

Curriculum Vitae for

Beth Applegate, MSOD

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BIOGRAPHICAL SUMMARY: Beth Applegate is the founder and President of Applegate Consulting Group (ACG), an independent organization development (OD) practice that assists national and international non profits and academic institutions with developing human and organizational capacity and sustainability and building a more just and equitable society. As a senior consultant and former national and state level nonprofit executive and Board Chair, Beth has over two decades of experience in applied behavioral science, organizational capacity building, organizational equity and inclusion, governance, culture change, leadership development, and executive coaching. Beth is a certified Brene' Brown Dare to Lead, Polarity Thinking, and Enneagram in the workplace, and Catalyst-ED Organizational Equity and Inclusion facilitator. She identifies as a white, cis, lesbian women, and an Applied Behavioral Science practitioner-scholar positioned to bring to the fore the tradition of inquiry and dialogue in service of healthy individuals, groups, and organizations. She roots herself in the constructs of human potential and development, empowerment, equity, democratic processes, and the importance of the 'use of self' as a key indicator of performance success. Her work is inextricably linked to advancing racial equity and racial healing, social justice, and humanistic values. Beth is currently and NTL Insittue for Behavioral Science, Human Interaction Lab faculty member, and has served as an adjunct professor at Georgetown Universtiy where she taught Reistance and Renewal: Managing the Diversity and Inclusion Change Initiative; American University where she served as the Practicum Assistant Director for the MSOD Program, Trinity College, and Indiana University where she taught Nonprofit Mangement and Leadership. Beth is an active contributor to the field of applied behavior science. Beth is the co-author of Embracing Cultural Competency in the nonprofit sector: A capacity builder's guide. She has also written numerous articles for academic journals including for The Palgrave Handbook of Organizational Change Thinkers project on one of her mentors entitled, "Organizational Change and Justice: The Legacy of Judith H. Katz".

EDUCATION:

- MSOD (Organization Development), American University/National Training Laboratory (AU/NTL), Washington, DC, 2003.
Master's Thesis: Role Clarification and Norm Development in an International Non-Governmental Organization (NGO).
- B.S. (Political Science), Indiana University, Bloomington, IN. 1985.

ACADEMIC APPOINTMENTS:

- NTL Human Interaction Lab Faculty, NTL Institute for Applied Behavior 2017 – present.
- Adjunct Faculty, Georgetown University, School of Continuing Studies, Strategic Diversity and Inclusion Management Certificate Program, Washington, DC, 2016- 2017.

- Adjunct Faculty, School of Public and Environmental Affairs, Indiana University, Bloomington, 2011 - 2013.
- Adjunct Faculty, Business Administration Undergraduate Program, Trinity College of Arts and Sciences, 2009 - 2010.
- Associate Practicum Director, Master of Science in Organization Development, AU/NTL, 2008 - 2011.
- Adjunct Faculty, Master of Science in Organization Development, AU/NTL, 2004 - 2010.
- Faculty, Presidential Fellows Program, Office of Personnel Management, 2005 - 2008.

PROFESSIONAL EXPERIENCE:

President and Founder, Applegate Consulting Group (ACG), Washington, DC, 10/97 – present Applegate Consulting Group (ACG) is an organization development (OD) practice with two decades of experience in with national and international nonprofits agencies, academic institutions, governmental agencies and socially responsible for-profits. Grounded in systems theory and a well-established action research model, best practices, field experience, and grassroots organizing, these client-consultant partnerships help organizations adapt to changing environments, identify priorities, strengthen leadership, and facilitate continuous learning. Working collaboratively with each client, ACG engages multi-sector organizational clients in a spectrum of change processes to strengthen leadership, team, and organizational effectiveness and sustainability. Our work is inextricably linked to advancing racial equity and social justice, and humanistic values. Beth, speaks and presents at conferences, and is an active contributor to the fields of Applied Behavioral Science; and organization development (OD) and organizational equity and inclusion capacity-building.

