



KAREN BASS
MAYOR

May 20, 2026

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

Honorable Members:

Subject to your confirmation, I have reappointed Dr. Thela Thatch to the Board of Human Relations Commissioners for the term ending June 30, 2030. Dr. Thatch's current term expires on June 30, 2026.

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.

Sincerely,

A handwritten signature in black ink that reads 'Karen Bass'. The signature is written in a cursive, flowing style.

KAREN BASS
Mayor

KB:lap

Attachment

COMMISSION APPOINTMENT FORM

Name: Thela Thatch
Commission: Board of Human Relations Commissioners
End of Term: 6/30/2030

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:** Reappointment

10. Current composition of the commission:

Commissioner	APC	CD	Race	Gender	Term End
Reynoso-Soto, Christopher	South LA	10	L	M	6/30/2029
Arreola, Pierre	North Valley	7	L	M	6/30/2028
Roman-Taylorson, Maria	Central	1	L	F	6/30/2028
De La Cruz, Enrique	Central	5	API	M	6/30/2028
Mack, Karen	Central	5	AA	F	6/30/2028
Morgan-Greene, Courtney	South LA	10	AA	F	6/30/2028
Solis-Montero, Angelica	East LA	14	L	F	6/30/2027
Reed, Michelle	South LA	8	AA	F	6/30/2026
Grant, Melissa	West LA	11	C	F	6/30/2026
Thatch, Thela	South Valley	6	AA	F	6/30/2026
Russell, Rosa	South LA	10	AA	F	6/30/2028

DR. THELÁ R. THATCH, PHR, SHRM-CP

Greater Los Angeles Area, CA

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

May 20, 2026

Dear Dr. Thatch:

Congratulations! I am pleased to inform you of your appointment to the Board of Human Relations Commissioners for the term ending June 30, 2030, subject to confirmation by the Los Angeles City Council.

On behalf of the people of Los Angeles, thank you for your willingness to serve. Our boards and commissions are a vital part of the City's governance, and your leadership and expertise will play an important role in shaping the future of Los Angeles.

To move forward, there are a few steps you must complete prior to the Council's consideration of your appointment. My Commission Affairs team has prepared an attached checklist with deadlines and submission instructions, and they are available to support you throughout the confirmation process.

Once again, congratulations, and thank you for your commitment to serve the people of Los Angeles.

Sincerely,

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

KAREN BASS
Mayor

KB:lap

Attachment I
Dr. Thela Thatch
May 20, 2026

Nominee Check List

I. Within 7 days of appointment:

- Submit the completed forms, 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 a fingerprinting appointment to complete your background check.
 - The Commissions team will connect you with the Personnel Background Unit.
- Complete and file a Statement of Economic Interests (Form 700).
- Submit the CEC Form 60 (Ethics Clearance Form) to the City Ethics Commission.
 - The City Council cannot act on your nomination until the Ethics Department receives and submits your filings.
 - Note: you will be required to submit the same forms *again after* you are sworn in

II. Council Member Meetings:

You may be asked to meet with Councilmembers prior to your hearings.

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

III. Public Meetings at City Hall:

- Civil Rights, Equity, Immigration, Aging, and Disability Committee Hearing
 - The Clerk's office will contact you once your item has been scheduled.
- Full Council Hearing and Oath of Office
 - The Clerk's office will contact you once your item has been scheduled.

V. Standing Requirements

- Notify the Commissions team of any changes in address or contact information.
- If you wish to resign, you must submit a resignation letter to myr-commissions@lacity.org.