**MARIA T. CHAVEZ-HAROLDSON, PH.D.**

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(503) 435-8492

Bilingual/Bicultural/Biliterate

**EDUCATION**

Doctoral Degree: Leadership and Change 2020

Master’s Degree: Leadership and Change 2020

Master’s Degree: Public Administration 2013

Bachelor’s Degree: Human Resources 2009

**PROFESSIONAL BACKGROUND**

Willamette Education Services District 2020 - Present

Regional Director – Equity Diversity, and Inclusion

Coordinator – Migrant Education Program

2611 Pringle Rd. SE

Salem, OR 97302

(503) 588-5330

Equity, Diversity, and Inclusion – EDI Consulting, LLC 2007 – 2021

(Equity, Diversity, and Inclusion/Conflict Resolution Facilitation),

Senior Consultant

PO Box 668

Corvallis, Oregon 97339

(503) 435-8492

Metropolitan Group Equity, Diversity, and Inclusion Consulting 2017-2017

Vice President, Organizational Development

Portland, Oregon 97210

Oregon Youth Authority (OYA) 2013- 2017

Director, Office of Inclusion, and Intercultural Relations

530 Center St. NE Ste. 500

Salem, OR 97302

Oregon State University 2012 - 2013

Center for Latin@ Studies and Engagement

Associate Director/Instructor

Corvallis, OR 97339

CASA-Voices for Children 2009– 2012

Executive Director

129 NW 4th. Street Suite B

Corvallis, Oregon 97339

Yamhill County Family and Youth 2009-2010

Mental Health Specialist – Child Play Therapist

McMinnville, Oregon 97128

Oregon Judicial Department 2005-2010

Citizen Review Board (Foster Care) Field Manager

Salem, Oregon 97302

Yamhill County District Attorney 2000-2005

Crime Victim’s Unit Director

McMinnville, Oregon 97128

**PROFESSIONAL ACCOMPLISHMENTS**

**2009-2021**

* Co-lead the largest delegation of Pacific Northwest students to the Chicago, Il., U.S. Hispanic Leadership Institute Conference (14 consecutive years)
* Co-developed and currently co-facilitating the first Superintendent (Region 16-K-12) EDI Cohort for the Willamette Education Services District (WESD)
* Leading (WESD) EDI Advisory Team – Organizational Development Focus
* Co-created WESD Education and Social Justice Resolution (2020)
* Leading WESD Leadership Team EDI Professional Development
* Conflict Resolution Facilitation: Tenured Staff led to Resolution and Active Re-Engagement (multiple sessions with different participants)
* Developed Oregon Youth Authority’s first Cultural Intake (Strength-based) Assessment
* Developed Oregon Youth Authority (OYA) Transgender Non-Conforming Committee – currently developing LGBTQ policy structure
* Facilitate/Coordinate: OYA Native American, Latin@ and African American community member advisory councils
* Developed OYA’s first Equity, Diversity, and Inclusion Policy – 2016
* Restructured and revised OYA Non-Citizen youth policy, protocols, and statewide education/training program
* Managed statewide Tattoo Removal Program
* Cross-Cultural Communication new employee training curricula developed and implemented statewide
* Established first culturally responsive, relevant and, reinforcing youth educational group curricula
* CASA – Voices for Children:
* 100% of all children in foster care served by a court advocate
* Developed infrastructure to full capacity in two-year period
* Diversified staff and Non-Profit Organization (NPO) board members
* Increased revenue by 50%
* NPO voted Non-Profit of the Year-2012
* Implementation of five-year CASA Non-Profit Strategic Plan
* Co-created/developed current interactive CASA Non-Profit website
* Proposed and Provided 1st Training on Cross-Cultural Communication and Disproportionality of Children of Color in the Foster Care System Training for Oregon CASA Directors
* Developed CASA Advocacy Academy & yearly conference
* Inclusivity Policy Committee Member - Corvallis School District
* Coordinator of Oregon’s first delegation of Latino students to the U.S. Hispanic Leadership Institute
* Lane County (Assessing/Evaluating Latino Mentor Programs) Department of Youth Services consulting contract assignment and community forum presentation
* Proposed & increased Judicial Department’s CRB Diversity Training hours by 50%
* Developed Cross-Cultural Communication Training Curriculum for State of Oregon

Victim Advocacy Academy and the Oregon Youth Authority

* Yamhill County – Proposed policy change to include bilingual staff for various state agencies
* Established/facilitated Latina Immigrant Mothers Support Group with Dr. Herman Frankel
* Established/developed the Linn County Family Abuse Task Force; outreach to professionals and community members facilitating culturally responsive approaches; included conflict resolution facilitation

