

Climate Ready Climate Equity Advisory Committee	Application No: No: 20200805131736_9983
INTRODUCTORY LANGUAGE	
The SA Climate Ready Climate Action and Adaptation Plan (CAAP) is San Antonio's a roadmap to reduce carbon emissions, adapt to a changing climate, and ensure San Antonio remains a healthy, vibrant place for generations to come.	
The Climate Equity Advisory Committee advises City staff and City Council on the advancement of equity-centered implementation of the CAAP, and other associated long-term sustainability plans, such as the SA Tomorrow Sustainability Plan.	
As the CAAP is centered in equity and diversity, membership in advisory committees shall represent those that live and work within the City of San Antonio, inclusive of indigenous persons, communities of color, low-income residents, LGTBQIA+ persons, persons of varying ages, persons with different abilities, and other marginalized communities who hold diverse expertise, identities, and/or perspectives.	
The City of San Antonio, through the Office of Equity, has made a commitment to advancing diversity, equity and inclusion in local government in all of its Departments. Equity means that our policy-making, service delivery, and distribution of resources account for the different histories, challenges, and needs of the people we serve. The	

Office of Equity is a citywide office focused on advancing social equity within City Government, to help reduce and ultimately eliminate disparities experienced by our most marginalized San Antonio residents, and the Office of Sustainability will continue to collaborate with them on the CAAP.	
If you need assistance with completing this application, please contact the Office of Sustainability at 210.207.6103 or Sustainability@sanantonio.gov.	
PROFILE	
Prefix	Mr.
Last Name	Cooper
First Name	James
Middle Name	E
Suffix	Jr.
Preferred Name	James
Title	
Address Type?	Residence
Address	
City	San Antonio
State	TX
Zip	78253
Phone Type?	Cell
Phone number	
Phone 2 Type?	
Phone 2 number	
eMail	
Employer	Project Quest
Job Title	Employer Engagement Specialist
Occupation	Workforce Development
Board/Commission/Committee Name	Climate Ready Climate Equity Advisory Committee~~~14
DEMOGRAPHIC INFORMATION	
The City of San Antonio strives for boards and commissions to	

be representative of our diverse community. Providing the following demographic information is voluntary, and will only be used for statistical and reporting purposes.	
Race/Ethnicity (Please select all that apply):	Black or African American
Gender:	Male
Age:	35 to 44
Do you identify as a sexual minority (such as lesbian, gay, bisexual, queer, etc.)?	
QUESTIONS	
Are you a City of San Antonio resident?	Yes
San Antonio Resident Length - Years	02
In which City Council District do you reside?	06
How many years have you lived in the City Council District where you reside?	02
Do you or any of your immediate family members or any businesses that you or they own currently have any direct or indirect financial interest in any contract(s) with the City, including subcontracts?	No
Will you or any of your immediate family members or any businesses that you or they own seek a contract(s) with the City in the foreseeable future?	No
Do you or any of your immediate family members or any businesses that you or they own have any financial interest, direct or indirect, in any sale to the City of any land, materials, supplies, or service?	No
Will you or any of your immediate family members or any businesses that you or they own seek or take part, either directly or indirectly, in any sale of land, materials,	No

supplies, or service to the City in the foreseeable future?	
Does your employer or an employer of your immediate family members have a contract with the City?	Yes
Do you or any of your family members currently serve or in the past year served as an administrative aide to a Councilmember?	No
Do you currently serve in any elected or appointed public government office?	No
Are you a member and/or officer and/or employee of any boards, commissions, corporations, non-profit entities, agencies, or other entities?	Yes
Give the title and dates of any position which you have held in such organization:	Co-Recruitment Chair, 07/2020 - 06/2021. New Leaders Council
Do you receive any compensation for service on this entity(ies)?	No
Do you intend to seek election or appointment to any public office or board or commission in the foreseeable future?	No
Have you ever been hired for a position with the City of San Antonio?	No
What expertise, and/or perspectives to you bring to the committee? Please select all areas that you believe you represent:	Social Justice Racial Justice Educational Attainment Workforce Development Other Other Explanation: Prevention and Education
Please provide a brief summary of your expertise and/or perspectives.	My resume reflects accomplishments that could only have been realized through the efforts of many and diverse collaborators. I have significant experience as both leader and influencer, shaping successful strategic initiatives among stakeholder groups. I possess the project management skills to frame and execute on project deliverables, as well as to establish the processes and systems that ultimately clarify roles and responsibilities - important in complex organizations where multiple agents have stake in consumers needs and progress. In all undertakings, I have established trust and stakeholder buy-in. This was accomplished by investing teams in clear problem definition, discovery, goal setting and development of beta test design and by being thoughtful, heuristic and open. This approach, as facilitator, has yielded communities of

