

Overview of Equity Credentials for Dr. Ann Curry-Stevens

Summary of Expertise

The expertise I hold in the area of equity, and particularly racial equity, is considerable. I am recognized as an effective strategist, consultant, facilitator, researcher, educator and advocate on equity, inclusion and diversity. My forté has been in the area of providing tangible supports to assist organizations move towards diversity, equity and inclusion. My journey dates back to 1992, co-chairing the Anti-Oppression/Anti-Racism Committee at the YWCA in Toronto. I've since undertaken this role in five different organizations. Methodological insights were developed in my 2005 dissertation that focused on "pedagogy for the privileged" through which I came to understand the transformative learning processes of privileged learners. This has been effective in understanding what is needed to help organizational staff become allies in this work. Additional expertise and profile in the area has sharpened and grown through 26 years of major institutional change efforts, having been hired by county and city governments, by foundations and by organizations to support efforts to advance equity and inclusion.

Highlights of my experience are the following:

- Leading the Equity Committee at the Faculty of Social Work (WLU) which is building a strong equity and decolonization efforts that stretch into hiring, student recruitment, teaching, administration and service. Metrics for measuring progress have been established and are being implemented;
- Resourcing Portland State University in a number of equity initiatives including leading their application of an Equity Lens to their strategic planning process, at the invitation of the university's President, writing the university's equity plan, and consulting on a range of university-wide equity initiatives;
- Collaborating with a team of leading equity advocates to design an equity assessment tool for organizations that has since been used more than 400 times in Oregon;
- Creating the "Protocol to advance racial equity" that is an advanced organizational equity assessment tool, plus a series of resources to assist in implementing equity at an organizational level, and downloaded in 52 countries around the world;
- Founding Director of the Center to Advance Racial Equity at PSU that conducted 17 research studies at the request of community groups aiming to strengthen their advocacy efforts;
- Awarded the university's highest equity honours in 2012, the Global Excellence Award;
- Principal Investigator of an 8-year research initiative that documented the racial disparities facing communities of colour in the region, which alongside strategic equity advocacy by the community partner (the Coalition of Communities of Color) led to a fundamental discourse shift on equity in the Portland region, with uptake at the state-level within a few years;
- Principal researcher on a wide range of equity research topics, including case study research of six organizations in their journey towards racial equity;
- Developed two masters-level courses in how to lead and support racial equity in organizations
 - The 12-week course, "Racial Equity in Organizations" for Wilfrid Laurier and have taught it twice;
 - The 10-week course, "Racial Disparities: Analysis and Action for Social Workers" for Portland State University and have taught it eight times.

Relevant University Service, Prioritized

2018 –	Co-Chair and Chair, Equity Committee, Faculty of Social Work, Wilfrid Laurier University
2018	Co-Presenter, Strategies for Inclusive Teaching, Wilfrid Laurier's Centre for Teaching Innovation and Excellence (March 6 and May 3)
2016–2017	Consulting Faculty for Inclusive Curriculum and Pedagogy, Global Diversity and Inclusion, Portland State University Co-developed a 2-hour training program in culturally responsive pedagogy for PSU professors, and delivered it twice. Part of an initiative to build faculty capacity for culturally inclusive teaching.

