

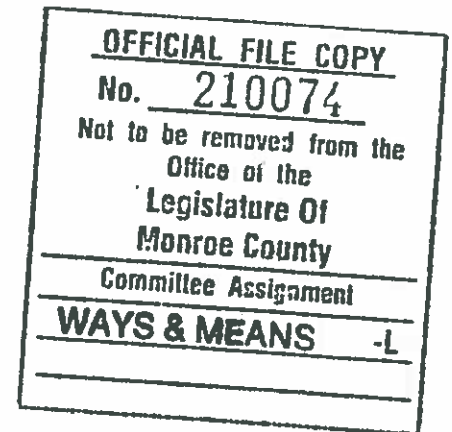


Office of the County Executive

Monroe County, New York

Adam J. Bello
County Executive

February 16, 2021



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

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

Honorable Legislators:

I recommend that Your Honorable Body confirm the appointment of Dr. Deanna Kimbrel as the Director of the Office of Diversity, Equity and Inclusion effective February 26, 2021, pursuant to Section C2-6(C)(9) of the Monroe County Charter and Section A4-3 of the Monroe County Administrative Code.

Dr. Kimbrel currently serves as the Director of Diversity, Equity and Inclusion at Inovalon Company in Washington, DC, and previously served as the Inclusion and Diversity Leader for Paychex from 2018-2020, and the Diversity and Inclusion Program Manager for the Rochester Institute of Technology from 2015-2018. Dr. Kimbrel has held Diversity, Equity and Inclusion roles that have progressively increased in responsibility and include the creation of a Diversity, Equity and Inclusion Office. Dr. Kimbrel has also served as an Associate Professor and Content Developer at the University of Phoenix from 2009-2020 specifically for Human Resources, Business and Communication courses. A copy of Dr. Kimbrel's resume is attached for your review.

Dr. Kimbrel is well qualified to be the Director of the Office of Diversity, Equity and Inclusion, and to serve specifically as the first Director due to the experience she has with creating and implementing Diversity, Equity and Inclusion offices and programs in various organizations.

The specific legislative action required is to confirm the appointment of Dr. Deanna Kimbrel as the Director of Office of Diversity, Equity and Inclusion, pursuant to Section C2-6(C)(9) of the Monroe County Charter and Section A4-3 of the Monroe County Administrative Code, effective February 26, 2021.

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

AJB:db

Deanna Kimbrel, DM

PROFESSIONAL SUMMARY

I am a professional with 15 years of professional experience and a passion for workplace inclusion, education, culture shaping and change, people leadership, training, and professional development. I also have 13 years of professional experience in adult education and administration as well as expertise in qualitative and quantitative research.

CORE COMPETENCIES

- *Cultural Change Agent*
- *Diversity and Inclusion Strategist*
- *Retention Strategist*
- *Accomplished Public Speaker & Presenter*
- *Accomplished Researcher*
- *Adult Instruction and E-Learning*
- *Coaching and Training*
- *Strategic Problem Solver & Change Agent*
- *HR Policies and Procedures*
- *Project Management*

EXPERIENCE

Inovalon, Washington, D.C.

Diversity, Equity, and Inclusion Director (Head of DEI)

10/2020 –Present

- Develops & implements enterprise-wide diversity, equity, and inclusion programs and policies leveraging macro-trends, research, analysis and benchmarks across the workforce, in partnership with key stakeholders and internal business partners
- Provides consultation to key leadership in developing and integrating diversity, equity, and inclusion goals and strategies into all business and planning processes
- Aligns diversity, equity, and inclusion goals and initiatives focused on recruiting, retention and leadership development with business objectives
- Partners with the Chief People Officer, represents the organization and serves as subject matter expert on diversity-related topics at business meetings, external and internal conferences, and professional organizations
- Creates educational campaigns to help drive business decisions from key stakeholders that promote diversity, equity, and inclusion
- Partners with Talent Operations in developing metrics, dashboards and applicable reports that create transparency and accountability for diversity, equity, and inclusion efforts
- Partners with Marketing & Communications to ensure awareness, outreach, and connectedness
- Partners with Talent Acquisition to drive inclusive recruiting and hiring practices
- Provides leadership support and coaching to Employee Networks (Business Resource Groups)

Paychex, Rochester, New York

Inclusion and Diversity Leader- Leadership and Organizational Development (Head of I&D)

10/2018 –10/2020

- Built a multi-year, comprehensive I&D strategy across 7 business units and 16,000+ employees
- Engaged employees at all levels and increased a sense of belonging throughout the organization
- Coached leaders on cultivating inclusion on teams and developing employees of diverse backgrounds
- Implemented pipeline programs to increase visibility and opportunity for employees of diverse backgrounds
- Curated enterprise-wide I&D content focused on building common language, understanding, and conscious inclusion
- Implemented change with key partners in processes to hire, promote, and evaluate employees of diverse backgrounds
- Collaborated with the CEO to present the I&D vision and commitment to the organization
- Spearheaded organizational action and empathy in the 2020 social unrest (Black Lives Matter Movement)

Rochester Institute of Technology, Rochester, New York

Diversity and Inclusion Program Manager (Advance RIT) & Adjunct Instructor (first-year experience)

1/2015 – 6/2018

- Developed high-quality programs in a manner that ensured high-levels of key stakeholder buy-in and collaboration with key university partners (Human Resources and Academic Affairs including the Provost and Office of Faculty Recruitment and Retention)
- Created educational and communication plans to bring awareness around diversity and inclusion

