Below is a revised, website-ready narrative with all organizational abbreviations spelled out, ensuring clarity and accessibility. Feel free to modify headings, add testimonials, or adjust wording to align with your personal style or branding preferences.

## About Me

I am an **Organizational Transformation Strategist** and **Community Network Builder** dedicated to shaping sustainable change grounded in **Diversity, Equity, and Inclusion (DEI)**. With a global perspective and 12 years of experience across nonprofit, government, and corporate sectors, I integrate inclusive facilitation, strategic planning, and capacity-building techniques to foster true belonging and systemic transformation. My guiding principle is simple: when equity is embedded at every level of an organization, we empower communities, strengthen teams, and achieve lasting impact.

## Key Services

1. **Strategic Planning & Facilitation**
   * Develop equity-focused strategic plans and DEI roadmaps for organizations of all sizes.
   * Lead innovative workshops and retreats that break down silos, encourage collaboration, and spark bold new thinking.
2. **Leadership Coaching & Organizational Development**
   * Provide executive coaching and team-building sessions designed to enhance intercultural competence and cultural humility.
   * Align leadership teams and staff toward shared visions and measurable, actionable outcomes.
3. **Community Engagement & Accessibility**
   * Design engagement strategies that center on relationship-building, cultural responsiveness, and linguistic accessibility.
   * Pilot collaborative, community-driven models that foster meaningful dialogue and sustained partnerships.
4. **Program Evaluation & Research**
   * Conduct landscape analyses and impact assessments, delivering clear, actionable reports on DEI initiatives.
   * Translate findings into practical recommendations that help organizations refine and scale equity-driven solutions.

## Selected Experience & Impact

* **Equity-Focused Strategic Planning**
  + Delivered Diversity, Equity, and Inclusion 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 deep-dive conversations on bias, harm accountability, and inclusion for Washington State agencies such as the Department of Social and Health Services (DSHS), the Department of Children, Youth, and Families (DCYF), and the Office of Independent Investigations (OII), influencing policy and practice at the leadership level.
  + Co-designed DEI lunch-and-learn sessions for the Washington Association of Land Trusts (WALT), complete with an extensive resource library and state-specific environmental justice research.
* **Leadership Coaching & Organizational Development**
  + Provided executive coaching to the Washington State Housing Finance Commission (WSHFC), the City of Olympia, and SafePlace, helping to strengthen organizational culture and leadership alignment.
  + Guided board development and strategic planning for programs at the University of Oregon, the University of California, and the University of Washington, delivering keynote talks and customized facilitation.
  + Supported the board of Roosevelt Alumni for Racial Equity (RARE) with tailored coaching, intercultural competence training, and alignment sessions.
* **Community Engagement & Accessibility Planning**
  + Led statewide community engagement initiatives for the Washington State Department of Health (DOH), the Washington State Department of Agriculture (WSDA), and Washington’s Lottery—ensuring language access, inclusive outreach, and meaningful stakeholder involvement.
  + Facilitated cross-sector discussions for organizations including Birth to 25 Greenlake Pierce County, resulting in new models for system-wide cooperation and transformation.
  + Designed interactive “design labs” for Sno-Isle Libraries to capture community perspectives on “connectedness,” incorporating multilingual and cross-generational feedback into actionable recommendations.
* **Research & Reporting**
  + Conducted comprehensive equity-focused studies and developed DEI implementation strategies for the King County Housing Authority, the Washington State Department of Commerce, the Department of Health, and more.
  + Compiled findings into practical frameworks that guided leadership decisions and encouraged continuous improvement across diverse organizations.

## Education & Certifications

* **Master of Policy and Applied Social Research**  
  Macquarie University, Marsfield, New South Wales
* **Bachelor of Arts in African and African American Studies**  
  Arizona State University, Tempe, Arizona
* **Qualified Administrator for the Intercultural Development Inventory (IDI)**