- 2016–2017** **Co-Chair, Diversity, Equity and Inclusion Action Plan Writing Team, Portland State University**
By invitation of the Vice-President and Chief Diversity Officer, co-chaired writing the university-wide plan to advance diversity, equity and inclusion.
- 2016** **Lead Member, Assessment of Racial Equity, School of Social Work, PSU**
Co-led the assessment of the dimensions of racial equity present in the school, including four academic programs (MSW, BSW, PhD and Youth and Family Studies), research centres and administrative systems.
- 2014–2015** **Chair, Equity Lens Panel, Strategic Planning, Portland State University**
By invitation of the President, led the PSU Equity Lens initiative. Role included design of the Equity Lens, training institutional leaders in the strategic planning process, designing a process to review strategic planning drafts, co-writing recommendations for improvement, and sustaining a team of 15 university faculty and staff in the initiative.
- 2013–2017** **Founding Director, Center to Advance Racial Equity, Portland State University.** Modeled after European Science Shops, the Center to Advance Racial Equity (CARE) was created to conduct research at the request of community organizations seeking to advocate for greater racial equity. CARE served as a portal for community-initiated research requests, and hiring researchers (community, and MSW and PhD students) to conduct partnership-oriented research. Approximately six studies were conducted annually. Total funding of \$305,300.
- 2008–09** **Member, Ad hoc Committee (Racism, Oppression & Organizational Change), School of Social Work, Portland State University**
Collaboratively conducted an informal assessment of the issues facing the SSW, built consensus across faculty, staff and researchers for the development of a seven-point Action Plan and secured approval for this to be written into policy.

Recent Presentations	
----------------------	--

- | | |
|------|--|
| 2019 | Courageous leadership and organizational change towards equitable outcomes [keynote]. At Equity and Inclusivity Symposium 2019, York Region, ON. |
| 2019 | Promising practices in the workplace [keynote panel]. At Equity and Inclusivity Symposium 2019, York Region, ON. |
| 2018 | <i>Building culturally responsive and equitable organizations</i> [keynote to 75 people], United Way of Santa Cruz County, August 24. |
| 2018 | <i>Emerging evidence and advice: Inclusion, innovation and diligence to improve services for clients and communities of color.</i> At 29 th Annual Conference of the Network for Social Work Management, San Diego, CA. |
| 2018 | <i>Low SES: Digging deeper than dollar signs</i> [keynote to 200]. At Diversity Conference, Pacific University, Oregon. |
| 2018 | <i>Status of equity in Oregon</i> [keynote to 1200]. At Portland General Electric’s Diversity Summit, Portland, OR. |
| 2018 | <i>Proven pathways to organizational inclusion, equity and cultural responsiveness.</i> At Portland General Electric’s Diversity Summit, Portland, OR. |
| 2018 | <i>Approaches to eradicate gaps in student achievement and roles for school social workers</i> [keynote], Guilford County Schools, August 21 [invited]. |
| 2018 | <i>Region of Peel’s Black History Month Forum</i> [keynote], Brampton, February 22 [invited]. |

- 2017 *Advice for the Ontario Association of Children's Aid Societies: Expert Panel on Racial Equity*. OACAS Equity Workgroup, Toronto, October 27.
- 2017 *Equity options for restructuring city government: Equity lenses and beyond*. Governance Research Committee. City Club of Portland, March 13.
- 2016 *Economic opportunities in Portland's diversification*. Portland Business Alliance's Forum, "Oregon's Changing Demographics," June 15.
- 2016 *Advancing equity: Stories from the field and tools for taking action*. Young Nonprofit Professionals Network, June 1.
- 2016 *Chronic absenteeism in Oregon*. Education Committee Hearing, Oregon Legislature. May 25.
- 2016 *New Portlanders Policy Commission Hearing*, Portland City Council, May 26.
- 2016 *Minority contracting and supplier diversity: Initiatives, options and prospects*. PGE's CEO Diversity Breakfast Forum, April 21.
- 2015 *Organizational change through a racial equity lens: Implications for capacity-building practice for organizations and networks*. At Alliance for Nonprofit Management annual conference, Portland, OR.

