

# Nanci Luna Jiménez

## FOUNDER & PRESIDENT, LUNA JIMÉNEZ INSTITUTE FOR SOCIAL TRANSFORMATION

Nanci Luna Jiménez has committed to her own healing for more than 30 years to be a transformative guide, heart-centered listener, and authentic companion for leaders and change-makers committed to racial healing and social justice. Since founding the [Luna Jiménez Institute for Social Transformation](#) in 1994, she has reached tens of thousands of people with her core message of human goodness and connection as a transformational approach to social change.

Nanci works from the premise that systems are made up of humans, and unhealed humans perpetuate harm and injustice. Her approach centers healing and authentic relationships as the foundation for sustainable systems change and accountability. She gently reminds people what they already know: oppression can only end with their healing, and, with support, they can completely heal!

As a sought after [TEDx speaker](#), coach, and master-level facilitator, Nanci's approach honors the legacy and teachings of [Dr. Erica "Ricky" Sherover-Marcuse](#), who coined the term "unlearning racism," and [Lillian Roybal Rose, M.Ed.](#), an expert in cross-cultural communication.

Of Afro-Puerto Rican and Mexican heritage, Nanci was born in Detroit, MI, and raised in Detroit and Tucson, AZ. She currently lives in Portland, OR.

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Nanci helps people of diverse backgrounds navigate the murky waters of our relationships with others, and within ourselves. She sets a quiet standard for unstinting commitment of the journey of self-examination, as well as to our professional, collegial, and familial associations.

-Isisara Bey, Former Vice President of  
Corporate Affairs, Sony BMG Music  
Entertainment

*Curriculum Vitae*  
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## EDUCATION

Ph.D. Candidate, History of Consciousness, University of California at Santa Cruz, September 1989- June 1993.

AREAS OF EMPHASIS: Women's Studies; Political, Feminist and Cultural Theory; Chicana/o Studies; Women of Color in the U.S.; U.S. Cultural Nationalism; Race and Ethnicity in the U.S.

Summer Research, Programa Interdisciplinario de Estudios de la Mujer (PIEM), El Colegio de México; México City, México; June-August, 1990.

AREAS OF EMPHASIS: Mexican Women's Studies.

B.A., History, *cum laude*, Yale University, May 1989.

SENIOR THESIS: Emergence of Chicana Feminism (1967-1975).

Junior Term Abroad, Universidad de Puerto Rico, Recinto de Río Piedras; January-June, 1988.

AREAS OF EMPHASIS: Puerto Rican feminism; Puerto Rican, Latin American, and Spanish history.

## LANGUAGES

- Fluent: Spanish, English
- Introductory: Italian, German, Haitian Creole, French, Brazilian Portuguese

## PROFESSIONAL DEVELOPMENT & CERTIFICATIONS

Healing Centered Versus Trauma Informed Organizations, Organization Development Network, February – April 2023

International Association of Facilitators, *Certified Professional Facilitator / Master*, Certified 2021 (originally certified at *Certified Professional Facilitator* level in 2007).

International Association of Facilitators, *Certified Professional Facilitator*, recertified 2020 (originally certified in 2007, recertified in 2011, recertified in 2014, recertified in 2017).

Social Justice Training Institute (SJTI) 36, San Diego, CA, December 5-9, 2016.

Presidio Institute Cross-Sector Leadership Fellowship: San Francisco, CA (April); Washington, DC (July); New York City, NY (October) (2016).

Social Justice Yoga Teacher Training, DAYA Foundation, Portland, OR (2015); Registered Yoga Teacher (RYT) 200 (Pending, 2017). Instructor: Sarahjoy Marsh MA, E-RYT 500.

International Association of Facilitators Conferences (North American, Caribbean, European, Oceania): Port-of-Spain, Trinidad & Tobago, April 7-9, 2016; Banff, Alberta, May 14-16, 2015; Orlando, FL, June 6-8, 2013; Kingston, Jamaica, February 28-March 2, 2013; Halifax, Nova Scotia, May 11-12, 2012; Melbourne, Australia, March 7-9, 2012; Denver, CO, April 14-15, 2011; Chicago, IL, April 22-23, 2010; Bridgetown, Barbados, September 23-25, 2009; Vancouver, BC, April 22-23, 2009; Groningen, The Netherlands, October 3-4, 2008; Atlanta, GA, April 9-12, 2008; Portland, OR; March 8-10, 2007.

Nonprofit Associate of Oregon, *Equity Lens Tools & Assessments*, Portland, OR; April 29, 2015.

Leadership Strategies, Webinar, *Multi-Cultural Facilitation*, January 16, 2012. Instructor: Michael Wilkinson.

MERCK, *Executive Presentations: Proven Professional Techniques that Work*, Webinar, January 19, 2011.

*Advances in Change Management Tools and Methodologies: Maximizing the Investment in Projects and Programs*, Seminar, Portland, OR; January 12, 2011. Instructor: Dr. Linda Crafts and Ed Warnock.

*Building Multicultural Leadership*, Seminar, Portland, OR; December 9, 2010. Instructor: Dr. Guadalupe Guajardo.

Oregon Latino Agenda for Action—Inaugural Summit, Salem, OR; October 17-18, 2010.

*Creating a Diversity Plan for Your Organization*, Seminar, Portland, OR; October 14, 2010. Instructors: Cliff Jones and Dahnes Medora.

National Hispana Leadership Institute Executive Leadership Training Conference, Los Angeles, CA, November 3-4, 2011; Miami FL, November 4-5, 2010; Albuquerque, NM, November 5-6, 2009; Denver, CO, November 8-9, 2007; San Antonio, TX, November 10, 2006.

National Hispana Leadership Institute, *Latina Empowerment Conference*, Portland, OR; August 13, 2010.

*Presence-Based Coaching*, Webinar, Presence-Based Leadership Development, February 10, 2010. Instructor: Doug Silsbee.

Advanced Women and Physical Power Leadership Training, Seattle, WA, August 1-2, 2009.

*Advanced Women and Physical Power Leadership Training*, Kalundborg, Denmark; September 25-28, 2008.

*Non-Violent Communication*, Eugene, OR; September 11, 2008. Instructor: Marshall B. Rosenberg, Ph.D.

*Compassionate Communication & Mindfulness*, Clatskanie, OR; June 13-15, 2008. Instructor: LaShelle Charde.

The Point, *The Power of You*, Bellingham, WA, September 27 – 29, 2007.

OneSmartWorld, *Smart for Life & Smart Meetings*, Portland, OR, July 20, 2007.

*PGE Diversity Summit*, Portland, OR, April 10, 2007.

Technology of Participation (ToP), *Mapping the Organizational Journey*, Institute for Cultural Affairs (ICA), Beaverton, OR, December 12, 2006. Instructor: Barbara MacKay.

Center for Creative Leadership, *Leadership Development Program*, Brussels, Belgium, October 23-27, 2006. Instructor: Sara Ais.

Congressional Black Caucus Foundation Conference, *2006 Annual Legislative Conference*, Washington, DC, September 7-9, 2006.

*Advanced Women and Physical Power Leadership Training*, Flagstaff, AZ, July 3-6, 2006; Albuquerque, NM, June 30, 2006.

Harvard University, John F. Kennedy School of Government, *Executive Leadership Program*, Cambridge, MA, April 23-28, 2006. Lead Instructor: Linda Kaboolian.

*Dynamic Facilitation*, Vancouver, WA, February 13-16, 2006. Instructor: Jim Rough.

National Hispana Leadership Institute (NHLI) *Fellowship*: San Juan Bautista, CA (February); Cambridge, MA (April); Washington, DC (September); Brussels, Belgium (October) (2006).

Technology of Participation (ToP) *Participatory Strategic Planning*, Institute for Cultural Affairs (ICA), Tigard, OR; April 2005. Instructor: Barbara MacKay.

Rockwood Leadership Program, *The Art of Leadership I*, Garrison, NY, February 13-16, 2005. Instructors: N. José Acevedo and Akaya Windwood.

Technology of Participation (ToP) *The Secrets of Implementation*, Institute for Cultural Affairs (ICA), Tigard, OR; March 3-4, 2004. Instructors: Gordon Harper and Barbara MacKay.

Technology of Participation (ToP) *General Facilitation Methods*, Institute for Cultural Affairs (ICA), Beaverton, OR; October 21-22, 2003. Instructors: Judy Weddle and Barbara MacKay.

Organizational Development Network (ODN), *National Conference*, Portland, OR, October 2003.

*National Conference on Race and Ethnicity in Higher Education (NCORE)*, San Francisco, CA, June 2003.

Oregon Uniting, *Certified Dialogue Facilitator*, Portland, OR; December 12, 2001.

*United Nations Non-Governmental Forum of the World Conference Against Racism, Racial Discrimination, Xenophobia and other Related Intolerance*, Durban, South Africa; August 2001.

Oregon Uniting, *Dialogue Facilitator Training*, Portland, OR, July 2000. Instructors: Nikki Toussaint, et. al.

*National Association of Chicana and Chicano Studies (NACCS) Conference*, Portland, OR, March 2000; San Jose, CA, March 1993; Albuquerque, NM, March 1990.

Western Youth Development, *Training of Trainers*, Portland, OR, July 20-22, 1998. Instructor: Clinton Terrel.

Tilikum Center, *Challenge Course Facilitation Training*, Newberg, OR; May 1998. Instructors: Kim and Bryan Boyd.

National Coalition Building Institute, *Leadership Institute*, Monterey, CA, November 16, 1995. Instructors: Dvora Slavin and Sue Parris.

Leadership Santa Cruz County, *Leadership Santa Cruz Program*, June 1994-June 1995. Director: Dr. Thomas Q. Reef.

Conflict Resolution Center of Santa Cruz County, *Community Conflict Resolution Training*, Aptos, CA, November 1994. Instructors: Nancy Heischman and Meredith Dyer, et. al.

National Coalition Building Institute, *Leadership Institute*, Pacific Grove, CA, February 23-24, 1994. Instructor: Cherie Brown.

Lillian Roybal Rose Seminars, *Building Bridges Across Differences*, Watsonville, CA. February 3-4, 1994. Instructor: Lillian Roybal Rose, M.Ed.

National Coalition Building Institute, *Training of Trainers*, Aptos, CA, November 16-18, 1993. Instructor: Al Herring, et. al.

National Institute on Drug Abuse, Transamerica Systems, Inc., *Training of Service Providers: AIDS Prevention Among Hispanic/Latino Women*, San Francisco, CA, May 1992.

*Researchers, Organizers, Scholars & Advocates (ROSA) Researchers Conference*, Oakland, CA, March 1992.

*Ford Fellows Conference*, Washington, D.C., November 1991.

*Cultures and Nationalisms Conference*, Los Angeles, CA, October 1991.

*Activists of Color Conference*, Berkeley, CA, March/April 1991.

*American Studies Association (ASA) Conference*, New Orleans, LA, November 1990.

*Fifth Annual Mujeres Activas en Letras y Cambio Social (MALCS) Conference*, Los Angeles, CA, August 1990.

*Chicano Cultural Studies Conference*, Santa Barbara, CA, April 1990.

## PUBLICATIONS & PODCASTS

Forthcoming book: *What Happened to Us: Understanding the Human Divide and What's Yours to Heal*

[Questions to Hold Podcast](#), *What do we have to risk to be reconnected?*, December 5, 2023

[Is El Día de los Muertos next?](#), Medium, November 9, 2023

[Authentic Audience Podcast](#), *Grounded in Goodness*, September 28, 2023

[Women's Reproductive Rights Panel](#), Pacifica Radio Archives Interview, November 15, 2022

[Original People Acknowledgment Practice](#), Medium, April 20, 2021

[Leadership Unlearned Podcast](#), April 15, 2021

[Even as we hurt, we hoped. Even as we hurt, we healed](#), Medium, January 28, 2021

[Ending Racism Together: Committing to a Body of Work On and For Ourselves](#), Medium, November 25, 2020

[Compact Nation Podcast](#), *Season 4 Episode 15: We Are Not Okay*, June 3, 2020

[Portraits in Color Podcast](#), *A Conversation About Healing During Social Distancing*, March 25, 2020

[Quédate en casa hoy: Tus acciones pueden salvar vidas](#), Medium, March 19, 2020

[Shelter in Place Today-Your Actions Can Save Lives](#), Medium, March 18, 2020

[Supergivers Podcast](#), *Episode 43: Nanci Luna Jiménez*, February 14, 2020

[Openhearted Heartbreak: Reflections on Climate Change](#), Medium, June 12, 2019

[Strong Feelings Podcast](#), *Episode 59: Acts of Revolution*, May 16, 2019

Contributing author: "Applying the Secrets to Cross Cultural Groups," in Revised Edition, [The Secrets of Facilitation: The S.M.A.R.T. Guide to Getting Results with Groups](#), by Michael Wilkinson, October 9, 2012



## LUNA JIMÉNEZ INSTITUTE FOR SOCIAL TRANSFORMATION (LJIST)

### President and Founder

#### 1994-Present

Nanci's transformational approach to social change builds on the pioneering work initiated by Dr. Erica "Ricky" Sherover-Marcuse and continued by Lillian Roybal Rose, M.Ed. Under Nanci's leadership, LJIST's diverse team comes together from across the US, Belize, and Algeria to carry this legacy forward. Services offered by and through LJIST included, learning and healing workshops, meeting facilitation and consulting, and organizational assessments and listening projects.

