



Office of the County Executive

Monroe County, New York

Adam J. Bello
County Executive

March 10, 2023

To The Honorable
Monroe County Legislature
407 County Office Building
Rochester, New York 14614

OFFICIAL FILE COPY	
No.	<u>230096</u>
Not to be removed from the Office of the Legislature Of Monroe County	
Committee Assignment	
WAYS & MEANS	-L

Subject: Confirmation of the Appointment of the Director of the Office of Diversity, Equity and Inclusion - Chief Diversity Officer

Honorable Legislators:

I recommend that Your Honorable Body confirm the appointment of David C. Scott as the Director of the Office of Diversity, Equity and Inclusion - Chief Diversity Officer, effective March 13, 2023, pursuant to Section C2-6(C)(9) of the Monroe County Charter and Section A4-3 of the Monroe County Administrative Code.

Since November of 2012, Mr. Scott has held the position of Director of Diversity, Equity and Inclusion at the Roswell Park Comprehensive Cancer Center ("Roswell Park") in Buffalo, New York. During his tenure at Roswell Park, Mr. Scott lead a staff of four professional level employees who were responsible for creating Roswell Park's Diversity, Equity and Inclusion policies. Since 2014, Roswell Park has exceeded goals set by the New York State Empire State Development for Minority and Women Owned Business Enterprises. In 2019, Roswell Park was recognized by Forbes Magazine as one of the best employers for diversity. A copy of Mr. Scott's resume is attached for your review.

Mr. Scott is well qualified to be the Director of the Office of Diversity, Equity and Inclusion. He has a proven track record as a Diversity, Equity and Inclusion professional and has excelled in creating and implementing Diversity, Equity and Inclusion strategies for the hiring and retention of a diverse workforce.

The specific legislative action required is to confirm the appointment of David C. Scott as the Director of the Office of Diversity, Equity and Inclusion - Chief Diversity Officer, pursuant to Section C2-6(C)(9) of the Monroe County Charter and Section A4-3 of the Monroe County Administrative Code, effective March 13, 2023.

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

I recommend that this matter be referred to the appropriate committee(s) for favorable action by Your Honorable Body.

Sincerely,

Adam J. Bello
Monroe County Executive

David Clarence Scott, MS, CDP®, CDE®

Summary of Qualifications:

Diversity executive with 10+ years of leading DEI initiatives with tangible results in hiring and retaining diverse staff, faculty, and students. I have collaborated with the Director of Talent Acquisition and the Chief Academic Officer at Roswell Park regarding recruitment and retention strategies for diverse employees and students, facilitated cultural and unconscious bias training for managers and faculty, and hosted cultural celebrations. My greatest strength is in building partnerships with internal and external stakeholders. I am dedicated to community service with extensive volunteer and community outreach experience.

Relevant Experience:

Roswell Park Comprehensive Cancer Center – Buffalo, New York

Director, Diversity, Equity & Inclusion (11/12 – Present)

Interim Director, Diversity & Inclusion (3/12 – 11/12)

Diversity Program Manager (7/11 – 3/12)

Roswell Park Comprehensive Cancer Center is America's first cancer center. Roswell has successfully maintained an exemplary leadership role in setting the national standards for cancer care, research, and education.

- Lead a staff of 4 professional level employees, responsible for creating and updating institute wide policies related to DEI.
- Manage portfolio of external diversity relationships; coordinate with community partners to set annual strategy and employment targets; work with purchasing and facilities teams to increase supplier diversity at RPCCC specifically to reach minority, women, and veteran owned business goals.
- **RPCCC has exceeded goals set by New York State Empire State Development of 30% for spend with Minority and Women Owned Business Enterprises (MWBEs) since 2014.**
- Handle investigations for complaints of discrimination, sexual harassment, and reasonable accommodation for Americans with Disabilities Act (ADA) claims.
- Administer organizations Corporate Social Responsibility Program. Created a Diversity Advisory Board consisting of members of various cultural, religious, and underrepresented groups.
- Collaborates with RPCCC's Employment team to market the organization to attract diverse talent via recruiting and non-recruiting events, e.g., college career days, educational fairs and diversity workshops.
- Minority new hires have been above 25% every year since 2012 and the majority have been in professional, clinical and research positions. **Recognized by Forbes Magazine as one of the best employers for Diversity in 2019. Diversity achievements have also been highlighted in the Buffalo News, Buffalo Business First and Panorama Hispano.**
- **Created a paid internship program in partnership with the City of Buffalo for minority and other underrepresented groups, we hire 100 youth every summer.**
- Develops and executes RPCCC's Affirmative Action Program, compiles EEO-1 and VETS 4212 reports to federal government.
- Facilitate RPCCC's Diversity Training Academy of 7 courses, co-created Career Development Academy. Consistently rated with high scores and exceptional feedback on training delivered.
- Responsible for communications strategy for the Office of Diversity and Inclusion for internal and external publication.
- Assist employees and community members who are interested in employment and promotional opportunities at RPCCC with career development, resume writing, interviewing skills and networking opportunities.
- Provide mentorship and financial support for 12 employee resource groups.

