

Name: Carter, Yvette

Address: 1801 SW 66th Drive, Gainesville, FL, 32607

Email: syvettecarter@gmail.com

Board Name: Equity Advisory Council

Primary Phone:

352-317-7857

Please list any civic and professional accomplishments/honors, training or experience related to this appointment::

GARE training for local government staff, Certified Intercultural Development Inventory Qualified Administrator, GRU/City of Gainesville 2018 Employee of the Year – Diversity and Inclusion Team Award, GRU/City of Gainesville 2015 Employee of the Year – Diversity Award

Please list any current/previous Advisory Board appointments:

none for Alachua County

What Contributions do you feel you could make if you were selected to this board?:

I have been engaged with diversity and inclusion work for last 25 years. For the past, 4 years I have worked alongside City of Gainesville leaders to cement equity as a part of the organization's culture. I have experience with starting employee resource groups, DEIA business unit councils (advisory teams), and employee diversity, equity, and inclusion educational programs/events. I believe this hands on experience will be a benefit to the County's Equity Advisory Council.

Please Agree with the following statements:

I understand this application is the property of Alachua County and subject to public records laws. I hereby certify that the statements made on this application are true and correct. I understand that Appointees to advisory board/committees are required to attend scheduled meetings as specified in the "Guidelines for Citizen Advisory Boards and Committees". I understand that some boards and committees require Financial Disclosure (Chapter 112, Florida Statutes) and I am willing to file if required. I affirm that my personal and business (if applicable) affairs within Alachua County are in substantial compliance with all county regulatory and taxing authorities rules and regulations?:

Yes

Are you currently serving, or have you ever served, on an Alachua County advisory board? :

No

Time of Submission: 10/23/23 1:51:21 PM

S. YVETTE CARTER

1801 SW 66th Drive • Gainesville, Florida 32607
Phone (352) 317-7857 • E-mail: cartersy@gru.com

PROFESSIONAL EXPERIENCE

City of Gainesville/Gainesville Regional Utilities (GRU)

January 2012 – Present

Government Affairs and Community Relations Director

(January 31, 2022 - Present)

- Served as the director of government affairs and community relations for all departments of the City of Gainesville organization from Jan. 31, 2022 – Sept. 17, 2023 (reported to both City Manager and GRU General Manager)
- Provides a key leadership role with respect to all matters concerning Community Relations
- Maintains a positive working relationship with and acts as a strategic partner with the General Manager - Utilities and the City Commission
- Develops and coordinates methods and channels of communication for providing positive information to the community about GRU as an employer, as a business partner, and as a service provider
- Acts as GRU's ambassador to the community and seeks opportunities to sponsor community events and activities
- Acts as a liaison between the General Manager's office, and Communications, Human Resources/Organizational Development (HR/OD) and the operating areas on matters of community relations
- Participates in GRU's efforts to have an employment environment that will attract, retain and motivate a diverse employee population. Acts as a liaison between potential employees and HR/OD. Works with HR/OD and the operating areas to attract more diverse applicants, to assist with the integration of new employees, and to mentor new and existing employees
- Provides a key leadership role with respect to all matters concerning Diversity and Inclusion, including responsibility for development and execution of utilities' diversity and inclusion strategic plan

Chief Inclusion Officer

(September 2019 – January 30, 2022)

- Provided a key leadership role with respect to all matters concerning GRU intercultural competence, inclusion and diversity
- Provided leadership for developing and carrying out the GRU Inclusion and diversity strategy
- Proposed strategies and initiatives related to intercultural competence, inclusion and diversity
- Conducted Intercultural Development Inventory (IDI) development training for all GRU employees
- Trained managers/supervisors in IDI skill development and effective I&D management skills
- Trained hiring managers and interview panel members on unconscious bias in the hiring process
- Oversaw development and implementation of a series of I&D micro lessons designed to be utilized in GRU staff meetings across the organization
- Oversaw the GRU Inclusion and Diversity Advisory Council to reinforce key I&D messages throughout the organization
- Partnered with GRU Communications team to communicate core values of Inclusion and Diversity, and key messages and updates related to I&D
- Oversaw the development and maintenance of a social media strategy to highlight Inclusion and Diversity at GRU
- Oversaw the development and maintenance of a Inclusion and Diversity intranet site for holding and sharing resources
- Facilitates development of inclusive workplace agreements in all GRU work areas.