### Learning & Healing

Nanci has expanded her mentor Lillian Roybal Rose's training into LJIST's suite of virtual workshops, on-demand webinars, and signature transformational programs in four areas: Foundations, Racial Healing, Application, and Leadership. She is training a cohort of Licensees, Apprentices, and Associates to lead these offerings and has developed a growing membership community.

- Remember our inherent human goodness, worth, and capacity to lead in the work of building a just and equitable society.
- Increase understanding of the dynamics of institutional and internalized oppression and their impact on us as individuals and communities.
- Commit to Constructivist Listening as an ongoing practice to eliminate internalized oppression and patterns that reinforce discouragement, dominance, and division.
- Release despair, helplessness, panic, exhaustion, shame, guilt, and/or numbness as we face the impacts of racism on us, our families, and the world.
- Experience the power of healing in community using LJIST's core listening practice.

LJIST, *What Happened to Us* Virtual Workshop, November 7-9, 2023

LJIST, *Getting Listened To* Virtual Session, October 4, 2023

LJIST, *Grounded in Goodness to End Racism*, September 11 and 19, 2023

The Next Door, *Transforming Relationships Program*, Hood River, OR, August 8-11, 2023

LJIST, *Healing Together Gathering Spring Series: Ending Anti-Jewish Oppression Part III*, April 26, 2023

CSU Northridge, Colita de Rana *Learning & Healing* Session, April 20, 2023

LJIST, *Stopping the Cycle of Oppression* Virtual Workshop, April 11-13, 2023

LJIST, *Healing Together Gathering Spring Series: Ending Anti-Jewish Oppression Part II*, March 29, 2023

LJIST, *Healing Together Gathering Spring Series: Ending Anti-Jewish Oppression Part I*, February 22, 2023

Prosper Portland, *Getting Listened To* Virtual Session, February 21, 2023

Oregon Alliance, *Ending Racism Together* Virtual Workshop, January 31-February 2, 2023

LJIST, *Healing Together Gathering: Adulthood*. December 14, 2022

UNID@S XI, *Stopping the Cycle of Oppression* Virtual Workshop, December 6-8, 2022

LJIST, *Calling in Culture* Virtual Workshop, November 8-10, 2022

UNID@S XI, *Centering Relationships for Systems Change* Virtual Workshop, October 25-27, 2022

Oregon Alliance, *Stopping the Cycle of Oppression* Virtual Workshop, October 11-13, 2022

UNID@S XI, *Getting Listened To* Virtual Session, October 6, 2022

Oregon Alliance, *Getting Listened To* Virtual Session, October 4, 2022

LJIST, *Healing Together Gathering Summer Series: Ending Racism Part II*, September 28, 2022

AHIARC, *Getting Listened To* Virtual Session, September 22, 2022

Public Workshop, *Effectively Handling Leadership Attacks* Virtual Workshop, August 9-11, 2022

LJIST, *Healing Together Gathering Summer Series: Ending Racism Part I*, August 24, 2022

LJIST, *Getting Listened To* Virtual Session, August 2, 2022

LJIST, *Healing Together Gathering Spring Series: Disrupting Language Oppression Part III*, June 22, 2022

The Next Door, *Transforming Relationships Program*, Hood River, OR, June 15-17, 2022

LJIST, *Healing Together Gathering Spring Series: Disrupting Language Oppression Part II*, May 25, 2022

Healthwise, *Getting Listened To* Virtual Session, May 10, 2022

Portland Public Schools, *Effectively Handling Leadership Attacks* Workshop, May 3-5, 2022

LJIST, *Healing Together Gathering Spring Series: Disrupting Language Oppression Part I*, April 27, 2022

Portland Public Schools, *Calling in Culture* Virtual Workshop, April 19-21, 2022

LJIST, *Centering Relationships for Systems Change* Virtual Workshop, April 5-7, 2022

Portland Public Schools, *Giving and Receiving Just Apologies* Virtual Workshop, March 29-31, 2022

LJIST, *Healing Together Gathering Winter Series: From Righteousness to Relationship Part III*, March 23, 2022

CSU Northridge, *Colita de Rana Healing Circle Second Session*, March 17, 2022.

CSU Northridge, *Colita de Rana Healing Circle First Session*, March 10, 2022.

Portland Public Schools, *Ending Racism Together* Virtual Workshop, March 1-3, 2022.

LJIST, *Healing Together Gathering Winter Series: From Righteousness to Relationship Part II*, February 23, 2022

Portland Public Schools, *Stopping the Cycle of Oppression* Virtual Workshop, February 15-17, 2022,

LJIST, *Healing Together Gathering Winter Series: From Righteousness to Relationship Part I*, January 26, 2022



Portland Public Schools, *Centering Relationships for Systems Change* Virtual Workshop, January 18-20, 2022

Portland Public Schools, *Getting Listened To* Virtual Session, December 16, 2021,

Portland Public Schools, RESJ Cohort Program *Kick-Off* Session, Portland, OR; December 9, 2021

LJIST, *Special Edition Healing Together Gathering: Boarding Schools & Detention Centers*, November 10, 2021

UNID@S X, *Stopping the Cycle of Oppression* Virtual Workshop, November 16-18, 2021

LJIST, *Stopping the Cycle of Oppression* Virtual Workshop, November 2-4, 2021

LJIST, *Healing Together Gathering Fall Series: Leadership Attacks Part II*, October 27, 2021

LJIST, *Getting Listened To* Virtual Session, February 23, 2021, October 26, 2021

UNID@S X *Centering Relationships for Systems Change* Virtual Workshop, October 5-7, 2021

UNID@S X, *Getting Listened To* Virtual Session, September 30, 2021

LJIST, *Healing Together Gathering Fall Series: Leadership Attacks Part I*, September 22, 2021

LJIST, *Giving and Receiving Just Apologies* Virtual Workshop, August 17-19, 2021

LJIST, *Getting Listened To* Virtual Session, August 10, 2021

Survivor Alliance, *Getting Listened To* Virtual Session, July 27, 2021

North Carolina Association of Educators, *Stopping the Cycle of Oppression*, June 15-17, 2021

Marion Polk Food Share, *Capstone Meeting*, June 9, 2021.

LJIST, *Healing Together Gathering Spring Series: Just Apologies: Avoiding the Traps of Patterned Apology*, June 23, May 26, & April 28, 2021

Everybody Votes, *Getting Listened To* Virtual Session, May 25, 2021

Marion Polk Food Share, *Giving and Receiving Just Apologies* Virtual Workshop, May 18-20, 2021

Prosper Portland Inclusive Business Resource Network, *Centering Relationships for Systems Change* Virtual Workshop, May 4-6, 2021

Marion Polk Food Share, *Ending Racism Together* Virtual Workshop, April 20-22, 2021

LJIST, *Healing Together Gathering: Ending Anti-AAAPI Racism and Sexism for Asians, Asian-Americans, and Pacific Islanders and Allies*, April 14, 2021

Prosper Portland, *Giving and Receiving Just Apologies* Virtual Workshop, April 6-8, 2021

LJIST, *Healing Together Gathering Winter Series: Adulthood; The Training Ground for All Other Oppressions*, March 24, February 24, & January 27, 2021

North Carolina Association of Educators, *Getting Listened To* Virtual Session, March 23, 2021

Marion Polk Food Share, *Stopping the Cycle of Oppression* Virtual Workshop, March 16-18, 2021

LJIST, *Stopping the Cycle of Oppression* Virtual Workshop, March 2-4, 2021

LJIST, *Getting Listened To* Virtual Session, February 23, 2021, December 1, 2020

California State University-Channel Islands, *Ending Racism Together* Virtual Workshop, February 17-19, 2021

Heart of Biddeford, *Getting Listened To* Virtual Session, February 9, 2021

Marion Polk Food Share, *Centering Relationships for Systems Change* Virtual Workshop, February 2-4, 2021

Marion Polk Food Share, *Getting Listened To* Virtual Session, January 28, 2021

Campus Compact National, *Centering Relationships for Systems Change* Virtual Workshop, January 19-21, 2021

LJIST, *Ending Racism Together* Virtual Workshop, December 8-10, 2020

UNID@S Cohort IX, *Stopping the Cycle of Oppression* Virtual Workshop, November 19-21, 2020

Survivor Alliance, *Virtual Transformational Relationships Workshop*, November 10-12, 2020

Marion Polk Food Share, *DEI Committee Meeting*, November 4, 2020

LJIST, *Healing Together Gathering: Post-Election*, November 4, 2020

Marion Polk Food Share, *Partnership Kick-Off*, October 28, 2020

LJIST, *Healing Together Gathering Fall Series: Transformational Care*, October 28 & September 23, 2020

University of California-Santa Barbara, *Virtual Transformational Relationships Workshop*, October 20-22, 2020

UNID@S Cohort IX, *Virtual Constructivist Listening Module & Virtual Transformational Relationships Workshop*, October 15-17, 2020

LJIST, *Virtual Giving Up Privilege Workshop*, September 15-17, 2020

University of Minnesota Department of Spanish & Portuguese, *Just Relationships Webinar Q&A Session*, August 31, 2020

First Republic Bank, *Just Relationships Webinar*, July 23, 2020

LJIST, *Healing Together Gathering Summer Series: Racial Justice*, August 26, July 22, June 24, 5, 4, 2020

Portland Public Schools, *Healing Together Gathering*, August 4, July 29, 28, 23, & 21, 2020

Oregon African COVID Response Coalition, *Healing Together Virtual Gathering*, July 16, 2020

University of Houston, *Healing Together Gathering for People of Black African Heritage*, June 23,

The Next Door, Inc, *Virtual Constructivist Listening Module*, September 9, August 11, 13, 25, 27, July 28, 30, June 23, 25, 2020

LJIST Virtual *Transformational Relationships Workshop*, June 16-18, 2020

Prosper Portland, *Healing Together Virtual Gathering*, June 10, 9, 4, 2, May 16, 2020

Planned Parenthood Columbia-Willamette, *Just Relationships Webinar*, May 13, 2020

Planned Parenthood Columbia Willamette, *Virtual Constructivist Listening Module*, May 1, 2020

LJIST *Virtual Transformational Relationships Workshop*, April 29, 2020

LJIST *Healing Together Gathering for Healthcare Workers*, April 22 & 15, 2020

LJIST *Healing Together in the Time of COVID-19* Virtual Gathering, May 27, 20, 13, April 28, 22, 15, 8, 3, 2, 1, March 26, & 24, 2020

Oregon Historical Society, *Shifting Attitudes: Effectively Interrupting Inappropriate and Offensive Comments in Ways that Heal and Transform*, Portland, OR; February 4, 2020

State of Oregon Early Learning Division, *Transformational Relationships: Shifting From Fear Toward Understanding*, Salem, OR; January 29, 2020

League of Conservation Voters Staff Retreat Plenary, *Transformational Relationships: Shifting From Fear Toward Understanding*, Cambridge, MD; January 24, 2020

Seattle University Student Development & Center for Community Engagement, *Transformational Relationships: Moving from Fear Towards Understanding*, Seattle, WA; January 22, 2020

San Francisco Estuary Institute, *Just Relationships: A Framework to Move Through Fear Toward Understanding*, Webinar; December 9, 2019

Girl's Inc of the Pacific Northwest, *Transformational Relationships: Moving from Fear Towards Understanding*, Portland, OR; November 15, 2019

Oregon Historical Society, *Shifting Attitudes: Effectively Interrupting Inappropriate and Offensive Comments in Ways that Heal and Transform*, Portland, OR; November 13, 2019

Unid@s Cohort VIII, *Transformational Communication Program*, Cannon Beach, OR; October 22-25, 2019

Oregon Historical Society, *Just Relationships: A Framework to Move Through Fear Toward Understanding*, Webinar; September 25, 2019

LJIST 25<sup>th</sup> Anniversary Tour public workshop, *Transformational Communication: Tools for Cross-Cultural Understanding and Alliance Building*, Washington, DC; August 6-9, 2019

California State University Center for Community Engagement, *Transformational Leadership: Tools for Cross-Cultural Understanding*, Long Beach, CA; June 12-14, 2019

Northwest Regional Primary Care Association, *Transformational Relationships*, Seattle, WA, April 19, 2019

LJIST 25<sup>th</sup> Anniversary Tour public workshop, *Transformational Women*, Washington D.C. April 3, 2019.

LJIST 25<sup>th</sup> Anniversary Tour public workshop, *Shifting Attitudes: Effectively Interrupting Inappropriate and Offensive Comments in Ways that Heal and Transform*, Vocational Institute, Seattle, WA March 27, 2019.

LJIST 25<sup>th</sup> Anniversary public workshop, *Transformational Communications*, Santa Clara, CA; March 12-15, 2019

Multnomah County Health Department, *Transformational Communications*, Gresham, OR; March 5-7, 2019

LJIST 25<sup>th</sup> Anniversary Tour public workshop, *Transformational Relationships*, Pearl Studio, San Antonio, TX March 1, 2019

LJIST 25<sup>th</sup> Anniversary Tour public workshop, *Transformational Relationships*, Indian Pueblo Center, Albuquerque, NM February 27, 2019

LJIST 25<sup>th</sup> Anniversary Tour public workshop, *Shifting Attitudes: Effectively Interrupting Inappropriate and Offensive Comments in Ways that Heal and Transform* The Denver Foundation, Denver, CO February 25, 2019.