	practice to explore the scholarship of teaching and learning, as well as instructional and extra-curricular innovation.
Please provide a description of your professional, educational and community/volunteer experience.	In developing programs for citizens and consumers, I believe that the most successful programs are those that foster growth, encourage exploration and leadership, and provide professional and personal development. Thus, my interaction and motivation for program development are based upon these premises. My professional history demonstrates that I excel at driving vision, bracketing complex, fuzzy problems and crafting process-centered institutional correctives that lead toward sustainable solutions. These same approaches and sensibilities were brought to my work with St. Philips College and the Office on Violence against Women whereas Program Coordinator I work alongside multiple constituents and many moving parts of the system simultaneously. I can apply these skills as a committee member through the effective use of collaboration, program-tracking systems, assessments and facilitating more opportunities for engagement in community based organizations, leadership exposure programs, online engagement and management, enhanced community partnerships and department development initiatives. My experiences at City Colleges of Chicago and Abilene Christian University reflect my professional accomplishments and hint at the passion I bring to the roles I have played in higher education. I am invested in promoting educational access and excellence. In my 10 years within academia, I have created and taught courses in service learning, leadership, and personal success. I have created new student organizations and served as the advisor to several student organizations. I am committed to academic success at all levels, and I am confident that my experiences in higher education and familiarity with the needs of students and staff qualify me for this position. I welcome the committees consideration and review.
Please share your interest and commitment to racial and economic justice and other social equity issues.	I believe in both access and the access to information. By giving people first hand knowledge and information they can be informed and formulate their own thoughts and beliefs that would influence action. If as a society we only accept disseminated information we limit diversity, we limit action, and we get things wrong. I believe that everyone deserves the truth and the first hand knowledge of things going on as well as the potential impact it has on all groups not just those that it will benefit financially.
Please explain why you would like to serve on this committee.	This committee represents health, wellness, and sustainability. Infrastructure is one of the most influential tools that attributes to disparity among groups. Taking a deep dive on issues related to climate and sustainability and educating citizens as well as committee members on its impact is a resource that could transform lives and offer citizens greater quality of life.
What potential barrier(s) may affect your participation in this committee?	Meeting times
COMMITTEE MEMBER EXPECTATIONS	
Attend and actively participate in quarterly 2 hour-long meetings (Please note that Committee meetings will be	

televised and open to the public).	
Attend annual joint CAAP advisory committee retreat.	
Participate in CoSA Office of Equity facilitated training.	
Prepare for the quarterly meetings by reviewing the meeting agenda and completing pre-meeting homework.	
Alert City Staff of conflicts to participation.	
Assist with community and stakeholder engagement.	
Work towards successful outcomes.	
I have read and agree to adhere to the above-referenced expectations for committee member participation.	Acknowledged
SUPPORTING DOCUMENTATION	
Submit the following documentation needed to establish your eligibility. Be aware that the information you submit may be subject to verification during the application process. The information is also subject to the Texas Public Information Act and may be disclosed to the public unless otherwise protected by law. Attach scanned copies of your documentation using the Attachments panel at the bottom of this page.	
Copy of your current driver's license or other official documentation listing your Last Name, First Name, and Date of Birth.	
APPLICATION SIGN-OFF	
As a board, commission, or committee member, you will be asked to adhere to: Code of Ordinances, City of San Antonio, Part II, Chapter 2,	

