



KAREN BASS
MAYOR

August 28, 2025

Honorable Members of the City Council
c/o City Clerk
City Hall, Room 395

Honorable Members:

Subject to your confirmation, I have appointed Dr. Thela Thatch to the Board of Human Relations Commissioners for the term ending June 30, 2029.

I certify that in my opinion Dr. Thatch is especially qualified by reason of training and experience for the work which shall devolve upon her, and that I make the appointment solely in the interest of the City.

Dr. Thatch will fill the vacancy created by the departure of Brittany McKinley.

Sincerely,

A handwritten signature in black ink that reads "Karen Bass".

KAREN BASS
Mayor

KB:lap

Attachment

COMMISSION APPOINTMENT FORM

Name: Thela Thatch

Commission: Board of Human Relations Commissioners

End of Term: June 30, 2029

Appointee Information

1. Race: African American

2. Gender: female

3. Council District and neighborhood of residence: 6 - South Valley APC

4. Are you a registered voter in the City of Los Angeles? Yes

5. Prior commission experience:

6. Highest level of education completed: Doctor of Philosophy in Public Policy, Walden University

7. Occupation/profession: Owner, Thela Thatch Consulting

8. Experience(s) that qualifies person for appointment: See attached resume

9. Purpose of this appointment: Appointment

10. Current composition of the commission (excluding appointee):

| Commissioner | APC | CD | Race | Gender | Term End |
|---------------------------|--------------|----|------------------|--------|-----------|
| Reynoso-Soto, Christopher | South LA | 10 | Latinx | M | 6/30/2029 |
| Arreola, Pierre | North Valley | 7 | Latinx | M | 6/30/2028 |
| Roman-Taylorson, Maria | Central | 1 | Latinx | F | 6/30/2028 |
| De La Cruz, Enrique | Central | 5 | API | M | 6/30/2028 |
| Cho, Candice | Central | 10 | API | F | 6/30/2028 |
| Morgan Green, Courtney | South LA | 10 | African American | F | 6/30/2028 |
| Solis-Montero, Angelica | East LA | 14 | Latinx | F | 6/30/2027 |
| Reed, Michele | South LA | 8 | African American | F | 6/30/2026 |
| Grant, Melissa | West LA | 11 | Caucasian | F | 6/30/2026 |
| McKinley, Brittany | West LA | 11 | African American | F | 6/30/2026 |
| Russell, Rosa | South LA | 10 | African American | F | 6/30/2028 |

PROFESSIONAL EXPERIENCE

Thelá Thatch Consulting

2018 – Present

Founder/ Owner/ Consultant

- Founder & CEO of a full-service HR consulting firm that provides HR services to small businesses and non-profit organizations that include but are not limited to; organizational development, recruiting, employee relations, benefits, document reviews and audits, progressive discipline strategies, inclusion and diversity programs, and outplacement services. Supports and reviews organizational structures, job descriptions, performance appraisal systems and other HR components within organizations.

Paychex

2021 – 2022

Head of Diversity, Equity, and Inclusion

- Provides consultation to the CEO, Board of Directors, senior leaders, and key stakeholders to influence and foster support around initiatives regarding diversity, equity, inclusion, and belonging (DEIB) efforts.
- Creates comprehensive strategies and review processes and initiatives to ensure a justice, equity, diversity, and inclusion (JEDI) lens is applied to current practices while fostering belonging.
- Conducts ongoing research of best practices regarding DEIB work in collaboration with leaders throughout the organization to advance organizational change and align efforts to these practices.
- Advances and manage organizational-wide communication strategies to support DEIB initiatives and increase Paychex DEIB brand recognition.
- Curates and executes DEIB and belonging events such as Black History Month, Women's History Month, LGBTQIA+ and other programs focused on cultural awareness.
- Develops multiple mentorship programs with measurable success and proven career progression.
- Manages the recruiting and developing of direct reports and the administrations of the DEI budget.
- Leads strategy and communication efforts around corporate social responsibility, corporate philanthropy, and community relations to proactively expand and advance the company's reputation as an industry and community leader.
- Develops and refines qualitative and quantitative metrics around DEIB, culture, and engagement to optimize results.

