

ADÈLE JAMES, M.A., Certified Professional Coach (CPC)

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SUMMARY OF QUALIFICATIONS

- **Capacity building consultant and strategist.** Expertise in capacity building needs of social change organizations and related systems change efforts. Services include program design, focus group facilitation, team building, strategic planning, organizational assessment, and evaluation. Experience working with rural to urban groups as Program Officer for the California Endowment covering the 22-county area from Sacramento to Oregon border.
- **Diversity Equity & Inclusion planner & trainer.** Extensive knowledge in implementation of assessment and organizational equity and inclusion practices. Serving as faculty to California State Association of Counties Institute for Excellence in County Government, trainer for Fresno County Dept. of Behavioral Health, and community engagement consultant to Sacramento County Dept. of Health Services on topics ranging from power, privilege, and race to transgenerational impacts of oppression, addressing bias, and best practices and tools in implementing an equity lens.
- **Certified professional coach with extensive leadership development expertise.** Provision of coaching to nonprofit and government leaders. Design, management, and implementation roles in leadership development programs in philanthropic, nonprofit, and academic settings.
- **In-depth philanthropy knowledge.** Managed a diverse portfolio of over \$180 million throughout California including proposal design and implementation with focus on diversity and equity. Subject areas included: health, mental health, housing, economic development, support to family resources centers, rural communities, social justice, youth violence prevention, women and girls empowerment, and immigrant needs. Identified emerging issues and opportunities for aligning complimentary bodies of work and partnerships in solving challenges and improving community quality of life.
- **Strong facilitation and communications skills.** More than 20 years experience in facilitation across multiple subjects and issue areas for nonprofits, public agencies, and foundations. Highly effective communicator in written, verbal, and virtual formats with partnership building and stakeholder relationship management skills. Engagement style marked by respect, collaboration, humor, and personal accountability.

PARTIAL LIST OF CLIENTS

- Akonadi Foundation Arc Toward Justice Leadership Program
- Asian Resources Inc.
- CA Endowment Sacramento Building Healthy Communities Initiative
- CA Governor's Office of Emergency Services
- CA Mental Health Services Authority
- CA State Assoc. of Counties Institute for Excellence in County Governments
- Contra Costa College
- Fresno County Dept. of Behavioral Health
- Implementation Committee, District 10, Bayview Hunters Point, San Francisco
- Institute of Local Government
- Local Government Commission
- Sacramento Black Chamber of Commerce
- Sacramento County Dept. of Health Services
- San Diego & Imperial Counties Regional Mental Health Stigma & Discrimination Reduction Roundtable
- Sierra Health Foundation
- The San Francisco Foundation
- UC Davis, Department of Public Health Sciences
- University of the Pacific, Office of Assessment Training & Technology
- Vietnamese American Community Center of the East Bay
- WEAVE

EDUCATION

B.A., Columbia University, Barnard College
New York, New York

M.A., Stanford University, International Development
Education, School of Education, Palo Alto, CA

SELECTED EXPERIENCES

CAPACITY BUILDING

California Department of Health Care Services Eliminating Inequities Webinar Series

- Presentations in this 5-part series with average attendance of 2,000 participants intended to increase understanding and action in addressing racism. Presentation topics included: Introduction to a Framework for Confronting Racism in Behavioral Health; Systemic Racism & Structural Racialization; Implicit Bias: Recognizing Its Harmful Impact & Taking Actions to Counter Unconscious Bias; Talking About Race & Racism.

California Institute for Mental Health Ethnic & Cultural CBO Capacity Building Project

- Facilitation and implementation of planning processes including strategic planning, board development, fund development and volunteer management to build the capacity of organizations led by and/or serving minoritized communities in securing mental health services funding for underserved ethnic and cultural populations.

DIVERSITY EQUITY & INCLUSION PLANNING

Community Alliance with Family Farmers

- Development of a comprehensive Racial Equity Action Plan (REAP) for this California statewide organization. Worked with staff to identify the planning team; provided training on use of equity tools. Worked with REAP Team to articulate a shared vision for racial equity; collected staff and organizational data as well as supported staff in review/analysis of data, identification of strategic directions, goals, and accountability strategies.

Child Abuse Prevention Council Birth & Beyond (B&B) Enhancing Cultural Responsiveness and African American Family Engagement Collaborative Action Planning Process

- Design and implementation of this action planning process for a 7-member collaborative intended to: address disparities in African American family engagement and enhance cultural responsiveness; supported the B&B to focus on a shared vision, identify priorities and build commitment toward long-term goals. Designed and implemented survey to assess cultural responsiveness of the Collaborative as a whole and individual members. Provided individualized technical assistance to the seven members on plans for implementation of cultural responsiveness policies and procedures, including development of implementation toolkit.

LEADERSHIP DEVELOPMENT

Sierra Health Foundation Leadership Program

- Served as faculty and coach to this annual cohort of nonprofit and government leaders intended to improve existing skills and strengthen organizational capacity to address health disparities and health equity in underserved communities in Northern California and the San Joaquin Valley.

United Fire Service Women

- Design and facilitation of two-day board retreat for this nonprofit formed to support and advocate for the welfare of women in the San Francisco Fire Department. Conducted assessment of board needs and opportunities for growth. Identified and developed plans for key board priorities.

