

CPC Member Application

Name:	Carlos Ayala	Ward	5
Email address	Phone #	Street Address	
<p>Briefly explain why you would like to join the CPC and how you feel you can support its work. (This statement will be posted on the City website for public review.)</p>			
<p>As a lifelong resident of Somerville, I am deeply invested in the future of our community and excited about the opportunity to contribute to the CPC’s mission of supporting affordable housing, historic preservation, and open space projects.</p> <p>As a first-generation American whose parents migrated from Guatemala, I have personally benefited from growing up in a welcoming and safe, multicultural community. Somerville’s diverse and inclusive atmosphere has played a significant role in shaping who I am today. I want to ensure that others have the same opportunity to experience the beauty of a diverse and supportive community.</p> <p>I hold a degree in Political Science and Criminal and Social Justice with a minor in Communications from Boston College, which has given me a strong foundation in public policy, social equity, and effective communication. These areas of study have equipped me with a deep understanding of the importance of preserving our community’s character while also advancing equity and opportunity for all residents.</p> <p>Throughout my career, I have developed skills in strategic planning, organizational development, and change management. I have successfully led full-cycle recruitment management and staff retention initiatives, building cohesive teams and fostering a positive work environment. My experience in conflict management and resolution, along with my commitment to ethical standards, ensures that I approach challenges with fairness and integrity—qualities that are essential for making balanced decisions on the CPC.</p> <p>I am bilingual in English and Spanish, which allows me to effectively communicate with a broad range of community members and ensure that diverse voices are heard and represented in our decision-making processes. I am particularly passionate about affordable housing and believe that equitable access to safe, affordable housing is fundamental to the well-being of our community. I am eager to bring my skills and passion to the CPC to help guide the allocation of CPA funds in a way that benefits all Somerville residents.</p> <p>I am enthusiastic about the opportunity to serve on the Community Preservation Committee and to work alongside other dedicated members to enhance our city through thoughtful and impactful projects. I look forward to the possibility of contributing to the CPC’s important work and helping to preserve the unique character and inclusivity of Somerville.</p>			
<p>Please share any other information that will help us to learn more about you. (optional)</p>			
<p>Please provide your resume (optional)</p>			

Carlos Ayala

Education

Boston College, Boston, MA

Bachelor of Arts in Political Science, Criminal & Social Justice; Minor in Human Resources, Communications

May 2019

Somerville High School, Somerville, MA

High School Diploma

May 2014

Languages

- Spanish (native)
- English (fluent)
- Portuguese (intermediate)

Leadership Experience

Aspiring Latinos Leaders Fellowship, Latinos for Education, MA

August 2023 - May 2024

- Participated in a 9-month program supporting Latino education leaders through culturally responsive professional development.
- Built a network of Latino professionals and developed leadership skills for the K-12 education sector.

Boston College First Generation Advisory Board, Co-founder, Boston, MA

Sep 2017 - May 2019

- Led initiatives supporting first-generation college students through mentorship, networking, and academic resources.
- Represented first-generation students to Boston College administration.

Dedicated Individuals of the People, Member, Boston, MA

Sep 2017 - May 2019

- Engaged in discussions on social, emotional, and intellectual growth for minority men at Boston College.
- Developed strategies to improve the college experience for future minority students.

Work Experience

KIPP MA, Recruitment and Retention Manager, Lynn, MA

July 2021 - Present

- Identify, attract, and select diverse, high-quality candidates aligned with program needs.
- Manage the full recruitment process and develop innovative strategies for talent acquisition.
- Utilize data to set recruitment goals and inform strategic decisions.

KIPP Academy Lynn Collegiate, World History Teacher, Lynn, MA

June 2019 - June 2021

- Implemented discussion-based assessments and collaborated on academic initiatives.
- Served as 9th Grade Co-Chair, driving positive culture and managing logistics.

Teach for America, Corps Member, MA

May 2019 - June 2021

- Selected to join a team addressing educational inequity and participated in DEI training.

Reveneer, Business Development - Team Lead, Woburn, MA

Apr 2018 – June 2019

- Led a team of business development representatives and managed client relationships.
- Conducted research and outreach to build a pipeline of potential sales opportunities.

Trip Advisor, Lead Specialist, Boston, MA

May 2016 - Nov 2016

- Expanded outreach in Spanish markets and researched property management companies.

WinnCompanies, Leasing Consultant, Boston, MA

May 2015 - Nov 2015

- Developed marketing strategies to increase property traffic and managed leasing operations.

Skills

- Strategic Planning
- Recruitment Management
- Change Management
- Organizational Development
- Staff Retention
- Conflict Management & Resolution
- Teamwork & Collaboration
- Ethical Standards
- Bilingual (English/Spanish)