

## **Organizational Development – Team & Systems Coaching – Process Design & Facilitation**

### **Executive Summary**

- Flexible Leadership
- New Solutions to Old Problems
- Strategic
- Relationship Building
- Organizational Alignment
- Power and Oppression Analysis
- Interconnecting Individual, Group and Social Change
- Social Justice Movement Activist
- Team Building and Mentoring
- Problem-solving
- Self-reflective
- Courageous and Compassionate
- Connects learning and action

**Accomplished Organizational Development Professional** with 10+ years of experience focused on transitions and transformations.

**Focused and Resourceful** with an extraordinary suite of skills and demonstrated experience in nonprofit management and development including transforming organizational cultures and practices, aligning strategies and practices with mission and values and navigating dynamics of power and oppression.

**Effective Communicator** of complex information and attentive active listener who possesses exceptional collaborative and facilitation skills that promotes creative thinking, results in new approaches to old problems and sparks courageous action.

**Flexible and Adaptive Leader** who has succeeded in the trenches of progressive social change.

**Committed Social Change Agent** with real world experience on a broad range of social justice issues who has succeeded in multicultural environments by being adept at working in groups that include diverse perspectives and backgrounds.

### **AFFILIATIONS:**

**Roadmap Consulting**, Consultant - [roadmapconsulting.org](http://roadmapconsulting.org)

**Interaction Institute for Social Change**, Affiliate Consultant - [interactioninstitute.org](http://interactioninstitute.org)

### **SAMPLE ORGANIZATIONAL DEVELOPMENT AND CHANGE MANAGEMENT CLIENTS:**

- American Civil Liberties Union – [www.aclunc.org](http://www.aclunc.org)
- American Herbalist Guild – [www.americanherbalistguild.org](http://www.americanherbalistguild.org)
- Brightline Defense - <https://www.brightlinedefense.org/>
- California Campaign to Counter Childhood Adversity - [www.4cakids.org](http://www.4cakids.org)
- California Coalition Against Sexual Assault – [www.calcasa.org](http://www.calcasa.org)
- California Healthy Nail Salon Collaborative - [www.cahealthynailsalons.org](http://www.cahealthynailsalons.org)
- Castro Country Club - [www.castrocountryclub.org](http://www.castrocountryclub.org)
- Center for Women’s Global Leadership - [www.cwgl.rutgers.edu](http://www.cwgl.rutgers.edu)
- Chinese for Affirmative Action – [www.caasf.org](http://www.caasf.org)
- Educators for Fair Consideration - [e4fc.org](http://e4fc.org)
- Equal Rights Advocates – [www.equalrights.org](http://www.equalrights.org)
- Family Support Services – [www.fssba-oak.org](http://www.fssba-oak.org)
- Family Values @ Work - [www.familyvaluesatwork.org](http://www.familyvaluesatwork.org)

## SAMPLE ORGANIZATIONAL DEVELOPMENT AND CHANGE MANAGEMENT CLIENTS

(continued):

- GSA Network – [www.gsanetwork.org](http://www.gsanetwork.org)
- Media Justice - <https://mediajustice.org/>
- North Bay Jobs with Justice - <http://www.northbayjobswithjustice.org/>
- National AIDS Memorial Grove – [www.aidsmemorial.org](http://www.aidsmemorial.org)
- Rape Trauma Services – [www.rapetraumaservices.org](http://www.rapetraumaservices.org)
- San Francisco Women Against Rape – [sfwar.org](http://sfwar.org)
- Transgender Law Center – [www.transgenderlawcenter.org](http://www.transgenderlawcenter.org)

## ORGANIZATIONAL TRANSITION ENGAGEMENTS:

Served in a wide range of capacities in progressive social justice organizations undergoing transition in leadership. In all cases I played a dual role of managing day-to-day operations and stewarding organizational change. In Executive roles my responsibilities included fundraising, administration, finance, program management and donor and community relations as well as conducting comprehensive organizational assessments; addressing critical vulnerabilities in programs, structure, personnel and fiscal health; facilitating recruitment and selection of permanent executives; maintaining programmatic integrity and effectiveness; and ensuring stability of external relationships. In each engagement I provided critical support to Board and staff through changes.

### Organizations:

Executive Director October 2010 – April 2011  
**GroundSpark**, San Francisco

GroundSpark is a 30 year-old organization that creates films and educational campaigns that move individuals and communities to take action for a more just world. Staff of 5, \$900,000 budget.

Associate Director for Organizational Capacity November 2008 – October 2010  
**Chinese for Affirmative Action (CAA)**, San Francisco

CAA is a 40 year-old organization that works for the civil and political rights of Chinese Americans and to advance multiracial democracy. Staff of 14, \$1.2 million budget.

Interim Executive Director September 2006 – July 2008  
**Asian Law Caucus (ALC)**, San Francisco

ALC is the nation's oldest legal and civil rights organization serving low-income Asian Pacific American communities. Staff of 18 and a \$1.4 million budget.

Interim Chief of Staff November 2004 – March 2006  
**California Labor Federation (CLF)**, AFL-CIO, Oakland

The California Labor Federation, AFL-CIO (CLF) is an affiliation of 1200 local unions. CLF has a staff of 22 and a \$4.8 million operating budget.

Interim Executive Director October 2003 – October 2004  
**National Lawyers Guild Bay Area Chapter (NLGSF)**, San Francisco

NLGSF is a Professional Association of progressive attorneys and legal workers whose mission is to impact the social and legal system to ensure that human rights are held as more sacred than property rights. Staff of two and a \$275,000 budget. NLGSF is a highly political environment, with many diverse stakeholders with deep investment in the direction of the Chapter.

Interim Executive Director August 2002 – July 2003  
**Rebuilding Together San Francisco**, (RTSF) San Francisco  
RTSF organizes teams of volunteers to renovate nonprofit facilities and the homes of low-income seniors and people with disabilities. Staff of seven and an \$800,000 budget.

Interim Executive Director November 2001 - May 2002  
**Center for Domestic Violence Prevention (CDVP)**, Burlingame  
CDVP is an agency providing a full array of services to those impacted by domestic violence with 30 staff and a \$1.8 million budget.

Interim Director, Employment and Training Department December 2000– March 2001  
**STAND against domestic violence**, Concord  
STAND is an agency providing a full array of services to those impacted by domestic violence. *5 staff, \$300,000 budget (department only)*

**PREVIOUS EMPLOYMENT:**

Director, Rape Prevention Resource Center 1997 – 1999  
Project Coordinator 1997  
**California Coalition Against Sexual Assault (CalCASA)**, Oakland, California  
CalCASA is a coalition serving as a unified voice for the needs of rape crisis centers and survivors of sexual assault, and with a total of 14 employees providing training and technical assistance to 90 rape crisis centers statewide plus the general public.

Executive Director 1991 – 1994  
**Sonoma County Women Against Rape**, Santa Rosa, California  
Organization of 11 paid employees, 30 volunteers, \$450K budget, providing crisis intervention to survivors of all forms of sexual assault, and prevention and educational services to community.

Legislative Representative 1985 – 1990  
**National Action Against Rape**, Oakland and Sacramento, California  
Public policy activist organization promoting legal reform to protect rights of victims of sexual assault. Eight staff, 35,000 members.

**EDUCATION:**

B.A. History of Ideas 2000  
New College of California, San Francisco, California