



Developing Equity Leadership  
through Training and Action

**2014 Cohort Bio-sketches**

**Michael Anderson-Nathe, MPA**

**Cascade AIDS Project**

Michael Anderson-Nathe is the Director of Prevention and Education Services, and current interim Co Deputy Executive Director, at the Cascade AIDS Project (CAP) in Portland, Oregon. CAP is the largest AIDS Service Organization in Oregon and Southwest Washington. Mr. Anderson-Nathe oversees all HIV prevention and education efforts of the agency including a large Men's Prevention and Wellness program, a youth education program, Oregon's statewide HIV/STD Hotline, and CAP's HIV testing programs. This work includes developing and maintaining community partnerships and collaborations, community assessment, program development, technical assistance and trainings, and monitoring and evaluation of grants, contracts, and programs. In addition, he serves on Oregon's Community Planning Group, as well as numerous local and national community advisory boards. He also chairs CAP's cultural diversity initiative that is rolling out an anti-oppressive practice lens in the workplace. In his nine years at CAP, he has successfully opened an offsite Men's Wellness Center dedicated to the health and wellness of men in the MSM community and built CAP's capacity to conduct their own HIV counseling and testing.

Mr. Anderson-Nathe has over 16 years of experience working in HIV/AIDS. He is a graduate of the Center for Disease Control and Prevention's Institute for HIV Prevention Leadership program, and returning faculty for three years. He was also a founding member of the Minnesota Men of Color project. Michael holds a Master in Public Administration with a focus on organizational development, intercultural communication and leadership.

**Matt Bartolotti, MSW**

**Metropolitan Family Service**

Matt Bartolotti, MSW, is a recent (November 2012) addition to the Metropolitan Family Service (MFS) team in the role of Chief Strategy Officer. MFS helps people move beyond the limitations of poverty, inequity and social isolation. As a member of the MFS executive team, Matt's scope of authority includes strategic planning, developing impact practice methodologies, advocacy, public and private fund development as well as agency-wide program planning. Before joining MFS, Matt was most recently an Operations and Policy Analyst for the Oregon Health Authority – Addictions and Mental Health Division (AMH). At AMH, Matt's focus was in policy and operations where the community mental health system, the State Hospital and the Long Term Services and Supports systems overlapped. In addition, Matt was part of the team that developed Oregon's proposal to integrate Medicare and Medicaid services for Oregon's health system transformation efforts. Prior to his policy work, Matt has 19 years' experience in direct service and community mental health work, including six years as a counselor, and 13 years at Cascadia Behavioral Healthcare in progressively responsible management positions.

### **Carla Danley, RN**

#### **Portland Community College**

Carla has a clinical background in acute care and public health nursing. Through her community involvement she has provided a public health lens to transportation policy while serving on Portland's Bicycle Advisory Committee, Metro's Transportation Policy Alternatives Committee, and as a commissioner on Portland Commission on Disability's Subcommittee on Accessibility in the Built Environment.

She is a clinical instructor at Portland Community College's Nursing Assistant program, and is currently working toward a graduate degree in Nursing Education.

### **Noelle Dobson**

#### **Oregon Public Health Institute**

Noelle Dobson is Associate Director for Oregon Public Health Institute and oversees development and implementation of strategic initiatives with OPHI's program staff. Her work focuses on policy and system change strategies that address the multiple political, environmental and social conditions that impact community health. She leads OPHI's healthy community planning initiatives that bring together a diverse group of partners representing land use and transportation planning, urban design, food systems, affordable housing, private business, local and state decision makers, and numerous community organizations. She is currently involved in integrating health into Portland's Comprehensive Plan and developing a set of tools to measure progress on health and equity indicators. Ms. Dobson also directs OPHI's Health Impact Assessment Initiative that examines the health impacts of policy and project decisions in transportation, land use, housing and other sectors. Ms. Dobson received her Master's in Public Health from Portland State University's School of Community Health, with a focus on Advocacy and Social Change. Prior to her work with Oregon Public Health Institute she coordinated a community-based research project to assess environmental health hazards for low-income residents in North Portland.

