

Application Form

Profile

Dianne

First Name

L

Middle Initial

Docarmo

Last Name

Email Address

Home Address

City

Suite or Apt

State

Postal Code

What Ward do you live in? \*

☒ Ward 7

Primary Phone

Alternate Phone

Oregon School Employees Association

Employer

Accounting

Job Title

Finances

Occupation

Which Boards would you like to apply for?

Salem Human Rights Commission: Submitted

Which of the following City of Salem Board or Commission meetings have you attended? \*

☒ Citizen Budget Committee

Interests & Experiences

What do you feel you can contribute as a board or commission member?

Advocacy & Commitment to Human Rights Passionate about equity, inclusion, and social justice. Committed to protecting and promoting human rights within the community. Uphold ethical standards and ensure fair enforcement of anti-discrimination measures. Advocate for policies that promote equality, fairness, and access to opportunities. .

Upload a Resume

**What prompted your interest in applying to serve as a board or commission member?**

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I have always been passionate about equity, inclusion, and social justice. My interest in serving on the Human Rights Commission stems from a deep commitment to ensuring that all individuals, regardless of background, have equal access to rights, opportunities, and fair treatment. I believe serving on the Human Rights Commission will allow me to use my skills in [problem-solving, policy development, advocacy, etc.] to create real impact. I am eager to work with the community and fellow members to advance policies and initiatives that promote fairness, protect civil rights, and foster a more inclusive society.

**Please explain how your education, professional, personal, or volunteer experience and knowledge qualify you to serve on the board(s) or commission(s) for which you are applying.**

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My service on the City of Salem Budget Committee has given me direct experience in fiscal oversight, policy evaluation, and resource allocation—all critical for making informed decisions that impact the community. In addition, my Master's Degree in Business has provided me with expertise in strategic planning, financial analysis, and leadership, all of which are essential for guiding policy, ensuring operational efficiency, and making data-driven decisions. Furthermore, my experience serving on various committees has enhanced my ability to work in team-oriented environments, engage with diverse stakeholders, and uphold ethical and transparent governance. I have developed strong skills in collaboration, problem-solving, and community advocacy, which are crucial for serving effectively on a board or commission.

**List any experience you have with volunteering for the City of Salem or other organizations.**

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• Lead committee chairperson for the Sunshine Committee at OSEA (2024 - ) • Budget Committee Volunteer, City of Salem, analyze and recommend a budget to the city council (2020-2023) • Faculty/Staff Annual Fund Leadership Committee Member, Willamette University, engage the Willamette community in the creation, enrichment, and stewardship of the campus (2019-2021) • Safety Committee Volunteer, Willamette University, met monthly regarding safety/risk hazards throughout campus (2020-2023) • Event Coordinator, People In Motion, assisting in fundraising, donations, and logistics (2005-2006) • Event Coordinator, Shakti Rising, assisting in fundraising, donations, and logistics (2001-2006)

**Briefly explain any experience you have working with your neighborhood association or other public bodies or committees.**

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I served on my HOA board for 5 years while living in San Diego, California.

**Can you commit to attending a minimum of 75 percent of scheduled meetings? (Please refer to the City's website for the meeting schedule. Failure to meet the attendance requirement may result in removal from office.)**

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☒ Yes ☐ No

**Please list up to three (3) references whom we could contact to learn more about your qualifications (name/email address or phone number/relationship).**

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Ellen Zarfes, Willamette University, Supervisor, ezarfes@comcast.net, 503.949.0109 Jennifer Ori, former co-worker, okamimure@gmail.com, 818.624.4571 Elaine Phillips, sister-out-law, dogsinthetrash@gmail.com, 971.985.4426

Question applies to Salem Human Rights Commission

**As part of its mission, the Human Rights and Relations Advisory Commission strives to reach out to the Salem community. Please describe your affiliations within the community that may aid the Commission in this mission.**

My ability to navigate both public and private sectors allows me to serve as a bridge between different community groups and ensure that diverse perspectives are represented in the Commission's work.

Question applies to Salem Human Rights Commission

**The Salem Human Rights and Relations Advisory Commission includes one youth representative who shall not be younger than 15 years of age and not older than 21 years of age. Are you applying for this position?**

☐ Yes ☒ No

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## Demographics

Some boards and commissions require membership to be racially, politically or geographically proportionate to the general public. The following information helps track our recruitment and diversity efforts.

### Ethnicity

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### Gender

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## Question

