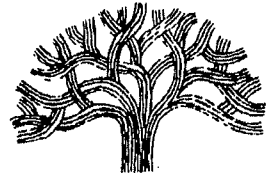


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CITY OF OAKLAND



CITY HALL • 1 FRANK H. OGAWA PLAZA, 3<sup>rd</sup> FLOOR • OAKLAND, CALIFORNIA 94612

Office of the Mayor  
Honorable Libby Schaaf  
Mayor

(510) 238-3141  
Fax (510) 238-4731

Letter of Appointment

September 20, 2017

The Honorable City Council  
One Frank H. Ogawa Plaza, Second Floor  
Oakland, CA 94612

Dear President Reid and members of the City Council:

Pursuant to City Charter Section 601, the Mayor has appointed the following persons as members of the following board or commission, subject to City Council confirmation:

**LIBRARY ADVISORY COMMISSION**

**Nathaniel W. Dumas**, to serve a first three-year term, that began September 14, 2017 and ends September 13, 2020, filling the seat previously held by Ain Baily.

**Rebekah Randle**, to serve a second three-year term, as Vice Chair, beginning October 5, 2017 and ending October 4, 2020, retaining the seat she currently holds.

**Reginald Constant**, to serve a second three-year term, beginning October 16, 2017 and ending October 15, 2020, retaining the seat he currently holds.

Thank you for your assistance in this matter.

Sincerely,

Libby Schaaf  
Mayor

A handwritten signature in black ink, appearing to read "Libby Schaaf", written over a large, stylized, circular flourish.

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## Profile

Nathaniel

First Name

W

Middle Initial

Dumas

Last Name

[Redacted]

Email Address

[Redacted]

Street Address

[Redacted]

Suite or Apt

[Redacted]

State

City

[Redacted]

Postal Code

Mobile: [Redacted]

Primary Phone

Home: [Redacted]

Alternate Phone

Concur Technologies, an SAP  
Company

Employer

User Experience Researcher

Job Title

## Which Boards would you like to apply for?

Library Advisory Commission: Submitted

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## Interests & Experiences

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

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My qualifications and participation will relate to the Oakland Library Advisory Commission's mission in the following ways: \*Using my on-the-job training in design thinking and design-led innovation processes for products and services (both as a former consulting anthropologist for businesses and now as an in-house tech research professional), I seek to help to push the LAC to think outside the box for new ways of meeting its strategic goals while also being attuned to the financial realities and constraints. This will be beneficial in thinking of new ways to advocate for OPL programs and services, as well as help to problem-solve issues OPL branches may be facing. \*Because of my experience as a local community activist involved in several local organizations and causes to ensure all Oakland citizens have equal access to resources (from youth violence prevention to local community health initiatives via the Downtown Oakland YMCA), I have a deep desire to continue to promote and support the Oakland Public Library system as a crucial context for building community. Moreover, I see the OPL branches as playing key roles for increasing diversity and inclusion by providing the space for Oakland residents of all ages to learn more about each other and engage with each other through formal programming events and informal interactions. This viewpoint will be beneficial in working with the LAC to help ensure that it continues to advocate for OPL programs and services that speak to the diversity of the Bay Area and continue to keep the area's reputation as a haven of social activism for the good of the Oakland citizenry amidst rapid changes in the Bay. \*Using my experience as a tech professional working in user experience research and with an appreciation for the business side of products and services, I bring a keen understanding of how to keep services and policies innovative while also feasible and financially sustainable. This will be beneficial for the commission's purpose because it will allow us to help make sure we are using Measure Q funding in a way that continues to keep the OPL system not only surviving but also thriving in a new era where taxpayers have come to expect a certain level of service from their local government institutions.

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***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.***

2017.05.26\_DumasNW -

Resume - Oakland LAC .docx

Upload a Resume

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

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Please click the acknowledgement below.

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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.

