

Nanci E. Luna Jiménez
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

- ❖ Spanish—fluent
- ❖ Italian, German, Haitian Creole, French, Brazilian Portuguese —introductory level

PUBLICATIONS, PROFESSIONAL DEVELOPMENT & CERTIFICATIONS

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

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.

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

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 Dahnesha 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.

SEMINARS AND WORKSHOPS

Luna Jiménez Institute for Social Transformation (LJIST) is a social enterprise which provides training, facilitation, coaching and speaking on Equity, Diversity and Inclusion (EDI) and leadership. LJIST assists individuals and organizations to develop skills and increase understanding to deal with, heal from, and eradicate institutional oppressions and its effects. Since 1994 LJIST has engaged with tens of thousands of individuals and hundreds of organizations to transform themselves and created a more just society. LJIST' approach is rooted in the premise that personal healing leads to social transformation. Through these workshops and seminars spaces are created for people to come together in a safe and caring environment to honestly and openly:

- Examine the impact of oppression in their lives
- Share and listen to stories from people with different life experiences than their own
- Build relationships across differences
- Understand the mechanisms and effects of institutional oppression
- Recognize the dynamic of internalized oppression and its impact
- Explore the role we can play as allies in ending oppression,
- Commit and get support to take action that interrupts the perpetuation of these oppressions

LJIST offers a transformative core seminar *Transformational Communication: Building Relationships for Authentic Cross Cultural Alliances* as a foundation for other workshops and sessions (see below). An introductory or shorter version of this workshop is also called *Just Relationships*.

Transformational Communication: Tools for cross-cultural understanding and inclusion

The ability to communicate effectively and build relationships across differences takes introspection and information, trust and connection. This powerful workshop explores “community building from the inside out” as a way to eliminate oppression and create just and equitable workplaces, schools, communities, neighborhoods and cities. Using listening dyads, experiential exercises, and storytelling participants examine the personal effects of institutional oppressions—as co-workers and managers who work and supervise in an increasingly diverse workplace, as employees who serve an increasingly diverse public, as students, administrators, staff and faculty who live and teach on increasingly multicultural campuses, and as residents who live in more heterogeneous communities than ever before. Oppression creates barriers to providing services or developing curriculum in a culturally competent way; challenges to recruiting, hiring or retaining a diverse staff, faculty or student body; and creates conflicts arising from miscommunication and often, unaware behaviors of dominance. This seminar addresses these issues from the premise that by learning about our own personal biases and getting rid of them, we can implement more creative and appropriate ways to sustain organizations that support the meaningful participation and contributions of everyone. Participants are encouraged to create mini-action plans to identify specific changes that will help remove barriers caused by oppression. Each of us can play significant and unique roles in helping to create and sustain organizations that truly welcome diversity.

Transformational Communication Seminars & Workshops

The Next Door, (Hybrid Workshop), *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

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.

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.

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

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

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.

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.

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.

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.

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.

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.

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.

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.

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.

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.

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.

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

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)

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.

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

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

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.

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.

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

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)

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)

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.

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)

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.

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)

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 Communication: Building Authentic Cross Cultural Alliances*, Clackamas, OR; August 21-22, 1998.

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

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)

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)

Health Services Agency, *Diversophy*, Santa Cruz, CA; December 16, 1994. (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)

Procter & Gamble, *Diversophy Presentation*, Cincinnati, OH; October 20, 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.

Ombudsman/Advocate Inc., *Diversophy Presentation*, Santa Cruz, CA; April 21, 1994. (Subcontracted with George Simons International)

Columbia-Pacific Extrusion, *Diversophy Presentation*, Watsonville, CA; March 30, 1994. (Subcontracted with George Simons International)

LJIST also offers the following dynamic workshop sessions: *Transformational Leadership: Developing Leaders as Change Agents*, *Transformational Women: Women Leading Social Change from Within*, *Transformational Gender Partnerships: Creating Gender Equity* and *Transformational Teams: Collaboration through Connection*.

