPD?

ity of Oakland's operations becoming as accessible as possible and transportation. I would also want to listen to the concerns of the most impacted and determine interests from there.

How would you provide leadership and advocacy in these areas?

I would provide deep listening, thought partnership, and collaboration.

Cynthia Gutierrez

Pronouns: She/Her/Ella



EDUCATION

B.A.	Bachelor of Arts, Sociology	June 2014
	University of California, Santa Cruz	

AWARDS AND FELLOWSHIPS

June 2022: UCSF OBYGN Spot Award
Jan 2021- Sept 2021: [Rockwood Institute National Fellowship for Leaders in Reproductive Health, Rights, and Justice](#)
March 2020- March 2021: [University of California San Francisco Bixby](#) Advocacy and Communications Fellowship
June 2021 Barbara Seaman Award for Activism in Women's Health (National Women's Health Network)
May 2021: UCSF School of Medicine STAR Achievement Award
November 2020: 2020 San Francisco Health Commission Employee Recognition Award
March 2019: Organization of the Year Award: Women's March Oakland (East Bay Women's Political Alliance)
November 2015: The Dolores Huerta Leadership Award: Emerging Organizer and Leader Award
June 2011: La Raza Unida Scholarship, City College of San Francisco

WORK EXPERIENCE

Program Manager Hive and Team Lily University of California, San Francisco	November 2019-Present
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- Lead clinic and staff meetings including setting agendas, tracking action items, vendor coordination, sending executive summaries, and coordinating across HIVE program functions.
- Represents HIVE and Team Lily in cross-departmental and strategic working groups, advisory councils and boards: Epic Clinical Systems Design working group (ZSFG), ARISE (UCSF/ZSFG), Perinatal Equity Council (ZSFG), etc.
- Writes grant reports, proposals, and coordinate submissions with associated fiscal sponsors including the San Francisco General Hospital Foundation, San Francisco Public Health Foundation and ZSFG/UCSF departments.
- Analyzes complex budgets including salary disbursements through UCSF and contract payments with vendors. Actively track spending for each funding source assuring fidelity to grant requirements, document disbursements, and communicate with financial staff at San Francisco General Hospital Foundation, and SFGH/UCSF departments.
- Develops proposals and recommendations to guide and support a broader strategic direction for the organizations, based on knowledge of best practices in the fields of perinatal HIV, primary prevention for women, reproductive health for people affected by HIV, and maternal health.
- Manages the development of patient and provider education materials, including curricula and training.
- Presents formally on behalf of HIVE and Team Lily to local, regional, national and online audiences.
- Analyzes and present data via a clinical dashboard and as requested for ad hoc analytical studies to determine trends or to inform the development of policy briefs or grant reports.
- Administers and analyzes patient satisfaction surveys and exit interviews.
- Conducts chart reviews and abstractions for quality improvement projects.

Film Screener

Our Heritage, Our Planet Film Festival
Hispanic Access Foundation

2022 and 2023 Festival

- Participated in weekly virtual meetings with film festival organizers
- Screened 5-10 hours of weekly films and provided written feedback
- Supported in the creation of promotional materials for accepted films
- Attended the 2022 and 2023 film festivals to support staff
- Featured on a panel for aspiring film makers for the 2023 festival

Social Media Consultant

The Unity Council

April 2021-November 2021

- Freelance consultant for COVID-19 Vaccine Social Media Campaign. Supported the creation of social media content, developed a dissemination plan, engaged with community partners, and tracked analytics.

Social Media Consultant

Favianna Rodriguez

September 2020-December 2020

- Create social media content and dissemination plan for Favianna's social media accounts
- Consulting for her following projects: Oakland's Día De Los Muertos, local Oakland elections, reproductive justice content.

Media Associate Consultant

Collective Action Studio

August 2019-May 2020

- Conceptualize and plan social media videos, images and text (English and Spanish)
- Manage all social media platforms
- Develop content and story-arcs for media campaigns include taking photos, creating images, and developing content
- Document (photograph and video) public events and "behind the scenes" studio sessions
- File management and media related equipment management

Research Analyst

Advancing New Standards for Reproductive Health
University of California, San Francisco
Projects included:

May 2018-November 2019

1. Public Health Approaches to Abortion / Facilities / Health Departments / MCH Training / 21st Century Convening
 2. Restrictions Project
 3. Louisiana Admitting Privileges
 4. D-APPS Women's Perspectives / MAP PTBi
 5. AbAD Convening
 6. R01 NIAAA Alcohol & Pregnancy Policies
- Developed and maintained project and research plans, including timelines and resource management

- Collaborated on the documentation, testing and implementation of research studies that are part of portfolio of PI projects. Recruit and enroll participants, schedule research interviews, and conduct participant follow-up. Coordinated study participant and site recruitment, maintenance, and reimbursements.
- Maintained and developed research gathering, retrieval and reporting systems. Design and program electronic data collection systems and ensure that these systems (e.g., Qualtrics, RedCap) meet study needs.
- Oversaw IRB administrative process for studies both at UCSF and external IRBs
- Provided logistical management for program and research meetings. Coordinate business agreements with external contacts, process check requests, expense reimbursements, and other related financial matters
- Facilitated Diversity, Equity, and Inclusion efforts through the culture & inclusion group