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I Agree \*

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# Nathaniel William Dumas III, PhD

Cell: 925-251-1873 | nathaniel.dumas.iii@gmail.com

## User/Consumer Research Experience

**USER EXPERIENCE RESEARCHER | TRIPIT FROM CONCUR TRAVEL AND EXPENSE | SAN FRANCISCO, CA | JANUARY 2016-PRES.**

- Design, recruit for, and conduct in-person and remote research sessions with users of the TripIt travel app
- Create compelling, actionable, and human-centric insights reports and presentations to socialize findings across teams and business units (product, marketing, business development)
- Work closely with the Concur and SAP Diversity and Inclusion office to create office programming for improving both the employee and product experience

**RESIDENT ANTHROPOLOGIST | IDEA COUTURE | SAN FRANCISCO, CA | JUNE 2014-OCTOBER 2015**

- Designed and conducted ethnographic research for Fortune 100 corporate clients, assisting them in finding ways for branding and differentiating their products and services from a human-centered perspective
- Produced ethnographically-situated insights reports and journey maps to help socialize key takeaway points for business clients on their opportunity areas with current and potential consumers and users

**RESEARCHER | YOUTH ALIVE! | OAKLAND, CA | JUNE 2013-JUNE 2014**

- Non-profit organization that aims to prevent youth violence by assisting recent victims of youth violence and creating peer-led proactive educational curriculum for K-12 students on nonviolent conflict resolution
- Conducted, transcribed and analyzed interviews of former program participants to assess the program's effectiveness in developing youth leadership skills
- As part of a multidisciplinary research team, I collected and consulted on data gleaned from focus groups on developing practical and culturally-relevant coping strategies for male clients of color who have been exposed to violent trauma, including the possible features for a digital app for the clients

## Other Relevant Higher Education Experience

**RESEARCH ASSOCIATE | DEPARTMENT OF ANTHROPOLOGY, UNIVERSITY OF CALIFORNIA, SANTA CRUZ | APRIL 2013-PRES.**

**LECTURER | DEPARTMENT OF ANTHROPOLOGY, UNIVERSITY OF CALIFORNIA, SANTA CRUZ AND UNIVERSITY OF CALIFORNIA, BERKELEY | APRIL 2013-JULY 2013, JAN 2014-JUNE 2014**

**RESEARCH MENTOR | RONALD E. MCNAIR SCHOLAR'S PROGRAM, UNIVERSITY OF CALIFORNIA, BERKELEY | JUNE-JULY 2010, JANUARY-AUGUST 2009**

## Education

**PH.D. ANTHROPOLOGY | UNIVERSITY OF CALIFORNIA, BERKELEY | 2010**

**B.A. CINEMA-TELEVISION/MINOR CULTURAL ANTHROPOLOGY | UNIVERSITY OF SOUTHERN CALIFORNIA | 2004**

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Rebekah Randle

[REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]

## WORK EXPERIENCE

### Digital Asset Librarian Intern

#### Shutterfly, Inc.

June 2017 – Present (5 months) San Francisco Bay Area

- Assist in the development of metadata models, nomenclature standards, taxonomies and other controlled vocabularies
- Upload and tag assets according to metadata standards
- Facilitate retrieval of previously catalogued assets
- Develop engaging end user training and documentation including video guides
- Work with designers and photographers to identify and capture necessary metadata
- User test workflows and new functionality of DAM system
- Identify methods to increase automation of asset ingest and tagging

### Commissioner, Library Advisory Commission

#### City of Oakland

September 2015 – Present (2 years 2 months)

#### Adaptable

- Served as Commissioner, Vice-Chair and Chair

#### Recruitment

- Brought on four commissioners.
- Fulfilled 15 seat roster requirement.
- Interviewed ten potential commissioners, reviewed and evaluated resumes and cover letters, and made recommendations to city hall per appointments.
- Tracked progress of applications through city hall, including interviews with the mayor, resolutions on city council agendas and reappointment status.