### **Danna Drum**

#### **Oregon Health Authority**

#### **Public Health Division**

Danna Drum is the Performance Management and Quality Improvement Manager in the Oregon Health Authority's Public Health Division (OHA/PHD). She and the Performance Management Program Team oversee the agency's application to the Public Health Accreditation Board for accreditation. They also lead the division's performance management and quality improvement efforts. Prior to her current position in the Office of the State Public Health Director, Danna was the Chronic Disease Programs Manager in the OHA/PHD Center for Prevention and Health Promotion. She has served as the tobacco and chronic disease prevention coordinator in Jefferson County and a long-term care social worker in Albany.

An ordained United Methodist minister, Danna served as the pastor of two Eugene-Springfield churches. The United Methodist Church now recognizes public health as her ministry. Originally from North

Carolina, Danna obtained a Bachelor of Arts in Psychology from the University of North Carolina at Chapel Hill and a Master of Divinity at Boston University. She lives in Portland and enjoys spending time with her two daughters, cooking, cardio-kickboxing, Auburn football, and relaxing weekends in the Columbia Gorge.

## **Sonja Ervin**

### **Central City Concern**

Sonja Ervin received her Master's in Counseling Psychology/Counseling Education from Western Michigan University and has been working in social services for the past 22 years. She has been working with individuals experiencing homelessness, addictions and mental health issues for the past 18 years. She spent 8 years working with homeless outreach teams at the Department of Veterans Affairs, in Detroit, Michigan and Baltimore, Maryland. In 2000, Sonja moved to Portland, Oregon where she began working with and later supervising the County's Mobile Mental Health Crisis team.

Sonja has been working for Central City Concern for the past 10 years and is currently the Director of Cultural Development. She works to develop the agency's culturally specific services, and enhance the organizations ability to provide high standards of culturally competent and responsive care. Sonja is Chair of the organizations Diversity and Inclusion Committee, oversees the development of the Affinity Communities and works to address issues of equity within the organization. Sonja is actively involved in Oregon's health care transformation and participates on a number of advisory councils and committees with a focus on ensuring that the issues of health equity are a focus in the development of the new health care system.

## **Jolene Estimo Pitt, MBA**

### **Confederated Tribes of Warm Springs**

#### **Health and Human Services Branch**

Jolene Estimo Pitt currently works for the Health and Human Services Branch for the Confederated Tribes of Warm Springs, Oregon and also does independent contracting. As a social entrepreneur Jolene contributes her organizational development skill-set to community development projects for organizations seeking innovation and capacity building for new and existing initiatives. She has an M.B.A. and 25 years non-profit, tribal government, private business experience and 10 years professional contract service delivery.

Jolene is also the lead administrator for the *Palouse Project*, a grassroots multigenerational project, working to educate tribal and non-tribal audiences about the importance of tribal families remaining connected with their pre-reservation aboriginal places and histories. The Palouse Project has presented for several universities and other organizations on such topics as Sustainability from a Native American Perspective, Sustainable Teaching Practices, and Indigenous Ways of Knowing. Jolene enjoys spending time with family, golfing and is a Palouse and Wasco Lineal Descendent and an enrolled member of the Confederated Tribes of Warm Springs, Oregon.

## **Zan Gibbs**

### **Home Forward**

Zan Gibbs is a tireless social justice activist, originally from Montreal, Canada. Having grown up in about 8 feet of snow, Zan now much prefers the heat, and one day hopes to live somewhere where the sun shines 365 days a year. Zan has spent the majority of the last 20 years of their organizing life focusing on racial justice issues and LGBTQQIPPATSO (sexual and gender minority) issues. Zan is a founding member of the local chapter of Showing Up For Racial Justice and works full time at Home Forward (the new name for The Housing Authority of Portland) doing community organizing and designing health initiatives with low income residents.

Zan also has a hard time sitting still, and hence has embarked on many athletic adventures including completing an Ironman triathlon, bicycle touring across Oregon, and backpacking the 75 mile long West Coast Trail on Vancouver Island, British Columbia.