- Partnered with Chief People Officer and H. R. to increase diverse employee representation at management levels.
- Partnered with Chief People Officer and H.R. to create and implement effective I&D performance management measures.

Community and Government Relations Officer (September 2014 – September 2019)

- Provided key leadership with respect to all matters concerning Community Relations
- Maintained positive working relationship with and acts as a strategic partner with the General Manager - Utilities and the City Commission
- Developed and coordinated methods and channels of communication for providing positive information to the community about GRU as an employer, as a business partner, and as a service provider
- Acted as GRU's ambassador to the community and seeks opportunities to sponsor community events and activities
- Acted as a liaison between the General Manager's office, and Communications, Human Resources/Organizational Development (HR/OD) and the operating areas on matters of community relations
- Participated in GRU's efforts to have an employment environment that will attract, retain and motivate a diverse employee population; liaison between potential employees and HR/OD; worked with HR/OD and the operating areas to attract more diverse applicants, to assist with the integration of new employees, and to mentor new and existing employees
- Provided key leadership role with respect to all matters concerning Diversity and Inclusion, including responsibility for development and execution of utilities' diversity and inclusion strategic plan

Community Relations Coordinator (January 2012 - September 2014)

- Develop and manage community relations programs, fundraising events, and outreach initiatives that are integrated and aligned with GRU's organizational goals
- Provide public education about utility services via various means including speaking to community groups, school groups, and social service agencies, which provides the community with positive information about GRU as an employer, as a business partner, and as a service provider
- Maintain positive working relationships with community and civic organizations, neighborhood associations, and other customer groups; foster and enhance strategic partnerships with community organizations and area businesses
- Act as an ambassador to the community, representing GRU locally at community events and meetings; responsible for finding opportunities to make community investments
- Foster enhanced communication between GRU and community; serve as a liaison to address community questions, issues, and concerns; coordinate with appropriate utility staff/department to ensure resolution of customer issues
- Pursue grant funding opportunities, as necessary to carry out community relations programming
- Provide leadership for internal committees and inter-department work groups; represent utility on inter-city work teams (Team Lead-Diversity Awareness Council, United Way Campaign, Connect Free program, Office of Equal Opportunity Affirmative Action Committee, Team Lead-Employee Recognition Team, Cabot-Kopper's Remediation Project)
- Inaugural Class Member – City of Gainesville/GRU Emerging Leaders Program (2013)

Nationwide Insurance

April 1998 – January 2012

Supervisor – Southern Claims Zone Claims Support (January 2007- January 2012)

- Provided leadership to 14 associates; responsible for daily supervision, training, and mentorship
- Prepared and managed department budget, including salary planning and administration
- Served as back up for the Administrative Services Manager in the management of organization's equipment, supplies, facilities management, and administrative leadership in weather catastrophes

- Consistently recognized for exemplary customer service and leadership.
- Nationwide Insurance 2010 National Volunteer of the Year Award Nominee

Corporate Citizenship/Diversity and Inclusion (January 1999-January 2012)

- Executive Committee/Advisory Planning Team Member for Nationwide's charitable campaigns;
 - VOICES Employee Activities Committee, which was responsible for organizing employee volunteerism in local non-profit organizations/events (1999 – 2007)
 - March of Dimes March for Babies Campaign (2004-2008)
 - United Way Campaign (2007, 2008)
 - American Cancer Society – Relay for Life (2007-2011)
 - Walk Nationwide – Non-Profit Fundraising Campaign (2008)
- Team Leader for tri-state delegation of company's employee resource group – AWARE, which promoted employee engagement, employee development and community outreach for African American women (2008-2012)
- Founding member - Diversity and Inclusion Business Unit Council, which was responsible for research in diversity trends; provided advisement to executive leadership on suggested diverse marketing efforts and employee recruitment/engagement efforts (2008 - 2011)
- Founding member/Advisor - Women-EMPOWERED Florida Women's Circle; worked with Nationwide's Chief Diversity Officer to develop local employee resource group that promoted employee engagement, employee development and community outreach for all female employees (2008 - 2012)
- Chairperson, Associate Diversity Committee, which was responsible for raising employee awareness and engagement in diversity and inclusion (2004-2008)
- Board Member, Associate Diversity Committee, which was responsible for raising employee awareness and engagement in diversity and inclusion (1999-2008)