Transformational Leadership: Skills deepening for change agents

We are all born leaders—born with the inherent desire to make things go well for the group. Starting from this premise, this seminar assists all participants to view themselves as agents for change and leadership. Leaders are guided through a “Self-Estimation” and evaluation process to identify and develop the support they deserve as they take risks in shaping and sharing their vision for change. Using listening pairs and other experiential exercises this workshop provides a deeper understanding of the phenomenon of “leadership oppression”—the predictable attacks, criticism and isolation of leaders that limits the development of new leaders and burns out current leadership—as well as hands-on strategies to interrupt these negative processes. Through this unique *Transformational Leadership* workshop experience, participants rediscover that leadership is not only necessary and natural, but also enjoyable!

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.

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

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.

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.

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.

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

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

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

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

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.

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.

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

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

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

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)

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

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)

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

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

Transformational Women: Women Leading Social Change from Within

Taking on physical challenges, women challenge the limits of sexism. This cutting-edge seminar addresses the impact of misinformation that women are less capable than men on every aspect of women's lives. Some women internalize this message by taking on fewer challenges; other women flip this message by taking on extraordinarily large challenges—but in an overwhelmed and isolated state. Either way, these reactions stifle women's true leadership capacity. This powerful program advances women's leadership and development by using physical challenges and wellness goals to counteract the ways that gender inequities

limit women's lives. Play and physical activities, goal setting and support circles are fundamental to this seminar supporting the re-emergence of women's true empowerment.

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

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

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.

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

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

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

Transformational Gender Partnerships: Creating Gender Equity

Men and women are natural allies in ending gender inequality. Participants of this dynamic program examine how gender roles and conditioning are supported by policies and structures that reinforce gender inequity. These proscribed roles separate boys and girls at a very early age and continue to limit the kinds of community we can build across gender classifications. By understanding how sexism continues to limit our lives, we gain insight into the personal and institutional change that is necessary to create equity. This dynamic workshop uses gender panels and reflection, listening pairs, "Stand Silently to Identify" exercises and role plays to help participants explore the root causes of sexism; share candidly in a non-threatening, non-judgmental environment about "gender" messages they have learned; learn skills to get rid of the messages we have learned and internalized about men and women; and hear from one another some specific actions we can each take as allies to create genuine gender partnerships.

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

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.

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

Transformational Teams: Collaboration through Connection

Coming together is a beginning, staying together is progress, working together is success. This innovative team-building program challenges participants to "risk" comfort and "make" change through customized seminar initiatives designed to bring about insights and foster growth in team functioning. By blending physical activities, games, and experiential learning exercises, participants of *Transformational Teams* better understand their individual role within a group and an awareness of how that role can further or hinder a group that works well together.

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

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.

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

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.

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 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.

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

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

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

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

International Ironworks, Inc., *Transformational Communication and Transformational Teams*, Ojai, CA; August, 15-16, 2002.

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

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

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

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)

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)

COACHING

LJIST provides on-going individual support, leadership development, and practice with tools and frameworks learned in the *Transformational Communication* workshop through coaching. Attending a multi-day *Transformational Communication* workshop within the prior 5 years is a prerequisite for becoming a coaching client. Each coaching client makes a minimum one year commitment with a fellow "coaching buddy." This "Coaching Cohort" meets weekly for at least one hour. Nanci meets individually with each coaching client monthly and with the "Coaching Cohort" every other month for the year. Coaching clients complete a "Pre-Coaching Questionnaire" to clarify their goals for the engagement. Nanci supports each coaching client based

on their stated outcomes. Each coaching client also completes a “One Year Reflection” at the end of each year if they are renewing for another year. At whatever point they choose to complete the coaching arrangement, each coaching client also completes a “Wrap-up Questionnaire.”

EQUITY, DIVERSITY & INCLUSION (EDI) LISTENING PROJECTS: ORGANIZATIONAL ASSESSMENT AND CULTURAL CHANGE TOOL

Listening is a process that can both transform the listener and the speaker. LJIST uses Constructivist Listening (Weissglass, 1990) as the core methodology for designing and implementing Equity, Diversity & Inclusion (EDI) Listening Projects (Lappé, F.M. and Perkins, J., 2004) for both assess the current organizational EDI climate while at the same time providing participants opportunities to heal from the effects of institutional oppressions, deepen their awareness around EDI and its impacts, as well as re-evaluate their thinking, attitudes and assumptions about EDI, in essence: organizational culture change. Participants share personal experiences of inequity, diversity or exclusion and the human—individual as well as collective and societal—impacts of these experiences. By relaying one’s experiences, the speaker can both impact the listener and potentially re-evaluate these experiences, heal, become empowered and gain new insights as a result of being listened to (Weissglass, 1990).