## **Heidi Hill**

### **Jackson Care Connect**

Heidi Hill works as the Community Engagement Coordinator for Jackson Care Connect, CCO in Medford, Oregon. The focus of her work includes the support and development of the Community Advisory Council and community/member engagement. Her work over the next six months will include the development of a Community Health Improvement Plan, and working with the Southern Oregon Regional Health Equity Coalition to develop policies and practices to support health equity. Prior to her work with Jackson Care Connect, Heidi worked as the Assistant to the City Manager and Community Outreach Coordinator for Mayor and Council for the City of Medford. Heidi is passionate about informed policy-making that works for all stakeholders and believes it is possible. Her experience working with volunteer committees who advise elected officials is a natural fit for the collaboration required for Coordinated Care to succeed.

Heidi was born and raised in Humboldt County, California and credits this location for her flexible mind. In her spare-time she enjoys teaching fitness classes at the YMCA, downhill skiing, spending time with her family, and reading.

## **Denise Johnson, MPH**

### **CareOregon**

Denise Johnson is the Health Promotion Coordinator for CareOregon. In her role as Health Promoter, Ms. Johnson works with CareOregon's Medical Management Department, Customer Service, and other community partners to assess, plan and implement health interventions and programs. She has an interest in maternal and child health issues, in addition to issues regarded to physical activity and obesity prevention.

Denise has a Masters degree in Health Promotion/Health Education, and Bachelor degrees in Health & Fitness Management, and Business Administration. She is a native Oregonian, a certified Personal Trainer, Group Exerciser Instructor, and avid Chicago Stepper.

## **Lucy Kairalla**

### **Oregon's Health CO-OP**

Lucy Kairalla is a strong advocate of health care equity. She joined Oregon's Health CO-OP in February 2013 as outreach representative and ever since has been focusing on helping communities, employers, and health insurance brokers to understand the Affordable Care Act, and the new options for health insurance coverage and health educational resources. The Oregon's Health CO-OP's emphasis on listening and responding to the needs of members and the larger community is the key for a cultural competent health plan, and Lucy is very excited to be a part of this exciting organization.

Born and educated in Brazil, Lucy speaks Portuguese and English and is conversational in Spanish. Lucy earned an MBA in health care management from OHSU and an MBA in marketing of services from Universidade Catolica de Brasilia. As a marketing consultant and graduate student in health care management from OHSU, Lucy Kairalla has delved into Coordinated Care Organizations for Legacy Health, multi-culturally appropriate mental health services at OHSU, and improving the patient experience as part of OHSU School of Dentistry's Advisory Committee on Excellence.

## **Helena Kesch**

### **Oregon Department of Human Services**

#### **Self Sufficiency Training Unit**

Raised in a multi-cultural, multi-lingual home, with a Russian mother and Brazilian father, Helena grew up speaking Russian and Portuguese. She learned English in the first grade and picked up Spanish from her friends at school. She quickly realized that her upbringing provided her with strong skill sets that she could use to help the underserved and vulnerable populations.

Helena began helping culturally diverse families in 1994 when she worked for the Willamette Education Service District, Migrant Education Program. While there she worked with migrant farm worker families in providing bilingual education to their children during school breaks. In 2011, she joined the Oregon Health Authority as a Program Manager/Policy Analyst with the Division of Medical Assistance Programs (DMAP) overseeing Federally Qualified Health Centers, Rural Health Clinics, Indian Health Services and Tribal 638 clinics. She was also the DMAP Tribal Liaison and served to bridge the gap between Medicaid programs and the needs of American Indian/Alaska Natives in Oregon. While in this role, she also led a project implementing the Patient Centered Primary Care Home Program within Medicaid, and worked closely with the Tribal Work stream to identify areas of concerns surrounding Health System Transformation and solutions. Since January 2013, Helena has been with the DHS Self-Sufficiency Training Unit as a Training and Development Specialist. She provides trainings across Oregon to newly hired DHS staff in the areas of Self Sufficiency Program Essentials, SNAP, and Employment Related Day Care. Helena has returned to school half-time to pursue her dream of obtaining a law degree. She is confident that she will be able to successfully complete law school by the time she retires from the state.