#### Research

- Created and prepared on-boarding materials for incoming commissioners.
- Researched local library funding source Measure Q and created informational presentation to the commission to foster further understanding regarding parcel taxes.

#### Event Planning

- Planned twice-monthly commission and committee meetings for 15 members.
- Participated in monthly agenda building call with Oakland Public Library Director and staff to plan monthly full commission meeting.
- Organized annual Mixer to celebrate volunteers and promote library services attended by City Council members.

#### Training

- Trained new commissioners with on-boarding materials post appointment.

#### Networking

- Attended meetings at Oakland City hall as a representative of the commission regarding local items.

- Attended Oakland Public Library semi-annual Strategic Planning Retreats as commission representative.
- Attended monthly advocate coalition meetings as a commission representative with representatives of nine other advocate groups.
- Attended semi-annual Branch Friends meeting as a commission representative with representatives of sixteen library branches.

#### Advocate

- Met with City Council members and Mayor annually to advocate for library funding and promote awareness of library services.

#### Public Speaking

- Presented annually to the City Council Life Enrichment Committee on the commissions activities over the past year.
- Spoke at various City Council meetings to inform and advocate for library services and programs.

### **Library Aide**

#### Oakland Public Library

April 2016 – June 2017 (1 year 3 months)

#### Organized

- Completed work for metadata entry in Japanese, Children's Collection Management Duties, adult collection book post-processing and repair as well as circulation and shelving duties within an average 20-hour part-time work week.

#### Detail Oriented

- Created copy and original metadata records for materials in Japanese following MARC cataloging rules including vernacular and romanized entries to ensure findability.
- Unpacked, tracked and assigned 200-400 preview copies for the Children's Collection monthly.
- Performed final post-processing on all new adult books for the Main library, 600 weekly, including spine labels, assignment of location code, and status update in the ILL.

#### Adaptable

- Ability to work in various locations. Has trained and worked in 5 branch locations and 7 departments with the Main Library, including specialized locations such as processing, sorting, mail delivery, and cataloging.

#### Responsible

- Mended all damaged adult collection books in a timely manner to get materials back on the shelves.
- Expedited processing for adult collection books that have been identified as having a hold to get items to patrons as fast as possible.

#### Customer Service

- Provided courteous customer service while at the circulation desk and when shelving.
- Implemented and explained borrowing procedures.
- Advertised current and upcoming services to patrons.

#### Growth Mindset

- Attended trainings on writing for the web, teen services, book binding/repairing, ordering procedures, ILL tips and tricks, protecting yourself, and all staff meetings.
- Completed 20 hour Books for Wider Horizons volunteer story reader training.

### **Database Management Intern**

#### Creative Growth Art Ctr

August 2016 – January 2017 (6 months)

#### Database Management

- Utilized existing image database to track and/or update artwork provenance for over 400 pieces.
- Identified, classified and created records for 250 pieces of artwork that were not inventoried.

#### Proctor

- Organized standardized testing on campus for annual PSAT and AP exams. Facilitated material handling, room reservations, proctor assignments and training. PSAT sat 200 students for one testing day, and 150 students sat AP exams over a two-week period.
- Proctored SAT/ACT exams for 6 students with approved extended services that require two-day testing.
- Organized and proctored semi-annual extended time finals.

#### Instructor

- Created curriculum for a semester long independent study course in Japanese.

#### Research

- Created database of alternative media available on campus.

### **Prefectural Advisor, Fukuoka Prefectural Board of Education**

#### Japan Exchange and Teaching Program(me) (JET)

August 2010 – August 2013 (3 years 1 month)Fukuoka, Japan

#### Event Planning

- Designed and conducted 9 training conferences for up to 320 English teachers yearly.
- Created and implemented four three-day English camps with 40+ staff and 100 students.

#### Counselor

- Provided work-related and personal counseling to 121 JET Participants.
- Utilized bilingual skills to resolve conflicts between English-speaking JET participants and Japanese colleagues.