National Field Director, National Abortion and Reproductive Rights Action League (NARAL), Washington, DC, 11/94 - 6/97. As a member of the senior management team, developed and supervised the field department's affiliate capacity building and training programs, which were the cornerstone of the department's work with the organization's 38 state affiliates. The department provided technical assistance to strengthen affiliate organizations in board development, strategic planning, and nonprofit management, as well as support to ensure the development of integrated political plans including federal and state legislative and electoral campaigns. In addition, directed the field department's annual planning process, developed and managed its budget, and worked directly with NARAL's national board of directors.

Statewide Executive Director, National Abortion and Reproductive Rights Action League of Indiana (IPCAL), Indianapolis, IN, 5/89 – 9/94. Developed, implemented, and supervised all aspects of IPCAL's strategic planning, board and staff development, organization development, volunteer and member management, and political, legislative and electoral campaigns. Developed and managed the budget, all fundraising initiatives, and served as organizational spokesperson and lobbyist. In addition, IPCAL was the first affiliate to establish local chapters, and I was selected by the National Board of Directors to serve on the National Board as one of two nation-wide affiliate representatives.

Women's Outreach Director, U.S. Department of Defense, Family Support Division, Army Community Services, Nuremberg, Germany, 2/85 - 2/89. Designed and conducted community needs assessments, evaluated results, and engaged the military leadership and community in the creation and implementation of a military dependent support program for 80,000 service members and their families. Established the first Europe-wide Army Community Services Women's Outreach Program.

CONSULTATIONS:

Academia

- Implicit Bias Presentation, School of Journalism, Indiana University Summer High School Journalism Program: 2019.
- School of Public and Environmental Affairs (SPEA), Undergraduate Programs Office's (UPO) Diversity and Inclusion team, Building Equity and Inclusion: 2018.
- Indiana University Bloomington Academic Advising Council (BAAC), Keynote Equity and Inclusion: 2018.
- School of Public and Environmental Affairs (SPEA), Undergraduate Programs Office's (UPO) Diversity and Inclusion team, Building Equity and Inclusion: 2017.
- Arizona State University, Cultural Capacity Building: 2016
- Kelley School of Business, Indiana University, Executive Leaders Program: 2013.
- Kelley School of Business, Indiana University, and Honor Leadership Team Professional Development Session: 2012.
- Indiana University Nonprofit Management Association, Bloomington campus, Nonprofits and the 2012 Presidential Campaign: 2012.
- Indiana University Political and Civic Engagement Program (PACE) and Kelley Institute for Social Impact (KISI), Bloomington campus, Leadership and Change: 2012.
- Indiana University Kelley School of Business Undergraduate Honors Program, Bloomington campus, Professional Development: 2012.
- Department of Defense Third Party Education Assessment, DeVry University: 2012.
- Kelley School of Business, Indiana University, Academic Advisors 3, Part Cultural Competency Session: 2011 - 2012.
- Indiana State University, Faculty and Staff Diversity Initiative: 2011.
- School of Public and Environmental Affairs (SPEA), Faculty, Staff and Student Cultural Competency Session: 2011.
- Kelley School of Business at Indiana University, Academic Advisor Retreat: 2011.
- Clarice Smith Performing Arts Center at Maryland University, Capacity Building, Senior Team Building and Retreat, Executive Coaching, Training: 2008.
- Columbia University, Center for Environmental Research and Conservation, Board Retreat: 2000, Strategic Planning: 1997 - 1998.

Nonprofits ~ International

- The David & Lucile Packard Foundation, facilitation of courage building skills within a cultural equity, inclusion and justice initiative: 2020-2021.
- Automattic, Cultural Capacity Building Webinar: 2017.
- The Partnership for Women's Prosperity Learning Community (PWP), a program of the Women's Funding Network, facilitation of the three-year PWP Learning Community: 2012 - 2015.
- Marie Stopes International US office, Staff Retreat: 2011.
- International Rescue Committee, Team Retreat: 2011.
- Astraea Lesbian Foundation for Justice, Leadership Transition: 2010.
- Center for Women's Global Leadership, Rutgers University, Strategy Session on Violence against Women and the 16 Days Campaign: 2009, Capacity Building: Leadership Transition: 2007 - 2009.
- Realizing Rights, the Ethical Globalization Initiative, Leadership Transition: Capacity Building: Facilitation of Board and Staff Retreats: 2008 - 2009.
- Center for Health and Gender Equity, Strategic Planning: 2007 - 2008.
- International Women's Health Coalition, Learning Organizations: 2004: Capacity Building: 2003: Organizational Diagnosis: 2002: Team Building: 2002.
- Ontario Naturalists, Board Development: 1999.