LJIST 25<sup>th</sup> Anniversary Tour public workshop, *Shifting Attitudes: Effectively Interrupting Inappropriate and Offensive Comments in Ways that Heal and Transform*, El Centro Learning and Resource Library, Chicago, IL February 22, 2019

LJIST 25<sup>th</sup> Anniversary Tour public workshop, *Transformational Alliances: The Role of White People in Ending Racism*, Greenlining Institute, Oakland, CA, January 30, 2019

LJIST 25<sup>th</sup> Anniversary Tour public workshop, *Shifting Attitudes: Effectively Interrupting Inappropriate and Offensive Comments in Ways that Heal and Transform*, Channel Islands Boating Center, Oxnard, CA January 28, 2019

LJIST 25<sup>th</sup> Anniversary Tour public workshop, *Transformational Relationships*, UCLA, Los Angeles, CA January 25, 2019

LJIST 25<sup>th</sup> Anniversary Tour public workshop, *Transformational Relationships*, University of San Diego San Diego, CA January 23, 2019

Pitzer College, Dining Staff, *Transformational Relationships*, Claremont, CA; January 15, 2019.

LJIST Public Innovation Lab, *Transformational Women*, Portland, OR; December 12, 2018

LJIST Public Innovation Lab, *Transformational Alliances: The Role of White People in Ending Racism*, Portland, OR; December 11, 2018

LJIST Public Innovation Lab, *Just Apology*, Portland, OR; December 10, 2018

LJIST Public Innovation Lab, *Shifting Attitudes: Effectively Interrupting Inappropriate and Offensive Comments in Ways that Heal and Transform*, Portland, OR; December 6, 2018

The Next Door, *Transformational Communications*, Hood River, OR; October 30- November 1, 2018.

Pitzer College, *Transformational Relationships*, Claremont, CA; October 13, 2018.

Prosper Portland: Inclusive Business Resource Network, *Transformational Communications*, Portland, OR; August 16-17, 2018.

Human Milk Banking Association of North America, *Transformational Relationships*, Broomfield, CO; April 18, 2018.

Lawrence Berkeley National Laboratory, *Transformational Communication: Tools for Cross-Cultural Communication and Understanding*, Walnut Creek, CA; March 27-29, 2018

Unid@s Cohort I, II, III, IV, V and VI Reconvenings, *Transformational Leadership: Tools for Cross-Cultural Understanding*, Portland, OR, January 20, 2018, Portland, OR, November 11, 2016; Portland, OR, November 6, 2015; Woodburn, OR; November 15, 2013; April 19, 2013; Cornelius, OR; January 11, 2013; Portland, OR; November 6, 2014; September 22, 2012.

Lawrence Berkeley National Laboratory, *Transformational Communication: Tools for Cross-Cultural Communication and Understanding*, Berkeley, CA; December 12-14, 2017.

Educate Ya!, *Avanza Youth Leadership Program: Culture and Oppression*, Portland, OR; December 5, 2017

California Campus Compact, *Justice, Equity, Diversity & Inclusion: Listening, Learning, & Engagement Institute: Transformational Communication*, Ben Lomond, CA; November 5-8, 2017.

United States Breastfeeding Committee, *Equity Training & Healing Dialogue*, Arlington, VA; August 3, 2017.

California State University, Office of the Chancellor, Center for Community Engagement, *JEDI Program for Transformational Healing and Cross-Cultural Understanding*, Pomona, CA; June 13-15, 2017.

ACCESS and PLUS Teachers, *JEDI Program for Transformational Healing and Cross-Cultural Understanding*, Algiers, Algeria; March 17-18, 2017.

Green Tea Association, *JEDI Program for Transformational Healing and Cross-Cultural Understanding*, Tamanrassat, Algeria; March 14-15, 2017.

Dallil Guides, *JEDI Program for Transformational Healing and Cross-Cultural Understanding*, Algiers, Algeria; March 10-11, 2017.

National Policy Consensus Center, *Transformational Communication: Tools for Cross-Cultural Understanding*, Portland, OR; February 1-3, 2017.

University of Houston, Women of Color Faculty, Leading Individual to Institutional Transformation (LIIT), *Transformational Communication: Tools for Cross-Cultural Understanding and Alliance Building*, Houston, TX; January 12-13, 2017.

Metropolitan Group, *Just Relationships*, Portland, OR; December 15, 2016.

FoodShare Toronto, National Food Justice Pre-Conference Workshop, *Transformational Communication: Tools for Cross-Cultural Understanding*, Toronto, Ontario, Canada; October 11-12, 2016.

FoodShare, Toronto, Board Members and Managers *Just Relationships*, Toronto, Canada, October 11, 2016.

Unid@s Cohort I, II, III, IV, V, VI, VII Retreat, *Transformational Communication, Alliance Building and Authentic Latin@ Leadership: Tools for Cross-Cultural Understanding*, Cannon Beach, OR: October 24-27, 2017; Cannon Beach, OR: October 4-7, 2016; Warm Springs, OR: October 13-16, 2015; Warm Springs OR, October 23-25, 2014; Eugene, OR, October 23-25, 2013; Eugene, OR: June 6-8, 2012.; Cannon Beach, OR: October 23-27, 2017; Cannon Beach, OR October 23-26, 2018

The Ojai Foundation, *Transformational Communication: Tools for Cross-Cultural Understanding*, Ojai, CA; August 16-17, 2016.

University of Southern California Office for Residential Education, *Transformational Communication: Tools for Cross-Cultural Understanding*, Los Angeles, CA; August 3-4, 2016.

Portland Public Workshop, *Transformational Communication: Tools for Cross-Cultural Understanding*, Portland, OR; July 20-22, 2016.

The Next Door, Inc., *Liderazgo Latino* Workshop, Hood River, OR; May 5-6, 2016.

Unid@s Cohort III, *Re-Unid@s: Transformational Leadership and the Power of Apology*, Portland, OR; January 23, 2016.

Lillian Roybal Rose Retirement Workshop, *Transformational Communication: Tools for Cross-Cultural Understanding and Alliance Building*, UC Santa Barbara, Santa Barbara, CA; December 12-13, 2015.



Portland Development Commission (PDC), Community Economic Development Team, *Transformational Teams: Building and Repairing Trust* Portland, OR; December 10, 2015.

Planned Parenthood Columbia Willamette, *Transformational Communication: Tools for Cross-Cultural Understanding and Building Organizational Equity*, Portland, OR; December 5-6, 2015.

Sandia National Laboratories; inclusion, Diversity And Personal Transformation (iDAPT) Workshop; *Building Deep and Trusting Relationships: The Power of Apology*, Livermore, CA; June 2, 2015.

University of Houston ADVANCE, *Transformational Communication: Tools for Cross-Cultural Understanding and Alliance Building*, Houston, TX; February 24, 2015.

Coalition of Communities of Color. *Cross Cohorts Leadership Training*, Portland, OR; February 21, 2015.

The Joyce Foundation's Chicago Arts Leadership Cohort, *Transformational Communication: Tools for Cross-Cultural Understanding and Alliance Building*, Chicago, IL; November 10-11, 2014.

Portland Development Commission, *Transformational Communication: Tools for Cross-Cultural Understanding and Alliance Building*, Portland, OR; February 21-22, 2014, and September 25-26, 2014.

The Joyce Foundation's Chicago Arts Leadership Cohort, *Transformational Communication: Shifting Frames of Reference and Facilitated Historical Scan*, Chicago, IL; September 8, 2014.

Portland African American Leadership Forum, *Transformational Communication: Tools for Healing from the Effects of Internalized Oppression and Facilitated Historical Scan*, Corbett, OR; June 7, 2014.

Sandia National Laboratories, *Women Leading*, Livermore, CA; May 13, 2014.

Sandia National Laboratories; inclusion, Diversity And Personal Transformation (iDAPT) Workshop; *Not All Unconscious Bias is Created Equal: The Role and Impact of Dominance and Institutional Power*, Livermore, CA; May 12, 2014.

National Council of La Raza Emerging Latino Communities, *Transformational Communication: Tools for Cross-Cultural Understanding and Alliance Building*, Austin, TX; December 9-10, 2013.

End Abuse WI, *Transformational Communication: Tools for Cross-Cultural Understanding and Alliance Building*, Wisconsin Dells, WI; November 5, 2013.

Wise Women Gathering Place, *Transformational Communication: Tools for Cross-Cultural Understanding and Alliance Building*, Green Bay, WI; October 31-November 1, 2013.

The Next Door, Inc., *Transformational Communication: Tools for Cross-Cultural Understanding and Alliance Building*, Hood River, OR; September 6-7, 2013.

Benton County District Attorney's Office, *Transformational Communication: Tools for Cross-Cultural Understanding and Alliance Building*, Corvallis, OR; June 18-19, 2013.

Sandia National Laboratories, *Women with Women*, Livermore, CA; May 7, 2013.

Portland Public Workshop, *Transformational Communication: Tools for Cross-Cultural Understanding and Alliance Building*, Portland, OR; October 25-26, 2012.



Sandia National Laboratories, Division 10000, *Transformational Communication: Diversity and Inclusion Retreat*, Albuquerque, NM; August 15-17, 2012.

University of California, Santa Barbara, *Transformational Communication: Building Relationship for Authentic Cross-Cultural Alliances*, Santa Barbara, CA; September 6-7, 2012; August 13, 2012.

WCADV WE LEAD Leadership Academy, *Transformational Communication: Tools for Cross-Cultural Understanding and Alliance Building*, Madison, WI; August 2-3, 2012.

Sandia National Laboratories, Emerging Leaders Program (ELP), *Shifting Frame of Reference, Understanding D&I: Developing and Supporting Effective Leaders*, Livermore, CA; June 26, 2012; May 24, 2012; September 14, 2011; August 23, 2011.

Kaiser Foundation Health Plan of the Mid-Atlantic States, *Transformational Communication: A Path to Authentic Cross-Cultural Competency*, Baltimore, MD; June 21-22, 2012.

People's Food Co-op, *Transformational Communication: Tools for Cross-Cultural Understanding and Alliance Building*, Portland, OR; June 2-3, 2012.

Sandia National Laboratories, *Transformational Communication: Tools for Cross-Cultural Understanding and Inclusion*, Danville, CA; February 11-13, 2014; April 30-May 2, 2013; September 11-13, 2012; June 27-29, 2012; February 22-24, 2012; December 6-7, 2011; July 20-22, 2011.

Kaiser Permanente Mid-Atlantic States Diversity Programs, *Transformational Teams Meeting*, Rockville, MD; February 10, 2012; January 20, 2012.

Colorado Department of Public Health and Environment, *Transformational Leadership and Communication: Skills-Deepening for Change Agents and Tools for Cross-Cultural Understanding and Inclusion*, Denver, CO; November 17-18, 2011.

Kaiser Foundation Health Plan of the Mid-Atlantic States, Diversity Programs, *Transformational Teams: A Staff retreat for KPMAS Diversity Programs*, Rockville, MD; May 9-10, 2011.

National Hispana Leadership Institute, *Transformational Communication: A Path to Authentic Latina Leadership. Advancing Latina Leaders in Nonprofits*; Los Angeles, CA; November 1-3, 2011; Washington, DC, June 13-14, 2011; Arlington, VA, July 30-31, 2010; San Juan Bautista, CA; February 28-March 1, 2011.

University of California, Santa Barbara, *Transformational Communication: Building Relationship for Authentic Cross-Cultural Alliances*, Santa Barbara, CA; September 8-9, 2011; August 12, 2011.

Kaiser Foundation Health Plan of the Mid-Atlantic States, *Transformational Communication*, Baltimore, MD; November 17-18, 2010.

San Anto Cultural Arts, *Transformational Communication: Tools for Cross-Cultural Understanding and Inclusion*, San Antonio, TX; August 21, 2010. (Subcontracted with an LJIST Associate)

Luna Jiménez Institute for Social Transformation & Associates Public Workshop, *Yes We Can, Sí Se Puede . . . and We Are: Transformational Dialogue between Latinos and Blacks for Understanding, Healing and Social Justice*, Washington, DC; August 19-20, 2010.

Instituto del Progreso Latino, *Transformational Teams: A Staff Retreat for Instituto's Youth Development Department*, Itasca, IL; June 21-22, 2010.

National Hispana Leadership Institute, *Transformational Women: Reclaiming Physical Power for No Limits Life*, Latinas Learning to Lead Youth Institute: Washington, DC; June 14, 2010; June 21, 2009; Fairfax, VA; July 8-9, 2007; July 16-17, 2006; July 11, 2005; July 12-13, 2004; July 20-21, 2003; July 14-15, 2002; Potomac, MD; July 30-31, 2001; Executive Leadership Fellows Program: San Juan Bautista, CA; February 23, 2010; February 24, 2009; February 25-26, 2008; February 26-28, 2007; February 26-28, 2006; February 28, 2005; February 23-24, 2004; February 25, 2003; February 26, 2002; February 27, 2001; February 29, 2000.

