

Versatile and passionate advocate, educator, and environmental professional | 30+ years working on Environmental Justice (EJ) issues at community, non-profit, academic, and federal government levels | Deep knowledge of EJ issues, communities, and activists nationally, with intense focus on Washington, Oregon, Alaska, and Idaho | Strong familiarity and comfort relating to racially and income diverse, tribal, immigrant, rural, and urban communities

#### CORE COMPETENCIES

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| • Strategic planning   | • Non-profit management and organizational development |
| • Educational program design, implementation, and evaluation | • Environmental Justice analysis                       |
| • Facilitation   | • Grant writing/fund development                       |
| • Collaborative partnerships                                 | • Community engagement                                 |
| • Diversity, Equity, and Inclusion                           | • Multicultural Environmental Education                |

#### PROFESSIONAL EXPERIENCE

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U.S. ENVIRONMENTAL PROTECTION AGENCY, REGIONS 9 and 10, San Francisco, CA and Seattle, WA respectively

Region 9 Environmental Justice Coordinator ~1997-2005

Region 10 Environmental Justice Coordinator ~ 2006-2019 (ret.)

- Design, implement and coordinate EJ Program
- Formulate and implement Regional EJ program strategic planning process
- Liaise between Region 10 and the Office of Environmental Justice on EJ issues and policies, including Plan EJ 2014 and the EJ 2020 Action Agenda
- Design and conduct region-wide EJ training initiative with 200+ workshops delivered and 1500+ trained (Regions 9 and 10 combined)
- Serve as Project Officer and Technical Advisor for 12-15 (Region 10) EJ Small Grants and Cooperative Agreements
- Collaborate and coordinate with ethnically- and income-diverse communities, and state and local agencies on EJ issues
- Conduct Environmental Justice analyses and assessments using EJSCREEN and other technical means
- Work closely and in-depth with EPA core environmental programs, such as Enforcement and Permitting, to integrate EJ methods and values in their processes
- Assist local, regional and state agencies in EJ program development and implementation

THREE CIRCLES CENTER FOR MULTICULTURAL ENVIRONMENTAL EDUCATION, San Francisco, CA

Founder and Executive Director ~ 1989 to present

- Conduct business and programmatic strategic planning for innovative startup non-profit agency
- Write grants and fundraising
- Build coalitions between mainstream environmental organizations and community-based EJ groups and professionals of color
- Manage for-profit consulting arm of non-profit agency

- Train environmental educators and professionals in multicultural approaches to their work
- Work with teachers and school districts to provide culturally responsive environmental learning experiences for elementary, middle and high school students

CENTER FOR ENVIRONMENTAL JUSTICE AND SUSTAINABILITY, Seattle University, Seattle, Washington

Advisory Board Member ~ 2016 to 2020

- Provide guidance on development and program of the Center

ALDO LEOPOLD FOUNDATION, Baraboo, WI

Diversity, Equity and Inclusion Advisory Committee, member ~2015 to 2018

- Advise on diversity related organizational development

ENVIRONMENTAL LAW COMMUNITY CLINIC, University of California, Berkeley, School of Law, Berkeley, CA

Community Educator and Organizer ~ 1995 to 1997

- Mentor law students in best practices and strategies for working effectively with low-income, ethnically diverse community clients
- Build and manage community case load
- Mediate and negotiate EJ conflicts between communities, agencies, and businesses
- Collaborate with attorneys to design and implement legal and community organizing strategies to assist and empower community clients in resolving EJ issues

PRESIDENT'S COUNCIL ON SUSTAINABLE DEVELOPMENT, Working Group on Education, Task Force on Public Linkage

Member ~ 1994 to 1995

- Contribute to section of final document on community-based multicultural approaches and strategies for sustainable development
- Formulate recommendations to broaden the cultural inclusiveness and appeal of environmentalism and sustainability in the work of the Council

NATIONAL CONSORTIUM FOR ENVIRONMENTAL EDUCATION AND TRAINING, NATIONAL ADVISORY BOARD, School of Natural Resources and Environment, University of Michigan, Ann Arbor, Michigan

Advisory Board Member ~ 1993 to 1994

- Advise Consortium on developing culturally inclusive practices and strategies to broaden the base of environmental education in underrepresented communities and professions
- Introduce environmental justice and multicultural perspectives into the strategic thinking of the Consortium
- Contribute to and advise on work plans, schedules, budgets and Consortium work products

WASHINGTON STATE ENVIRONMENTAL JUSTICE COUNCIL, OFFICE OF THE GOVERNOR, COUNCIL MEMBER, Appointed to Environmental Justice Practitioner, 2022.