### **Charmaine Kinney, MPA-HA**

#### **Multnomah County Mental Health and Addictions Division**

Charmaine Kinney, MPA-HA, currently is the Sr. Quality Management Coordinator for Multnomah County Mental Health and Addictions Division. In recovery from addictions for over 32 years, and a mother of six children she returned to school in 1995 completing her master's degree in 1999 after working in the addictions field for three years. She worked at the Portland VA Medical Center (PVAMC) in multiple roles in the Domiciliary and in Operative Care Division. In addition she had peripheral duties that included the Native American, and Disabilities Special Emphasis Manager for 3 years. She spent one year as the program manager for NARA NW outpatient addictions program before coming to Multnomah County Mental Health and Addictions Services Division.

Charmaine has been active in addressing disparities and cultural competency since 1998. She has gone to multiple trainings, designed trainings, and participated in strategic planning to address inequities. She has seen the "diversity" fields progress from shame based training, to information training, to look at your-self. The future is here. Charmaine is currently a fellow in the National Leadership Academy for Public Health. Current projects include, the Future Generations Collaborative, a planning process that incorporates community knowledge into health interventions to address those disparities, and working with Health Share Oregon to increase cultural competencies and other performance improvement for OHP enrollees.

### **Judi Martin**

#### **Clackamas County Children, Youth & Families Division**

Judi Martin has been supporting equity issues for most of her career. Martin began as a Family Advocate for Latino families in an Oregon Head Start program and later served as a Family Services Manager of an Early Head Start program in Portland. Martin is currently the Hispanic Services Coordinator for Clackamas County's Health, Housing and Human Services Department. Martin's role is to ensure equitable access to services for Latino customers. She serves as the staff liaison to the County's Diversity Leadership Council, which is an advisory committee appointed by the Board of County Commissioners. She is on the steering committee for the Clackamas County based Hispanic Interagency Networking Team, which is a collaboration of agencies that serve in the Latino community. Regionally, Martin sits on Metro's Equity Strategy Advisory Committee and on TriMet's Transit Equity Advisory Committee.

### **Patricia Narvaez, MSW**

#### **Susan G. Komen Foundation Oregon and SW Washington**

Patricia Narvaez holds a Master of Social Work in Community Based Practice and a Bachelor of Arts in Latin American Studies from Portland State University. As a bi-cultural woman and daughter of immigrants, Patricia proudly identifies as Nicaraguan American. She strives to root her work in cultural humility, popular education, and anti-oppressive practice. Patricia has worked with the Latino community locally and abroad since 2006 in a variety of roles including program management, direct service, and racial equity advocacy.

From 2007-2009 Patricia designed and led popular educational seminars on globalization and US policy for international nonprofit Witness for Peace in Nicaragua. In 2009 Patricia was hired by nonprofit Impact Northwest to lead the design and implementation of a community school program, Shine, focused on advancing student outcomes and parent engagement through after school opportunities. In 2013 Patricia received the Portland State University President's Diversity Team Award for advancing diversity efforts on campus through her co-founding of the MSW student group Students for Social Action. Patricia was also the recipient of the National Association of Social Workers Oregon Community Based Practice Award in 2013.

Today, Patricia addresses breast health disparities among Latinas as manager of the Latina Initiative, a culturally specific initiative of the Susan G. Komen Foundation's Oregon and SW Washington affiliate. The initiative is focused on reducing late stage breast cancer diagnosis among Latinas with culturally specific outreach, popular education, community health worker engagement, and community partnerships.

### **Joanne Noone, PhD, RN, CNE** **Oregon Health and Science University (OHSU)**

Joanne Noone, PhD, RN, CNE is Campus Associate Dean and Associate Professor at Oregon Health & Science University (OHSU) School of Nursing on the Ashland Campus. Currently, Dr. Noone teaches in the undergraduate and the Master's in Nursing Education programs. Dr. Noone is certified in nursing education by the National League for Nursing. In 2012, Dr. Noone was appointed by Governor Kitzhaber to the Oregon Public Health Advisory Board. She is also on the Jackson County Public Health Advisory Board, State of Oregon Office of Equity and Inclusion Community Advisory Council and the Oregon Center for Nursing Nurse Equity Coalition.