National Hispana Leadership Institute, *Transformational Communication: Building Authentic Cross-Cultural Alliances*. Latinas Learning to Lead Youth Institute: Washington, DC; June 13-14, 2010; Washington, DC; June 20-21, 2009; Fairfax, VA; July 20-21, 2008; July 8-9, 2007; July 16-17, 2006; July 10-11, 2005; July 12-13, 2004; July 20-21, 2003; July 14-15, 2002; Potomac, MD; July 30-31, 2001. Executive Fellowship Program: San Juan Bautista, CA; February 9-10, 2014; February 26-28, 2012; February 28-March 1, 2011; February 22-23, 2010; February 23-24, 2009; February 25-26, 2008; February 26-28, 2007; February 27-28, 2006; February 23-24, 2004; February 25, 2003; February 26, 2002; February 27, 2001; February 29, 2000; March 3-4, 1999; March 3-4, 1998; February 25, 1996; February 27-28, 1995.

Southeast Regional Key, *Leaders as Change Agents: Developing and Supporting Effective Leaders*, Philadelphia, PA; June 17-18, 2010; December 1-2, 2009; June 4-5, 2009.

University of California, Los Angeles, Residential Life, *Transformational Communication: Tools for Cross-Cultural Understanding and Inclusion*, Los Angeles, CA; November 6-7, 2014; June 7-8, 2010.

Nike, Latina Women in Leadership, *Transformational Communication: A Path to Authentic Latina Leadership*, Hillsboro, OR; May 3-5, 2010.

Volunteers of America, *Transformational Communication: Tools for Cross-Cultural Understanding and Inclusion*, Portland, OR; April 30, 2010, February 18, 2010, January 26, 2010, September 10, 2009, August 13, 2009, July 16, 2009.

National Hispana Leadership Institute, *Transformational Teams: Collaboration through Connection*, Fellowship Program, San Juan Bautista, CA; February 22, 2010; February 23, 2009; February 25, 2008; February 26, 2007; February 26, 2006; February 28, 2005; February 23, 2004; February 24, 2003; February 25, 2002; February 26, 2001; February 28, 2000; Latinas Learning to Lead Youth Institute: Washington, DC; June 20, 2009.

Escuela Popular, *Transformational Communication: Developing and Supporting Leaders as Change Agents*, Santa Cruz, CA; July 9-10, 2009.

Childcare Resources, *Transformational Communication: Tools for Cross-Cultural Understanding and Inclusion*, Kalamazoo, MI; April 26-27, 2010.

International Association of Facilitators North America, IAF Pre-Conference Session, *Transformational Alliances: Building Authentic Cross-Cultural Collaborative Relationships*, Denver, CO; April 12-13, 2011; Chicago, IL; April 20-21, 2010.

Escuela Popular, *Transformational Communication: Tools for Cross-Cultural Understanding and Inclusion*, San Jose, CA; January 26-27, 2012; January 23-24, 2010; August 10-11, 2009.

Project Quest, Inc., *Transformational Leadership: Skills-Deepening for Leaders as Change Agents*, San Antonio, TX; December 7-8, 2009.

International Association of Facilitators North America, IAF Pre-Conference Session, *You Don't Know What You Don't Know: A Journey of Cross-Cultural Understanding*, Bridgetown, Barbados September 23, 2009.

Texas Network of Youth Services, *You Don't Know What You Don't Know: A Path to Authentic Cross-Cultural Practice*, Austin, TX; August 19, 2009.

CCLDI, *Transformational Leadership: Cross Cultural Skills-Deepening for Change Agents*, San Diego, CA; August 7, 2009.

International Association of Facilitators North America, IAF Pre-Conference Session, *You Don't Know What You Don't Know: A Journey of Cross-Cultural Understanding*, Vancouver, BC, Canada; April 20-21, 2009.

Catlin Gabel, *From Words into Action: Personal Transformation, Educational Change and Social Justice*, Portland, OR; April 8, 2009.

Nurse Family Partnerships, *Transformational Communication: Building Relationships for Authentic Cross-Cultural Alliance*, Denver, CO; January 22-23, 2009.

International Association of Facilitators North America, IAF Pre-Conference Session, *You Don't Know What You Don't Know: The Facilitator's Path to Authentic Cross-Cultural Awareness*, Groningen, The Netherlands; October 1-2, 2008.

Luna Jiménez Institute for Social Transformation & Associates Public Workshop, *Transformational Communication: Building Relationships for Authentic Cross-Cultural Alliances*, Portland, OR; August 23-24, 2008.

University of California, Irvine, *Transformational Communication: Building Relationships for Authentic Cross-Cultural Alliances*, Irvine, CA; August 13, 2008.

Women of Color Conference, Unity Among Women of Color: Celebrating Sisterhood, *Overcoming Barriers that Divide Us*, Las Vegas, NV; August 11, 2008.

AVANCE, *Leadership Skill-deepening for Healing the Blocks to Wellness: For Ourselves and Our Families*, San Antonio, TX; August 6, 2008.

Southern Nevada Hispanic Employees Program, *Putting Yourself First: Empowering Yourself To Be Healthy*, Las Vegas, NV; July 23, 2008.

Escuela Popular, *Transformational Leadership: Leadership Team Retreat*, Santa Cruz, CA; July 10-11, 2008.

Sisters of the Road, *Healing Towards A Classless Society*, Portland, OR, June 12-13, 2008.

International Association of Facilitators North America, IAF Pre-Conference Training Session, *You Don't Know What You Don't Know: The Facilitator's Path to Authentic Cross-Cultural Atlanta*, GA; April 9-10, 2008.

House of Umoja, *No More Drama: Empowering Sisters to Be Their Fiercest Selves*, Portland, OR; March 20, 2008.

National Hispana Leadership Institute, Fellowship Program, *Transformational Gender Partnerships: Creating Gender Equity*, San Juan Bautista, CA; February 26, 2008; March 1, 2005.

African Women's Coalition, *Transformational Communication: Building Relationships for Authentic Cross-Cultural Alliances*, Portland, OR; January 7, 2008.

Escuela Popular, *Transformational Leadership: Developing Leaders as Change Agents*, San Jose, CA; October 26, 2007; August 17-18, 2004. (Subcontracted with Lillian Roybal Rose Seminars)

Alamo Labor Properties, *Transformational Leadership: We Are the Leaders We've Been Waiting For*, San Antonio, TX; October 18-19, 2007; June 14-15, 2007; November 13-14, 2006.

Escuela Popular, *Transformational Communication: Building Relationships for Authentic Cross-Cultural Alliances*, San Jose, CA; August 20-21, 2007.

Congressional Hispanic Caucus Institute's Public Policy Fellowship Program, *Understanding & Being Understood: A Cross Cultural Communication Seminar*, Washington, DC; November 16-17, 2007; Berkeley Springs, WV; November 17-19, 2006; November 18-19, 2005; November 19-20, 2004; November 7-9, 2003; December 10-11 & 13-14, 2002. (Subcontracted with Lillian Roybal Rose Seminars)

Columbia Basin Community College, *Transformational Leadership: Developing Leaders as Change Agents*, Pasco, WA; November 2-3, 2006.

Children's Defense Fund, Early Childhood Development Division, *Transformational Leadership: Developing Leaders as Change Agents*, Emerging Leaders Fall Institute: Haley Farm, Clinton, TN; October 5-6, 2006; October 13-14, 2005; October 8-9, 2004.

Cascadia Behavioral Healthcare, Emerging Leaders Program, *Transformational Leadership: Developing Leaders as Change Agents*, Portland, OR; June 9, 2006.

Friends of the Children, *Transformational Communication: Building Authentic Cross-Cultural Alliances*, Portland, OR; October 10, 2006; March 16, 2006; October 4, 2005; March 17, 2005; October 12, 2004; March 31, 2004; October 8, 2003.

Institute for Non-Profit Management, *Working Within and Across Ethnic Communities*, Summer Residential Immersion Program: Portland, OR; September 19, 2006; Tualatin, OR, August 4, 2004; August 13, 2003; August 7, 2002; August 8, 2001; *Transformational Communication: Building Authentic Cross Cultural Alliances*, Leadership Fellows Summer Retreat: Warm Springs, OR; June 20, 2001.

Girl Scouts USA, *Transformational Communication: Building Authentic Cross-Cultural Alliances*, New York, NY; July 24-25, 2006.

Congressional Hispanic Caucus Institute's Congressional Internship Program, *Understanding & Being Understood: A Cross Cultural Communication Seminar*, Washington, DC; July 11-12, 2007; July 19-20, 2006; July 8-9, 2005; June 14-15, 2004. (Subcontracted with Lillian Roybal Rose Seminars)

New Leadership Oregon (NLO), *Working Effectively Across Differences in Our Communities*, Portland, OR; June 24, 2006.

Cascadia Behavioral Healthcare, Diversity Summit, *Building Alliances and Challenging the Concept of "Privilege"*, Portland, OR; June 19, 2006.

Institute of Cultural Affairs, Technology of Participation Trainers Network, *Transformational Communication: Building Authentic Cross-Cultural Alliances*, Phoenix, AZ; January 6-8, 2006.

Parents Institute for Quality Education (PIQE), *Transformational Women: Women Leading Social Change from Within*, San Diego, CA; December 14, 2005.

Columbia River Girls Scouts Council, *Transformational Communication: Building Authentic Cross-Cultural Alliances*, Portland, OR; December 1, 2005; October 6, 2005; August 4, 2005.

Mid-Valley Behavioral Care Network, *Transformational Communication: Building Authentic Cross-Cultural Alliances*, Salem, OR; February 8, 2005.

Latino Task Force, *Understanding and Being Understood: A Cross Cultural Communication Seminar*, Boulder, CO; July 31, 2005. (Subcontracted with Lillian Roybal Rose Seminars)

Childcare Connection, *Transformational Leadership: Developing Leaders as Change Agents*, Anchorage, AK; May 27, 2005.

New Hampshire Division for Children, Youth and Families, *Transformational Teams: Collaboration through Connection*, Nashua, NH; May 13, 2005.

National Hispana Leadership Institute, Fellowship Program, *Transformational Leadership: Developing Leaders as Change Agents*, San Juan Bautista, CA; March 1, 2005.

Central Catholic High School, *Transformational Communication: Building Authentic Cross-Cultural Alliances*, Portland, OR; Faculty: August 26, 2004; April 13, 2004; December 3, 2003; Students: September 20, 2004; December 9, 2003.

Multnomah County, Clackamas County, and City of Portland, *Tools for Creating and Sustaining a Meaningfully Diverse Workplace*, Eleventh Annual Cultural Diversity Conference: Portland, OR; September 14, 2004.

Multnomah County, Clackamas County, and City of Portland, *Transformational Gender Partnerships: Tools and Tips for Creating Gender Equity in the Workplace*, Eleventh Annual Cultural Diversity Conference: Portland, OR; September 14, 2004.

University of California, Santa Cruz, Residence Life Colleges 9 & 10, *Transformational Communication: Building Authentic Cross-Cultural Alliances*, Santa Cruz, CA; September 8-9, 2004. (Subcontracted with Lillian Roybal Rose Seminars)

University of California, Santa Cruz, Crown College Provost House, *Understanding & Being Understood: A Cross Cultural Communication Seminar*, Santa Cruz, CA; August 19-20, 2003; September 23, 1998. (Subcontracted with Lillian Roybal Rose Seminars)

University of California, Los Angeles, Residence Life, *Understanding & Being Understood: A Cross Cultural Communication Seminar*, Irvine, CA; January 3-4, 2006; August 12-13, 2004.

Diversity Leaders Network, *Language Barriers: Including & Serving People Whose First Language is Not English*, Portland, OR; July 21, 2004.

Northwest Service Academy, *Transformational Communication: Building Authentic Cross-Cultural Alliances*, Portland, OR; June 18, 2004.

Planned Parenthood of the Columbia/Willamette, Board and Senior Staff Training, *Transformational Communication: Building Authentic Cross-Cultural Alliances*, Portland, OR; June 17, 2004.

Children's Cancer Association, *Transformational Communication: Building Authentic Cross-Cultural Alliances*, Portland, OR; February 17, 2004.

Self-Enhancement, Inc., Youth Services Program Staff Training, *Transformational Communication: Building Authentic Cross-Cultural Alliances*, Portland, OR; September 19, 2003.



University of California, Santa Barbara, *Understanding & Being Understood: A Cross Cultural Communication Seminar*, Santa Barbara, CA; Residence Life: September 15-16, 2008; August 19, 2008; September 6-7 & 9-10, 2005; May 7-8, 2005; September 2-3 & 5-6, 2003; September 8-9, 2000; September 13-14, 1999; September 8-9, 1998, September 7-16, 1997; November 14-15, September 9-10 & 6-7, 1996; September 18-19, & 15-16, 1995; Apartment Living: September 8-9, 2003; September 11-12, 2000; September 16-17, 1999; September 11-12, 1998; Community Workshop: March 4-5, 2005; November 13-14, 1999. (Subcontracted with Lillian Roybal Rose Seminars)

Hale Lane: Attorneys at Law, *Transformational Teams: Collaboration through Connection*, Stevenson, WA; September 20, 2003. (Subcontracted by Inclusivity Consulting Group, Inc.)