#### Instructor

- Trained and supported 136 JET participants from 15 countries on English education practices in Japan.

#### Editor

- Established bi-monthly online newsletter with over 1,000+ views on the first issue that ran for three years.

### **Editor In Chief**

#### The Refill

August 2010 – August 2012 (2 years 1 month)Fukuoka, Japan

#### Teamwork

- Solicited content for bi-monthly submissions of writing, photography and events.
- Managed team of content editors, layout, design, copy editors, and contributors.

#### Editing

- Reviewed and edited submissions , checking for spelling, grammar, syntax and readability.
- Manipulated, resized, and formatted images in submissions.

### **Assistant Language Teacher**

#### Japan Exchange and Teaching Program(me) (JET)

August 2008 – August 2010 (2 years 1 month)

#### Instructor

- Taught 10-18 lessons per week to 450 students across three grade levels.
- Only non-Japanese team member who team-taught with all 6 Japanese colleagues in each schools' English Department.
- Selected to present at two training seminars regarding curriculum development.

#### Curriculum Development



#### Instruction

- Developed instructional materials and facilitated training on the use of the inventory system for gallery staff.

#### Research

- Formulated, designed, and developed an organizational system for the inventory of permanent collection artwork as well as artwork used for sales.
- Identified current usage practices as well as wish list for new collection management software.
- Identified cloud-based collection management software that would meet Creative Growth's needs.
- Worked as a liaison between Creative Growth and CollectionSpace to facilitate information gathering and sharing.

### **Vice Chair, Keep Oakland Beautiful**

#### City of Oakland

January 2015 – December 2016 (2 years)

#### Adaptable

- Served as board member and Vice-Chair.

#### Recruitment

- Interviewed potential board members, reviewed and evaluated applications, and made recommendations to the board per appointments.

#### Event Planning

- Planned annual summer retreat.
- Proposed and organized inaugural annual Mixer to celebrate volunteers and announce grant recipients.

#### Advocate

- Tabled city volunteer appreciation event to spread awareness.

### **Library Intern**

#### City of South San Francisco

June 2016 – August 2016 (3 months)

#### Cataloging

- Standardized cataloging procedures for local history room materials.
- Inventoried materials into six collections and uploaded full list of materials to public facing website for increased findability.
- Created three book lists regarding the local history room materials for increased visibility to patrons: Books on SSF, Books on SSF Sister Cities, Collecting and Preserving Local History.

#### Instructor

- Created training information for history room cataloging procedures to internal SSF Wiki page.

#### Event Planning

- Created website and marketing materials for screening of a locally made film.

### **Learning Strategies Center Associate**

#### Lick-Wilmerding High School

September 2013 – June 2015 (1 year 10 months)

#### Tutor

- Met one-on-one with over 20% of the student population for individualized writing and study support.

#### Manager

- Met monthly with student leads of the Peer Tutoring program.
- Monitored peer tutoring pairs and resolved conflict as needed.

- Contributed over 100 new text & audio assets to revitalize language curriculum.
  - Initiated summer English program involving 60+ students and 6 teachers.
- 

## EDUCATION

### **San Jose State University**

Master's Degree, Library and Information Science (MLIS)

2015 – 2017

### **University of California, Berkeley**

Bachelor's Degree, History of Art

2006 – 2008

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**Profile**

Reginald

First Name

Constant

Last Name

[Redacted]

Email Address

[Redacted]

Street Address

[Redacted]

City

[Redacted]

Suite or Apt

State

[Redacted]

Postal Code

Mobile:

[Redacted]

Primary Phone

Business:

[Redacted]

Alternate Phone

Peralta Community College  
District (Laney College)

Employer

Public Services Librarian

Job Title

**Which Boards would you like to apply for?**

Library Advisory Commission: Submitted

**Interests & Experiences**

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

I have worked 10 years in the nonprofit sector as a librarian and educator. I have experience outreaching to local agencies and officials to improve library funding. I currently manage the social media for a mid-size college library and coordinate programs and events.