Through EDI Listening Projects LJIST works with the organizational leadership team to randomly identify a percentage of the workforce to hold one-on-one “Listening Sessions.” Each “Listening Session” provides a confidential space for participants to: 1) share their insights and stories about experiences of inclusion or exclusion, diversity or lack of diversity, as well as equity or injustice; 2) begin to heal from some of these experiences and begin to critically question some of the underlying assumptions of these experiences in a safe and non-judgmental environment; 3) encourage participants to take initiative to interrupt injustice where it is currently happening or take leadership to have a positive impact on the organizational environment wherever they have influence; and 4) anonymously document the stories of each participant to be grouped into key EDI themes to be shared in a final report with the entire organization along with recommendations from participants and LJIST alike. LJIST has conducted five of EDI Listening Projects between 2009 and 2016, contributing to long-term organizational change.

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.

FACILITATED PLANNING SESSIONS

LJIST specializes in facilitating dialogue between participants around emotion-charged topics and bringing people together as effective and informed allies—people committed to workable relationships across differences. Utilizing extensive expertise in cross-cultural communication LJIST has a reputation for facilitating inclusive group processes that foster a spirit of collaboration in resistant, emotionally-charged and divisive environments. From smaller not-for-profit, governmental and educational team or organizational meetings and retreats to large-scale community and public gatherings, LJIST designs programs to maximize full and inclusive participation. LJIST incorporates an array of experiential learning techniques, participatory learning approaches, dialogue methods, and team-building exercises to keep participants engaged and energized. Through these participatory group sessions, LJIST assists groups to advance their thinking, articulate strategic directions and identify concrete action steps. LJIST works with groups to implement their plans as they measure and celebrate their accomplishments in both long- and short-term projects. Below are examples of the variety of facilitated planning sessions completed by LJIST. The complete list follows the examples.

Equity, Diversity & Inclusion Action Planning Facilitation

Sandia National Laboratories Division 8000, *Diversity & Inclusion Action Planning*, Livermore, CA; January 27, 2014; September 26, 2013; June 25, 2013; February 14, 2013; February 12, 2013; January 22-24, 2013.

- Facilitated development of 2 year D&I Action plan in a process that cultivated group involvement and ownership of plan.
- Identified personal and organizational patterns that interfere with successful plan implementation.
- Supported committee through inevitable challenges of implementation.
- Identified and celebrated groups' successes in the spirit of appreciative, strength-based learning.

Strategic Planning Facilitation

University of California, Los Angeles, Office of Residential Life, Eight Year Strategic Plan, Los Angeles, CA; May 10, 2013; June 10, 2013; August 5-6, August 8-9, and August 12-14, 2013.

- Facilitated 8-year strategic planning process for 80+ member department.
- Conducted S.W.A.T. analysis.
- Conducted external and internal stakeholder and key constituent interviews.
- Facilitated 3 multiple-day participatory planning sessions for leadership team and full department.
- Tracked and synthesized high-level data for ease of use and understanding in strategic planning.
- Facilitated program areas task forces action plans creation and reporting.
- Produced comprehensive Strategic Plan document.

Environmental Justice Public Involvement Facilitation

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

Provided pivotal assistance in the emergence, development and participation of an Environmental Justice Work Group (EJWG) Advisory Committee for ODOT. Assisted the EJWG to not only meet its immediate charge of advising ODOT on Delta Park to Lombard Project decisions as they relate to environmental justice issues, but also helped formalize the group's role as an advisory committee on upcoming I-5 corridor projects, as outlined in the I-5 Partnership Strategic Plan.

- Facilitated one-on-one interviews and focus groups with stakeholders in Washington and Oregon.
- Successfully identified, recruited and retained low-income and minority community committee members.
- Designed and facilitated culturally competent meetings that allow for meaningful participation and enthusiastic commitment from committee members.
- Led the EJWG's completion of a purpose statement, stakeholder frameworking and S.W.O.T. analysis.
- Supported implementation of a 6-month action plan to institutionalize its advisory role.