Santa Clara Valley Water District, *Skills for Understanding and Improving Relationships Across Gender Differences Follow-up*, San Jose, CA; October 25, 2004; February 4-5, 2004. *Skills for Understanding & Improving Relationships Across Gender Differences*, August 18, 2003.

Adams County School District, *Understanding & Being Understood: A Cross Cultural Communication Seminar*, Westminster, CO; August 5-6, 2003; Golden, CO; June 7-9, 1995. (Subcontracted with Lillian Roybal Rose Seminars)

Escuela Popular, *Understanding & Being Understood: A Cross Cultural Communication Seminar*, San Jose, CA; July 10-11, 2003. (Subcontracted with Lillian Roybal Rose Seminars)

Escuela Popular, *Transformational Teams: Collaboration through Connection*, Santa Cruz, CA; June 24, 2003. (Subcontracted with Lillian Roybal Rose Seminars)

Hispanic Access Center/Centro Hispano, *Transformational Communication: Building Authentic Cross-Cultural Alliances*, Portland, OR; June 6, 2003.

Partners for Peace, *Understanding & Being Understood: A Cross Cultural Communication Seminar*, Salinas, CA; December 8-9, 2005; May 14-15, 2003. (Subcontracted with Lillian Roybal Rose Seminars)

County of Santa Barbara, *Understanding & Being Understood: A Cross Cultural Communication Seminar*, Santa Barbara, CA; April 7-8 & 10-11, 2003; August 8 & 9, September 9-10 & 12-13, 2002. (Subcontracted with Lillian Roybal Rose Seminars)

Diversity Leaders Network, *Culturally Specific Knowledge: Strategies for Reaching Racial and Ethnic Minorities*, Portland, OR; March 19, 2003.

Intensive Family Services, *Transformational Communication: Building Authentic Cross-Cultural Alliances*, Portland, OR; February 4-5, 2003.

Multicultural Institute, *Bridge Building Skills/Conflict Resolution*, Salinas, CA; October 18-19, 2002.

Whitman College, *Multicultural Identity and Internalized Racism and What It Means to be White*, Walla Walla, WA; October 4-6, 2002; *Transformational Communication: Building Authentic Cross-Cultural Alliances*, April 12-14, 2002; October 15-17, 1999; October 16-18, 1998; October 17-19, 1997; November 2-3, 1996.

International Ironworks, Inc., *Transformational Communication: Building Authentic Cross-Cultural Alliances*, Ojai, CA; August 15-16, 2002.

Thousand Friends of Oregon, *Transformational Communication: Building Authentic Cross-Cultural Alliances*, Portland, OR; July 30, 2002.



Housing Authority of Portland, *Paths to Understanding Diversity* and *Paths to Alliance Building*, Portland, OR; May 14-15, 2002. (Subcontracted with Hein Consulting Group)

Multnomah County Department of Community Justice, *Transformational Communication: Building Authentic Cross-Cultural Alliances*, Portland, OR; April 25-26, 2002.

Portland State University, Graduate School of Social Work, *Healing the Hurts of Racism: The Role of White People*, Portland, OR; April 6, 2002.

Hartnell Community College, *Understanding & Being Understood: A Cross Cultural Communication Seminar*, San Jose, CA; January 11-13, 2002; January 19-21 & 11-13, 2001. (Subcontracted with Lillian Roybal Rose Seminars)

Adult and Family Services (AFS), *Transformational Teams and Transition Facilitation*, Bend, OR' July 17, 2001.

Adult and Family Services, *Transformational Leadership: Developing Leaders as Change Agents*, Portland, OR; May 7, 2001.

Oregon Department of Human Services, *Transformational Communication: Building Authentic Cross-Cultural Alliances*, Portland, OR; January 8, 2001.

Oregon Department of Human Services Learning Leadership Council, *Transformational Communication: Building Authentic Cross-Cultural Alliances*, Keizer, OR; December 13, 2001.

Enlace, *Understanding & Being Understood: A Cross Cultural Communication Seminar*, Albuquerque, NM; November 1-2, 2001. (Subcontracted with Lillian Roybal Rose Seminars)

Meade School District, *Understanding & Being Understood: A Cross Cultural Communication Seminar*, Spokane, ID; June 30, 2001. (Subcontracted with Lillian Roybal Rose Seminars)

Portland State University, University Studies Spring Retreat, *Transformational Communication: Understanding the Nature of Human Beings* and *Shifting Frames of Reference: Understanding Barriers to Critical Inquiry*, Portland, OR; June 19, 2001.

St. Francis Retreat Center Latina Retreat—Advance, *Understanding & Being Understood: A Cross Cultural Communication Seminar*, San Juan Bautista, CA; June 1-3, 2001; August 25-27, 2000; August 27-29, 1999; September 4-6, 1998; September 29-October 1, 1995; August 5-7, 1994. (Subcontracted with Lillian Roybal Rose Seminars)

Child Welfare Partnership, *Culturally Competent Research Methods*, Portland, OR; May 23, 2001.

Adult and Family Services, *Transformational Communication: Building Authentic Cross-Cultural Alliances*, Corbett, OR; April 19-20, 2001.

Rainbow Youth, *Interfaces Conference*, Mt. Hood Kiwanas Camp, OR; March 31, 2001.

California Polytechnic Institute, Pomona, *Understanding & Being Understood: A Cross Cultural Communication Seminar*, Pomona, CA; March 16-17, 2001. (Subcontracted with Lillian Roybal Rose Seminars)

Agilent Technologies, *Understanding & Being Understood: A Cross Cultural Communication Seminar*, Ft. Collins, CO; February 1-2 January 29-30, 2001; October 24-25, 2000; Loveland, CO, June 22-23, 2000. (Subcontracted with Lillian Roybal Rose Seminars)

Housing Authority of Portland, *Valuing and Managing Diversity*, Portland, OR; January 9-10, 2001. (Subcontracted with Hein Consulting Group)

Touchmark Living Centers, *Culture Specific vs. Culture General*, Beaverton, OR; November 9, 2000.

National Beacon Youth Summit, *Transformational Teams: Collaboration through Connection*, Snow Mountain Ranch, CO; June 20, 2000.

GenAcción, *Transformational Communication: Building Authentic Cross-Cultural Alliances*, Portland, OR; June 10, 2000.

Portland State University, *Transformational Communication: Building Authentic Cross-Cultural Alliances*, Portland, OR; October 19 & 11, May 24 & 16, February 1, 2000.

Consultants of Color Networks, *Getting to Know Each Other: Alliance Building*, Portland, OR; May 3, 2000.

Latina Magazine, *Transformational Communication: Building Authentic Cross-Cultural Alliances*, New York, NY; April 10-11, 2000.

Youth Services, *Understanding & Being Understood: A Cross Cultural Communication Seminar*, Aptos, CA; December 16-17, 1999. (Subcontracted with Lillian Roybal Rose Seminars)

University of California, Santa Barbara, Housing Department, *Transformational Leadership: Developing Leaders as Change Agents*, Santa Barbara, CA; November 16, 1999. (Subcontracted with Lillian Roybal Rose Seminars)

University of California, Santa Barbara, Residence Life Head Staff, *Men & Women Building Alliances*, Santa Barbara, CA; November 11, 1999.

Sonoma State University, *Understanding & Being Understood: A Cross Cultural Communication Seminar*, Rohnert Park, CA; October 8-9, 1999. (Subcontracted with Lillian Roybal Rose Seminars)

Gateway Elementary School, *Understanding & Being Understood: A Cross Cultural Communication Seminar*, Santa Cruz, CA; October 1-2, 1999. (Subcontracted with Lillian Roybal Rose Seminars)

Occidental College, *Understanding & Being Understood: A Cross Cultural Communication Seminar*, Palm Springs, CA; August 10-11, 1999; August 11-13, 1998; August 13-14, 1996. (Subcontracted with Lillian Roybal Rose Seminars)

YWCA, *Building Bridges Across Differences*, Watsonville, CA; May 21-22, 1999; March 12-13, 1998; May 2-3, 1996; May 11-12, 1995. (Subcontracted with Lillian Roybal Rose Seminars)

Pajaro Valley Community Health Trust Board, *Understanding & Being Understood: A Cross Cultural Communication Seminar*, Aptos, CA; March 26-27, 1999. (Subcontracted with Lillian Roybal Rose Seminars)

Santa Fe Community College, *Understanding & Being Understood: A Cross Cultural Communication Seminar*, Santa Fe, NM; November 19-21, 1998. (Subcontracted with Lillian Roybal Rose Seminars)

Pepperdine University, *Transformational Communication: Building Authentic Cross-Cultural Alliances*, Los Angeles, CA; November 21-22, 1997, November 13-14, 1998. (Subcontracted with Lillian Roybal Rose Seminars)

National Latina Institute for Reproductive Health, *Understanding & Being Understood: A Cross Cultural Communication Seminar*, Los Angeles, CA; October 25-26, 1998. (Subcontracted with Lillian Roybal Rose Seminars)

Clackamas Women's Services, *Transformational Leadership: Developing Leaders as Change Agents*, Clackamas, OR; August 27, 1998.

Centralia High School, *Transformational Teams—High and Low Ropes Course Elements*, Portland, OR; August 26, 1998. (Subcontracted with North Portland Challenge Course)

Clackamas Women's Services, *Transformational Communication: Building Authentic Cross-Cultural Alliances*, Clackamas, OR; August 21-22, 1998.

Open Challenge Session, *Transformational Teams—High and Low Ropes Course Elements*, Portland, OR; June 29, 1998. (Subcontracted with YMCA Camp Collins)

Jefferson High School, *Transformational Teams—High and Low Ropes Course Elements*, Portland, OR; June 25 & May 12, 1998. (Subcontracted with North Portland Challenge Course)

Madison High School, *Transformational Teams—High and Low Ropes Course Elements*, Portland, OR; June 25, 1998. (Subcontracted with North Portland Challenge Course)

YWCA Camp Westwind, Portland, OR; *Building a Diverse Community*, June 17-18, 1998.

Eagle Creek Elementary School, *Transformational Teams—High and Low Ropes Course Elements*, Portland, OR; June 3-4, 1998. (Subcontracted with YMCA Camp Collins)

Stephenson Elementary School, *Transformational Teams—High and Low Ropes Course Elements*, Portland, OR; June 1-2, 1998. (Subcontracted with YMCA Camp Collins)

Teen Women's Consortium, *Understanding & Being Understood: A Cross Cultural Communication Seminar*, Santa Cruz, CA; April 2-3, 1998. (Subcontracted with Lillian Roybal Rose Seminars)

Loreto Street Elementary School, *Understanding & Being Understood: A Cross Cultural Communication Seminar*, Los Angeles, CA; February 25-27, 1998. (Subcontracted with Lillian Roybal Rose Seminars)

Clínica Romero Public Health Clinic, *Understanding & Being Understood: A Cross Cultural Communication Seminar*, Los Angeles, CA; December 12-13, 1997. (Subcontracted with Lillian Roybal Rose Seminars)

MANA of Northern New Mexico, *Understanding & Being Understood: A Cross Cultural Communication Seminar*, Pecos, NM; November 6-8, 1997. (Subcontracted with Lillian Roybal Rose Seminars)

County of Santa Cruz Personnel Department, *Transformational Communication: Building Authentic Cross-Cultural Alliances*, Santa Cruz, CA; October 29, 1997.

Defensa de Mujeres, *Transformational Communication: Building Authentic Cross-Cultural Alliances*, Watsonville, CA; October 8, 1997.

Gavilan College, *Understanding & Being Understood: A Cross Cultural Communication Seminar*, Gilroy, CA; July 25-26, 1997. (Subcontracted with Lillian Roybal Rose Seminars)

Weld County School District #6, *Understanding & Being Understood: A Cross Cultural Communication Seminar*, Greeley, CO; June 17-21, 1997. (Subcontracted with Lillian Roybal Rose Seminars)

Hewlett-Packard, *Understanding & Being Understood: A Cross Cultural Communication Seminar*, Greeley, CO; April 27-May 1, 1997; Loveland, CO; September 19-20, 1996; Santa Clara, CA, August 1-2, 1996; Fort Collins, CO; April 18-19 & 15-16, January 29-30, February 1-2, 1996; October 11-12, 1995. (Subcontracted with Lillian Roybal Rose Seminars)

Volunteer Center, *Transformational Communication: Building Authentic Cross-Cultural Alliances*, Santa Cruz, CA; April 25, 1997.

Storage Technologies, *Understanding & Being Understood: A Cross Cultural Communication Seminar*, Colorado Springs, CO; April 14-15, 1997; Boulder, CO; September 23-24, 1996. (Subcontracted with Lillian Roybal Rose Seminars)

Teen Women's Conference, *Understanding & Being Understood: A Cross Cultural Communication Seminar*, Santa Cruz, CA; March 26-27, 1997. (Subcontracted with Lillian Roybal Rose Seminars)

San Jose University, Campbell, *Transformational Communication: Building Authentic Cross-Cultural Alliances*, San Jose, CA; March 17, 1997. (Subcontracted with Lillian Roybal Rose Seminars)

Alianza School, *Transformational Communication: Building Authentic Cross-Cultural Alliances*, Santa Cruz, CA; January 15-16, 1997. (Subcontracted with Lillian Roybal Rose Seminars)

Los Angeles County Breast Cancer Early Detection Partnership, *Transformational Communication: Building Authentic Cross-Cultural Alliances*, Los Angeles, CA; January 31, 1997.

