

CITY OF OAKLAND



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Desley A. Brooks
Councilmember, District 6
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TO: Ceda Floyd, City Clerk

Attention: Boards and Commissions Coordinator
Office of the City Clerk
Facsimile: 238-2228

FROM: Councilmember Desley Brooks

DATE: March 31, 2004

RE: Appointment of Renato Almanzor to the Oakland Fund For Children & Youth
Planning & Oversight Committee.

I would like to nominate Almanzor to the Oakland Fund For Children & Youth Planning & Oversight Committee as the District 6 Representative. Mr. Almanzor has been active in the education arena for an extended period of time. He will bring experience, compassion, intellect and common sense to the Board. Mr. Almanzor's appointment will be effective April 21, 2004, to July 1, 2004. I strongly support Mr. Almanzors' appointment and would urge my colleagues' favorable consideration.

Sincerely,


Desley A. Brooks

Attachment: Nominee's Resume

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OAKLAND CITY COUNCIL

DRAFT

RESOLUTION No. _____ C.M.S.

RESOLUTION APPOINTING RENATO ALMANZOR AS A MEMBER OF THE CHILDREN'S FUND PLANNING AND OVERSIGHT COMMITTEE

WHEREAS, Article XIII of the Oakland City Charter creates the Children's Fund Planning and Oversight Committee, whose members are nominated by the Mayor and City Council and approved by the City Council; and

WHEREAS, Ordinance No. 76141 C.M.S. specifies that members of the Children's Fund Planning and Oversight Committee are to serve one year terms, and appointments to fill a term of office are only to be for the remainder of that term; now, therefore, be it

RESOLVED, that by the nomination of Councilmember Brooks, the following individual is hereby appointed to the term set forth below:

Renato Almanzor, as Adult Representative for District 6 to the term beginning August 1, 2003 and ending July 31, 2004, to fill the position formerly held by Tommy Reed.

IN COUNCIL, OAKLAND, CALIFORNIA,

PASSED BY THE FOLLOWING VOTE:

AYES- BRUNNER, WAN, NADEL, QUAN, BROOKS, REID, CHANG, AND
PRESIDENT DE LA FUENTE

NOES-

ABSENT-

ABSTENTION-

ATTEST:

CEDA FLOYD
City Clerk and Clerk of the Council
of the City of Oakland, California

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RENATO P. ALMANZOR, Ph.D.

EDUCATION

Doctor of Philosophy, Organizational Psychology, California School of Professional Psychology, Alameda.

- ◇ Dissertation: *The Intentions of Anti-oppression Work: An Organizational Change Model with a Social Justice Agenda.*

Master of Arts, Organizational Psychology, California School of Professional Psychology, Alameda.

Master of Science, Counseling, Multicultural Community-Based Emphasis, San Diego State University. Member, Honor Society of Phi Kappa Phi.

- ◇ Research Project: *Exploring the Relationship between Ethnic Identity and Academic Success among Junior High Pilipino Boys.*

Bachelor of Arts, Psychology, University of California, Davis.

SKILLS

Administration/Management – Provided managerial oversight for programs and services requiring diverse staffing, budgeting, and planning needs (e.g., public service; student activities; Greek affairs, campus events; information services; residence hall government; women's programs and services; lesbian, gay, bisexual, and transgender programs and services; student conduct; orientations; and graduate program admissions). Provided executive coaching and training for organizational leaders and managers for working with diverse populations, change management, strategic planning, and career development. Led organizational development initiatives including organizational redesign, staff development programming, and performance management. Established collaborative working relationships with organization and community constituencies concerning many issues such as alcohol programming and response; leadership programming; and coalition building among organizations, especially ethnic-oriented groups. Coordinated organization-wide responses to crisis situations such as protests, demonstrations, suicide attempts, and tragedies. Composed executive briefings, high-level correspondence, and reports.