Article IX, Sec.2-534. All board and commission members must file a Financial Disclosure Report with the Office of the City Clerk upon appointment, and annually thereafter, throughout the member's term. Failure to file a Financial Disclosure Report within the time required by the City's Ethics Code will be considered an automatic removal.	
I understand that if any member of the public makes a request for information included in this Application for Appointment, most of the information must be disclosed under the Public Information Act. I understand that the City of San Antonio will attempt to maintain the confidentiality of highly private matters by seeking an Attorney General's opinion in accordance with the Public Information Act. I understand that it may not be legally possible to maintain the confidentiality of such information, and I hereby release the City of San Antonio, and its agents, employees and officers, from any and all liability whatsoever if the information must be released pursuant to the Public Information Act or any other law requiring its release.	Acknowledged
OATH: I have read and understand the guidelines set out in this application. The foregoing statements are true, accurate, and complete. I agree that any misrepresentation or omission of facts may result in my disqualification for appointment.	Acknowledged
Enter Your Name	James Cooper Jr.
Date of submission.	8/5/2020
The Texas Public Information	

Act provides that each government official may choose whether to allow the public access to the information in the custody of the City that contains your home address, home telephone number, or reveals whether you have family members. Please note that this does not apply to business addresses, which are subject to public disclosure. If an open records request is filed requesting to view or obtain records that contain your personal information, the City will take steps to protect your personal information as authorized by the Texas Public Information Act, but only if you have elected to protect personal information.	
I want the public to have access to my Home Address.	No
I want the public to have access to my Home Telephone Number.	No
I want the public to have access to my Social Security Number.	No
I want the public to have access to my Emergency Contact Information.	No
I want the public to have access to my Family Information.	No
Please attach any additional information, such as a current resume, using the Attachments panel at the bottom of this page.	

James E. Cooper Jr.

PROFILE

Self-motivated, adaptable, dynamic management professional with diverse credentials which combine solid, tactical leadership and human resources expertise with a strong management and education background, an ability to work collaboratively and a commitment to improving existing models and processes to design innovative learning for OTJ performance support. Results-driven manager with a proven ability delivering and facilitating workshops. Dedicated to maximizing profits, creating an atmosphere of exceptional employee morale and consulting with all level leaders to design learning events and deliverables that will provide impeccable customer service and meet deadlines.

EDUCATION

University of Illinois at Urbana-Champaign, Urbana-Champaign, IL
M.Ed., Education Policy Studies/ Education Policy, Organization and Leadership, 2008
Concentration(s): Educational Administration and Leadership; Philosophy of Education; Social Sciences & Education Policy

University of Illinois at Urbana-Champaign, Urbana-Champaign, IL
BS, Recreation, Sport, and Tourism; Concentration: Sport Management, 2005

PROFESSIONAL PRESENTATIONS

- Session Presentation. Human Centered Approach to Service Delivery. Teaching & Learning Sym. Feb 2020
- Session Presentation. Violence Perpetuated through Contact Sports. Black Student-Athlete Summit. Jan 2019
- Session Presentation. The Impact of Sexual Assault on a Community College. Faculty Development Week, Jan 2019
- Session Presentation. Strengths-Based Mentoring and Advising. Houston Community College. Aug 2018
- Session Presentation. Career Advising using Appreciative Inquiry Model. Hardin-Simmons University. March 2018
- Professional Development. Connection to Sport, Disconnect from the Athlete. Olive-Harvey College. July 2014

PROFESSIONAL EXPERIENCE

Employment Engagement Specialist. Project Quest, San Antonio, TX. Feb. 2020 – Present

Work with local employers on their talent pipeline needs and how they align to education and training offered throughout our training partners. Serve as a liaison to employers, key industry associations and education leaders to oversee talent recruitment and design and implementation of workforce programs. Analyze labor market trends and apply a data-driven approach to address industry demand and inform a community-wide workforce strategy.