Congresswoman Lucille Roybal-Allard, *Understanding & Being Understood: A Cross Cultural Communication Seminar*, Los Angeles, CA; November 25-26, 1996. (Subcontracted with Lillian Roybal Rose Seminars)

Senior's Council, *Welcoming Diversity*, Santa Cruz, CA; November 19, 1996. (Subcontracted with the National Coalition Building Institute)

University of California, Santa Barbara, Resident Life, *Challenging Leadership Oppression Advance*, Santa Barbara, CA; November 12, 1996. (Subcontracted with Lillian Roybal Rose Seminars)

Santa Fe Community College, *Understanding & Being Understood: A Cross Cultural Communication Seminar*, Santa Fe, NM; October 15-17, 1996. (Subcontracted with Lillian Roybal Rose Seminars)

Colorado State University, *Understanding & Being Understood: A Cross Cultural Communication Seminar*, Fort Collins, CO; October 12-13, 1996; October 14-15, 1995. (Subcontracted with Lillian Roybal Rose Seminars)

Community Television of Santa Cruz County, *Transformational Communication: Building Authentic Cross-Cultural Alliances*, Santa Cruz, CA; July 12, May 29, March 29, January 19, 1996; November 17, 1995.

Spokane School District 81, *Understanding & Being Understood: A Cross Cultural Communication Seminar*, Spokane, WA; June 20-21, 1996. (Subcontracted with Lillian Roybal Rose Seminars)

Weld County School District 6, *Understanding & Being Understood: A Cross Cultural Communication Seminar*, Greeley, CO; June 5-7, 1996. (Subcontracted with Lillian Roybal Rose Seminars)

Women's Crisis Support, *Welcoming Diversity and Controversial Issue*, Santa Cruz, CA; April 26-27, February 24, 1996. (Subcontracted with the National Coalition Building Institute)

Dupont, *Understanding & Being Understood: A Cross Cultural Communication Seminar*, Mendenhall, PA; March 12-14, 1996. (Subcontracted with Lillian Roybal Rose Seminars)

Community Workshop, *Welcoming Diversity*, Santa Cruz, CA; 1996, March 9, 1996. (Subcontracted with the National Coalition Building Institute)

Leadership Santa Cruz County, *Welcoming Diversity*, Santa Cruz, CA; March 1, 1996. (Subcontracted with the National Coalition Building Institute)

El Camino Community College, *Understanding & Being Understood: A Cross Cultural Communication Seminar*, Los Angeles, CA; February 22-23, 1996. (Subcontracted with Lillian Roybal Rose Seminars)

Asian Pacific American Women's Leadership Institute, *Understanding & Being Understood: A Cross Cultural Communication Seminar*, City of Commerce, CA; February 19-20, 1996. (Subcontracted with Lillian Roybal Rose Seminars)

Court Appointed Special Advocates (CASA), *Transformational Communication: Building Authentic Cross-Cultural Alliances*, Santa Cruz, CA; October 25, 1995.

Advanced Cardiovascular Systems, *Transformational Communication: Building Authentic Cross-Cultural Alliances*, Temecula, CA & Santa Clara, CA; October 23, 1995. (Subcontracted with Diversity at Work)

Advance Workshop for Jews and People of Color, *Understanding & Being Understood: A Cross Cultural Communication Seminar*, Boulder, CO; October 18-19, 1995. (Subcontracted with Lillian Roybal Rose Seminars)

University of California, Santa Barbara, *Understanding & Being Understood: A Cross Cultural Communication Seminar*, Santa Barbara, CA; September 1995. (Subcontracted with Lillian Roybal Rose Seminars)

St. Paul Insurance, *Transformational Communication: Building Authentic Cross-Cultural Alliances*, San Francisco, CA; September 7-8, 1995; *Diversity Needs Assessment*, San Francisco, CA; May 30, 1995. (Subcontracted with George Simons International)

North Monterey County High School, *Welcoming Diversity*, Monterey, CA; September 1, 1995. (Subcontracted with the National Coalition Building Institute)

Women of Color Research Cluster Retreat, *Transformational Communication: Building Authentic Cross-Cultural Alliances*, Santa Cruz, CA; June 10-11, 1995.

Common Earth Adventures, *Council of All Cultures: 3 Day Backpack Along the Tuolumne River*, Tuolumne River, CA; May 16-18, 1997. (Subcontracted with Diversity at Work.)

City of Boulder, *Understanding & Being Understood: A Cross Cultural Communication Seminar*, Boulder, CO; March 27-28, 1995. (Subcontracted with Lillian Roybal Rose Seminars)

California Women's Commission on Alcohol and Drug Dependencies, *Diversity and Cultural Competence*, San Jose, CA; March 13, 1995. (Subcontracted with George Simons International)

Santa Cruz County Drug and Alcohol Commission, *Diversity and Cultural Competence*, Santa Cruz, CA; February 13, 1995. (Subcontracted with George Simons International)



Kraft General Foods, USA, *Diversity Training Program Design*, Glenview, IL; December 15-16, 1994. (Subcontracted with George Simons International)

Monterey County Department of Public Works, *Working With Respect*, Monterey, CA; November 1, October 27 & 31, 1994. (Subcontracted with Dunham & Parris Training Associates)

Cross Currents International, *Diversity Training*, Irvine, CA; October 19, 1994; *Managing Diversity in the Workplace*, October 13, 1994. (Subcontracted with George Simons International)

Group Home Society, Training – Staff and Residents, *Transformational Communication: Building Authentic Cross-Cultural Alliances*, Soquel, CA; September 21 and October 5, 1994. (Subcontracted with George Simons International)

San Jose Airport, *Diversity Training*, San Jose, CA; July 27, 1994. (Subcontracted with George Simons International)

Women of Color Research Cluster, *Transformational Communication: Building Authentic Cross-Cultural Alliances*, Aptos, CA; June 9, 1994.

### Meeting Facilitation & Consulting

As an IAF Certified™ Professional Facilitator | Master (CPF | M), Nanci custom-designs and facilitates meetings, retreats, public involvement and outreach meetings, and strategic, action, and equity planning sessions for a wide-range of public and private organizations.

- Assist organizations to produce measurable, clear, and aligned equity outcomes.
- Utilize inclusive, broad-base, and participatory processes to inspire active involvement and equitable engagement.
- Maintain a deeper connection to and understanding of prior organizational equity efforts and larger national and global equity trends.

Oregon Alliance, *Closing Virtual Session*, February 23, 2023.

Meyer Memorial Trust, Oregon Housing Justice Forum *Kick-Off Session*, May 12, 2022.

Portland Public Schools, Facilitated Board Meeting, August 12, 2020.

Planned Parenthood Columbia-Willamette Department of Education, *Year End Gathering*, June 30, 2020.

Planned Parenthood Columbia-Willamette Adolescents and Communities Together, *Celebration Gathering*, June 24, 2020.

University of California- Los Angeles Counseling and Psychology Services, *Historical Scan, Vision, and Values*, Los Angeles, CA; September 9-10, 2019.

Planned Parenthood Columbia Willamette, *Historical Scan, Vision, and Values*, Portland, OR; September 6, 2019.

University of California, Los Angeles Counseling and Psychological Services, *Executive Leadership Team Meeting*, Los Angeles, CA; June 10, 2019.

Lawrence Berkeley National Laboratory, *Diversity, Equity & Inclusion FY18-19 Action Plan*, April 10-11, 2018.



Trillium Family Services, *Board & Leadership Retreat: Historical Scan*, Woodburn, OR; March 20, 2018.

Lawrence Berkeley National Laboratory, *Diversity, Equity & Inclusion Historical Scan*, Berkeley, CA; January 25, 2018.

Lawrence Berkeley National Laboratory, *Listening Project Report Roll Out: Operations Extended Leadership Team Handling Questions Training*, Berkeley, CA; January 24, 2018.

Lawrence Berkeley National Laboratory, *Listening Project Report Roll Out: Operations Senior Leadership Team Meeting*, Berkeley, CA; November 15, 2017.

Lawrence Berkeley National Laboratory, *Listening Project Report Roll Out: Operations Senior Leadership Team Meeting*, Berkeley, CA; October 12, 2017.

United States Breastfeeding Committee, Board of Directors Retreat, Arlington, VA; August 2, 2017.

City of Portland, Parks and Recreation, Equity and Inclusion Office and Diversity & Equity Committee Planning, Portland OR; February 16, 2017.

Northwest Health Foundation, Oregon State-wide Social Justice Leaders Convening Planning, Portland, OR: August 23 and November 9, 2016.

Gray Family Foundation, *Board, Staff and Partners Equity Retreat*, Molalla, OR; February 29, 2016.

University of California Office of Residential Life, *Eight Year Strategic Plan*, Los Angeles, CA; August 12-14, 2013; August 5-7, 2013; May 10, 2013; San Diego, CA; August 8-9, 2013.

Sandia National Laboratories Division 8000, *Diversity & Inclusion Action Planning*, Livermore, CA; January 2014-January 2013.

Sandia National Laboratories, *Fall Managers Forum*, Livermore, CA; September 25-27, 2012.

Northwest Energy Efficiency Alliance, *Regional Commercial Building Classification Workgroup Meeting*, Portland, OR; January 4, 2012.

Sandia National Laboratories, inclusion, Diversity And Personal Transformation (iDAPT); *Facilitated Monthly Meetings*, Livermore, CA; September 26, 2013; November 27, 2012; June 26, 2012; May 24, 2012; April 18, 2012; March 28, 2012; February 21, 2012; December 8, 2011; November 28, 2011.

People's Food Co-op, *Co-Managers Meeting Facilitation*, Portland, OR; October 21, 2011.

Sandia National Laboratories, *Reflection, Clarity and Moving Forward: A Facilitated Session for the Sandia National Laboratories' Division Diversity Council*, Livermore, CA; September 15, 2011.

Sandia National Laboratories, *Spring Managers Forum*, Pleasanton, CA; May 1, 2012; April 26, 2011.

United Way of the Columbia-Willamette, *Diversity and Inclusion Regional Council Meeting*, Portland, OR; March 21, 2011.

4-H, *First International Executive Conference on 4-H Programs*, Washington, DC; February 23-26, 2011.

Lemelson Foundation, *Facilitation Competency Building Clinic*, Portland, OR; February 17, 2011.

Northwest Energy Efficiency Alliance, *Regional Marketing Coordinating Council Meeting*, Portland, OR; February 14, 2011.

Northwest Energy Efficiency Alliance, *Strategic Planning Meeting*, Portland, OR; January 18, 2011.

Sandia National Laboratories, *Offsite Management Retreat*, Livermore, CA; September 2, 2009; Pacific Grove, CA; June 23-24, 2008.

Amazon Alliance, *Steering Council Meeting*, Washington, DC; May 5-8, 2008.

Amazon Alliance, *Funder's Meeting*, Washington, DC, March 11-12, 2008.

Congressional Hispanic Caucus Institute, *Staff Retreat*, Washington, DC; November 13-14, 2007.

Congressional Hispanic Caucus Institute, *Senior Management Meeting*, Washington, DC; November 5, 2007.

Oregon Department of Transportation (ODOT), *I-5: Delta Park to Lombard Environmental Assessment, Environmental Justice Working Group, October 2002-2007*.

Amazon Alliance, *Annual Meeting*, Washington, DC; October 19-25, 2007.

Amazon Alliance, *Indigenous Steering Council Meeting*, Washington, DC; October 16-17, 2007.

Service Employees International Union, *Meeting with Local 1877*, Los Angeles, CA; October 2, 2007.

Service Employees International Union, *State Council Meeting*, Los Angeles, CA; July 18 & June 27, 2007.

Office of the Mayor, *Staff Retreat*, Portland, OR; June 3, 2005.

Futurebound Conference, *Planning Retreat*, Tucson, AZ; January 10, 2006; October 27, 2005; June 10-12, 2005.

Community Language and Culture Bank, Board and Volunteer Retreat, *Values, Purpose, Stakeholders and Mission Workshop*, Lincoln City, OR; February 5, 2005.

Environmental Justice Action Group, Board and Staff Retreat, *Vision, Mission and Values Workshop*, Portland, OR; November 6, 2005.

Congressional Hispanic Caucus Institute, *Staff Retreat*, Washington, DC; November 13-14, 2007; Berkeley Springs, WV, March 15-16, 2004. (Subcontracted with Lillian Roybal Rose Seminars)

Neighborhood House, Friendly House Community Center, *Action Planning & Implementation of Transformational Communication: Building Authentic Cross-Cultural Alliances*, Portland, OR; November 11, 2003. *Follow-up Action Plan and Implementation Workshop and Facilitation*, Portland, OR; March 12, 2004.

Escuela Popular, *Action Planning & Implementation for Understanding & Being Understood*, Big Sur, CA; November 21-22, 2003. (Subcontracted with Lillian Roybal Rose Seminars)

Central Catholic High School, *Diversity Initiative Action Planning Process*, Portland, OR; November 2003-June 2004; *Consensus Workshop*, Portland, OR; November 2, 2003.

