

Organizational Transformation Strategist, Community Network Builder

I specialize in guiding organizations through transformational change by integrating Diversity, Equity, and Inclusion (DEI) principles into strategic planning, facilitation, change management, and program evaluation. With experience spanning nonprofits, government agencies, and multinational organizations, I design and lead initiatives that foster belonging, build capacity, and align teams toward equity-driven outcomes. My work combines global perspectives, innovative approaches, and actionable strategies to inspire new thinking and create sustainable impact.

EMPLOYMENT HISTORY:

- The Athena Group, Partner 2021-present, WA
- LifeWire, Housing Stability Services Manager 2019-2021, WA
- Medley and Todd-Roberson Consulting LLC, CEO 2017-present, WA
- United Nations Volunteers, Policy Pillar Intern, 2017, Germany
- Program Evaluation and Survey designer, 2017, Australia
- Axe Capoeira, Community Engagement, 2011-2016, AZ

YEARS OF EXPERIENCE: 10

EDUCATION

- Master of Policy and Applied Social Research, Macquarie University, Marsfield, New South Wales
- Bachelor of Arts, African and African American Studies, Arizona State University, Tempe, AZ

CERTIFICATIONS

- Project Management Professional (PMP) Certification
- Intercultural Development Inventory (IDI) Qualified Administrator

VOLUNTEERING

- Board of Directors, Washington State Coalition Against Domestic Violence (WSCADV) 2022-present

Selected Relevant Project Experience

Equity-focused Strategic Planning

- Delivered DEI training, strategic planning, and capacity-building sessions for organizations including the Puget Sound Partnership, Clackamas County Agencies, King Conservation District (KCD), and The Port of Tacoma.
- Facilitated courageous conversations on bias, harm accountability, and intercultural competence for leadership teams at the Washington State Departments of Social, and Health Services, (DSHS), Children, Youth, and Families (DCYF), and Office of Independent Investigations (OII).
- Co-designed and delivered DEI Lunch and Learn sessions for the Washington Association of Land Trusts (WALT), creating a resource library and Washington-specific research on environmental justice.

Leadership Coaching and Organizational Development Planning

- Provided executive coaching and team-building facilitation for the Washington State Housing Finance Commission (WSHFC), City of Olympia, and SafePlace.
- Managed intercultural competence and DEI coaching projects for the Municipal Research and Services Center, The Burke Museum, and Roosevelt Alumni for Racial Equity (RARE) board.
- Guided strategic planning for DEI-focused programs at the University of Oregon, the University of California, including a keynote on my work at the Association of Washington Cities.

Community Engagement and Accessibility Planning

- Supported statewide community engagement initiatives for Washington State Departments of Health (DOH), Agriculture (WSDA), and Washington's Lottery, focusing on equity, language access, and relationship-building.
- Co-facilitated service alignment discussions for child/youth programs with Birth to 25 Greenlake Pierce County and piloted community Learning Cohorts with the Northwest Straits Initiative (NWSI) resulting in a new model for sustainable, system-wide transformation.

Led design labs for Sno-Isle Libraries to explore community definitions of "connectedness" and provided actionable recommendations from a linguistically, culturally, generationally, and socioeconomically diverse group of community members.

Research and Reporting

- Conducted landscape analyses and created final reports on equity initiatives for King County Housing Authority, the Washington State Department of Commerce, and DOH.
- Produced DEI implementation plans and strategy recommendations for NWSI, WSHFC, KCD, WALT, WSHFC, City of Olympia, WSDA, DOH, Washington's Lottery, the University of Washington, the University of California, the University of Oregon, RARE, OII, Nisqually Indian Tribe, Washington State Parks, and the Port of Tacoma.