

# **Dr. GLORIA NGEZAHO**

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## **EDUCATION**

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<b>Ed.D:</b> Higher Education Leadership & Management (Concordia University)	2017
<b>Masters of Arts:</b> Conflict Resolution (Portland State University)	2012
<b>Bachelor of Arts:</b> International Studies: European Economy & Politics (PSU)	2008
<b>Certificate:</b> Higher Education Administration (Harvard University)	2017

## **PROFESSIONAL EXPERIENCE**

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**King County:** Director of Workforce & Workplace Equity May 2019-Present

As Director of Workforce Equity, I am mainly responsible for developing and implementing the workforce equity strategy for all 17 departments and 20+ thousands King County employees, working in conjunction with senior human resources leaders, department leadership, the Executive's Office, the Executive's Office of Equity and Social Justice, and the King County Council. This means that I am responsible for:

- Providing oversight and guidance to the Workforce Equity team, HR Managers, and HR Staff advancing equity work and non-discrimination/anti-harassment investigations and compliance.
- Advising leadership on matters related to equal employment opportunity and affirmative action, workforce equity diversity and inclusion.
- Providing oversight and management on compliance with county, state and federal regulations and requirements related to protected class status.
- Partnering effectively with the Office of Equity & Social Justice and HR Managers on implementation and delivery of the Equity and Social Justice Strategic Plan and workforce/workplace equity strategies.
- Seeking out, advising, and supporting workforce equity efforts at the department level, identifying ways to elevate this work to an enterprise-level.
- Leading advancement and monitoring progress of workforce equity goals, including hiring, promotion and retention of racial diversity.
- Advising and providing guidance on standardization of best practices that advance racially equitable hiring and workforce development.
- Establishing and maintaining effective and consistent communication on the workforce equity strategic direction, including actively seeking input from employees, leaders, labor and the communities we serve.
- Consolidating data and preparing presentations to employees and county leadership including elected officials and external partners.
- Performing other duties (e.g. special projects, strategic initiatives, annual budgeting, reviews, investigations, mediations, facilitations, etc.)

lead and oversee the implementation of the company's short and long-term plans in accordance with its strategy; to ensure the company is appropriately organized and staffed and to have the authority to hire and terminate staff as necessary, to enable it to achieve the approved strategy.

- To ensure that expenditures of the company are within the authorized annual budget of the company; to assess the principal risks of the company and to ensure that these risks are being monitored and managed; to ensure effective internal controls and management information systems are in place; to ensure that the company has appropriate systems to enable it to conduct its activities both lawfully and ethically; to ensure that the company maintains high standards of corporate citizenship and social responsibility wherever it does business; to act as a liaison between management and the Advisory Council.

- To communicate effectively with stakeholders, employees, government authorities, and the public; to keep abreast of all material undertakings and activities of the company and all material external factors affecting the company, and to ensure that processes and systems are in place to ensure that the CEO and management of the company are adequately informed; to ensure that staff are properly informed, and that sufficient information is provided to the Council to enable the leadership to form appropriate judgments.

- To ensure the integrity of a public disclosure by the company; in concert with the Chair to develop Council agendas; to request that special meetings of the Council be called when appropriate; in concert with the Chair, to determine the date, time and location of the annual meeting of stakeholders and to develop the agenda for the meeting; to sit on committees of the Council where appropriate, as determined by the Council; and to abide by specific internally established control systems and authorities, to lead by personal example and encourage all employees to conduct their activities in accordance with all applicable laws and the company's standards and policies, including its environmental, safety and health policies.

**Open School-Portland:** Chief Programs and Equity Officer/Associate Director      2015-2017

As an Associate Director, I serve as Chief Program and Equity Officer for program management team of seven Directors, and as Executive Director in his absence. Direct reports include: OSN & OSE Principals, Step Up Program Directors, Director of Equity Partnerships, Students and Family Services Manager, Culturally-Responsive Pedagogy Coordinator, and Data Coordinator. In addition to requisite strengths in staff leadership development and resource development, driven with an equity lens, I assure program quality and performance accountability to advance the long term goals for students, families, the community, and the organization. Currently managing more than \$4 million budget, and a total workforce of 85 staff. The following are additional key duties:

- ***Lead for equity:*** Model leadership that advocates for, and generates specific supports for, historically-underrepresented groups, particularly communities of color and low-income communities.

- ***Lead organization leadership and development:*** Lead, motivate, and develop staff to be passionate about what Open School has achieved and committed to continually improving upon its potential going forward.

- Managed different projects budgets
- Managed staff and volunteers (21 staff members, 67 volunteers & +300 clients)
- Managed reports, as they related to programs' progress, goals and achievements to funders
- Built and coordinated good working relationships with partners and funders
- Researched grants and wrote grant proposals ( in collaboration with grant writer) for potential funding areas
- Managed more than \$1,500,000 annual programs budget

#### **PROFESSIONAL TRAINING**

- **Harvard University GSE:** Leadership: An evolving vision (2017)
- **John Hopkins University:** University Teaching 101 (2016)
- **Rockhurst University:** People Management & Development, Leadership & Management Skills for Managers (2011)
- **Portland State University:** Diversity in society, youth Empowerment, Strength based needs documentation (2010)

#### **COMMUNITY INVOLVEMENT**

- Member of the WACTC Chief Diversity Officers Commission
- Northwest Justice Forum Steering Committee Member
- Multnomah County Citizens Involvement Committee Chair
- Centennial School District Board Member/Budget Committee Vice-chair
- Black United Fund Scholarship Committee Member
- Concordia University Mentorship Program/Diversity Member
- IRCO/Africa House Advisory Board
- IPSL Class contributor

#### **LANGUAGES**

- English, French, Swahili, Kirundi, Lingala, Nyanja, Kinyarwanda, Kiswahili

#### **AWARDS & RECOGNITIONS**

- Best Morning Personality Award, Concordia University Office of Admission (2013)
- We are Portland Award, City of Portland (2012)
- Award of a decade of excellence in community service (2012)
- The President's Call to Service Award, US President's council (2012)
- President's Award for outstanding Community Service (PSU 2008)
- National Scholars honor society of America achievement award (2007)
- Certificate of achievement for hard work and programs support (IRCO 2006)
- Diversity scholarship award, Portland State University (2006)
- Prestigious editor's choice award in poetry (2005)
- Award of exceptional dedication to the community (IRCO 2004)
- Award of excellence in community service (IRCO 2003)