Paychex

2019 – 2021

Human Resources Coach

- Provide direction and tailored guidance to HR Generalists in the development of compliant fact-based recommendations on employer actions including complex workplace investigations, employee relations, wage and hour, handbook policy development, performance management, leaves of absences, ADA, comprehensive HR audits and customized training materials to enhance compliance with all state and federal compliance requirements.
- Develops diversity and inclusion taskforce committees to support S3 and the organization's inclusion and diversity initiatives. Created and leads the Inclusion and Diversity Training Taskforce designed to explore internal and external client-facing trainings from a diversity lens.

Los Angeles Department of Health Services & FUSE Corps
Executive Fellow & Consultant

2017 – 2018

- Collaborated with FUSE Corps and the LA County Department of Health to Services to develop and begin the implementation of a human capital strategy to recruit and train individuals to provide services to the homeless and reentry population. Strengthened relationships with County departments, workforce development agencies, community colleges, universities, and training institutes to ensure a diverse pipeline of talent for short and long-term goals.
- Developed an Applicant Portal prototype to support the County's Homeless Initiative's goal to collaborate with community-based organizations to recruit, hire, and retain qualified applicants with lived experience to work in homelessness and reentry.
- Designed a career pathway in collaboration with the Board of Supervisors and Trade Tech College to recruit diverse applicants and to prepare applicants to work in the areas of homelessness and reentry.
- Developed and led an HR 101 for CBO's training module designed to educate leaders of community-based organizations and other non-profits on the best practices to recruit, hire, and retain diverse employees to work in jobs that support people experiencing homelessness, reentry, and other vulnerable populations.

Live Nation Entertainment
VP, Diversity & Chief Diversity Officer

2015 - 2016

- Led the creation, development, implementation, and oversight of the first overarching global corporate diversity program within Live Nation Entertainment.
- Executed the strategy to drive company-wide efforts to serve and engage Live Nation's internal global diverse workforce and marketplace of 10,000+ employees worldwide in addition to the organization's clients and community partners.
- Created, initiated, and led the very first HR Diversity & Inclusion Council and the Executive Diversity & Inclusion Taskforce comprised of senior HR leaders and executives. Successfully managed a \$500K diversity budget, 2 Directors, 1 Coordinator, and 50+ ERG leaders.
- Led the creation and implementation of a pilot supplier diversity program within the concert division. Developed Inclusive Leadership module for executive leadership trainings. Responsible for the oversight of training modules and final approvals.

Live Nation Entertainment
Regional HR Manager & HR Director

2012 – 2015

- Responsible for HR strategy and implementation of Insomniac's \$890 Million festival business. Collaborated with the Founder/CEO and Senior Executives to create policies, advise on best practices, implement strategies, and drive cultural change.
- Managed employee relations' programs including but not limited to, employee counseling, internal investigations, interpretation of policies, diversity, and safety programs.
- Managed HR strategy, performance, and compliance and employee relations programs across multiple client groups for the concert division with oversight of over 3,000+ employees.
- Initiated and led the very first HR DIVERSITY TASKFORCE to ensure workforce and supplier diversity.

EDUCATION & SPECIALIZED TRAINING

Doctor of Philosophy in Public Policy – specialization in Law
Walden University, Minneapolis, MN

Master of Philosophy
Walden University, Minneapolis, MN

Master of Business Administration – specialization in Human Resources
North Greenville University, Greenville, SC

Bachelor of Arts in Communications – concentration in Journalism
Kean University, Union, NJ

Professional Human Resources (PHR) Certification
Cornell University (School of ILR) – Diversity & Inclusion

BOARDS:

- Time 2 Dream Foundation – Founder & Board Member
- Commission on Community and Family Services - Commissioner
- Live Out Live - Board Member
- Mexico Central America Missions Society (MCA) - Board Member
- Delta Sigma Theta Sorority – International Awareness & Involvement Committee
- San Fernando Valley Pan-Hellenic Council – Secretary & Executive Board Member

TO NOTE:

- 2023 University of West Los Angeles President's Award
- 2022 Women of COLOR DEI Innovator
- 2022 Paychex Integrity Icon
- 2022 World's Most Ethical Companies Committee Member
- 2021 – 2022 Paychex Corporate Social Responsibility (CSR) Taskforce Member
- Walden University, School of Public Policy – Contributing Faculty
- Van Nuys Neighborhood Council / Elected Official –Founder, Human Services Committee.
- League of Minority Voters - Chair
- National Association of African Americans in Human Resources (NAAAHR) - Board Member
- Los Angeles African American Women Political Action Committee (LAAAWPAC) – Member



KAREN BASS
MAYOR

August 28, 2025

Dear Dr. Thatch:

I am pleased to inform you that I hereby appoint you to the Board of Human Relations Commissioners for the term ending June 30, 2029, subject to confirmation by the City Council.

