

## **MAILEEN HAMTO, Ed.D., M.S., MBA**

Aurora & Alamosa, Colorado || 971.998.5353 || [maileen@colorsofinfluence.com](mailto:maileen@colorsofinfluence.com)  
[linkedin.com/in/maileenhamto](https://www.linkedin.com/in/maileenhamto) || [colorsinfluence.blogspot.com](https://colorsinfluence.blogspot.com)

### **EXPERIENCE AT-A-GLANCE**

- 20+ years' experience in planning and executing communications strategies for diverse stakeholders
- 15+ years' experience in community engagement and volunteer management
- 12+ years' dedicated experience in advancing equity, diversity, and inclusion efforts at large, complex organizations
- 7+ years' experience in developing and executing diversity-focused professional development training
- Higher education stints at Rice University (2000-02) and Oregon Health & Science University (2012-16)
- Healthcare experience at OHSU (2012-16) and community mental health centers (2017-19)
- Technology industry experience for WTIA (2021 to present) and Arrow Electronics (2019-20)
- Consulting experience with Diversity Way-Maker and CulturaLink (2020 to present)

### **EQUITY, DIVERSITY, AND INCLUSION LEADERSHIP EXPERIENCE**

- Co-created EDI strategies with Diversity Advisory Councils and Employee Resource Groups to foreground the sentiments and experiences of employees from marginalized identities
- Developed EDI data collection and analysis approaches to implement cultural and environmental scans
- Led and supported employee resource groups organized around cultural identities
- Coached leaders about racial equity considerations in large, complex, and predominantly White institutions
- Facilitated crucial conversations about racial and social equity, including addressing microaggressions, behavioral health equity disparities, and access to institutional resources
- Practiced humble inquiry and empathy in communications in participatory community engagement
- Guided interactions with community partners, with an awareness of power dynamics

### **FORMAL EDUCATION**

- University of Colorado – Denver, Ed.D., School of Education & Human Development, Summer 2023
  - Dissertation: Understanding how diversity leaders advance racial equity in organizational contexts
- Oregon Health & Science University – Master of Science in Healthcare Management, Class of 2017
- University of Portland – Master of Business Administration (Finance), Class of 2006
- University of Houston – Bachelor's Degree in Journalism, Class of 1998

### **EQUITY, DIVERSITY, AND INCLUSION CERTIFICATIONS**

- Certification in Diversity and Inclusion Leadership, Cornell University, 2020
- Certified Diversity Professional (CDP) credential, [Institute for Diversity Certification](https://www.institute-for-diversity-certification.com), 2018

## WORK HISTORY HIGHLIGHTS

### Executive Consultant, DEI Strategy and Programs Director of DEI Programs & Strategy Enablement

[Washington Technology Industry Association](#)

*April 2021 - Present*

- Curated and facilitated [educational opportunities](#) on workplace-focused diversity training for WTIA partner organizations. Workshops and the annual WTIA annual Diversity, Equity, and Inclusion Summit focused on applications of antiracist values and principles in organizational contexts
- Implemented outreach activities, campaigns, and thought leadership strategies to cultivate community awareness and build relationships and engagement through the WTIA Anti-Racism in Tech Pact
- Wrote [thought leadership pieces](#) on workplace inclusion and equity best practices
- Planned and deployed an internal and external communications plan to share equity vision and progress
- Served as subject matter expert to educate Pact signatories on critical DEI-related issues and led the implementation of resource toolkits

### Senior Consultant, Health Equity Transformation

[CulturaLink](#)

*November 2021 – Present*

- Developed and launched health equity organizational assessments, employee focus groups, and strategic planning exercises for a national healthcare organization.
- Integrated a lens of health equity into every aspect of the client's business through strategic planning exercises.
- Enacted approaches for inclusive, equitable, and participatory decision-making among the national organization's diverse leaders, managers, and staff.
- Planned and implemented a national health equity strategic planning session that established key member-focused priorities, SMART goals, and deliverables for cross-functional work teams.

### Diversity, Equity, and Inclusion Practice Partner

[Diversity Way-Maker](#)

*July 2020 – Present*

- Trained and coached leaders to adapt cultural self-awareness strategies to connect high-value competencies to DEI work, recruitment, retention, and continuous and sustained organizational improvement
- Co-created and deployed diversity initiatives, including cultural climate assessment, strategic business alignment, operationalizing processes and programs, concept integration, training development, and strategic communications.
- Co-facilitated a workshop emphasizing the core leadership competencies necessary for advancing DEI initiatives within organizations.