Unions

- SEIU Health Benefits Office Indiana and Illinois, multiple year organizational equity and inclusion, capacity building, leadership development, culture change, leadership transition initiative: 2014-present.
- National Association of Education: Equity and Inclusion Keynote speaker: 2017.
- SEIU 199NW, Organizational Equity and Inclusion Initiative: 2017.
- SEIU 1199FL, Supervisor Development Program facilitation, Organizational Equity and Inclusion Initiative: 2015.
- American Federation of Teachers, Supervisory Training Program: 2014.
- Online seminar on leveraging the tensions within building relationships and building action for the American Federation of Teachers: 2014.

Nonprofits ~ National; Regional & Local

- Indiana Juvenile Detention Alternatives Initiative (JDAI): Pilot Power and Privilege through JDAI's Race Equity and Inclusion Lead County Project 2019.
- Middle Way House, Strategic Planning and Board and Executive Coaching: 2018-2019.
- Undoing Racism 2-day Training Bloomington, Indiana local nonprofit leaders: 2018.
- Mother Hubbard's Cupboard, Organizational Equity and Inclusion: 2018.
- HopeWorks, Organizational Equity and Inclusion: 2017 - 2018.
- Intact America, Facilitation Coalition Strategic Planning: 2017.
- Trinity Episcopal, design and facilitation of race conference break-out sessions: "Listen for a Change: Sacred Conversations for Racial Justice:" 2015-2016.
- Showing Up for Racial Justice, (SURJ), facilitation of national strategy session: 2015.

- Land Trust Alliance, facilitation of Indiana Land Protection Alliance Statewide Meeting: 2015.
- Unitarian Universalist, Regional Planning Session: 2012.
- Ohio School Based Health Care Association, Board Development and Strategic Planning Facilitation: 2012.
- Intact America, Facilitation Coalition Strategic Planning: 2012.
- Episcopal Diocese of Massachusetts, Facilitation of annual Clergy Conference: 2009.
- Institute for Conservation Leadership. External Senior Consultant: 1999 - 2009.
- Queers for Racial and Economic Justice, Leadership Transition: 2008.
- The Forum for Emerging Arts Professionals, Facilitation of Discussion on the Trends of Race and Culture in Today's Artistic Community: 2008.
- Docs for Tots, Strategic Planning Process: 2008.
- Community Technology Centers' Network, Strategic Planning: 2008.
- DC Primary Care Association, Interagency Coalition Building and Planning: 2008.
- Environmental Support Center, Capacity Building and Retreat Facilitation: 2007 - 2008.
- Susquehanna Greenway, Executive Coaching: 2006 - 2008.
- Empire State Pride Agenda Foundation, Strategic Planning: 2007.
- Nuclear Information & Resource Service, Organizational Assessment: 2007, Strategic Planning: 2007.
- Highlands Coalition, Statewide Coalition Strategic Planning: 2006 - 2007.
- National Assembly of School-Based Health Clinics, Organizational Change Process: 2007 - 2008, Strategic Planning: 2006, Board Development: 2006, Organization Assessment: 2005.
- Congregation Beth Simchat Torah, Executive Coaching: 2007, Strategic Planning: 2000 - 2002, Board Retreat: 2001, Board Development Training: 2000, Board Retreat: 2000, Board Retreat: 1999.
- The Association of Performing Arts Presenters, Cultural Competency Training: 2006. Board and Staff Strategic Planning Retreat: 2005.
- National Tree Trust, Facilitated Merger and Acquisition with Arbor Day Foundation: 2005 - 2006.
- Society for Municipal Arborists, Board Development: 2005.
- National Tree Trust, Interim Executive Director: 2003 - 2005.
- New York State Lesbian, Gay, Bisexual, and Transgender Health and Human Services Network, Retreat: 2005, Strategic Planning: 2003.
- Greenpeace, Team Building and Training: 2003.
- Gill Foundation, Strategic Planning: 2002.
- Unitarian Universalist Campus Ministry Program, Strategic Planning: 2002.
- Whitman, Walker Clinic, and Lesbian Services Community Advisory Board, Board Retreat: 2001, 2002.
- Gay Lesbian Alliance against Defamation, Coaching: 2002, Staff Retreat: 2001, Senior Team Diversity Training: 2001, Senior Team Retreat: 2000, Board Retreat: 2000, Strategic Planning: 1999 - 2000.
- New York Lesbian, Gay, Bisexual, and Transgender Community Center, Senior Team, Building: 2001, Strategic Planning: 2000, Organization Assessment: 1999.
- Gay Lesbian Straight Education Network, Strategic Planning: 2000 - 2001.
- St. John's Episcopal Parish, Strategic Planning: 2001.
- Leadership Lambda, Strategic Planning and Training: 2000.

