



City of  
**OAKLAND**  
California

**Media Contact:**

Harry Hamilton  
City Administrator's Office  
(510) 238-2107  
[HHamilton@oaklandnet.com](mailto:HHamilton@oaklandnet.com)

News from: **City Administrator's Office**

**IMMEDIATE RELEASE**

August 17, 2016

**City of Oakland Announces Appointment of Two New Directors for the departments of Race & Equity and Human Resource Management**

*Oakland, CA* – City Administrator Sabrina Landreth today announced the appointments of two critical positions within the organization. The first is the appointment of **Ms. Darlene Flynn** as Oakland's first Director of the Race & Equity Department. Darlene is one of few highly distinguished veterans in the field of race and equity specific to the local government sector, and we are fortunate to have her serve in this critical new position.

Darlene has more than 12 years of experience implementing systemic change and increasing racial equity in city government. She was on the ground level in developing the Race and Social Justice Initiative in the City of Seattle's Office for Civil Rights. She has worked extensively with cross-racial teams seeking to bring about institutional and structural change to create racial equity in the city's communities of color. In her approach she incorporates perspectives that support people of color in their leadership development and organization.

Darlene's appointment is the result of an extensive, national recruitment effort led by The Hawkins Company and involved community input and participation. "Equity and inclusive diversity are cherished Oakland values," said Oakland Mayor Libby Schaaf. "Darlene's experience will be invaluable in helping Oakland launch a Race & Equity Department that ensures we do the vital work of bringing a clear equity lens to all we do as local government."

Darlene has been instrumental in strategic planning and design support for the Race and Social Justice Initiative, as well as providing ongoing technical assistance for Seattle's city department leadership and employee teams. She has planned and delivered training for diverse internal and external audiences. Darlene's experience in the field of race and equity has not only enabled her to hone impactful approaches to supporting others to participate in meaningful racial equity activity in the City of Seattle, but also across the country.

Educational equity has been a focus of Darlene's work as a community activist and led to her serving a four-year term on the Seattle Public School Board. She counts that experience among the most valuable and challenging tests of moving from theory to action.

Darlene states, "I am honored and excited for this rich opportunity to be Oakland's Director of Race & Equity. There's hard work ahead and I'm committed to applying lessons learned from my experience to support the City of Oakland in achieving a more equitable future for all of its diverse community."

Darlene began her public service career more than 20 years ago as the Legislative

Assistant for a Councilmember. During her time with Seattle she has also worked for Seattle Public Utilities as a Strategic Advisor in the Directors Office, and in the Department of Neighborhoods as a Neighborhood Development Manager. In 2004, she joined the Seattle Office for Civil Rights, as a Policy Lead on the first Race & Social Justice Initiative Coordinating Team. She will report to the City Administrator with day-to-day oversight from the Deputy City Administrator, and start work in the City of Oakland as the Director of Race & Equity on October 17, 2016.

The second appointment is of **Mr. Ian Appleyard** as the Director of the Human Resources Management Department. Ian has most recently served as the Director of Human Resources with the City of Emeryville. He has worked in the public sector for more than 20 years in human resources and labor relations. In his current position, Ian oversees all aspects of the human resources program, including labor and employee relations, benefits, recruitment, training and organizational development. Before working in Emeryville, Ian worked for the City of Oakland for more than 12 years as a Principal Labor Relations Analyst and a Classification and Examination Analyst. He graduated with honors from the Graduate School of Public Affairs at the University of Colorado at Denver.

Ian is well respected in the human resources profession. He has been a member of California Public Employers Labor Relations Association (CALPELRA) since 2003, a Program Committee member since 2010 and a Board Member since 2015. He is currently the Program Chair for the 2016 annual conference. He is also a member of the International City/Council Management Association (ICMA).

Ian states that, "I'm very much looking forward to returning to the City of Oakland in the capacity of the Human Resources Director. There is important work to accomplish in supporting the hardworking and dedicated employees who provide critical services to the community. As a human resources professional for over 20 years, I hope to enhance the quality of customer service, workplace morale and labor relations, making the City of Oakland the employer of choice for all those who aspire to a career in public service." Ian will start work in the City of Oakland on September 26, 2016 and replace departing Human Resources Director, Anil Comelo, who has accepted a position with another local government agency.

# # #