Deanna Kimbrel, DM

- Engaged stakeholders to study issues for recruitment, assess needs, cultivate a dual-career culture at RIT, and examined policies at other institutions
- Assisted NSF ADVANCE RIT team with meeting all grant requirements including high-quality monthly progress reports suitable for inclusion within the NSF annual reporting system to disseminate program success
- Disseminated sustainability strategy including program budget and position statements needed to sustain the program with CLB Committee and key campus partners
- Created supporting policy and procedure language around dual career hires; assisted with faculty governance vetting process

Sears Holding Corporation, Buffalo District, Rochester, New York

Regional Training and Development Manager

3/2013 – 01/2015

- Managed learning and training development for over 1,000 employees on organizational culture, diversity and inclusion and business practices
- Onboarded and trained new hires and developed integration plans
- Developed strategies for team effectiveness and implemented succession plans for store management
- Promoted productivity within each store through recognition and talent management
- Created training material using adult learning principles to improve performance and business retention

Finger Lakes Community College (FLCC), Victor Campus Center, Victor, New York

Assistant Director- Operations & Adjunct Instructor

1/2009 - 1/2013

- Performed all aspects of recruitment, enrollment, and class advisement for over 2,500 students at FLCC campus center
- Represented FLCC at conferences, job fairs, and high schools for recruiting purposes
- Assisted students with financial aid process and forms for appropriate funding
- Liaised for services and programs to assist students in completing academic goals
- Administered entrance and placement exams for perspective student enrollment and degree selection
- Advised students on degree programs along with personal and academic issues to achieve goals
- Counseled students and parents on recruitment and admissions process
- Researched and analyzed programs and procedures on effectiveness in supporting student process
- Developed marketing and recruitment materials for the FLCC student recruitment campaign
- Collaborated with all levels of management and staff to ensure operating in compliance with policies and procedures
- Managed and tracked budget for special events, vendors, and utilities for the campus center

Target Corporation, Rochester, New York

Human Resources Manager

6/2006 – 1/2009

- Managed the hiring processes, terminations, evaluations, scheduling, payroll, benefits, and hardship funding
- Developed over 100 employees through coaching and feedback
- Developed and implemented succession plans for a store management team of 25
- Facilitated over 20 cultural events and special trainings for employees

CONSULTING/PART-TIME WORK

Kimbrel Management Consulting

Chief Diversity Officer/Principal Consultant

1/2016-Present

- Contracts as a Keynote Speaker or Workshop Facilitator providing education to groups across different industries regarding organizational culture, leadership, diversity, equity, and inclusion in the workplace
- Works with organizations to assess workplace climate, develop policies, and cultivate inclusive and diverse work environments
- Clients include:
 - GreenSpark Solar

Deanna Kimbrel, DM

- Monroe County Public Defenders
- Synchrony Bank
- Erie Community College
- University of Rochester Simon Business School
- Rochester Institute of Technology
- Rochester Chamber of Commerce
- Association of African American HR Professionals
- Black MBA Network

University of Phoenix, Phoenix, Remote

Associate Professor & Content Developer (Human Resources, Business, & Communication courses)

1/2009 – 01/2020

- Developed college level curriculum and instructs for bachelor and master's degree students (appx. 100 courses YTD)
- Engaged students through hands on activities and group projects to facilitate learning processes
- Tracked students' progress through online assessments, testing, and course participation
- Instructed on communication and business theories for research and practice: course topics include: *Presentation Skills, Social Science Research, Conflict Management, Intercultural Communication, Virtual Workplace Communication, Conflict Resolution, Teamwork, Leadership and Communication, Interpersonal Communication, Public Speaking, Teamwork, Leadership, Conflict*

Eagle Productivity Solutions, Rochester, New York

Senior Training and Development Consultant (per contract)

1/2013 - 5/2017

- Worked as a training consultant on over 15 national training deployments
- Trained pharmaceutical representatives on CRM systems in salesforce.com and Webex.com
- Presented to large groups using adult learning methodology and advanced communication skills
- Prepared employees to be effective and proficient in business and customer interactions
- Used technology enhanced content to ensure comprehension and retention of clients
- Managed training deployment logistics for groups of trainers

EDUCATION

University of Phoenix, Phoenix, AZ

Doctor of Management in Organizational Leadership

2012-2018

Rochester Institute of Technology, Rochester, NY

Master of Science in Communication and Business Marketing

2006-2008

State University of New York at Buffalo, Buffalo, NY

Bachelor of Arts in Communication and Business

2002-2006

PUBLICATIONS

THE VISUAL ANALYSIS OF HETEROGENEOUS SEX ROLE INTERACTIONS: A CONTENT ANALYSIS OF POPULAR MUSIC VIDEOS

<https://scholarworks.rit.edu/theses/3079/>

THE USES OF ONLINE SUPPORT SERVICES: A DESCRIPTIVE CASE STUDY ANALYSIS

<https://eric.ed.gov/?id=ED587283>

See Substitution



Office of the County Executive
Monroe County, New York

Adam J. Bello
County Executive

February 5, 2021

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

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Honorable Legislators:

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Dr. Kimbrel currently serves as the Director of Diversity, Equity and Inclusion at Inovalon Company in Washington, DC, and previously served as the Inclusion and Diversity Leader for Paychex from 2018-2020, and the Diversity and Inclusion Program Manager for the Rochester Institute of Technology from 2015-2018. Dr. Kimbrel has held Diversity, Equity and Inclusion roles that have progressively increased in responsibility and include the creation of a Diversity, Equity and Inclusion Office. Dr. Kimbrel has also served as an Associate Professor and Content Developer at the University of Phoenix from 2009-2020 specifically for Human Resources, Business and Communication courses. A copy of Dr. Kimbrel's resume is attached for your review.

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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

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