Dr. Noone is the academic lead of a community-academic partnership formed in 2010, the Jackson County Latina Health Coalition, whose members have been using community-based participatory research approaches to end health inequities related to Latina teen pregnancy. In addition, she is the project manager for a HRSA Nursing Workforce Diversity Grant, Advancing Health Equity through Student Empowerment & Professional Success. The purpose of this program is to address social determinants of health to enroll, empower, and graduate nursing students from disadvantaged backgrounds, including underrepresented ethnic and racial minority populations and in particular Hispanics, to improve health equity within their communities through professional nursing practice.

### **Samuel Pino, CMI-Spanish** **Salem Health**

Samuel Pino is the Language Access Supervisor for Salem Health in Salem, Oregon. He was born in Santo Domingo, Ecuador and was raised in the Amazon region of Ecuador. After entering medical school he realized that besides health and wellness, his real passion was for languages and cultures. What resulted was so a career change in which he became a tour guide for a successful travel agency in Quito Ecuador, quickly obtaining his certification as a national tour guide. He studied French, English and Italian, currently maintaining fluency in each (including Spanish- his native language). He moved to the U.S. in



2002. Samuel began working at Salem Hospital as a health care interpreter in 2003 and since then has been promoted to supervisor of Language Access. He holds both national and state certification as a medical interpreter. Samuel is leading his department into collaborative and innovative ventures such as a partnership with Western Oregon University to train and employ medical interpreters. He was recently appointed by the President of the state of Oregon senate as a member of the Oregon Council on Health Care Interpreters. He is passionate about mono-lingual patients having the opportunity to access quality medical care in a caring environment by providing interpretation for non-English speaking patients.

### **Marion Rice, Ed.D**

#### **Breastfeeding Coalition of Oregon (BCO)**

Marion Rice, Ed.D., IBCLC is the Director of the Breastfeeding Coalition of Oregon (BCO). BCO is the statewide entity that serves to build and link families, community partners and geographic and culturally specific coalitions to support, promote and protect breastfeeding in Oregon. The Breastfeeding Coalition of Oregon works to address the Surgeon General's Call to Action to Support Breastfeeding by working to provide technical assistance, support and training to 19 (and more emerging) breastfeeding coalitions throughout the state. Coalitions comprising the BCO are in 16 diverse geographic locations from Baker City to Malheur, from Coos Bay to Astoria and places in between. Oregon has three emerging culturally specific coalitions, the African American Breastfeeding Coalition of Oregon, the Oregon Intertribal Breastfeeding Coalition and the Oregon Latina Breastfeeding Coalition. Marion was adopted at birth and has an adoptee perspective on family, culture and identity that helps shape her world view. She is working to understand the impact of racial inequity on breastfeeding support and on helping all women reach their breastfeeding goals to improve the lifelong health of their babies. She sees breastfeeding as a social justice issue, and tries to reveal and address public policy and practice that inadvertently discourage women from reaching their breastfeeding goals and helping to maintain family economic security. Marion believes that breastfeeding is unifying and builds cultural bridges and personal relationships for deeper personal understanding of the commonalities of the human experience.

### **Armenia Sarabia**

#### **Greater Oregon Behavioral Health, Inc**

Armenia Sarabia is the Member and Diversity Coordinator for Greater Oregon Behavioral Health, Inc. (GOBHI). With great passion and commitment, she serves to advance GOBHI's mission and efforts throughout all aspects of cultural understanding and competency, vision, and goals related to diversity, equity, and inclusion by implementing programs, policies and initiatives within the organization. Her goals are to create strategic partnerships with community organizations and initiatives to build/develop community relations in meeting the specific needs of populations chronically underrepresented in health and health care. With a health equity lens, Armenia works towards alignment of diversity efforts with GOBHI partners, contractors, and Coordinated Care Organizations which serve 16 rural and frontier communities within Oregon by developing and implementing initiatives designed to support diversity efforts and foster a welcoming and supportive environment in meeting with the Triple Aim; better health, better care, and lower costs.