Community Educator

May 2017-May 2018

San Francisco Women Against Rape

- Facilitated support groups, peer led prevention education, and self-defense workshops for middle and high school age youth
- Facilitated sexual assault and sexual harassment prevention education presentations for youth and adults in various contexts (i.e. schools, youth programs, community organizations, public agencies) according to annual program plans.
- Conducted evaluations, maintain statistical data, and complete data entry for presentations and programs.
- Development of rape prevention and education curricula and materials that are culturally appropriate.
- Ensured cultural and bilingual accessibility through integration of the Multi Lingual Access Model (MLAM) into youth and adult education programs.
- Provide counseling on 24-hour rape crisis line and maintained client confidentiality

Bilingual Front Desk Assistant

Aug. 2015-April 2017

Santa Cruz Community Health Center

- Provided administrative support for care teams
- Liaison between clinics and billing department to ensure payment of services
- Compiled and record patients' medical charts, reports, and correspondence
- Exercised problem solving and conflict resolution when handling patient concerns

Bay Area Chapter Coordinator

Feb. 2015-Feb. 2016

California Latinas For Reproductive Justice

- Planned, implemented, and facilitated monthly chapter meetings in the Bay Area
- Recruitment and orientation of new members.
- Designed flyers, event invitations, and training materials
- Tracked participation of all chapter trainees and leaders in meetings, trainings, events, etc. each month in PowerBase.
- Collected and track data on chapter-led activities and people reached through community outreach and education activities, and use PowerBase to track this information as needed.

Prison Project Director

Jan. 2014-Aug. 2015

Santa Cruz Barrios Unidos

- Provided support, development, and coordination of Prison Project program for Barrios Unidos
- Served as Administrative Assistant to the Executive Director
- Coordinated cultural, art, and educational lectures at Soledad Prison with over 200 prisoners
- Directed the cultural rehabilitative groups within Soledad Prison, Santa Cruz County Jail, and Juvenile Hall
- Played strategic role as a liaison between California prisons and Barrios Unidos
- Supervised and coordinated interns and outreach volunteers
- Conducted policy research and advocacy for incarcerated individuals at local, statewide, and national levels
- Assisted in developing community education programming and engagement with local and statewide community
- Participated in multi-disciplinary collaborative meetings that focused on juvenile and adult justice issues

Student Record Assistant

Sep. 2013-Jan. 2014

Oakes College

University of California, Santa Cruz

- Maintained petitions, narratives, and evaluations in student files
- Created a new filing system for Oakes College student records
- Assisted at the front desk with reception, telephones, and advising appointments

Resource Center Assistant

Aug. 2009-Jun. 2010

Women's Resource Center

City College of San Francisco

- Main point of contact of student resources and advocacy
- Event Coordination for resource center and helped develop the first CCF Vagina Monologues

COMMUNITY WORK

January 2025-**Present**: Member of the Community Advisory Committee for OUSD Special EducationJune 2021-**Present**: SisterSong Community Power Building for Birth Justice Steering CommitteeJanuary 2021-**Present**: We Testify StorytellerAugust 2022-**Present**: East Oakland AB 617 Community Steering Committee MemberJune 2018-**Present**: ACCESS Reproductive Justice Board Member (May 2025)November 2022-**Present**: IneedanA Advisory Committee

April 2022-Spring 2024: Hispanic Access Foundation Latino Climate Council

July 2021-Jan 2022: UCSF Community Advisory Board (Dr. Josephine Urbina)

August 2021-July 2022: East Bay Meditation Center PiTA 9 Apprentice Teacher

October 2020-February 2021: Oakland Reimaging Public Safety Task Force: District 6 Advisory Board Member

June 2018-September 2020 Board Treasurer at ACCESS Women's Health Justice

November 2019-Present: Vice President of the California Coalition for Reproductive Freedom

October 2019-Present: Communications Volunteer for The Gathering for Justice (Justice League NYC & CA)

December 2017-December 2019: St. Luke's Hospital Volunteer Doula

June 2018-June 2019: Call to Action Lead for Women's March Oakland

September 2016 to May 2017: Doula for the Santa Cruz Collective Wings Perinatal Project

February 2015 to January 2017: Co-chair of the Bay Area Chapter of California Latinas for Reproductive Justice

February 2015 to May 2017: Steering Committee Member of the Santa Cruz Resource Center for Nonviolence

September 2014 to Present: Trainer in Kingian Nonviolence Curriculum

June 2014 to January 2015: Inside Out Writing Project Intern: facilitator of writing workshops in the Santa Cruz Jail.

January 2008 to January 2009: San Francisco Women Against Rape

June 2013 to December 2013: Santa Cruz Barrios Unidos Prison Project Intern