*Salir Adelante Latino Community Dialogue*, Commissioner Serena Cruz, Portland, OR; October 28, 2003.

Self-Enhancement, Inc., *Executive Team Staff Retreat*, Lincoln City, OR; September 23-25, 2003.

MRG Foundation, *Beginning the Rethinking Meeting Board & Staff Retreat*, Portland, OR; March 15, 2003. (Subcontracted with Hein Consulting Group)

Oregon Department of Transportation, *Environmental Justice Work Group Facilitation, Action Planning, Implementation, Recruitment, Support and Development*, Portland, OR and Vancouver, WA; October 2002-June 2007.

Department of Community Justice, School Attendance Initiative, *Communications & Change*, Tigard, OR; June 18 & 21, 2002.

Gateway Elementary School, *Consensus and Coalition Building Amidst Controversy*, Santa Cruz, CA; May 11, 2001.

Adult and Family Services (AFS), *International Branch Proposal Community Meeting Facilitation*, Portland, OR; Feb 28, 2001; *International Branch Community Subcommittee Meetings*, Portland, OR; March 5, 12, 19, 22, 2001.

Portland State University, Freshman Inquiry, *Civility in the Classroom*, Portland, OR; February 19, 2001.

Oregon Child Development Coalition (OCDC), *Strategic Planning Retreat*, Wilsonville, OR; January 26-27, 2001.

Mi Casa Resource Center for Women, *Creating Win/Win Situations*, Denver, CO; October 26, 2000.

Coalition of Advocates for Equal Access for Girls 2000, *Summit on Girls: Juvenile Justice Panel Facilitator*, Portland, OR; November 8, 2000.

Santa Cruz Community Credit Union, *Board Meeting Facilitation*, Santa Cruz, CA; June 26, 1997.

Giro, Inc., *Conflict Resolution and Group Mediation*, Santa Cruz, CA; January 1995.

## Organizational Assessments & Listening Projects

Nanci's insightful approach to organizational assessments supports organizations to better understand their teams in order to drive justice, equity, diversity, and inclusion efforts.

- Custom-design strategy to gather quantitative and qualitative data and feedback to effectively develop action plans for sustainable organizational change.
- Consult on and implement communications strategies for assessment and beyond.
- Conduct *Listening Projects* to gather personal experiences and identify themes.
- Provide recommendations to address needs discovered during assessment.

Berkeley National Laboratories, Operations, *EDI Listening Project*, Berkeley, CA; April 2014-June 2016.

Sandia National Laboratories, Division 8000, Center 8500, *EDI Listening Project and Management Off-site*, Livermore, CA; January 2013-May 2013.

Sandia National Laboratories, Division 8000, Center 8200, *EDI Listening Project*, Livermore, CA; January-June 2012.

Sandia National Laboratories, Division 8000, Centers 8300 and 8600, *EDI Listening Project*, Livermore, CA; May 2010-June 2011.

## KEYNOTES, PLENARY SESSIONS, PANELS, & CONFERENCE PRESENTATIONS

Nanci's keynotes inspire audiences, introduce concepts of transformational change for social justice, and move participants to take action through radical love.

- Custom-design remarks based on interviews with stakeholders and planning teams.
- Incorporate interactive activities that both deepen understanding and offer concrete tools to replicate at home and work.
- Create community within large groups, jumpstarting collaboration and encouraging people to make strong connections with fellow attendees.

Multnomah County Executive Learning Series Keynote, *"Because I Know I Don't Have Pink Hair": Understanding and Healing from Internalized Oppression to End Racism*, October 13, 2023

Edge of Amazing Conference, *Just Relationships: Transformational Practices for Understanding and Resilience*, October 5, 2022

National Conference on Race and Ethnicity (NCORE), *From Righteousness to Relationship: Recentering Connection, Accountability, and Liberation*, June 3, 2022

National Conference on Race and Ethnicity (NCORE), *Adulthood: The Training Ground for All Other Oppressions*, June 3, 2022

National Conference on Race and Ethnicity (NCORE), *Stopping the Cycle of Oppression: How Our Early Hurts Perpetuate Injustice*, May 31-June 1, 2022

NGO CSW66 Forum, *What's Sexism Got to Do with It? Targeting Mother Earth as Reproductive*, March 24, 2022

NGO CSW66 Forum, *Transforming Women: Unleashing Female Leadership and Initiative*, March 22, 2022

Birth of Brilliance Conference, *Born Brilliant: Healing our Way Back to our Whole Human Self*, February 24, 2022

Portland Public Schools Leadership Institute, *Healing Together: Creating a Community of Solidarity with Young People*, August 11, 2021

National Conference on Race and Ethnicity (NCORE), *Adulthood: The Training Ground for All Other Oppressions*, June 10, 2021

National Conference on Race and Ethnicity (NCORE), *Centering Relationships for Systems Change Pre-Conference Institute*, June 7, 2021

Gestalt Caribbean Leadership Conference, *Leading with Equity*, April 29, 2021

Coalition of Communities of Color BRIDGES Convening, *Virtual Constructivist Listening Module*, October 10, 2020

Donate Life America, *Transformational Practices for Understanding and Resilience*, September 29, 2020

National Education Association Summer Justice Series, *Healing Together for Justice & Transformation*, August 3, 2020

Familias en Acción, *Racism and Anti-Blackness in Latinx Communities* Live Webinar Moderation, June 23, 2020

Oak Park Public Library, *Just Relationships*, June 12, 2020

Oak Park Public Library Reaching Across Illinois Library System, *Just Relationships*, June 12, 2020

National Campus Compact, *Living Out our Value of Equity (LOVE): Fakequity, Social Transformation, and Higher Education*, May 13, 2020

*Braving the Wilderness: How Vulnerability Can Be a Pathway for Social Change*. Campus Compact National. February 13, 2020.

International Association of Facilitators Conference of the Americas, *Language Liberation: Inclusive Interpreting Practices for Interrupting Language Oppression*, Sao Paulo, Brazil; November 29, 2019

*Just Relationships: Transformation Through Connection and Collaboration*. La Clinica Staff Halloween Party. Ashland, OR; October 31, 2019.

Latino Leadership Symposium, *Transformational Leadership: Centering Healing for Social Change*, Denver, CO; October 10, 2019

National Conference on Race and Ethnicity (NCORE) Plenary, *Transformational Relationships*, Portland, OR; June 1, 2019

*Just Relationships: Looking Inward to Create More Just Community Health Care*. Northwest Rural Health Conference 2019. Seattle, WA; March 26, 2019.

*Working with Humans*. International Association of Facilitators. September 27, 2018.

*Just Relationships: Transformational Tools for Cross-Cultural Communication, Understanding, and Resilience*, California WIC Association 2018 Annual Conference and Tradeshow, San Diego, CA; May 2, 2018

*If You Really Knew Me: A Heart-Opening Approach to Racial Equity*, United States Breastfeeding Committee National Breastfeeding Coalitions Convening, Arlington, VA; August 4, 2017

*What's Power Got to Do With It?*, United States Breastfeeding Committee National Membership Meeting, Arlington, VA; August 4, 2017.

*Women in Healthcare Leadership: A Facilitated Conversation about Gender Equity*, Northwest Regional Primary Care Association Spring Primary Care Conference, Spokane, WA; May 20, 2017.

*Just Relationships: Looking Inward to Create More Just Community Health Care*, Northwest Regional Primary Care Association Spring Primary Care Conference, Spokane, WA; May 20, 2017.

*One Thing You Can Change is You: Taking Yourself Seriously as Change Agent*, California State University Channel Islands #INSIGHT Conference, Camarillo, CA; April 21, 2017.

*Corporation as Social Business or Enterprise: One Way to Turn Your Activism into Your Work*, California State University Channel Islands #INSIGHT Conference, Camarillo, CA; April 21, 2017.

*No Recipes, Just Relationships: Looking Inward to Create a More Just Society*, California State University Channel Islands #INSIGHT Conference, Camarillo, CA; April 21, 2017.

*No Recipes, Just Relationships: Looking Inward to Create More Just Schools (Keynote & Breakout Session)*, Reynolds School District Equity Conference, Troutdale, OR; April 8, 2017.

*Be Bold for Change*, US Embassy, Algeria International Women's Day Event, Algiers, Algeria; March 8, 2017.

*No Recipes, Just Relationships: Looking Inward to Transform Facilitation*, IAF Pre-Conference Workshop, Port of Spain, Trinidad, April 7, 2016.

*No Recipes, Just Relationships: Looking Inward to Transform Facilitation*, IAF Concurrent Conference Workshop, Port of Spain, Trinidad, April 8, 2016.

*The Missing Piece: Building the Latino Leadership Pipeline*, NCLR 2016 Annual Conference, Orlando, FL, July 24, 2016.

*No Recipes, Just Relationships: Looking Inward to Create More Just Healthcare*, Northwest Regional Primary Care Association Western Forum for Migrant and Community Health Keynote Address, Portland, OR; February 24, 2016.

*No Recipes, Just Relationships: Looking Inward to Create More Just Programs for Oregon*, Neighborhood Partnerships, RE: Conference Session, Salem, OR; October 29, 2015.

*Facilitated Opening Plenary Session*, Neighborhood Partnerships, RE: Conference Session, Salem, OR; October 29, 2015.

*No Recipes, Just Relationships: Looking Inward to Change the Outward Expression of Public Participation*, International Association of Public Participation (IAP2), North America Conference Keynote Address, Portland, OR; September 11, 2015.

*Moving Beyond "Yes or No" to Listening Across Differences: Theories, Skills and Practices for Understanding, Inclusion, and Liberation*, IAF Facilitators North America (IAFNA) Conference, Banff, Alberta, May 16, 2015.

*Transform the Conversation, Transform Our Community, Transform Ourselves*, End Abuse WI, Wisconsin Dells, WI; November 5, 2013.

*Transformational Communication: Tools for Healing and Building Authentic Alliances*, End Abuse WI, Wisconsin Dells, WI November 6, 2013.

*Transformational Communication Part 1 and 2*, International Career Advancement Program (ICAP) 2013, Aspen, CO; September 22, 2013.

*You Don't Know What You Don't Know: Cross-Cultural Capacity Building for the Authentic Facilitator*, Mid-Atlantic Facilitator's Network (MAFN) 2013; June 28, 2013.

*Why We Don't Want to Be Switzerland*, International Association of Facilitators, Orlando, FL; June 7, 2013.

University of California, Los Angeles, Office of Residential Life Student Leadership Conference, *Transformational Leadership for a Just World*, Los Angeles, CA; May 11, 2013.

*What's Power Got to Do With It? Understanding the Impact of Dominance in Group Facilitation*, International Association of Facilitators Caribbean Chapter, Kingston, Jamaica; March 1, 2013.

*You Don't Know What You Don't Know: A Facilitator's Path to Authentic Cross-Cultural Practice*, North America International Association of Facilitators, Halifax, Nova Scotia; Canada, May 9-10, 2012.

*What's Power Got to Do With It? Understanding the Impact of Dominance in Group Facilitation*, North America International Association of Facilitators, Halifax, Nova Scotia; May 12, 2012.



*What's Power Got to Do With It? Understanding the Impact of Dominance in Group Facilitation*, TEDxCitadelPark, Halifax, Nova Scotia; May 9, 2012.

*Reinventing Your Career, Rediscovering Your Passion*, Yale Latino Alumni Reunion; New Haven, CT April 20, 2012.

*What's Power Got to Do With It? Understanding the Impact of Dominance on Group Facilitation*, Oceania International Association of Facilitators, Melbourne, Australia, March 7-8, 2012.

*The Power and Patterns of Apology*, University of Oregon Women of Color Conference, Eugene, OR, February 4, 2012.

*The Power and Patterns of Apology: Learning How and When to Say "I'm Sorry"*, National Hispana Leadership Institute, Annual Conference, Los Angeles, CA; November 4, 2011.

*Beyond the Search for Work/Life Balance: Having the (Guilt-Free) Life You Want*, McDonald's National Hispanic Employee Business Conference, Chicago, IL; October 24-26, 2011.

*Building Latina-Jewish Bridges on Campus*, American Jewish Committee, Washington, DC; June 16-19, 2011.

*Beyond the Search for Work/Life Balance: Having the (Guilt-Free) Life You Want*, National Hispana Leadership Institute, Executive Leadership Training Conference, Chicago, IL; May 6, 2011.

*How Institutional Power Makes Us Clueless: Becoming an Inclusive Facilitator through a Practice of Self Transformation*, International Association of Facilitators North America, IAF Concurrent Conference Session, Denver, CO; April 15, 2011.

*Beyond the Search for Life Work Balance: Having the (Guilt-free) Life You Want*, National Hispana Leadership Institute, Executive Leadership Training Conference, Miami, FL; Nov. 4, 2010.

*The Invisible Participant: Identifying the Impacts of Institutional Power & Developing a Practice of Inclusion*, International Association of Facilitators North America, Chicago, IL; April 24, 2010.

*Doing What You Do Best: Integrated Self, Integrated Organizations*, Regional Partners Retreat, Southeast Regional Key, Philadelphia, PA; December 4, 2009.

