

SENATE RESOLUTION 82

By Lamar

A RESOLUTION to honor Alex Smith in celebration of Women's History Month in Tennessee.

WHEREAS, the month of March was officially designated as Women's History Month in 1987; and

WHEREAS, every March, Women's History Month provides an opportunity to honor the achievements of those women who have paved the way wherein every person has an opportunity to pursue the American dream; and

WHEREAS, the Volunteer State is proud to be the home of a number of historic, pioneering women, including the awe-inspiring Alex Smith, chief human resources officer for the City of Memphis; and

WHEREAS, since 2016, Ms. Smith has served the City of Memphis as chief human resources officer, reporting directly to Mayor Jim Strickland; during her incredible tenure, she has positioned Memphis as a model for city government in the twenty-first century; and

WHEREAS, in 2017, the City of Memphis became a trailblazer by offering a private health insurance exchange for retirees and being the first municipality to offer a student loan contribution program; in 2018, the City was the most significant national public sector entity to move to HR cloud-based technology, for which Ms. Smith and her team received national recognition in *Workforce Magazine*; and

WHEREAS, Alex Smith is the architect of the City's 21st Century talent management, total rewards, HRIS, and diversity practices, all of which helped increase employee satisfaction; she regularly serves as a guest panelist and conference presenter for national and global audiences, having been a featured participant in the Netflix series *Real Talk: Blacks in HR*; and

WHEREAS, she has also served as a panelist at Hacking HR, Hope Global Forum, Aspen Institute, National League of Cities, and SXSW, as well as a keynote speaker for the Tennessee Society of Human Resource Management and Public Sector Network; and

WHEREAS, a firm believer in community service, Alex Smith serves on the advisory council for 3SixtyInsights, the advisory board for Government Executive Media Group's RouteFifty, and the board of directors for the Soulsville Foundation and First8 Memphis, a nonprofit committed to universal pre-k education in Memphis; and

WHEREAS, no stranger to awards and accolades, Ms. Smith is a 2022 HRD Global 100 HR Leader, 2021 *Memphis Business Journal* Top 40 Under 40, 2021 Memphis Urban Elite Top 40 Under 40, 2021 Leadership Memphis Change Maker, and 2020 winner of *HRO Today* magazine's CHRO of the Year; and

WHEREAS, her work has been featured by numerous media outlets over the years for modernizing government through culture change, technology, and unique programs, including *Forbes*, *American City and County* magazine, *Governing Magazine*, and CNBC; and

WHEREAS, Alex Smith holds a bachelor's degree in economics from Duke University and a master's degree in human resources and industrial relations from the University of Minnesota; and

WHEREAS, prior to gaining her position as chief HR officer for the City of Memphis, Ms. Smith built a notable career as a strategic HR partner for key business leaders, serving in HR management roles for Brightstar Corporation and industry leaders that include Target and Microsoft; and

WHEREAS, her many professional accomplishments aside, she is most thankful for the love and support of her two daughters; and

WHEREAS, in saluting Ms. Smith during Women's History Month, let us remember that when women succeed, America succeeds, as does Tennessee; now, therefore,

BE IT RESOLVED BY THE SENATE OF THE ONE HUNDRED THIRTEENTH GENERAL ASSEMBLY OF THE STATE OF TENNESSEE, that we hereby honor Alex Smith on her many contributions to the State of Tennessee as we celebrate Women's History Month and the generations of trailblazing women who have built our State and their vital contributions to our country's history.

BE IT FURTHER RESOLVED, that an appropriate copy of this resolution be prepared for presentation with this final clause omitted from such copy.