

Nency Salamoun

City of Somerville, Somerville, MA (July 2017-present)

Manager of Diversity, Equity, and Inclusion: I work across all City departments, implementing equity initiatives, as well as conducting trainings on equity, the City's Equal Opportunity Policy, and compliance under the Americans with Disabilities Act (ADA). In conjunction with the Personnel Department, I conduct investigations of discrimination claims. Additionally, I handle ADA complaints and reasonable accommodation requests. Lastly, I serve as the City's liaison to the Human Rights Commission and the Commission for Persons with Disabilities.

Victim Rights Law Center, Boston, MA (January 2013- June 2017)

Staff Attorney: Represented survivors of sexual violence in civil legal matters. Managed a high case load with primary area of expertise in immigration law, specifically U, T, VAWA and SIJS. Additional areas included public benefits, safety and privacy. In addition to individual cases, tasks included managing the Spanish intake line and conducting intakes. Additionally, I provided local and national trainings for advocates and attorneys as well as mentorship to pro bono attorneys. Conducted outreach and the implementation of our "low bono project."

Due Diligence Project, Boston, MA (September 2011- May 2012)

Legal Research Assistant: The project aimed to add content to the legal principle of "due diligence" in the context of State responsibility to end violence against women by creating compliance indicators that are concrete and measurable across regions. Responsibilities included identifying participant NGOs and drafting detailed country reports analyzing violence against women and state protection within the MENA region.

KAFA (Enough) Violence & Exploitation, Beirut, Lebanon (September 2011-March 2012)

Legal Intern: A Lebanese NGO committed to the elimination of exploitation and violence against women. Responsibilities included analyzing implementation strategies for a proposed law to protect women from family violence and researching domestic violence legislation passed in various similarly situated countries.

U.S. Department of Justice, Executive Office for Immigration Review Boston, MA (March - May 2011)

Law Clerk: Drafted decisions and research memoranda for the judicial law clerks and judges.

Tahirih Justice Center, Falls Church, VA (September - November 2010)

Legal Intern: Responsibilities included assisting the staff attorneys with cases and conducting legal research on gender-based immigration claims.

Greater Boston Legal Services, Boston, MA (December 2007- September 2009)

Children's Disability Project

Paralegal: Represented clients wrongfully denied disability benefits at their administrative law hearings. Additional responsibilities included conducting intakes, helping supervise legal interns as well as performing community outreach and training on children's disability cases.

Walnut Street Center, Inc., Somerville, MA (January 2004- October 2007)

Direct Care Staff/Residential Counselor: Responsibilities included providing direct care support to adults with intellectual and developmental disabilities within their homes and the community. Participated in individualized behavioral modification plans.

Somerville Mental Health Clinic, Somerville, MA (March – August 2006)

Case Management/ Counselor Support: Provided case management services in the Adult Clinic and acted as a liaison between clients and their health providers. Assisted the Children's Clinic director and treating therapists in an after-school program for children exhibiting mental health issues.

COMMUNITY SERVICE/ ADDITIONAL EXPERIENCE

Due Diligence Initiative (International Human Rights Initiative, Inc.) Newton, MA (Nov. 2012- Present)

Board Member: IHRI promotes human rights through the adoption and application of international human rights principles to the domestic context.

Enroot, Somerville, MA (Oct. 2016- June 2019)

Mentor: Enroot is a program that seeks to empower immigrant high school students through a comprehensive after-school and summer program.

Human Rights Commission, Somerville, MA (April 2014-June 2017)

Human Rights Commissioner

Boston Bar Association, Boston, MA (Class of 2014-2015)

Public Interest Leadership Program (PILP) – Class members connect with prominent community leaders at meetings and events; learn about the challenges confronting local organizations and take part in efforts to address specific community needs.

American-Arab Anti-Discrimination Committee of Massachusetts, Cambridge, MA (2008 – 2010)

Board Member: Aided in overseeing the organization's operation and participated in major decision making.

Jesuit Refugee and Migration Services, Quito, Ecuador

Volunteer: Aided on data-entry of research relating to the effects of parental migration on children.

Cedops/Nuevos Caminos, Guayaquil, Ecuador

Volunteer: Aided in the administration of test diagnosis for children with mental health and developmental disabilities. Teacher assistant for children with developmental disabilities.

EDUCATION

Northeastern University School of Law, Boston, MA

Juris Doctor- Admitted to Practice Law in Massachusetts, November 2012

University of Massachusetts, McCormack Graduate School of Policy Studies, Boston, MA

Graduate Certificate in Gender, Leadership and Public Policy

Capstone: Arab-American Political Participation.

University of Massachusetts, Boston, MA

B.A. in Psychology and Political Science (Program in International Relations)

Emerge Massachusetts, Boston MA

Class of 2020

Mel King Institute Certificate Program, Boston, MA (Oct. 2018-Present)

Courses focus on thinking broadly about the needs of communities, the historic and current racism that perpetuates inequities.

Commonwealth Seminar, Boston, MA

The Seminar provides legislative training, networking opportunities with top policymakers, and public service job opportunities for diverse leaders in Massachusetts.

LANGUAGE SKILLS

Languages: Fluent in Spanish, Conversational Arabic (Lebanese/Syrian).