

NAZ LASHGARI

DIVERSITY, EQUITY & INCLUSION LEADER — HEALTHCARE/MEDICAL ORGANIZATIONS

Business leader and DEI champion with demonstrated strengths in operational leadership roles promoting workforce equity, diversity, and inclusion. Recognized throughout career as a highly effective change agent and project manager with exceptional strategic planning, team leadership, and communication skills—including the ability to partner with CxO-level leadership teams to drive meaningful, sustainable change. Passionate about helping organizations embrace the benefits of diversity and build inclusive cultures known for attracting, retaining, and developing talent from underrepresented groups. Reputation for high levels of emotional intelligence, combined with exceptional influencing, conflict resolution, problem-solving, and collaboration skills.

AREAS OF EXPERTISE

- ▶ **DEI Issues & Strategy:** Extensive strengths championing the concepts of diversity, equality, and inclusion within organizations—serving as a safe, trusted resource to all levels of staff and providing insights on Cultural Competency, Gender Equity, LGBTQ Issues, Conscious & Unconscious Bias, and other critical topics
- ▶ **Training Program Design & Implementation:** Able to identify hard/soft skill gaps and needed competencies within organizations and lead the design, development, and execution of targeted training and coaching programs to optimize employee development and compliance
- ▶ **Cross-Cultural Communications:** Reputation for exceptional interpersonal and relationship-building skills, as well as leading branding, PR, and community outreach efforts for businesses serving underprivileged and underrepresented populations—or who are looking to expand their operations to reach new customer segments with varying language skills, values, and cultural norms
- ▶ **HR & Recruiting Management:** Responsible for a broad range of HR and workforce planning functions at multiple businesses—improving internal processes related to talent acquisition and development, employee engagement, employee relations, retention, team-building, onboarding, and cultural transformation

PROFESSIONAL EXPERIENCE

SEAMAR | Clinic Supervisor

Bellevue, WA: 2020-Present

- Manage two dental clinics providing affordable multi-disciplinary community health support
- Promote awareness of healthcare access to impoverished communities, largely comprised of people of color
- Lead day-to-day operations and supervise HR/Training activities for ~12 clinical and non-clinical staff members
- Utilize EPIC and other IT systems to manage clinic schedules, employee shifts, finances, and patient data
- Currently completing healthcare software training program through Relias

CITY OF LYNNWOOD | Chair of the Diversity, Equity & Inclusion (DEI) Commission

Lynnwood, WA: 2017-Present

- Appointed by Mayor and City Council to chair the city's Diversity, Equity and Inclusion (DEI) Commission
- Facilitate critical conversations about race in order to raise accountability/awareness of social justice issues
- Present proposals to the Mayor and City Council to improve DEI practices throughout government agencies
- Lead development of strategic programs and initiatives to raise diversity awareness in the local community
- Speak at community events and coordinate outreach/engagement efforts with partner organizations
- Identify and eliminate discriminatory practices for marginalized groups
- Led a highly successful initiative to create/distribute a multi-cultural support decal to local businesses
- Partner with law enforcement and public agencies to improve cross-cultural sensitivity and communications
- Key liaison between the City and the BLM movement, leading measures to ensure safe, respectful dialogue

GLOBAL PHILANTHROPIC CHARITY | Program Manager

Seattle, WA: 2003-2013

- Managed humanitarian assistance programs supporting women/children in underdeveloped countries
- Led successful fundraising activities to raise funds for purchasing needed supplies/goods for remote villages
- Drove creative problem-solving efforts to address complex obstacles, barriers, and operational challenges
- Provided direct relief assistance to Leprosy camps in Iran, Azerbaijan, and other remote locations
- Evaluated community needs to guide the procurement of hygiene products, nutrition, and medical supplies
- Partnered with the Child Foundation on projects to extend the reach and impact of international aid efforts

Pre-2003 experience (details on request) includes Business and HR Manager roles with several dental clinics—overseeing operations, finance, patient relations, HR, and hiring, training, and development responsibilities

EDUCATION & ADDITIONAL INFORMATION

BS Degree, Biology & Writing Certificate | University of Washington

French Diploma | Ecole Jeanne D'Arc

Software Proficiency | MS Office, Excel, Dentrix, Epic Software

Language Skills | Trilingual; fluent in English, French & Farsi — with extensive global travel experience