- L.A. Gay and Lesbian Community Services Center, Senior Staff Retreat: 2000.
- National Association of Lesbian, Gay, Bisexual, and Transgender Community Centers, Strategic Planning: 2000.
- National Gay and Lesbian Task Force, National Policy Roundtable, Meeting Facilitation: 2000.
- Lake Michigan Federation, Fundraising Training: 1999.
- Wildlife Conservation Society, Strategic Planning: 1999.
- Natural Resources Foundation of Wisconsin, Volunteer Management Training: 1999.
- River Alliance of Wisconsin, Fundraising Training: 1999.
- Wildlife Preservation Trust International, Communications Training: 1999.
- Wisconsin Ice Age Trail, Fundraising Training: 1999.
- Religious Coalition for Reproductive Choice, Board Retreat: 1999, Board Development: 1998, Strategic Planning: 1997.
- Episcopal Archdiocese of New York, Strategic Planning: 1998.
- Grand Traverse Regional Land Conservancy, Membership Development Training: 1998.
- River Alliance of Wisconsin, Capacity Building: 1998.
- Alabama Urban Forestry Association, Strategic Planning: 1998.
- Alabama Environmental Council, Strategic Planning: 1997, 1998.
- Michigan Ecology Center, Volunteer Management Training: 1997.
- Mining Impact Coalition of Wisconsin: Fundraising Training: 1997.
- American Society of Training and Development, Training, Sexual Orientation in the Workplace: 1997.

Public Sector

- Leadership Bloomington Monroe County Program, Organization Equity and Inclusion: 2018.
- Leadership Bloomington Monroe County Program, Organization Equity and Inclusion: 2017.
- Department of Defense Army Corps of Engineers Stuttgart, Germany Remediation Project: 2013 - 2016.
- Department of Defense Army Corps of Engineers Stuttgart, Germany Remediation Project: 2012 - 2013.
- Department of Defense Third Party Education Assessment of DeVry University: 2013.
- US Army Corps of Engineers, Interagency Strategy Session on Risk and Health Assessment Plan, Europe District: 2012.
- United Nations Development Programmed (UNDP), Interagency Strategy Session on Gender and HIV: 2009.
- Office of Personnel Management, Presidential Fellows Program, Orientation Faculty: 2005 - 2007.
- Urban and Community Forestry, National Coalition Planning Retreat: 2005.
- NASA Goddard Space Center, Coaching: 2006, Strategic Planning: 2005.
- U.S. Department of Agriculture, Forest Service, Coalition Building: 2004 - 2005, Team Building: 2003, Strategic Planning: 2002, Communication Skills Building: 2001.
- The New York Botanical Garden, Strategic Planning: 2001 - 2002.

- National Urban and Community Forestry, Planning and Facilitation of Grassroots Summits: 1998, 2002.
- American Museum of Natural History, Strategic Planning: 1997 - 1998.

Private Sector

- ExLibris Group, Facilitation of Professional Services Staff Retreat: 2010.
- Cabrera Services, Inc., Facilitation of Intra-agency Project Management Meetings with Corps of Engineers: 2010.
- ExLibris Group, Facilitation of Professional Services Directors and Managers Retreat: 2009.
- Cabrera Services, Inc., Facilitation of Intra-agency Project Management Meetings with Corps of Engineers, State Regulators and DuPont Chemical: 2007 -2009.
- Holbrook Travel, Inc., Strategic Planning: 1998 - 1999.