Most Relevant Publications

Journals

- Curry-Stevens, A., Deloney, G. & Morton, M. (2019). Rethinking services with communities of color: Why culturally specific organizations are the preferred service delivery model. *Sociology Mind*, 9, 183-206.
- Curry-Stevens, A. (2018). Innovations in leadership development: Centering communities of color. *Open Journal of Leadership*, 7, 265-284.
- Hill, C. & Curry-Stevens, A. (2016). Organizational change and racial equity: Implications for capacity building practice for organizations and networks. *Journal of Nonprofit Education and Leadership*, 7(1), 21-28.
- Curry-Stevens, A., Cross-Hemmer, A., Meier, J. & Maher, N. (2011). The politics of data: Uncovering whiteness in conventional social policy and social work research. *Sociology Mind*, 1(4), 183-191.
- Curry-Stevens, A. (2011). Research for change: Transforming policy, scholarship, and the classroom through engaged research with communities of color. *Journal of Public Scholarship in Higher Education*, 1(1), 11-29.
- Curry-Stevens, A. (2007). New forms of transformative education: Pedagogy for the privileged. *Journal of Transformative Education*, 5(1), 33-58.

Journal Articles under Review

- Curry-Stevens, A. & Rose, R. Caucusing updated: Insider dialogues to build belonging and empowerment. [under review with *Journal of Transformative Learning*].
- Curry-Stevens, A. A case study of a large human service organization's journey towards racial equity. [revise and resubmit with *Human Service Organizations: Management, Leadership & Governance*].
- Curry-Stevens, A. Racial equity for culturally specific organizations: An assets-based evidentiary assessment. [under review with *Journal of Change Management*].

Professional Publications, Peer Reviewed

- Petovello, A., Curry-Stevens, A., & Metrics & Evaluation Working Group (2020). *Faculty of Social Work's Climate Survey 2020: First report*. Unpublished. (86 pages, 40% effort)

- Curry-Stevens, A. (2018). *Workbook for organizational equity and cultural responsiveness*. Unpublished. (25 pages, 100% effort).
- Curry-Stevens, A., Reyes, M. & Coalition of Communities of Color (2014). *Protocol for culturally responsive organizations*. Portland, OR: Center to Advance Racial Equity, Portland State University. (85 pages, 70% effort)
- Curry-Stevens, A., Percy, S., Zapata, M., Ridder, C., Thomas, K., Oldham, E., Hunter, J. & Wubbold, M. (2017). *Portland State University's Diversity, Equity and Inclusion Action Plan*. Portland, OR: Global Diversity and Inclusion Office, Portland State University. (23 pages, 35% effort)
- Curry-Stevens, A. (2017). *Myths and myth-busting: Challenging ideas that suggest racial equity is unnecessary and even harmful*. Portland, OR: Meyer Memorial Trust. (22 pages; 100% effort)
- Curry-Stevens, A. (Ed., 2017). *Educational equity literature review for Meyer Memorial Trust*. Portland, OR: Meyer Memorial Trust. (141 pages, 50% effort)
- Curry-Stevens, A. & Lopezvorededo, A. (2015). *Learning from educators of color: Licensed but not teaching in Oregon's public schools*. Portland, OR: Center to Advance Racial Equity, Portland State University. (46 pages, 85% effort)
- Curry-Stevens, A. (2015). *The partnership of the Coalition of Communities of Color and Portland Public Schools: A case study with insights for replication*. Portland, OR: Center to Advance Racial Equity, Portland State University. (39 pages, 100% effort)
- Sinkey, A. & Curry-Stevens, A. (2015). *Equity in education: Disaggregating student outcomes by race and income in Oregon*. Portland, OR: Center to Advance Racial Equity, Portland State University. (61 pages, 35% effort)
- Curry-Stevens, A., Lopezvorededo, A. & Peters, D. (2013). *Policies to eliminate racial disparities in education: A literature review*. Portland, OR: Center to Advance Racial Equity, Portland State University. (67 pages, 50% effort)

Most Relevant Teaching

- | | |
|------------------|--|
| 2019 | Advancing Racial Equity in Organizations , Faculty of Social Work, Wilfrid Laurier
12-week elective developed for MSW students, delivered winter 2019 and 2020. |
| 2016–2017 | Consulting Faculty for Inclusive Curriculum and Pedagogy , Global Diversity and Inclusion, Portland State University. Co-developed a 2-hour training program in culturally responsive pedagogy for PSU professors, and delivered it twice. Part of an initiative to build faculty capacity for culturally inclusive teaching. |
| 2020 | Research for Racial Justice (10-week course, taught online) |
| 2012-2019 | Racial Disparities: Analysis and Action for Social Workers (10-week course, taught seven times in classrooms and online) |