To begin the appointment process, please review, sign, and return the enclosed Remuneration Form and undated Letters of Separation **within one week** of receiving this letter. These documents are necessary to ensure the most efficient, open, and accountable city government possible.

Mayor's Office policy requires all potential commissioners to be fingerprinted as part of the background check. The Commissions team will assist in connecting you with Personnel's Background Unit so that you may schedule an appointment to have this done. You must schedule the appointment **within one week** of receiving this letter.

Should this apply to your commission, you will be receiving a packet from the City Ethics Commission containing information about the City's conflict of interest laws, and a copy of the State Form 700/Statement of Economic Interests. You are required to complete and return this form **prior to your committee hearing**. Any inquiries regarding this form should be directed to Samantha Rodriguez at the City Ethics Commission by email at samantha.rodriguez@lacity.org.

As part of the appointment process, Imelda Padilla, your Councilmember, and Councilmember Hugo Soto-Martínez, the Chair of the Civil Rights, Equity, Immigration, Aging, and Disability Committee, may wish to meet with you to answer any questions they have. Our office will assist with arranging these meetings.

Dr. Thela Thatch
August 28, 2025
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Additionally, you will be required to attend public meetings at City Hall where your appointment will be considered. You will be hearing from our office and a City Council Clerk who will let you know when your appointment will be considered by the Civil Rights, Equity, Immigration, Aging, and Disability Committee. Sometime thereafter, you will be notified of the date when your appointment will be presented to the full City Council. Before you may begin serving, you will be required to take the Oath of Office in the City Clerk's Office located in Room 395 of City Hall. If you require parking for these meetings, please contact my Commissions team by email at myr-commissions@lacity.org.

Per the City Charter, most commissioners must be registered voters of the City of Los Angeles, and must therefore reside within Los Angeles. If you move at any point during your term, or your contact information changes, please contact my Commissions team immediately at the email address listed below. While we hope that you complete a successful term, if for some reason you intend to resign, please do so in writing to my Commissions team at myr-commissions@lacity.org.

Congratulations, and thank you for agreeing to serve the people of Los Angeles.

Sincerely,

A handwritten signature in black ink that reads "Karen Bass". The signature is fluid and cursive, with the first name "Karen" and last name "Bass" clearly distinguishable.

KAREN BASS
Mayor

KB:lap

Attachment I
Dr. Thela Thatch
August 28, 2025

Nominee Check List

I. Within 7 days:

- ☐ Email the below completed documents, found on the last three pages of this letter, to: myr-commissions@lacity.org OR mail them to:

Office of the Mayor
Attn: Luz Portillo
200 N. Spring Street, Room 303
Los Angeles, CA 90012

- Remuneration Form
- Undated Separation Letters (2)

- ☐ Schedule an appointment to get fingerprinted to complete a background check. The Commissions team will assist in connecting you with the Personnel Background Unit.

II. Before your appointment is heard in committee or full council (you will be contacted by the Clerk's Office with this date):

- ☐ File the following forms with the City Ethics Commission. If you are required to file, you will receive these forms via email from that office.
Be sure to complete prior to your committee hearing.

- Statement of Economic Interest ("Form 700")
IMPORTANT: The City Council will not consider your nomination until your completed form is reviewed by the Ethics Commission.
- CEC Form 60

III. The Mayor's Office will notify the below Councilmembers of your nomination, so that they may reach out to schedule a meeting with you should they wish.

- ☐ Your City Councilmember Imelda Padilla
- ☐ Councilmember Hugo Soto-Martínez, Chair of the Council Committee considering your nomination

IV. Public Meetings at City Hall:

- ☐ Civil Rights, Equity, Immigration, Aging, and Disability Committee Hearing
- ☐ Full Council Hearing