PUBLICATIONS:

Editor:

Co-editor of *Practicing OD* a quarterly online journal that provides Organization Development practitioners an opportunity to share useful ideas, lessons learned, innovative methods and designs, and practical suggestions for dealing with the day-to-day challenges of doing OD. *Practicing OD* encourages OD consultants to share real OD examples from their lived experience with clients along with advice and insights gained from those experiences. 2014-2016.

Chapters:

- Privilege and Power from a Polarity Perspective. Editor Barry Johnsen. To be published Summer 2020.
- Great Thinkers of Change Handbook, Organizational Change and Justice: The Legacy of Judith H. Katz, 2017. Chapter, Szabla, D., Pasmore, B., & Barnes, M.
- The Sustainable Enterprise Fieldbook ,When It All Comes Together companion online *Learning Guide,* 2011. Chapter 2: Mental models for sustainability available on line at www.TheSustainableEnterpriseFieldbook.net
- Embracing Cultural Competency: A Roadmap for Nonprofit Capacity Builders. Editor: Patricia St. Onge, Contributing Authors: Beth Applegate, Vicki Asakura, Monica Moss, Brigitte Rouson, Alfredo Vergara-Lobo, 2009 ISBN 978,0,940069,68,8.
- The Sustainable Enterprise Fieldbook – When It All Comes Together. Edited by Wirtenberg, J., Russell, W., and Lipsky, D. 2008. Co-published by Greenleaf Publishing (UK) and AMACOM. Visit the Living Fieldbook at www.TheSustainableEnterpriseFieldbook.net

Refereed Articles:

- Applegate, B. and Nauth, Z. (2020). *Practicing OD*, Polarity Thinking in the New Normal of Coronavirus; Summer edition. June 2020.
- Applegate, B. (2016). *Practicing OD*, The Best View is Inside: Use of Self as Transformative Practice; Fall edition. August 2016.

- Applegate, B. (2011). Organization Development, A Catalyst for Social Change, *Tamara Journal for Critical Organizational Inquiry*. Vol 8.3 & 8.4, ISSN 1532,5555.
- Applegate, B. & Puentes, S. (2009). "Diversity and Inclusion: The Next Step in Social Responsibility." for ASAE & The Center for Association Leadership, *Associations Now* magazine Ideas into Action, page 11.
- Applegate, B. (2008). Challenges and opportunities in nonprofit capacity building, *Nonprofit World Journal*, 26 (3), published by the Society for Nonprofit Organizations.
- Wirtenberg, J., Backer, T., Chang, W., Applegate, B., Lannan, T., Conway, M., Abrams, L. & Slepian, J., (2007 pages 179,195). "The Future of Organization Development in the Nonprofit Sector," *OD Journal*, Third Special Issue of "Best Global Practices in Internal OD", Volume 25(4).
- Wirtenberg, J., Backer, T., Chang, W., Conway, M., Abrams, L. & Slepian, J., "The Future of Organization Development: Enabling Sustainable Business Performance through People" article in the *Organization Development Journal*, summer 2007 (Volume 25 No. 2), pp. 11, 22 special editions. Applegate a contributor to this article.
- Applegate B., Illif, H., Kloth, C. (2005). "Organization Development and Social Change – A Practitioner’s Dialogue," OD Network 2005 Conference Proceedings.
- Applegate B. (2005). "Racial Equity as a Prism for Effective Consulting," Alliance for Nonprofit Management Enhance Newsletter.
- Applegate B. (2002) Allies for Democracy, *OD Practitioner*. 34 (4) pages 23, 27.
- Applegate B. (2002) "The Case of Camwell High School," *OD Practitioner*. 34 (4) page 37.

Articles (not peer reviewed):

- Applegate B. (2005) "Racial Equity as a Prism for Effective Consulting," Alliance for Nonprofit Management Enhance Newsletter.
- Applegate B. & Kloth C. (2004) "Inter-Organization Collaboration & Partnerships: A Critical Analysis," Ohio Coalition on Sexual Assault Exchange newsletter.

