

JOHN L. DOE, PSY. D.

EQUITY, INCLUSION, AND DIVERSITY

555-555-5555 | San Francisco, CA
John-Doe@gmail.com | LinkedIn.com/in/john-l-doe

QUALIFICATIONS SUMMARY

Empathetic, people-centric, and results-focused equity, inclusion, & diversity leader with 20+ years of experience managing diversity programs and driving the delivery and execution of initiatives for diversity and inclusion programming in alignment with corporate and functional strategies. Expertise in directing program design, branding/communication efforts, diversity events, and projects. Effectively serves as liaison for diversity committees, the HR function, and various affinity groups, ensuring affinity groups are properly supported.

- Builds mutually beneficial business partnerships, leads high-performing teams and delivers innovative strategies to promote accountability and awareness around diversity and inclusion, drive employee engagement, and lead organizational change.
- Provides leadership and oversight for community-based EID outreach allowing for advocacy and representation for creating environments in which any individual or group can be and feel welcomed, respected, supported, and valued in the community.
- Thought leader with extensive people leadership experience, project management skills, program knowledge, cross-functional communications ability, and strategic planning acumen to manage full-scale EID responsibilities.

EDUCATION

DOCTORATE OF PSYCHOLOGY | Organizational Development Jun 2017

- Alliant International University, Fresno, CA

MASTER OF ARTS | Industrial/Organizational Psychology May 1991

- University of Alabama, Tuscaloosa, AL

BACHELOR OF SCIENCE | Psychology Major – Biology Minor May 1988

- University of Montevallo, Montevallo, AL

PROFESSIONAL EXPERIENCE

ANY CORP MEDICAL CENTER | San Francisco, CA 2001 – Present

Director of Equity, Inclusion, and Diversity (EID)

Oversee and manage all functions related to driving delivery and execution of EID programming in alignment with various corporate and functional diversity strategies and goals through program design, branding, communication strategies, diversity events, and projects according to business need and executive sponsorship.

- Manage and maintain \$125,000 annual diversity budget and collaborate with internal departments on strategy planning including Continuing Medical Education (CME), Compliance, and Safety.
- Manage collaborative efforts among university leaders, faculty, staff, and students to support an environment that fosters a sense of belonging and embraces unique identities, backgrounds, and qualities of all people.
- Responsibilities include developing, monitoring, and evaluating university-wide EID key performance indicators (KPIs) to foster an inclusive community and serving as point of contact for community partnerships and external relations related to EID.
- Co-lead twenty (20) EID Committee-sponsored projects with budgets between \$50,000 and \$200,000.
- Co-lead twenty-five (25) projects sponsored by the Equity Task Force (ETF) with budgets between \$75,000 and \$200,000.
- Developed 21 strategic programs over tenure with company to enhance cultural competence and promote health equity.
- Consult daily with physicians, administration, and managers to promote culturally competent care, diversity inclusion, and address health disparities at Any Corp San Francisco.
- Provide leadership and oversight regarding implementation of CLAS standards and consult with national/regional diversity leaders and NCAL region managers on maintaining diversity as an integral component of the business mission and strategy.

WORKSHOPS AND EQUITY, INCLUSION & DIVERSITY (EID) TRAINING

Cultural Videos, Diversity Calendar Toolkits, & EID Webpage (2021)

- Developed six (6) cultural videos to highlight background, history, and cultures representing 30+ diverse providers, managers, and staff. Created calendar toolkits to share EID resources and tools throughout ACSF.
 - African American, Asian Pacific Islander, LGBTQ, and Latinx groups
 - Created monthly EID calendars to share resources and tools
 - Designed EID Webpage to house resources, videos, and articles

Cultural ACSF Equity Task Force (ETF) (2020)

- Established twenty-five (25) ETF to champion EID goals, address systemic racism, and promote health equity and inclusion with representation from ACSF leadership, representing inpatient and outpatient departments.

Culturally and Linguistically Appropriate Services (CLAS) Standards (2017)

- Developed interactive CLAS training for KP Learn website to provide language services for limited English-speaking members.