### Health Disparities, Equity, Diversity, and Inclusion Officer

[Colorado Health Care Policy & Financing](#)

*November 2020 – May 2021*

- Led and supported health equity, workforce equity, diversity, and inclusion programs and initiatives for Colorado's Medicaid administrator
- Developed a department-wide Health Equity plan to guide strategies and tactics for embedding an equity lens addressed in all policies, programs, funding, and decision-making processes
- Directed the work of the cross-departmental Equity, Diversity, and Inclusion (EDI) Committee
- Curated and deployed educational opportunities on diversity topics relevant to a healthcare workforce

## **Global Inclusion & Diversity Program Manager**

[Arrow Electronics](#)

**January 2019 – July 2020**

- Led and supported the inclusion and diversity governance framework that involves a multinational, cross-functional team of inclusion and diversity “Champions” employee engagement program
- Supported and engaged members of the Global Inclusion & Diversity Council advisory body
- Coordinated internal resources to maximize Arrow’s engagement with the National Society of Black Engineers (NSBE) and Out in STEM (LGBTQ+) professional and collegiate chapters
- Deployed an organizationwide [diversity-focused communications plan](#)
- Planned and curated content for internal inclusion & diversity website
- Created and launched a curriculum for the global launch of an “inclusive meetings” toolkit
- Implemented programs to support diversity recruitment and retention efforts

## **Equity and Inclusion Manager**

[Aurora Mental Health Center](#)

**December 2017 – January 2019**

- Guided the development of an organizational [Equity Plan](#) to integrate social justice and equity principles in Center operations and establish diversity goals
- Implemented a Diversity Climate Survey to gather and analyze data about Center employee sentiments regarding service and program delivery to diverse, underserved communities
- Guided the work of the Diversity Advisory Council and launched culturally specific Employee Resource and Affinity Groups focusing on people of color and the LGBTQ+ community
- Shepherded the development of policies and programs that prioritize the values of social justice and equity throughout the organization and the communities served by Aurora Mental Health Center
- Assisted in hiring, retaining, and supporting diverse staff and consulted with teams and individuals about equity issues that arise in the workplace
- Identified social justice and equity best practices in delivering community mental health services
- Ensured that policies, personnel documents, and external communications were composed with a purposeful consideration of cultural/racial equity

## **Cultural Proficiency and Innovation Manager**

[Mental Health Center of Denver](#)

**January 2016 – March 2017**

- Established and supported Employee Resource Groups organized around a shared cultural background or interest to promote peer support, leadership, and community engagement opportunities.
- Assisted in the launch and results in evaluating a Cultural Climate Survey involving more than 650 staff members.
- Developed training curriculum for engaging employees in a discussion about cultural competency, power and privilege, and other diversity topics (see [Intercultural Communications](#) presentation)
- Facilitated team-building retreats for clinical staff about the importance of cultural self-awareness in everyday interactions with people served by MHCD.
- Engaged employees in cultural conversations, self-exploration, and intentional practice about the lived experiences of consumers, co-workers, and community members.
- Provided diversity consultation, mediation, and professional development to MHCD teams

**Diversity Communications Manager**      [Oregon Health & Science University](#)

***November 2012 – January 2016***

- Launched a Diversity Climate Survey by developing communications plans and reports for the survey that engaged more than 14,000 employees
- Managed, directed, and guided goal-setting, capacity-building, and programming for diverse OHSU Employee Resource Groups
- Planned and executed the university's participation and activities at diverse community events.
- Planned and organized [cultural competency lectures](#) that addressed health disparities in underserved communities
- Represented the university in local and national [student diversity recruitment](#) events
- Produced diversity-focused print, web, and electronic collateral and content, including the OHSU Diversity Recruitment Manual, [Diversity Resource Guide](#), the [Center of Diversity and Inclusion Community Report](#), [OHSU Resources for LGBTQ+ Community](#), and more
- Represented diversity and inclusion at OHSU by making presentations, coordinating community events, and enhancing OHSU's presence, reputation, and relationships with diverse communities in Portland and beyond

**Equity, Policy, and Communications Manager**      [City of Portland Housing Bureau](#)

***March 2010 – April 2012***

- Worked collaboratively with nonprofit and local government partners on event planning for groundbreaking and opening ceremonies for PHB-funded properties
- Served as liaison with partners for messaging and theme materials, as well as crucial communication strategy development
- Researched, wrote, edited, and distributed press releases to promote the bureau and secure coverage of events, projects, and programs
- Developed talking points for public presentations delivered by the bureau Director
- Produced and distributed monthly Director's Messages, announcing RFPs, initiatives, and partnerships
- Served the bureau's Executive Strategy Team, Equity, and Diversity Council, and the citywide Public Involvement Advisory Council

**Senior Communications Manager**      [United Way of the Columbia-Willamette](#)

***August 2007 – February 2010***

- Co-created and served as founding member of the United Way Diversity Council
- Doubled earned media placements in radio, TV, print, and electronic outlets
- Led website overhaul for United Way of the Columbia-Willamette, to apply national "LIVE UNITED" campaign to local United Way brand
- Managed United Way's social media platforms, including content creation, community engagement, day-to-day activity, editorial calendar development, and promotions. Developed multimedia content (video, photography, and blog posts) for social media outlets, including Twitter, Facebook, and YouTube.
- Managed the production of the quarterly donor newsletter. Responsible for production planning, writing, assigning content to United Way staff and others, editing written pieces, and collecting and producing images.