Community Collaboration Facilitation

Salir Adelante Latino Community Dialogue, County Commissioner Serena Cruz's Office, Portland, OR, October 28, 2003.

Facilitated meeting with Latino community agencies and organizations serving the greater Portland-area Latino community. Assisted group to clarify needs, priorities and goals of community and agencies. Identified ways that agencies and departments could be supportive of one another and even collaborate to achieve those goals.

- Conducted one-on-one interviews with key agency representatives and Latino leaders.
- Designed and facilitated ½ day session.
- Helped diffuse tensions and facilitate dialogue.

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.

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.

CONFERENCE PRESENTATIONS AND KEYNOTE ADDRESSES

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 Play Ground: 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 15th 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.

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: Conexión, 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.

Diversophy, Society for Intercultural Education, Training, and Research (SIETAR), Phoenix, AZ; May 16, 1995; Orlando, FL; August 25, 1994.

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.

RESEARCH PROJECTS

International Language Communities Collaborative Assessment Project (ILC CAP)

Oregon Department of Human Resources, Adult and Family Services, Portland, OR, 2001-02
Project Manager of action-research project to determine real and perceived needs of limited English proficiency immigrant and refugee communities. Made extensive recommendations to DHS for improving access to services for non-English speaking clients.

- Trained interviewers from 11 different language communities to gather information.
- Developed survey questions.
- Analyzed and synthesized data into comprehensive report.
- Facilitated leadership and capacity-building with immigrant and refugee community leaders.

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

Core Team Member of the CRADLE Project which seeks to provide training and support for parents and childcare providers of preschool age children in dealing with conflict resolution and diversity lifeskills.

- Developed and implemented pilot year curriculum.
- Conducted training on conflict resolution and diversity for parents in English and Spanish.
- Led on-going support groups for parents in English and Spanish and Playdays for children.

Program Evaluation Research Group (PERG)

Algebra Project Program at King Estates Junior High School, Oakland, CA, 1992-93

Program Evaluator of the innovative math movement developed by Bob Moses to correct civil rights disparities by making algebra relevant to African American and minority young people.

- Produced local case study analysis in coordination with national evaluation effort.
- Collected and synthesized survey and interview data from teachers, students, and administrators.
- Determined policy improvements to advance the goals of the California mathematics curriculum reform initiative.

South African Career Development Fellowship Program (CDFP)

University of California, Santa Cruz, CA, 1990-91

Program Evaluator of UC system-wide mentorship program for South African professionals.

- Conducted interviews with mentors, fellows, and administrators.
- Wrote report identifying programmatic strengths and weaknesses.
- Made recommendations for improved professional exchange program implementation.

American Studies, Professor Tomás Almaguer

University of California, Santa Cruz, Spring 1992

Research Assistant for emerging literature on "sexuality."

- Systematically surveyed recent developments in growing field.
- Coordinated and supervised undergraduate research assistants.
- Compiled extensive bibliography for Professor Almaguer's current project.

Programa Interdisciplinario de Estudios de la Mujer (PIEM)

El Colegio de México, Summer 1990

Researcher attending first program for foreigners sponsored by the Programa Interdisciplinario de Estudios de la Mujer (PIEM) at the Colegio de México in México City with instruction in six thematic areas: *La Mujer Urbana*, *La Mujer Campesina*, *La Mujer Fronteriza*, *Literatura*, *Historia*, and *Política Pública*.

- Presented research on Chicanos and Mexican immigration in the U.S.
- Reported on emergence of Chicano nationalism and Chicana feminism in the 1960s and 1970s.
- Pursued self-directed research on Mexican feminist and nationalist thought.

Puerto Rican Feminist Organizing Project

Universidad de Puerto Rico, Recinto de Río Piedras, 1988

Researcher of the three major women's organizations in Puerto Rico.

- Located various community- and state-funded support services and research centers for women.
- Collected and analyzed pamphlets, newsletters, books and articles.
- Interviewed organizational officers and/or spokespersons.

HONORS AND 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.

VOLUNTEER SERVICE AND 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 AND 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.

WEBINAR AND PANEL PARTICIPATION

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

REFERENCES

Available upon request