PRESENTATIONS/FACILITATIONS:

- Webinar on White Fragility, Inclusion Allies Coalition: 2019.
- Implicit Bias Presentation, School of Journalism, Indiana University Summer High School Journalism Program: 2019.
- Undoing Racism 2-day Training Bloomington, Indiana local nonprofit leaders: 2018.
- White Culture in the Workplace, half day session, Leadership Bloomington: 2018.
- National Association of Education: Equity and Inclusion Keynote speaker: 2017.
- White Culture in the Workplace, half day session, Leadership Bloomington: 2017.
- Day-long institute on Using Polarity Thinking to Interrupt White Privilege, the 18th Annual White Privilege Conference: 2017.
- Day-long institute on Using Polarity Thinking to Interrupt White Privilege, the 17th Annual White Privilege Conference: 2016.
- School of Public and Environmental Affairs, Indiana University, Bloomington, Global Partners Program: 2015.
- Day-long institute on Using Polarity Thinking to Interrupt White Privilege, the 16th Annual White Privilege Conference: 2015.

- Day-long institute on Using Polarity Thinking in Social Justice Organizations, ODN Conference: 2015.
- Day-long institute on Using Implicit Bias to Interrupt White Privilege, the 16th Annual White Privilege Conference: 2015.
- Day-long institute on Using Polarity Thinking to Interrupt White Privilege, the 15th Annual White Privilege Conference: 2014.
- Introducing the Polarity Approach for Leveraging and Achieving the Greater Purpose of "Reclaiming our Humanity" the 14th Annual White Privilege Conference: 2013.
- Introducing the Polarity Approach for Leveraging and Achieving the Greater Purpose of "Reclaiming our Humanity" the Polarity Learning Community: 2013.
- The Critical Liberation of White Women, What Are We Fighting For? The 13th Annual White Privilege Conference: 2012.
- Service Learning and Leadership Webinar: Sponsored by NTL and the AmeriCorps Alumni Association: 2011.
- Service Learning and Leadership Webinar, AmeriCorps and NTL Institute for Applied Behavioral Science: 2011.
- Race, Power, & Privilege in the Sustainability Movement, 12th Annual White Privilege Conference: 2011.
- The Critical Liberation of White Women, What Are We Fighting For? 12th Annual White Privilege Conference: 2011.
- Embracing Cultural Competency, Indiana University Inclusive Conference of Identifies, presented by Attention, Reflection, and Connection: Steps toward an Inclusive Campus: 2011.
- Understanding Privilege and Racial Equity: Sustaining 21st Century Organizations during Difficult Economic Times, ODN Conference: 2010.
- Voices in Cross-Cultural Capacity Building, Alliance Conference: 2009.
- Open Space Technology and Polarity Management, Episcopal Diocese of Massachusetts, Clergy Conference: 2009.
- The Critical Liberation of White Women, What Are We Fighting For? The 10th Annual White Privilege Conference: 2009.
- The Future of Organization Development online seminar, Alliance for Nonprofit Management: 2008.
- Racial Identity Panel, Montgomery College: 2008.
- The Critical Liberation of White Women, What Are We Fighting For? Montgomery College Super Saturday Diversity Conference: 2008.
- Sustainability Series, Executive Treasury Institute, Washington, DC, September 2008.
- The Critical Liberation of White Women – What Are We Fighting For? White Privilege Conference: 2008.
- The Future of Organization Development, Chesapeake Bay Organization Development Network (CBODN): 2008.
- Use of Self: Understanding Race, Power, and Privilege in an Organizational Change Process, OD Network Conference: 2007.
- Becoming a Culturally Competent Leader through Understanding Privilege, Alliance for Nonprofit Management Conference: 2007.
- Cultural Competency Remix: Advanced Peer Exchange, Alliance for Nonprofit Management Conference: 2007.
- White Nonprofit Leaders against Racism, Maryland Association of Nonprofit Organization's Conference: 2005.