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Leadership – Co-founded Empower Perspectives, a multicultural organization development consulting group. Current Vice President of Board for Oakland Asian Student Educational Services. Past President, Vice President, and Director of Third World Counselors Association. Past Vice Chair of UC Berkeley Chancellor's Staff Advisory Committee. Provided community and leadership development in a student residential complex of 960 students. Chaired UC Berkeley Undergraduate Affairs Staff Development Committee, UC Berkeley Leadership Coalition, UC Berkeley Asian Pacific American System wide Alliance, SDSU Diversity Action Committee, SDSU Alcohol and Substance Abuse Committee, 1994 Third World Counselors Association Annual Conference, and 1993 Asian Pacific American UC Berkeley Symposium for campus faculty, staff, and students.

Program Development - Coordinated project team efforts that included organizational assessment and feedback, strategic action planning, change implementation, evaluation, and follow-up. Developed, designed, and implemented programs, events, conferences, symposia, classes, workshops, and seminars on topics including “First year experience”, student development, diversity issues (e.g., multicultural/multidimensional populations, racism, sexism, heterosexism, and classism), multicultural organization development, supervision, conflict facilitation and mediation, leadership development, team building, communication, event planning, academic success, life skills, General Education Development, and political organizing. Provided guidance for innovative, effective, relevant, collaborative, and comprehensive student programming (by students) that contributes to developing learning communities and facilitates a seamless learning experience.

Public Speaking - Provided keynote addresses to various higher education audiences including the Regional National Academic Advising Association, California Statewide Student Cultural Networking Conference, National Association of Student Personnel Administrators Regional New Professionals Conference, Northern California Residence Hall Assistants Conference, Asian Pacific Islander Shadow Day Conference, San Diego State University Leadership Institute, UC Berkeley Pilipino Commencement, and California School of Professional Psychology-Alameda Commencement (student speaker). Presented at national, state, and local conferences including the Asian Pacific Americans in Higher Education, National Conference on Racial & Ethnic Relations in American Higher Education, California Association of College and University Housing Officers Conference (1991 Diversity Award Recipient), National Academic Advising Association, UC Lesbian, Gay, & Bisexual Association Conference, and National Council on Black American Affairs of the American Association of Community Colleges.

WORK HISTORY

Manager, Community Partnership Development, Bay Area Coalition for Equitable Schools, Oakland, CA, August 2003 – present.

Director, New Small Development, Bay Area Coalition for Equitable Schools, Oakland, CA, September 2002 – July 2003.

Consultant, Empower Perspectives, Multicultural Organization Consulting and Human Relations Training, Oakland, CA, April 1989-present.

Associate Director, Office of Student Life, University of California, Berkeley, CA, February 2000 – August 2002.

Faculty, University of San Francisco and Alliant International University. See Teaching Experience below.

Academic Advisor/Dean's Representative, College of Letters and Science, University of California, Berkeley, February 1992 - April 1996.

Residential Life Coordinator, Housing and Dining Services, University of California, Berkeley, July 1990 - January 1992.

Hall Advisor, San Diego State University, Housing and Residential Life Office, San Diego, CA, August 1988 - June 1990.

Counselor Intern, Mesa Community College and Granger Junior High School, San Diego, CA, October 1987 – May 1988.

TEACHING EXPERIENCE

Adjunct Faculty, University of San Francisco, College of Professional Studies – Oakland Campus, Oakland, CA, October 2000 – present.

Course

Organizational Behavior and Change – Masters-level introduction to applied organizational behavior theory focusing on the “micro” organizational issues including diversity, leadership, power, conflict, and team building.

Adjunct Faculty, Visiting/Interim Assistant Professor, California School of Professional Psychology - Alameda, Organizational Psychology Program, Alameda, CA, September 1998-present. Awarded “Organizational Psychology Core Faculty of the Year” 1998-1999 and 1999-2000. Awarded “Organizational Psychology Adjunct Faculty of the Year” 2001-2002.

Courses

Theories of Organizational Structure and Design – This doctoral-level introduction to applied organization theory focusing on “macro” organizational issues including strategy, structure, technology, culture, and environment.