- Collaborate with Council to provide Environmental Justice policy guidance on implementation of state laws and policies
- Assist state agencies in programmatic implementation of Environmental Justice laws and policies
- Serve on governance, community engagement, and Environmental Justice Assessment committees

## ADJUNCT, AFFILIATE and SENIOR FACULTY APPOINTMENTS/COURSES OFFERED

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ANTIOCH UNIVERSITY, Education Department, Senior Lecturer, Urban Environmental Education Program, Seattle, WA ~ 2016 to present

- Multicultural Environmental Education
- Multicultural Environmental Leadership
- Race, Culture and Equity

UNIVERSITY OF WASHINGTON, Department of Environmental and Occupational Health Sciences, Affiliate Faculty, Seattle, WA ~ 2010, 2011

- Environmental Justice and Public Health

ANTIOCH NEW ENGLAND GRADUATE SCHOOL, Environmental Studies Department, Adjunct Faculty, Keene, NH ~ 1995, 1996, 2001

- Multicultural Approaches to Environmental Education
- Environmental Education and Environmental Justice

MERRITT COLLEGE, Environmental Studies Department, Adjunct Faculty, Oakland, CA ~ 1994, 1995

- Urban Ecology

UNIVERSITY OF CALIFORNIA, BERKELEY, LAWRENCE HALL OF SCIENCE, Faculty Appointment, Berkeley, CA ~ 1994, 1995

- Project on Cultural Approaches to Science and Environmental Education

## EDUCATION

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ANTIOCH NEW ENGLAND GRADUATE SCHOOL, Environmental Studies and Education Departments Keene, NH

- Master of Science in Teaching

UNIVERSITY OF DENVER, JOSEPH KORBEL SCHOOL OF INTERNATIONAL AFFAIRS, (FORMERLY GRADUATE SCHOOL OF INTERNATIONAL STUDIES), Denver, CO

- MA Program, International Studies and Philosophy

EISENHOWER COLLEGE, Seneca Falls, NY

- Bachelor of Arts, International Relations

## PUBLICATIONS (Partial List)

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- Three Circles: A Sourcebook of Multicultural Environmental Education, book in progress
- "Stereotypes, Environmentalism and Environmental Justice," in Whole Terrain, Journal of Reflective Environmental Practice and reprinted as "Building a More Inclusive Environmental Movement," in Literature and the Environment: A Reader on Nature and Culture, edited by L. Anderson, S. Slovic and J.P. Grady, Longman Press, 1999
- The Labyrinth of Diversity, EETAP's \* Journey to Wholeness, under EPA contract to Spectrum Community Development, 1998 (\*EETAP – Environmental Education Training and Partnerships)

- Book Review, “Unequal Protection, Environmental Justice and Communities of Color” by Robert Bullard for Coast and Ocean, the magazine of the California Coastal Commission, Vol. 10, No. 2, Autumn, 1994
- Status and Opportunities for Environmental Education in the Bay Area, Commissioned and Published by the San Francisco Foundation, 1993

#### AWARDS AND RECOGNITION

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- Civil Rights and Environmental Justice Award, EPA Region 10, Seattle, WA, 2013
- CA SB 702 Expert Working Group on Environmental Health Tracking, Appointed by California State Senate, Sacramento, CA, 2003-2004
- Fellow, Windcall Foundation, Bozeman, MT, 1994
- Environmental Achievement Award, Environmental Careers Organization, Boston, MA, 1994
- Delegate, First National People of Color Environmental Leadership Summit, Washington, DC, 1991
- Featured Interview in Community Canons, California Tomorrow, San Francisco, CA, 1989