- Organization Development and Social Change – A Practitioner’s Dialogue, Organization Development Network Conference: 2005.
- Inter-organizational Collaboration: Organization Development Network Conference: 2004.
- White OD Practitioners as Partners for Change, Doing Our Work, Organization Development Conference: 2004.

PROFESSIONAL AFFILIATIONS:

- NTL Institute for Applied Behavioral Science.
- Brene’ Brown Certified Dare to Lead™ Facilitator.
- Catalyst-ED Organization Equity and Inclusion Facilitator Network.
- Women Consultants Network.
- Enneagram in Business Network.
- International Enneagram Association.
- Polarity Mastery Community.
- Race and Resilience 2020 Cohort member.

LISENCES & CERTIFICATIONS:

- Certified Dare to Lead™ Facilitator - Brene’ Brown.
- Art of Transformational Consulting, Master Class.
- Mastery Polarity Thinking Certificate.
- Myers-Briggs Type Indicator (MBTI) Certificate.
- MSOD Practitioners Program, American University/National Training Laboratory.
- Study Circle Facilitation, Montgomery County Public Schools (Maryland).
- Advanced Enneagram and Organization Development Certificate.
- Human Interaction Lab Trainer Program Certificate.

CIVIC APPOINTMENTS:

- Bloomington Human Rights Commission, Bloomington, IN - Commissioner: 2012 - 2017.
- Co-Editor of Practicing OD, Organization Development Network: 2014 - 2016.
- "Thought leader" contributor, to a WIN pilot program designed to create an online space where people with very divergent perspectives can engage in real dialogue with each other about all aspects of diversity and inclusion: 2014 - present.
- Within Our Lifetime National Campaign Committee, is a network of racial healing practitioners and racial equity advocates who are committed to ending the impact of racism in our lifetime? We heal communities and dismantle beliefs. We advocate for just policies and lead change. We learn, we listen, and we act: 2 Committee member 2012 – 2018.
- National Governance Committee, In Our Lifetime Network, Committee member 2012 – 2015.
- Member of NTL Board Advisory Task Force. The purpose of the Membership Board Advisory Group is to provide input and feedback to the Board on restructuring options and approaches: 2013 - 2014.

- Political and Civic Engagement Program (PACE) - Advisory Committee, Indiana University, Bloomington, Member: 2010-2015.
- Enterprise Sustainability Action Team – Member: 2004 - 2010.

CIVIC APPOINTMENTS Cont.:

- Alliance for Nonprofit Management, Cultural Competency Initiative- Member: 2003 - 2010.
- Organization Development Network – Mentor: 2003 - 2010.
- Alliance for Nonprofit Management Program Committee - Co-chair: 2008 - 2009.
- Global Community for the Future of OD – Member: 2009.
- Veteran Feminists of America - Host Committee Member: 2008.
- Mental Health, Addiction and Retardation Organizations of America – Board Member: 2007 - 2008.
- Global Committee on the Future of OD – Nonprofit Sector Team Member: 2002 - 2008.
- Organization Development Network, White Practitioners against Racism Affinity Group - Co-convener: 2001 - 2006.
- National Urban and Community Forestry Advisory Council - Board Member: 2003.
- AU/NTL Association, Board Member: 2000 - 2001.
- Gay, Lesbian, Straight Education Network - National Co-chair of the Board of Directors: 1999 - 2001.
- IMPACT Silver Spring Leadership Initiative – Mentor: 2000.
- Chesapeake Bay Organization Development Network - Program Committee Member: 2000.
- Economic and Business Development Advisory Board, City Council of Takoma Park – Member: 1998 - 1999.
- National Abortion and Reproductive Rights Action League (NARAL) – Board Member: 1990 - 1991.

AWARDS & FELLOWSHIPS:

- Cultural Competency Award, Alliance for Nonprofit Management, Washington, DC, 2009.
- Hal Kelnar Award, American University, Washington DC, 2003.
- Phi Alpha Alpha National Honor Society, American University, Washington, DC, 2003.
- Outstanding Community Contribution Award, Department of Defense, Family Support Division, Army Community Services, Nuremberg, Germany, 1988.
- The Center of the Study of the Presidency Fellow, Indiana University, Bloomington, Indiana, 1982.