Most Relevant Research

- | | |
|------------------|--|
| 2019–2020 | Principal Investigator, “Faculty of Social Work Climate Survey,” Wilfrid Laurier University
This survey covers experiences of equity, inclusion and decolonization, and under the leadership of the Metrics and Evaluation working group of the Equity Committee, with Dr. Curry-Stevens as Chair, 265 students, faculty and staff participated in the survey. The results of this study identify areas of inequity at the FSW and will inform the Equity Committee’s goals in the |
|------------------|--|

2020-22 academic years. It also serves as a benchmark measure for the progress of the FSW, and will be repeated in 2-3 years time.

- 2014–2018** **External Evaluator and Designer, Successful Families 2020, United Way of Columbia-Willamette and Portland State University**
The United Way embarked on strategic philanthropy, funding one large collective impact initiative (\$750,000/year for five years) in its commitment to end child poverty among communities of colour. Four culturally-specific organizations involved in education and social services, and one culturally responsive provider lead the collaborative. Lead developer of an evaluation framework for five grantees designing a collective impact initiative to reduce child poverty. Role covered three related projects: the collaborative itself (using a developmental evaluation model), an education initiative in Reynolds School District (using a quasi-experimental design), and comprehensive evaluation of the culturally specific organizational partners.
- 2014–2016** **Principal Investigator, “Organizational contributions to racial equity: How do assessments and action plans improve outcomes for communities of color?”**
Case study research of six organizations that conducted an assessment and implemented an action plan to improve racial equity in their organizations, two of which were foundations. Funding of \$14,968 from Faculty Enhancement Grant, PSU.
- 2008–2014** **Principal Investigator, Coalition of Communities of Color Research Project.**
Led the partnership between PSU researchers (up to 5 researchers) and the 20-member Coalition to detail the racial disparities faced by 6 marginalized communities. Role included quantitative and qualitative research; resourcing policy development; presenting research findings; and consolidating academic base for racial equity recommendations. Total funding was \$551,908.
- 2013–2017** **Founding Director, Center to Advance Racial Equity, Portland State University.**
Modeled after European Science Shops, the Center to Advance Racial Equity (CARE) was created to conduct research at the request of community organizations seeking to advocate for greater racial equity. CARE served as a portal for community-initiated research requests, and hired researchers (community, and MSW and PhD students) to conduct the research. Also led research on six studies. Approximately 4 studies were conducted annually. Total funding of \$305,300.
- 2011–2013** **Evaluator, Culturally Specific Leadership Development Initiative, Meyer Memorial Trust**
Portland, Oregon
When the Coalition of Communities of Color won a \$1 million grant to support leadership development among communities of colour, was hired to develop an evaluation framework, and conduct an evaluation of the first full year of operations, and subsequently to train and resource program coordinators to take over the evaluation functions. The evaluation began with a developmental evaluation approach, and subsequently focused on advocacy efficacy, community outcomes, the participants’ learning community, participant engagement, and policy gains. With the strength of the evaluation findings, subsequent ongoing funds were secured.

Most Relevant Consulting and Community Training

- 2016–17** **Facilitator and Trainer, Care Oregon**
Portland, Oregon
As Care Oregon (a large nonprofit health care provider) expanded its racial equity commitments, was recruited to support its Equity Director, by providing advice for her role, and to supplement capacity by preparing both an equity lens and a business case for this commitment, and to train and coach its organizational leaders and newly formed Equity Team.
- 2014–2017** **Facilitator and Trainer, Intertwine’s Racial Equity Organizational Change Cohorts**
Portland, Oregon

Recruited to support the expansion of racial equity commitments in the environmental sector, designed and led two 8-month training programs to support a total of fifteen government and community organizations to conduct racial equity organizational assessments, and to learn and apply relevant content to support their emergence as culturally responsive organizations.