***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\_11-31-2017.docx

Upload a Resume

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

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Reginald Constant 1218 Adeline Street Oakland, California 94607 Phone: (347) 407-4783 Email: Regcon101@gmail.com Education City University of New York Graduate School of Library & Information Studies—New York, New York Master of Library Science, Public Library Youth Services May 2009 Bard College—Annandale-on-Hudson, New York Bachelor of Arts, Literature & History May 2003 Experience Peralta Community College District—Alameda County, California Public Services Librarian, Laney College August 2015 to Present • Collaborate with librarians to develop and maintain social media presence for library. • Coordinate library public service programming. • Provide information literacy instruction and reference services to undergraduates. • Review, develop, and enforce library policies and procedures. Contra Costa Community College District—Contra Costa County, California Adjunct Librarian October 2014 to August 2015 • Provided information literacy and bibliographic instruction to undergraduate classes. • Provided reference, one-shot information literacy instruction, and technical assistance to undergraduates. • Selected curriculum-based library materials and manage collection. San Francisco Unified School District—San Francisco, California Teacher Librarian August 2012 to September 2014 • Provided information literacy and bibliographic instruction to students. • Purchased curriculum-based and leisure library materials and manage library collection. • Managed school library website and Follett Learning Management integrated library system. Oakland Public Library—Oakland, California Librarian I Part-time November 2011 to August 2015 • Provided circulation, computer, reference, customer and readers' advisory services. • Processed system holds and inter-library loans. • Planned and presented children's programs. Queens Borough Public Library—New York, New York Senior Librarian I November 2007 to November 2011 • Provided circulation, computer, reference, customer and readers' advisory services. • Selected and ordered juvenile, adult and young adult materials. • Planned and presented juvenile, adult and young adult programs. Professional Organizations Association of College & Research Libraries October 2014 to Present California Librarians Black Caucus (CLBC) May 2012 to Present American Library Association (ALA) November 2007 to Present

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**Please click the acknowledgement below.**

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I Agree \*

## Reginald Constant



### Education

City University of New York Graduate School of Library & Information Studies—New York, New York  
*Master of Library Science, Public Library Youth Services* May 2009  
Bard College—Annandale-on-Hudson, New York  
*Bachelor of Arts, Literature & History* May 2003

### Experience

Peralta Community College District—Alameda County, California  
*Public Services Librarian, Laney College* August 2015 to Present

- Collaborate with librarians to develop and maintain social media presence for library.
- Coordinate library public service programming.
- Provide information literacy instruction and reference services to undergraduates.
- Review, develop, and enforce library policies and procedures.

Contra Costa Community College District—Contra Costa County, California  
*Adjunct Librarian* October 2014 to August 2015

- Provided information literacy and bibliographic instruction to undergraduate classes.
- Provided reference, one-shot information literacy instruction, and technical assistance to undergraduates.
- Selected curriculum-based library materials and manage collection.

San Francisco Unified School District—San Francisco, California  
*Teacher Librarian* August 2012 to September 2014

- Provided information literacy and bibliographic instruction to students.
- Purchased curriculum-based and leisure library materials and manage library collection.
- Managed school library website and Follett Learning Management integrated library system.

Oakland Public Library—Oakland, California  
*Librarian I Part-time* November 2011 to August 2015

- Provided circulation, computer, reference, customer and readers' advisory services.
- Processed system holds and inter-library loans.
- Planned and presented children's programs.

Queens Borough Public Library—New York, New York  
*Senior Librarian I* November 2007 to November 2011

- Provided circulation, computer, reference, customer and readers' advisory services.
- Selected and ordered juvenile, adult and young adult materials.
- Planned and presented juvenile, adult and young adult programs.

### Professional Organizations

Association of College & Research Libraries October 2014 to Present  
California Librarians Black Caucus (CLBC) May 2012 to Present  
American Library Association (ALA) November 2007 to Present

*References Furnished Upon Request*