ACSF Transgender Awareness Training (2013)

- Conducted 50+ workshops to promote transgender awareness and sensitivity, featuring personal experiences of transgendered members using appropriate terminology, a video segment, and review of current laws.

Any Corp Diversity & Health Video Series Facilitator (2011–2013)

- Became certified as a Diversity & Health Facilitator and conducted 250 workshops over three years at KP and within the community.

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 - Touch the Dream: African American Population
 - Viva Bien: The Latino Population
 - OUT: LGBTI Populations
 - The Spirit is Able: Persons with Disabilities
 - Children of Adam: Middle Eastern Populations
 - Generational Differences: Multi-Generations in the Workplace

Qualified Bilingual Staff (QBS) Training (2011)

- Developed and organized QBS Training for ACSF staff to prepare for assessments. Training included specialized reviews provided in Cantonese, Mandarin, and Spanish to staff.
 - Approximately 50 staff participated in the QBS training
 - Six 4-hour workshops were conducted at ACSF
 - Managed training schedules for Certified Healthcare Interpreters

Any Corp Medical Center, San Francisco (2007–2012)

- African American Health Initiative (AAHI Project) Community Service Project manager.
- Co-led workshops in the African American community to address health issues, promote health awareness, and healthy lifestyle choices.
- Over 120 people participated in the workshops and 40 people were trained as Community Peer Helpers.
- The AAHI worked with a wide variety of community organizations.

INTERNATIONAL PROFESSIONAL EXPERIENCE

JAPANESE MARKET ENTRY COMPETITION (JMEC) PROGRAM**Multinational Team Member**

- Collaborated on multinational team developing Japanese market entry business plan.
- Attended lectures on economics, public relations, finance, and business relations in Japanese society.

JAPANESE EXCHANGE AND TEACHING (JET) PROGRAM**Assistant Language Teacher (ALT)**

- Selected for three-year assignment by the Japanese Ministries of Foreign Affairs and Education to promote internationalization and English language instruction, including presenting “Cultural Communication” workshops in Japan.
- Lived and worked in a multinational setting interacting with Japanese culture, JET colleagues, and nationals from various countries.

GRANTS

Any Corp Northern California Regional Diversity Grant (x2)

- Presented to ACSF Diversity Department for the development of Culturally and Linguistically Appropriate Services (CLAS)
 - Online training curriculum (2011)
 - Training tools and resources (2007)

PROFESSIONAL ASSOCIATIONS

Organizational Development Network (ODN) Student Chapter (2014–2016)

- Member of international professional association committed to practicing organizational development intentionally and rigorously as an applied behavioral science.

VOLUNTEERING / COMMUNITY SERVICE

Any Non-profit Birmingham (2022)**Senior Advisory Board ALAQUEST Collaborative for Education (ACE) (2021)**

- Co-founded Any Non-profit, a monthly dialogue group allowing teenagers from different cultural, ethnic, and religious backgrounds to meet to discuss issues related to stereotypes, prejudices, and respect for diversity and inclusion.

Any Corp Latino Association (KPLA) Scholarship Committee (2018–2019)

- Scholarship application reader for Latino students applying for college and graduate school scholarships for KPLA.

Operation Access (2018)

- ACSF volunteer assisting clinicians providing surgery to low-income patients with no health insurance in nine (9) Bay Area counties.

Summer Institute for Intercultural Communication (SIIC) (2012–2013)

- Participated in summer training sessions to enhance intercultural and professional skills development associated with cross-cultural, multicultural, and diversity inclusion training.

AWARDS / RECOGNITION

- IMQ Cultural Linguistic Competency Program Award (2016)
- David Lawrence Community Service Award (2013)
- Any Corp San Francisco Everyday Hero Award (2012)
- Certificate of Honor San Francisco Board of Supervisors (2007)
- San Francisco Medical Center Achievement Award (2006)
- Any Corp Medical Center Pyramid Service Award (2006)