- 2014–2015** **Racial Equity Organizational Development Consultant, Camp Fire Columbia**
Portland, Oregon
Assisted youth-serving organization to achieve three outcomes: (1) to assess the cultural responsiveness of its middle and high school programs, and provide technical assistance in its improvement efforts, (2) Board training on both process and content to prepare them to support racial equity, and (3) to support conducting an equity assessment, and build and implement an action plan for organizational racial equity. Co-facilitated with Linda Castillo, Hispanic mental health and diversity consultant.
- 2014** **Racial Equity Organizational Development Consultant, Portland Children’s Museum**
Portland, Oregon
Led an initiative to assess the Museum’s equity capacity, built an internal committee for moving the work forward, conducted staff training, and developed an action plan.
- 2011–2013** **Evaluator, Culturally Specific Leadership Development Initiative, Meyer Memorial Trust**
Portland, Oregon
When the Coalition of Communities of Color won a \$1 million grant to support leadership development among communities of colour, was hired to design and implement an evaluation framework, and subsequently to train and support program coordinators to take over the evaluation functions. The evaluation included developmental evaluation, advocacy efficacy, community outcomes, the participants’ learning community, participant engagement, and policy gains. Ongoing funds were secured.
- 2010** **Consultant, Undoing Institutional Racism, Multnomah County Chair’s Office**
Portland, Oregon
Designed and delivered trainings and organizational development. Additional project elements included the development of a comprehensive research-based “business case” for UIR as well as a literature review of promising practices to undo institutional racism. Co-facilitated with Michael Ware (Chair, Governor’s Task Force on Reducing Disparities in Child Welfare).

Relevant Community Service

- 2014–16** **Member, Race, Ethnicity, Language and Disability Planning and Analysis Steering Committee, Oregon Departments of Health and Human Services**
Conducted a current state analysis of the Departments’ implementation of new race, language and disability identifiers in data systems and prioritizing strategies for implementation of House Bill 2134.
- 2012–17** **Member, Education Equity Committee, Coalition of Communities of Color**
Collaborate on research projects related to educational equity, and partner with the Committee on all aspects of relevant research projects and advocacy activities related to research findings.
- 2013** **Member, Rules Advisory Committee, House Bill 2134**
Provide technical advice on measures to develop uniform standards for the collection of race, ethnicity, preferred written and oral languages, and disability status data.
- 2013-14** **Member, Eliminating Disparities in Child and Youth Success Collaborative, All Hands Raised**
Provide research and policy advice on options to reduce racial disparities in education facing youth and children of colour in Multnomah County, and to provide overall advice to the data dimension of tracking progress of students, including early learning and post-secondary tracking.

- 2012-13** **Member, Delphi Team, Office of Equity and Inclusion, Oregon Health Authority**
Provide leadership to the Community Expert Panel who are charged with developing a policy platform to advance health equity, and guide the advocacy work of the Office of Equity and Inclusion.
- 2009–10** **Member, Full Count Committee**
Multnomah County & City of Portland’s Census 2010 implementation initiative sought to improve turnout of respondents. This Committee developed action plans to increase response rates from undercounted communities, particularly communities of colour.
- 1998-1999** **Member, Anti-Oppression Committee, Women’s Resources of Victoria County, ON**
Supported the organization in its policy approaches to anti-racism and equity, and in Board understanding of equity initiatives.
- 1994-1997** **Chair, Anti-Oppression/Anti-Racism Committee, Jesuit Centre for Social Faith & Justice, Toronto**
Led the organization’s efforts to integrate anti-oppression into its hiring practices and its program planning efforts.
- 1992-1994** **Co-Chair and Member, Anti-Oppression/Anti-Racism Committee, YWCA of Metropolitan Toronto**
Collaborated on designing and implementing an organizational assessment for diversity and equity, and co-designed and facilitated the organization’s first equity and human rights investigation in a complaint launched by staff.