TRAINING

Fresno County Department of Behavioral Health Services (DBHS)

- Design and facilitation of monthly 2-day in person and 1-day virtual health equity training for contractors and staff of Fresno County DBHS aimed at enhancing service provision to clients. Topics include defining and understanding impacts of cultural responsiveness, as well as tools for implementation and accountability. Additionally, designed training for all management level staff of DBHS on tools for implementation of culturally responsive policies/practices, inclusive of training, coaching and technical assistance.

California State Association of Counties Institute for Excellence in County Governments

- Serving as faculty to this continuing education program for senior county staff and elected officials with goal of expanding capacity and capability of elected officials and senior staff to provide extraordinary services to their communities. Class topics include strategies and tools for addressing implicit bias and building strong teams.

EMPLOYMENT HISTORY

Faculty, Institute for Excellence in County Governments CA State Assoc. of Counties, Sacramento, CA	2/21-Present
Special Advisor, Housing/Economic Development Program The San Francisco Foundation, San Francisco, CA	6/15-6/20
Interim Program Officer, Housing/Economic Development Program The San Francisco Foundation, San Francisco, CA	2/14-6/14
Adjunct Faculty, Org. Effectiveness, Leadership & Management M.A., Nonprofit Administration Program University of San Francisco, San Francisco, CA	9/13-8/18
Associate Faculty, Leadership That Works Coaching Program Troy, Pennsylvania	1/14- 4/17
Guest Undergraduate Applications Reviewer for African Continent, Caribbean & U.S. Stanford University, Palo Alto, CA	9/10-3/11
Founder/Principal Consultant Adèle James Consulting Inc, Sacramento, CA	6/09–Present
Curator/Founder Middle Passage Arts (www.middlepassagearts.com), Sacramento, CA	6/09-Present
Program Officer The California Endowment, Sacramento, CA	1/03-1/09
Program Officer The Women’s Foundation of California, San Francisco, CA	11/99-11/02
Multicultural Philanthropy Fellow, Community Health Program The San Francisco Foundation, San Francisco, CA	1/98-10/99

PROFESSIONAL EXPERIENCE/CERTIFICATIONS

- **Breakthrough Series College**, Institute for Healthcare Improvement, Boston MA, 2021
- **Certified Youth Mental Health First Aid Trainer**, Mental Health First Aid USA, Sacramento, CA 2015
- **Changemakers International Facilitation Training Course**, Leadership That Works, Troy, PA 10/14
- **Certified Adult Mental Health First Aid Trainer**, Mental Health First Aid USA, Sacramento, CA 10/13
- **Certified Professional Coach**, Leadership that Work/Coaching for Transformation, Troy, PA 5/13
- **Health Leadership Program Graduate**, Class VII, Sierra Health Foundation, Sacramento CA, 2008
- **Cultural Competency & Capacity Building Consultant Training Program Graduate**, Community Development Institute, East Palo Alto, CA 1/00-06/00

SELECRTED WEBINARS/TRAININGS

Coach More, Manage Less, Training, USC, Price School of Behavioral Studies, California Institute for Behavioral Health Solutions Leadership Institute

Coaching Strategies for Nonprofit Leaders, Training, Sierra Health Foundation Leadership Program, Sacramento CA

Eliminating Inequities, Webinar Series, California Department of Health Care Services

Finding the Blind Spots, Online Training CA State Assoc. of Counties Institute for Excellence in County Governments, Sacramento CA

Implementation of Culturally & Linguistically Appropriate Services, Online Training, Fresno County Dept. of Behavioral Services, Fresno, CA

On Being an Ally to People of Color, Online Training, WEAVE, Sacramento, CA

Strategies for Effectively Communicating with Funders, Workshop, NAMI California Annual Conference

PRESENT & PAST COMMUNITY WORK

- **The San Francisco Foundation Multicultural Fellowship Alumni Network Steering Committee**, San Francisco, CA, 9/21-Present
- **Safe Black Space Trauma Healing Circle, Facilitator** Sacramento, CA, 3/18-Present
- **Artists United, Board Member**, Oakland, CA 3/17- 6/20
- **Emotional Emancipation Circle, Facilitator**, Sacramento, CA, 10/18 - 3/19
- **University of San Francisco, MPA Advisory Board**, San Francisco, CA 11/12 - 11/18
- **California State University, Sacramento, Graduate Social Work Program, Guest Lecturer, Sacramento, CA** 10/05-Present

INTERNATIONAL WORK

Middle Passage Arts (www.middlepassagearts.com)

Founder of this organization whose mission is to highlight the beauty and talent of works by indigenous and undiscovered artists in the Caribbean. Middle Passage Arts has been featured on the PBS television program *Rob on the Road* (<http://www.youtube.com/watch?v=qJ2tRs5nJiM>) and a collaborative mixed media piece titled "Pan Spirit" by Ms. James and artist Joseph Bacchus was included as part of a four month exhibit at the Crocker Art Museum. Ms. James has completed and is seeking publication of a manuscript of stories and photos about artists and culture keepers in Trinidad & Tobago.

World Conference Against Racism, Durban South Africa

9/00-9/01

National Working Group Delegate, Women's Institute for Leadership Development; Panelist, Intersectional Identity Workshop.

"Grenada Remembered: A Radio Documentary", WKCR 89.9 FM, New York, NY

03/87

Conceived and produced radio documentary on socioeconomic conditions of Grenada after U.S. invasion. Interviewed then Prime Minister Herbert Blaize, overthrown Prime Minister Eric Gairy, Minister of Education, and other heads of state.