History and Systems of Organizational Studies – This doctoral-level course surveys the foundations of organizational studies. The course examines the history of organization theory, explores management knowledge in 19th, 20th, and 21st centuries, and critiques hegemonic ontology and epistemology of organizational studies.

Methods: Research Design – This doctoral-level course is an introduction to research design and methods appropriate for organizational research. The course examines the primary steps in the research process, including the formulation of research questions, research design, sampling, data collection and data analysis.

Capstone/Integrative Seminar: OP Theories, Methods, and Practices - This doctoral-level course serves as a capstone class in the field of organizational psychology. Specifically, this course explored major theoretical, methodological, and professional practice perspectives in the field of organization consulting, especially the major topics and questions derived from historical influences, current situations, and future implications.

Models of Organizational Culture and Change - This doctoral-level course reviews key theoretical perspectives on the organization culture concept, the functions it serves, and how it develops and is sustained over time. In addition, the course explores theories and models of large-scale change, and examines the role of the consultant in facilitating community and organization transitions.

Understanding Cultural Diversity in Organizations – This doctoral-level course creates a foundation for understanding cultural diversity theory, research, and practice, including individual-level, group and intergroup, and organizational context factors impacting multicultural interactions. Specifically, this course explored prejudice, discrimination, and stereotyping as it relates to issues of oppression.

Designing and Implementing Diversity Initiatives - This doctoral-level course provides an overview of diversity management, including contextual frameworks, competencies, and practices. Specifically, this course addresses key actions for designing and implementing diversity strategies.

Intercultural Awareness Development - This doctoral-level course introduces students to the field of Multicultural Psychology. The topics of particular focus include issues of race and racism, gender and sexism, sexual orientation and heterosexism, physical abilities and ableism, and the elderly and ageism.

Instructor, San Francisco Conservation Corps-Learning Center, San Francisco, CA, July 1996-August 1998. The students were from low-income backgrounds, ages 18-24.

Course

General Education Development - The course included components of Critical Thinking, Basic Math, Reading and Composition.

Teaching Assistant, California School of Professional Psychology - Alameda, Organizational Psychology Program, Alameda, CA, Spring 1997.

Course

Understanding Cultural Diversity - This course explores issues of diversity in relation to societal, cultural, organizational, group, and individual dynamics.

Instructor, University of California at Berkeley, Asian American Studies Department and School of Education, Berkeley, CA, Fall 1991 - 1995.

Courses

Strategies for Active Learning - This course develops competencies for new students at UC Berkeley that includes identifying campus resources, strengthening reading and composition, and establishing personal management plans.

Pilipino American Student Orientation Course - This course develops competencies for new Pilipino students at UC Berkeley that includes identifying campus resources, strengthening reading and composition, and establishing personal management plans. In addition, students explore the role of identity politics specific to personal experiences and campus context.

**PUBLICATIONS AND
PAPER PRESENTATIONS**

Affirmative Action: Conditions for Effectively Managing Cultural Diversity, *Journal of Pilipino American Issues*, (1995).

Identities at the Boundaries: Exploring Multiple Aspects of Self in Relation to Other, with Bernardo Ferdman. Paper presented at the Academy of Management (1998).

Multicultural Organization Development: Perspectives and Processes. Paper presented at *Managing Diversity: Bridging the Gap*, Third Annual Leadership Alliance Conference, San Diego, CA, (1996).

Adventures in Organizations: Deprivileging the Etic and Positioning the Emic. Paper presented at *Bridging Boundaries: Excellence in Diverse and Dynamic Organizations*, IO/OB Graduate Student Conference, San Diego, CA, (1998).

Creating a Multicultural Organization through a Social Justice Agenda: Toward a Theory of Liberatory Organizational Practices. Paper presented at *Bridging Boundaries: Excellence in Diverse and Dynamic Organizations*, IO/OB Graduate Student Conference, San Diego, CA, (1998).

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