## About Me

Tevin Medley (he/him), an Organizational Transformation Strategist and Community Network Builder, specializes in creating conditions for change by guiding individuals and teams to think boldly about their desired future, and then helping construct the strategic scaffolding required to get there. With over 12 years of experience across nonprofit, government, and corporate sectors, Tevin integrates strategic planning, inclusive facilitation, leadership coaching, and community engagement to foster belonging, build capacity, and drive equity-driven outcomes.

Tevin brings a unique blend of analytical rigor, strategic foresight, and deep commitment to community empowerment. His work focuses on dismantling systemic barriers and creating sustainable impact by embedding equity into the core functions of organizations.

Tevin partners with universities, government agencies, nonprofits, and multinational organizations to design and lead initiatives that inspire new thinking and align teams toward measurable results. Key areas of focus include developing equity-focused strategic plans, facilitating courageous conversations on bias and accountability, designing community-centered engagement strategies, enhancing intercultural competence within leadership teams, and exploring the equitable application of emerging technologies like AI.

His current projects include leading the Community Network Proposal (CNP) to center Afro-Indigenous communities in Washington State and an initiative to democratize AI access for small businesses and underrepresented entrepreneurs. Through consultancy and collaboration, Tevin is dedicated to building more equitable systems and fostering transformation that sparks joy and removes barriers for all communities.

## 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)**

## Key Services

1. **Strategic Planning & Facilitation**
   * Develop equity-focused strategic plans and 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.

**Current Projects**

**Project Summary 1: Democratizing AI**

Inspired by insights gained from the Targeted Universalism Learning Cohort, Tevin's newest project aims to democratize AI to empower every small business and entrepreneur. Current industry data and expert analysis reveal a growing gap, with rapid AI advancements outpacing the accessibility for many small businesses and underrepresented entrepreneurs already facing systemic barriers. This initiative seeks to bridge that divide by providing accessible, cutting-edge AI tools and expertise, enabling businesses to innovate sustainably and chart their own path—whether nurturing a beloved local enterprise or scaling toward Fortune 100-level impact.

**Project Summary 2: The Community Network Proposal**

The Community Network Proposal (CNP) is a transformative initiative dedicated to centering Afro-Indigenous communities in Washington State through collective action, collaboration, and strategic partnerships. In response to ongoing systemic inequities and an evolving sociopolitical landscape resistant to explicitly anti-racist agendas, the CNP advocates for community-driven solutions and empowerment that explicitly center Black experiences while benefiting society at large.

Recognizing the interconnectedness of community well-being, the initiative addresses critical issues such as health disparities, economic inequality, environmental justice, and systemic barriers faced disproportionately by Black communities. Through targeted universalism, the project seeks to dismantle structural inequities, ensuring that Afro-Indigeneity and proximity to Blackness no longer predict health, economic, or social outcomes.

Key elements of the Community Network Proposal include:

* Strengthening social capital and building strategic partnerships.
* Amplifying narratives, information-sharing, and collective storytelling.
* Conducting grassroots research and developing actionable community metrics.
* Establishing community-led initiatives and communication platforms.
* Prioritizing place-based issues like housing equity, tax fairness, public health, and education.
* Increasing Black representation in policy and decision-making through initiatives like Washington State’s Pro-Equity Anti-Racism (PEAR) Plan.

By creating a robust network rooted in community knowledge and strategic collaboration, this initiative will mobilize collective action, amplify voices historically silenced, and foster systemic transformation for equitable and sustainable community outcomes.