*The Invisible Participant: Identifying the Impacts of Institutional Power & Developing a Practice of Inclusion*, International Association of Facilitators Caribbean & Latin America, IAF Concurrent Conference Session, Bridgetown, Barbados; September 25, 2009.

*Thinking Contextually, Acting Inclusively*, Sandia National Laboratories, Livermore, CA; September 2, 2009.

*From Training Ground to Playground: Taking Adulthood Out of Childhood*, Texas Network of Youth Services, Annual Conference, Austin, TX; August 19, 2009.

*You Don't Know What You Don't Know: Making Mistakes is a Cultural Competence*, Clackamas County, Portland, OR; June 10, 2009.

*Listening for Social Change: Relationships as Transformational Acts*, Clackamas County, Portland, OR; June 10, 2009.

*Privilege: Get The Whole Story*, Clackamas County, Portland, OR; June 10, 2009.

*I Treat Everyone the Same: Isn't that Fair?" Context is Everything When It Comes to Justice*, Clackamas County, Portland, OR; June 10, 2009.

*The Invisible Participant: Identifying the Impacts of Institutional Power & Developing a Practice of Inclusion*, International Association of Facilitators North America, IAF Concurrent Conference Session, Vancouver, BC, Canada; April 23, 2009.

*Reinventing Your Career, Following Your Passion*, Conference Session, Yale Latino Reunion, New Haven, CT; April 4, 2009.

*Creating Change as a Social Entrepreneur, Panel*, American Democracy Institute, New York, NY; November 22, 2008.

*A Common Humanity: Transcending to Unity through Difference, Keynote Address*, City of Portland 15<sup>th</sup> Annual Diversity Conference, Portland OR; October 28, 2008.

*The Invisible Participant: Identifying the Impacts of Institutional Power & Developing a Practice of Inclusion*, International Association of Facilitators North America, IAF Concurrent Conference Session, Groningen, The Netherlands; October 4, 2008.

*Latinas Unidas: Working with our Hermanas, Overcoming Barriers and Basura*, Nordstrom Latina Summit, Seattle, WA September 20, 2008.

*You Don't Know What You Don't Know: A Journey of Cross-Cultural Understanding*, The McGraw-Hill Companies, New York, NY; August 27, 2008.

*A Conversation with Women*, Panel, Women of Color Conference, Las Vegas, NV, August 11, 2008.

*Wellness in Our Latino Families: The Barriers and Basura that Block Bienestar*, AVANCE Keynote; San Antonio, TX August 5-6, 2008.

*Women of Color: A Diverse Perspective*, Panel, The Johnnetta B. Cole Global Diversity & Inclusion Institute, Chief Diversity Officers Forum, Atlanta, GA; April 2-3, 2008.

*Learn How to Do Business with Local Public Agencies*, City of Portland, Small Business Forum, Portland, OR; March 25, 2008.

*The Power Within You: Young Latinas Speak!* Encuentro de Chicas Latinas de las Girl Scouts, Annual Leadership Conference, Washington, DC; March 17, 2008.

*Personal Healing and Transformation for Social Justice*, Service Employees International Union, IFC Class of 2008 Retreat, Atlanta, GA; November 28, 2007.

*Pushing the Limits of Sexism: Reclaiming Your Powerful Female Body*, National Hispana Leadership Institute, Executive Leadership Training and Mujer Awards Conference, Denver, CO; November 9, 2007.

*Putting Yourself First: Empowering Yourself to be Healthy and Strong*, National Hispana Leadership Institute, Executive Leadership Training and Mujer Awards Conference, Denver, CO; November 8, 2007.

*The Power of Personal Healing for Social Justice: Recognizing the Leader Within You*, University of California, Santa Cruz, Oaks College, Santa Cruz, CA; October 3, 2007.

*Transformational Leadership & Challenging Leadership Oppression*, Non-Profit Network, ED Network Clark County, Portland, OR; September 24, 2007.

*Girls Acquiring Meaningful Experiences*, Symphonic Strategies, Girls Acquiring Meaningful Experiences Panel, Washington, DC; September 13, 2007.

*Ending Dominance: A Conversation on Power, Diversity and Alliance Building*, City of Portland, Donuts for Diversity Speakers Series, Portland, OR; December 13, 2006.

*Embracing the Natural Healing Within Each of Us*, National Hispana Leadership Institute, Executive Leadership Training and Mujer Awards Conference, San Antonio, TX; November 10, 2007; November 10, 2006.

*Building Alliances and Challenging the Concept of "Privilege"*, Cascadia Behavioral Healthcare, Diversity Summit, Portland, OR; June 19, 2006.

*Shifting Attitudes: Cross Cultural Communication*, Jesuit High School, Portland, OR; March 15, 2006.

Futurebound Alumnae Conference, *Transformational Leadership & Transformational Women*, Tucson, AZ; October 22-23, 2005; October 28-30, 2005.

Catlin Gabel School, Tri County Student Diversity Conference, *Transformational Communication: Building Authentic Cross-Cultural Alliances*, Portland, OR; April 22, 2005.

*Transformational Communication: Building Authentic Cross-Cultural Alliances*, Rotary Club of Tualatin, Tualatin, OR; January 26, 2005.

*Genuine Gender Partnerships: Tools and Tips for Creating Gender Equity in the Workplace*, City/County Diversity Conference, Portland, OR; September 14, 2004.

*Tools for Creating and Sustaining a Meaningfully Diverse Workplace*, City/County Diversity Conference, Portland, OR; September 14, 2004.

*Transformational Communication: Building Authentic Cross-Cultural Alliances: Understanding the Dynamics of Institutional Oppression and Healing Our Communities from its Effects*, National Conference on Race and Ethnicity in Higher Education (NCORE), San Francisco, CA; May 30, 2003.

*Creating a Latina Business Community: Conneción, Coperación, Comadres y Cambio*, Hispanic Chamber of Commerce Silicon Valley, San Jose, CA; December 5, 2002.

*Cross Cultural Communication in the Addiction Treatment Community*, Department of Human Services Contracts and Procurements, Institute of Addiction Studies, Wilsonville, OR; July 22, 2002.

*Making the Connection: Cultural Competency in Teen Health Care*, Golden Gate Planned Parenthood, Adolescent Health Conference, Monterey, CA; May 9, 2002.

*Comadres: The Power of Relationships Between Women and Will the "Real" Latina/o Please Stand Up?* Ford Hispanic Network Group and the National Society of Hispanic MBAs, Ford Motor Company, Detroit, MI; May 2, 2002.

*Cross Cultural Communication & Alliance Building for Business with Integrity*, Association for Business Communication, Pacific Northwest Regional Conference, Seattle, WA; April 20, 2002.

*Express Yourself: Communicating Effectively in Difficult Situations*, Latina Empowerment Seminar, Brooklyn, NY; October 28, 2000.

*Culturally Competent Communication & Care*, National Abortion Federation (NAF) 2000 Risk Management Seminar, Palm Springs, CA; September 24, 2000.

*Does Anybody Hear Me?* National Beacon Youth Summit, Snow Mountain Ranch, CO; June 21, 2000.

*Why is Everyone Wrong? Or What to do about your Pink Hair*, National Beacon Youth Summit, Snow Mountain Ranch, CO; June 20, 2000.

*Academic Careers Outside the Academy*, Validation of Multiple Identities: Crises and Visions in Our Scholarship and Communities, Thirteenth Annual Conference of Ford Foundation Fellows, Irvine, CA; October 14-15, 1994.

## COACHING

Nanci's *Social Justice Coaching* programs support leaders to realize their visions and goals through a unique model of small group, one-on-one and peer-based coaching.

- Support individuals to gain personal insight through compassionate listening.
- Deepen leaders' ability to trust themselves.
- Collaboratively develop challenging but realistic goals and actionable next steps for growth.

*KEY CLIENTS: Planned Parenthood Columbia Willamette, Latino Network, Northwest Health Foundation, City of Beaverton, Prosper Portland, University of California Los Angeles, California State University Chancellor's Office, and many others.*

## HONORS & AWARDS

- National Hispana Leadership Institute Fellow, 2006.
- Ford Foundation Pre-Doctoral Fellowship, 1991-93.
- President's Mentorship Fellowship, University of California, 1989-91.
- Graduated *cum laude*, History, Yale University, 1989.
- Scholarship, Yale Club of Tucson, 1986-1988.
- Travel Grant, Feminist Research Association (FRA), Spring & Summer 1990.
- Travel Grant, History of Consciousness Board of Studies, Fall 1990.

## RESEARCH & EVALUATION PROJECTS

**Project Manager**, *International Language Communities Collaborative Assessment Project (ILC CAP)*, Oregon Department of Human Resources, Adult and Family Services, Portland, OR, 2001-02

**Core Team Member**, *Conflict Resolution and Diversity Lifeskills Education Project (CRADLE)*, Hewlett-Packard Foundation Community Grant Project, Santa Cruz, CA, 1997-98

**Program Evaluator**, *Program Evaluation Research Group (PERG)*, Algebra Project Program at King Estates Junior High School, Oakland, CA, 1992-93

**Program Evaluator**, *South African Career Development Fellowship Program (CDFP)*, University of California, Santa Cruz, CA, 1990-91

**Research Assistant**, *American Studies*, Professor Tomás Almaguer, University of California, Santa Cruz, Spring 1992

**Researcher**, *Programa Interdisciplinario de Estudios de la Mujer (PIEM)*, El Colegio de México, Summer 1990

**Researcher**, *Puerto Rican Feminist Organizing Project*, Universidad de Puerto Rico, Recinto de Río Piedras, 1988

## VOLUNTEER SERVICE & MEMBERSHIPS

**Member**, Oregon Association of Minority Entrepreneurs, 2014-2016

**Member**, The Society for Diversity, 2013-2014

**Planning Committee Member**, IAFNA, 2013

**Member**, Hispanic Metropolitan Chamber, Oregon, 2012-2016.

**Member**, Yale Latino Alumni Outreach Committee Member, 2012-2014.

**Board Chair**, *World Pulse Magazine: Women and Children Transforming Our World*, Portland, OR, 2004-2008.

**Member**, *National Association of Women Business Owners*, 2008-present.

**Focus Area Lead**, *Program Committee, International Association of Facilitators*, North American 2009 Conference.

**Delegate**, United to End Racism (UER), *United Nations Non-Governmental Forum of the World Conference Against Racism, Racial Discrimination, Xenophobia and other Related Intolerance*, Durban, South Africa; August 2001.

**City-Wide Women's Coordinator**, *No Limits for Women Project*, Portland, OR; 2001- present.

**Volunteer**, County Commissioner Serena Cruz's election campaign for City Council, Portland, OR; 2002.

**Volunteer**, *Oregon Uniting*, Portland, OR; 2000.

**Volunteer**, *Western Youth Development*, Portland, OR; 1998.

**International Observer**, Global Exchange, *Haitian Presidential Elections*, Jacmel, Haiti; December 1995.

**Trainer & Steering Committee Member**, *National Coalition Building Institute (NCBI)*, Santa Cruz Chapter, Santa Cruz, CA; 1993-1995.

**Trainer**, Volunteer Mediators Training, *Conflict Resolution Center of Santa Cruz County*, Aptos, CA; March 1995.

**Commissioner**, *Latino Affairs Advisory Commission to the Board of Supervisors*, Santa Cruz County; 1993-1994.

**Volunteer**, *Santa Cruz AIDS Project—Speakers' Bureau and Latino Outreach*, Santa Cruz, CA; 1991-1994.

**Volunteer**, *Familia Center*, Santa Cruz, CA; 1991-1992.

## TEACHING & UNIVERSITY SERVICE

**Adjunct Faculty**, Service Employees International Union, June 2007 – February 2008.



Serves as advisor and sometimes as mentor to individual leaders or teams in customized programs designed to accelerate personal and organizational change.

**Instructor, Special Programs**, University of California at Santa Cruz, Summer 1992.

A Core instructor with the Summer Bridge Program, worked with 18 incoming first year students of Color. The Core component focused on teaching students to read critically and analyze texts as well as to develop discussion skills.

**Teaching Assistant**, University of California at Santa Cruz, Winter 1992.

Professor Tomás Almaguer, American Studies Board of Studies.

*Race and Ethnicity*. A comparative examination of 20th century gendered constructions of "race and ethnicity" in the U.S.

**Teaching Assistant**, University of California at Santa Cruz, Winter 1991.

Professors Sonia Alvarez and Wendy Mink, Politics Board of Studies.

*Gender and Politics*. A comparative examination of 20th century gender politics and women's mobilization in the U.S., Latin America, and Europe.

**Co-founder**, History of Consciousness Women of Color and Student of Color Coalitions, 1989-90.

**Representative**, Target of Opportunity (TOP) Search Committee, 1989-91.

**Member**, Graduate Student Employment Association (GSEA), 1989-93.

**GSEA Representative**, Graduate Student Health Insurance Program (GSHIP) coordinating committee, 1990-91.

**Member**, Despierta Boricua (DB) [Puerto Rican student association], 1985-89.

**Member**, Movimiento Estudiantil Chicano de Aztlán (MEChA) [Chicano student association], 1985-89.

**Liaison**, Aztlán East [association of Ivy League Chicano organizations], 1985-87.

**Member**, The New Blue [women's a cappella singing group], 1986-89.

**Member**, Book and Snake Society, 1989 delegation.