Prevention and Education Coordinator. St. Philip's College, Alamo Colleges, San Antonio, TX. June 2018 – Feb 2020

Three-year grant funded. Reports to the Director of Student Conduct/Title IX. Leads initiatives and processes that teach students the Code of Conduct and ensure their compliance with it. Oversee community education efforts that focus on student behavior and holistic student health and wellness and works collaboratively with campus and District colleagues to deliver educational programming. Responsible for developing, leading, and facilitating behavior intervention strategies for the entire campus community. Demonstrate significant compassion and empathy and value the diversity of the college community. Responsible for providing direction to students and employees from inception to resolution of an incident. Assists the Title IX Compliance Officer in ensuring compliance with federal and state laws including, but not limited to the Clery Act, Family Educational Rights and Privacy Act (FERPA), Title IX, Violence against Women Act (VAWA). Provides immediate and ongoing support of referral of resources for students of concern or in crisis including, but not limited to, referrals to campus resources and outside agencies. Develops and implement assessment to measure student learning, success, completion and wellness. Participates in professional associations and on-going trainings and certifications in the areas of behavioral intervention, student conduct and Title IX. Collaborates with faculty and staff partners across the District to support holistic student learning, success, completion and wellness.

KEY CONTRIBUTIONS:

- Emerging Leaders, Spring 2019 Cohort
- Created Coordinated Community Response Team made up of campus professionals and community agencies.
- Implemented Domestic Violence and Sexual Assault quarterly training for Alamo Colleges Police Department.
- Created new events and partnerships, Texas Association against Sexual Assault, College/Military Coalition against Misconduct and Assault, and SA2020.

Academic Advisor. Kinesiology and Nutrition, Abilene Christian University, Abilene, TX. Aug 2016 – Oct 2017

Helped students define and develop realistic educational plans through schedule planning for each semester and summer school, if appropriate. Each student should have an up-to-date academic schedule plan through to graduation. Consulted regularly with faculty colleagues in order to have up-to-date information on curriculum and degree plans. Understood and provided rationale for institutional policies, procedures, and requirements. Connected with incoming students during orientation and throughout the summer to assist student with initial adjustment to university academic life. Planned special sessions throughout the first academic year. Discussed student well-being and satisfaction, initiate the process for all designated educational transactions.

KEY CONTRIBUTIONS:

- Developed and implemented Clifton Strengths Finder in Advising Curriculum.
- Developed SOP to improve email response rate by 50% from advising center to students and parents

Development Advisor. TRiO Upward Bound. Abilene Christian University, Abilene, TX. Feb. 2016 - Aug. 2016

Aided in planning and scheduling program activities during the academic year and summer. Recruited, interviewed, hired and conducted training for tutors during the academic year. Coordinated and administered pre- and post-tests to continuing and new participants. Identified the academic needs of program participants based on high school grades and developed IDP (Individual Development Plan) for each student within 60 days of the beginning of each semester. Worked with ISD at-risk counselor's office staff and administrators and acquired six-weeks grade reports, transcripts and standardized test scores (SAT, ACT, PSAT, PLAN and TAK) for all program participants in order to maintain accurate, up-to-date participant records. Taught academic enhancement classes as well as conducted team-building exercises for participants. Coordinated recruiting efforts at ISD target school campuses in accordance with grant guidelines. Developed various media that enhanced recruiting and retention outcomes.

KEY CONTRIBUTIONS:

- Sustained and supported initiatives that increased retention of students through the integration of resources, wraparound courses, onboarding services and student support staff.
- Increased student survey response rates from 15% to 57% through intentional programming and surveyplacement.

Director of Athletics and Intramurals. (Title IX) Student Services. Olive-Harvey College, Chicago, IL. Aug. 2013-Nov. 2015

Prepared and managed \$500,000 for athletic department. Monitored student academic progress and oversaw campus based intervention strategies to increase student success. Assured the college's compliance with National Junior College Athletic Association (NJCAA) rules and regulations. Developed and oversaw strategic plan for the college's sports and intramural programs. Compiled reports on the status of each team and its successes and shortcomings. Assisted in the development and implementation of meaningful professional development activities designed to enhance the skills of Athletic Department personnel.

KEY CONTRIBUTIONS:

- Men's Basketball finished with 8th place ranking in National Junior College Athletic Association.
- Developed Women's cheerleading program to comply with Title IX recommendations for equity.
- Region IV Coach and Player of the Year.
- Transferred 60% of roster to four - year institutions.