**ADMINISTRATIVE LEADERSHIP PRACTICE PRESENTATIONS TOPICS**

**2001-2021**

* Collective Impact Strategies
* Anti-Racism in Action
* ‘Nothing for Us Without Us’ – Listening to Community Voice
* EDI Organizational Development Frameworks
* Intersectionality – What is it?
* Leadership in Complex Social Structures
* EDI Community Engagement Best Practices
* Culturally Responsive Art and Incarcerated Youth Project
* Demographic Conversion - Leading with Purpose
* Whole System Strategic Change and Redesign

**CERTIFICATION**

Advanced Conflict Resolution – Mediation

Clackamas Dispute Resolution Center - Portland, OR

Cross Cultural Considerations – Train-the-Trainer National Multi-Cultural Institute

Cross-Cultural Advocacy

National Organization for Victim Assistance Trainer

**BOARD OF DIRECTORS AND COMMITTEE MEMBERSHIPS**

**2002 – 2018**

* Governor’s Racial Equity Committee
* Willamette Education – EDI Advisory Team
* Governor’s Diversity, Equity, and Inclusion Advisory Committee
* Oregon State University – Board of Visitors on Minority Affairs
* Oregon Youth Authority – Executive Cabinet Member
* Oregon Crime Victim’s Law Center
* Leadership Corvallis Curriculum Committee
* Oregon Diversity Institute

**ORGANIZATIONAL DEVELOPMENT - PUBLIC SPEAKING PARTNERSHIPS**

**2003-2021**

* United States Hispanic Leadership Institute (USHLI)
* Movimiento Estudiantil Chican@ de Aztlán (MEChA)
* Conference of Western Attorneys General (CWAG)
* Willamette Education Services District

National/International

* Oregon State University – College Assistance Migrant Program (CAMP)
* Casa Latinos Unidos – Benton County
* Oregon District Attorneys Association (ODAA)
* Oregon Mediator Association (OMA)
* Oregon Judge and Justice of the Peace Association (OJJP)
* Benton County Non-Profit Community Partnerships
* State of Oregon Judicial Department
* Social Security Administration
* State of Oregon Advocacy Academy
* Oregon Crime Victim’s Network
* Oregon CASA (Court Appointed Special Advocates) Network
* State of Oregon Department of Human Services Investigators
* Oregon Child Welfare (Department of Human Services)
* Court Appointed Special Advocates -Voices for Children Advocacy Academy (CCAA)
* Oregon Judicial Department’ Citizen Review Board
* Linfield College
* Linn-Benton Community College
* Oregon Diversity Institute

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* Oregon Youth Authority – Executive Cabinet Member
* Oregon Crime Victim’s Law Center
* Leadership Corvallis Curriculum Committee
* Oregon Diversity Institute

**COMMUNITY FOCUSED ORGANIZATIONAL DEVELOPMENT TRAINING/CONSULTATION**

**2005-2021**

* Benton Community Foundation
* Mobility International of USA – EDI and Disabilities
* Mary’s River Watershed Council
* College of Engineering – Engaging Immigrant Mothers (Sope Prototype)
* Co-Chair Oregon Youth Authority, Native American, Latin@ and African American Advisory Committees
* Keynote Speaker for OSU 4-H Program – Eight consecutive years
* Interpreter -Latino families at ABC Child Abuse Assessment Center
* Complex system navigation - community forums in Linn County
* Oregon State University Board of Directors for Minority Affairs
* Cross-Cultural Communication skills presentation to Benton County social

Service providers

* Student mentoring in collaboration with the Corvallis Multi-cultural Literacy Center
* Federal and District court advocacy for Latina victims of crime
* Assist Latino monolingual Spanish speakers navigate multiple social service

agencies

* Empowerment and leadership capacity building skills for Latino students

(Crescent Valley, Corvallis High School and, Oregon State University students)

* Department of Human Services staff and professionals in academia – Diversity and Inclusionary practices training
* Latino family dynamics: Acculturation, grief, and loss and, adolescent language brokers

**STUDENT LEADERSHIP and MENTORSHIP**

**2009-2021**

* Adjunct Faculty: Antioch University Instructor – Women’s Leadership Program
* Lead Pacific Northwest Delegation to the U.S. Hispanic Leadership Institute (annual event)
* Instructor: Parenting Classes for Linn-Benton (Spanish Speaking Families)
* Latina Corvallis High School social service/leadership club – Mentored a group of Latina high school students to create, organize and establish a club. Their goal - to provide mentorship and tutoring to elementary school students.
* OSU Student Mentoring: Professional Development, leadership, social justice, equity and inclusion, minority family dynamics, socioeconomic factors, business infrastructure, including marketing and promotional campaign projects.