Casualty Claims/Senior Medical Claims Representative (January 2003 – December 2006)
Claims Call Center Customer Representative/Team Lead (April 1998 – December 2003)

EDUCATION

University of Florida

May 2006

Bachelor of Science in Family, Youth, and Community Sciences

Minor: Education

Areas of Concentration: Community Development and Human Resource Development

COMMUNITY INVOLVEMENT

American Cancer Society - North Central Florida Division

- Advisor/Team Development Chairperson, East Gainesville Relay for Life (2012- 2018)
- Board Advocacy Chairperson (2012-2013)
- Advisor/Sponsorship Chairperson, East Gainesville Relay for Life (2012)
- Mission Advocacy Chairperson, Alachua Unit Making Strides Against Breast Cancer Fundraising Campaign (2011)
- Event Chairperson, East Gainesville Relay for Life (2010-2011)
- Event Vice-Chairperson, East Gainesville Relay for Life (2009-2010)
- Team Recruitment Chairperson, East Gainesville Relay for Life (2008-2009)
- Team Captain, East Gainesville Relay for Life (2007-2008)

Advocacy for Youth - Education and Mentorship

- Williams Elementary School Advisory Committee Member (2012-2013)
- Buchholz High School Football Booster Club (2011-2015)

- Williams Elementary PTA: Served as President, Business Partner Liaison, and Chairperson of Programs Committee (2005-2007)
- Williams Elementary School Advisory Committee Member (2005-2006)
- Free tutoring services provided to elementary, middle, and high school students (1998-2005)
- Co-developed local reading program for elementary and middle school students (2000)
- Marketing Consultant and Events Coordinator, Scholastic Sports, Inc. (2010 – 2012)

BOARD SERVICE AND AFFILIATIONS

- Leadership Team Member – Women’s Giving Circle (2023 – Present)
- Advisory Board Member – Cotton Club Museum and Cultural Center (2018-Present)
- Member – Rotary Club of Gainesville (2016-Present)
- Advisory Team Member – American Public Power Association Diversity Committee (2016-Present)
- Board Member – Florida Municipal Electric Association (2016-Present)
- Board Member - Public Utility Research Center at the University of Florida (2016-Present)
- Member – National Utilities Diversity Council (2016-Present)
- Current President/Board Member – Gainesville Area Chamber of Commerce Foundation, Inc. (2016-Present)
- Member – National Forum for Black Public Administrators (2015-Present)
- Regional Member - Florida Diversity Council (2015-2016)
- Task Force Member – Envision Alachua (2014-2015)
- Transition Board Member – Community Weatherization Coalition (2014-2016)
- Member – American Association of Blacks in Energy (2013- Present)
- Leadership Gainesville Alumni Association - Leadership Gainesville Class 39 (2012-2015)
- Past Board President/Board Member, PACE Center for Girls (2012-2017)
- Advisory Board Member, University of Florida Health Disparities Research and Intervention Program (2012-2015)
- Executive Board Member at Large; Life Member – NAACP: Alachua County Branch (2012-Present)
- Member – Southwest Advocacy Group “SWAG” (2012-2014)
- Board Member, American Cancer Society – Volunteer Leadership Council (2011-2014)
- Board Member, Gainesville Community Redevelopment Agency - Eastside Redevelopment Advisory Board (2011-2014)
- Board Member and Public Relations/Marketing Director, Center for Advocacy and Research on Health Equality “CARHE” (2010-Present)
- Member - Zeta Phi Beta Sorority, Inc. Service Organization (1992-Present)

ACCOLADES AND ACCOMPLISHMENTS

- 2023 Women of Distinction Recipient – Presented by Santa Fe College
- GRU/City of Gainesville 2018 Employee of the Year – Diversity and Inclusion Team Award
- GRU/City of Gainesville 2017 Employee of the Year – Community Relations Team Award
- 2017 Women Who Make A Difference Recipient – Presented by Girl Scouts Gateway Council
- 2016 Fierce Woman in Business Recipient – Presented by Business in Greater Gainesville Magazine
- GRU/City of Gainesville 2015 Employee of the Year – Diversity Award
- GRU/City of Gainesville 2015 Employee of the Year – Special Recognition Award
- GRU/City of Gainesville 2013 Employee of the Year – Community Service Award