College Advisor. Student Support Services. Olive-Harvey College, Chicago, IL. Dec. 2009 - July 2013

Advised students on establishing academic and career goals; identified the educational and career options appropriate for each student; and assisted with the analysis of each option, including possible outcomes and their implications. Identified options for students to satisfy degree requirements; evaluated and made recommendations on petitions and amendments to student's program of study; assists students in successful completion of degree/program requirements. Utilized available technology, monitored academic progress of students toward degree and/or certificate completion; identified current and potential academic needs; and referred students to appropriate campus resources for additional assistance. Interpreted and explained college and District policies and procedures; participated in preparation of orientations; presented academic information to new students and parents/family during orientation. Made referrals to collaborating social service agencies when appropriate. Referred students to appropriate human services and assists with locating other referral sources as needed. Participated in professional activities including NACADA (National Academic Advising Association), ILACADA (Illinois Academic Advising Association), IACAC (Illinois Association for College Admission Counseling), and other professional organizations which encourages continuous professional growth and development as an Advisor.

KEY CONTRIBUTIONS:

- Co-Chaired Satisfactory Academic Progress Committee decreased appeals submitted by 5%.
- Facilitated student trainings on Conduct and Discipline, reduced cases by 10%.
- Contributed to the development and implementation of new Transportation, Career and Technical Education advising curriculum.

Academic Counselor. Division of Intercollegiate Athletics. University of Illinois at Urbana-Champaign. Oct. 2007 - June 2009
Reported directly to the Assistant Director of Athletics and Academic Affairs. Coordinated activities for varsity sport programs to include counseling students on academic affairs, coordinates study hall, and assists in the development and delivery of learning strategy programming. Consulted with coaches on student-athlete academic progress. Developed programs in professional sports counseling and diversity education.

KEY CONTRIBUTIONS:

- Introduced and taught Life Skills workshops, increased student participation.
- Identified summer academic enrichment and professional opportunities for students, increased opportunities by 10%.

Boards & Commissions

- Co – Recruitment Chair. New Leaders Council. San Antonio, TX. July 2020 – Present

TEACHING EXPERIENCE

- Student Development. St. Philip's College. Alamo Colleges, San Antonio, TX. Aug. 2019 - present
- Clifton Strengths Finder. Department of Student Life. Abilene Christian University, Abilene, TX. Jan. 2017 – Oct 2017
- First – Year Experience. Olive-Harvey College. City Colleges of Chicago, Chicago, IL. Jan. 2012 - May 2013

GRADUATE/INTERNSHIP EXPERIENCE

University of Illinois at Urbana-Champaign, Urbana-Champaign, IL

Football Study-Hall Coordinator. Division of Intercollegiate Athletics. Jan. 2007-May 2007

- Supported the Academic Counselors; Coordinated mentors with members of the football program.

Bridge-Transition Academic Advisor. College of Liberal Arts & Sciences. Jan. 2007 – Oct. 2007

- Provided professional, weekly academic counseling services to Liberal Arts-General first year “at risk” students
- Created tutoring program and reading list for summer program to prepare incoming students for college rigor

Mettler Center for Whole Life Fitness, Champaign, IL

Fitness Monitor. Mettler Center. Champaign, IL. Jan. 2006 - July 2006

- Educate participants and enforce rules and regulations regarding safe and proper use of the equipment and facility, adhere to all Campus Recreation departmental policies and procedures, Prepare incident and injury reports when appropriate.

ABILENE CHRISTIAN UNIVERSITY

VICE PRESIDENT APPOINTED COMMITTEES

- Clifton Strengths Finder
- Diversity, Equity, & Inclusion

CITY COLLEGES OF CHICAGO

PRESIDENT APPOINTED COMMITTEES

- Higher Learning Commission Accreditation
- Career and Technical Education – Process Technology
- Student Code of Conduct and Judicial Procedures
- Satisfactory Academic Progress Review

SEARCH COMMITTEE EXPERIENCE

- Chair. Athletics and Intramurals. Head Women's Basketball Coach. Olive - Harvey College
- Chair. Athletics and Intramurals. Head Baseball Coach. Olive - Harvey College
- Chair. Athletics and Intramurals. Assistant Director, Manager of Aquatics. Olive - Harvey College
- Chair. Athletics and Intramurals. Fitness Manager. Olive - Harvey College
- Chair. Athletics and Intramurals. Head Life Guard. Olive - Harvey College
- Committee Member. Dean, Student Services