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Uni-Select – Amherst, New York

***HR Generalist, Special Projects* (6/10 – 7/11)**

Uni-Select is the largest independent automotive parts distributor in the United States and Canada with over 300 locations throughout both countries: 62 distribution centers and 288 corporate stores.

- Managed projects involving compensation, benefits, employee relations, recruiting, employee relocations, training, and development. Handled employee investigations for 288 corporate stores.
- Modified or created policies, designed, and facilitated training regarding policies and procedures.
- Lead the Employee Activities Committee; we planned all corporate functions including the annual holiday luncheon, annual company picnic, cultural events and community involvement activities.
- Created all marketing materials for Employee Activities Committee.
- Managed all company-wide employee recognition programs (Value Creator, Way to Go! And Employee Anniversary Program).

Fiserv Lending Solutions - Amherst, New York/King of Prussia, Pennsylvania

***Associate Services Recruiter* (11/05 – 6/08)**

Fiserv specializes in Business Process Outsourcing for the Financial and Healthcare Industries.

- Managed the recruitment function for Amherst, NY and King of Prussia, PA, supervised Recruitment Administrator, and managed department budget.

Univera Healthcare, An Excellus Company – Williamsville, New York

***Human Resource Generalist* (7/04 – 11/05)**

Univera Healthcare is a non-profit health plan. The Human Resources Department assists employees of Univera Healthcare and The Lifetime Health Medical Groups 6 centers in Western New York.

- Facilitated New Hire Orientations for employees and Take the Lead Training Seminars for management.
- Created and executed Affirmative Action plans and diversity recruitment initiatives; performed statistical analysis of the plan to positions filled.

Burns Personnel, Inc. – Rochester, New York

(1/00 – 2/04)

Burns Personnel is a staffing Agency in Rochester, New York. Burns specializes in HR Consulting, Executive/Technical Recruiting and supplemental staffing. Burns Personnel is contracted to assist with outsourced recruitment for Kodak.

***On-site Consultant to Eastman Kodak's Staffing/Human Resources Office* (5/03 - 2/04)**

- Sourced for internal/external talent to fill exempt, non-exempt, technical, and executive positions for Kodak offices and plants nationwide.

***On-site Placement Supervisor/Kodak's America's Call Center and Service Repair Center* (1/00 – 5/03)**

- Recruited and managed contract-to-hire labor workforce for 14 managers, there were consistently 100 to 120 contract employees on board.

David Clarence Scott, MS, CDP®, CDE®

Bryant & Stratton College

Adjunct Instructor (1/98-12/03)

Courses Taught: Human Relations for Careers, Interpersonal Development, Career Management, Internship Seminar, Business Principles

Career Services Representative (3/98-1/00)

Financial Services Counselor (9/97-3/98)

Computer Experience:

Microsoft Word, PowerPoint, Access, Excel, SAP, Outlook, Banner, Angel, Lotus notes, Internet, Citrix, Lawson, Workday

Volunteer Experience:

Member, Board of Directors – Minority Bar Association of Western New York (2022 - Present)

Member, Board of Directors – Buffalo Black Radio Collective Museum of History (2021 – Present)

Member, Board of Directors – Evergreen Health Services (2013 – Present)

Member, Board of Directors – University at Buffalo, Educational Opportunity Center (2013–Present)

Awards and Recognition:

Appreciation Award – Keynote Speaker – Men of Integrity Awards 2021

(Certificate of recognition in addition to the award from the comptroller for the City of Buffalo)

Michael Jackson Award for Diversity & Inclusion 2021-Power 96.5 WUFO Radio

Mentoring Day Appreciation Award 2018 – Western New York Employment Consortium

Lighthouse of Partnership Award 2018-FruitBelt Coalition AKA Fruit of the City

(Certificate of recognition in addition to the award from New York State Senator, Tim Kennedy)

Global Diversity & Inclusion Leadership Award 2017 – World Diversity Congress – Mumbai, India

Diversity Leadership Award – Men of Integrity Awards 2015

Friend of UBEOC Award – University at Buffalo Educational Opportunity Center 2015

Caring for Community Award – Mary B. Talbert Civic Association 2015

(New York State Legislative Resolution in addition to the award)

Black Achievers' Award – 1490 Enterprises, Inc. 2012

(Certificate of merit in addition to the award from Erie County Legislature, Betty Jean Grant)

Appreciation Award for fostering inclusion for all employees – Eastman Kodak 2003

Education and Training:

Buffalo State College, Buffalo, New York – Master of Science, December 2009

Major: Adult Education, Concentration: Human Resource Development, GPA: 3.69

State University of New York at Potsdam, New York – Bachelor of Arts, December 1995

Major: Economics, GPA: 3.12 - Luleå Tekniska Universitet, Luleå, Sweden – Exchange

Student, May 1995-December 1995 - Major: International Business, 30 credit hours completed

Academic Awards: Inducted into Omicron Delta Epsilon-the International Honors Society for Economics. Student of the Year, Collegiate Science & Technology Entrance Program (C-STEP)

Certifications:

Certified Diversity Professional (CDP®), 12/30/22 – Institute for Diversity Certification

Certified Diversity Executive (CDE®), 2/13/23 – Institute for Diversity Certification