



Diversity and Inclusion Officer

Kiran Bains

Kiran Bains was named the City's first Diversity and Inclusion Officer in August 2015. Through leadership development and community engagement, Ms. Bains fosters an inclusive culture across the City organization and promotes equity and inclusion in City processes. Ms. Bains also leads training on implicit bias, cultural awareness and institutional equity. Under her leadership, the Diversity and Inclusion Office (DIO) was awarded the National League of Cities Cultural Diversity Award in its first year.

Prior to joining local government, Ms. Bains worked in international community development and peace-building in South Asia and East Africa. These experiences range from reinvigorating micro-financing groups after two decades of war in northern Uganda to securing safe working conditions for migrant workers largely responsible for the city's waste management in Lucknow, India. Ms. Bains also worked at the Social Science Research Council, where she coordinated the day-to-day operations of a \$1.6 million program promoting policy-relevant research across Africa.

A first generation college graduate, Ms. Bains is passionate about diversity, equity and inclusion in education. She taught leadership development to young women of color in New York public high schools and spearheaded a yearlong diversity and inclusion initiative for AmeriCorps members serving more than 4,000 first-generation college students across Texas. Ms. Bains currently teaches a course on her area of expertise, equity and inclusion, at the University of Texas at San Antonio.

Ms. Bains is a Certified Diversity Professional of the National Diversity Council, and has completed social action and racial equity training with Training for Change and Race Forward: The Center for Racial Justice Innovation.

Education

- Master of Arts in Peace Studies, University of Notre Dame
- Bachelor of Arts in International Relations, St. Mary's University
- Graduate Studies in Anthropology, New School for Social Research

Professional Memberships & Community Involvement

- International City/County Management Association
- Texas Diversity Council
- Dialogue Institute of the Southwest

Personal

Ms. Bains is a native of San Antonio, where she grew up in the South Asian Sikh community. Her partner, Raymund Hernando, is a graduate student in physical therapy. Ms. Bains enjoys reading, hiking and spending time with her family.