## **Belinda Sauer**

### **Oregon Health Authority**

Belinda Sauer has worked for the State of Oregon for twenty five plus year. She has served as a Case Manager, Developmental Disability Specialist, Training Specialist, Unit Director, and Team Facilitator at the Fairview Training Center(FTC) an Intermediate Care Facility for youth through aging adults with developmental disabilities. Prior to the closing of FTC she went to work for the State of Oregon Addictions and Mental Health Division. In that role she conducted inspections for new and renewal of Adult Foster Homes, Residential Treatment Homes, Residential Treatment Facilities and Secure Residential Treatment Facilities. Additional, she provided training throughout the State of Oregon on the development and renewal of residential facilities serving people with mental illness and all applicable rules. In the interim she developed, directed and operated a supportive employment business called "Juice In Time" in Portland, Oregon for individuals moving out of the FTC to the community. She currently works for the Addictions and Mental Health Division (AMH) developing policies and procedures for the business of AMH. She serves as a Lean Practitioner in the AMH Committee for Lean Practitioners and the AMH Committee on Health Equity and Policy (CHEP). She also served in a job rotation as the Cultural Competency and Diversity Program Manager for Oregon State Hospital. In that role she revamped the cultural diversity program and facilitated cultural diversity, events, activities and training for staff and clients. She built bridges from the community to the hospital and the hospital to the community promoting cultural diversity and sensitivity for all populations and cultures of people.

Belinda attained her Bachelor Science in Allied Health from the University of Rhode Island and is currently attaining her Masters of Management through Southern Oregon University and plans on graduating by the end of June 2014.

## **Martha Spiers, LCSW**

### **Clackamas County Behavioral Health**

Martha Spiers is the Manager of Safety Net Services for Clackamas County Behavioral Health (BHD). The programs under Martha's management include county crisis services, jail and Sheriffs patrol -based BH services, pre & post-commitment services, Psychiatric Security Review Board (PSRB) supervision, transition services for individuals coming out of acute care, and the Mental Health First Aid training program. Clackamas County BHD is a risk-accepting entity and member of Health Share of Oregon, but the Safety Net programs provide service to all county residents.

In 2012 Clackamas County granted Martha her heart's desire and she and her staff were able to dream up, design and open Centerstone, a low-barrier, trauma informed, urgent walk-in clinic for county residents in crisis. Centerstone is a unique model of service with a heavy emphasis on peer support, provided through contract with Folk Time, Inc. Martha received her MSW from Simmons College School of Social Work in 1986, has worked for Clackamas County since 1992, and resides in Oregon City with her domestic partner, Brooke, their two daughters Ana Meng and Simone, and their orange Tabby, Seamus O'Leary.

**Tasha Wheatt-Delancy, MSW**  
**Cascadia Behavioral HealthCare**

Tasha Wheatt-Delancy is the Director of Clinical Operations at the Cascadia Garlington Center, where she manages culturally specific and responsive programs with a primary focus on underrepresented populations in need of mental health and addiction services. Tasha was born and raised in Tuskegee, Alabama, a place that is rich in history and accomplishments for African Americans. She earned her undergraduate degree in Human Development at Warner Pacific College and her Masters in Social Work at Portland State University. Tasha brings years of experience in the areas of social and health equity, mental health, housing support services, diversity consultation and training, culturally specific group facilitation, and program management. She has also focused on improving systems to reduce the overrepresentation of African Americans in the corrections and foster care system and increase an understanding of historical trauma. Her passion is to create environments of inclusion and creating dialogues that build bridges across communities.

**Lucy Zammarelli, M.A.**  
**Trillium Behavioral Health**

Lucy Zammarelli, M.A., is a Supervisor at Trillium Behavioral Health and also serves as Trillium's Health Equity Officer. She has a B.S. from Cornell University and an M.A. from Temple University. She has worked in the behavioral health field for over 17 years (with both state and national certification as an Addiction Counselor) providing direct services and supervision in substance abuse and mental health treatment in the clinical setting, and she has extensive research experience through the NIDA Clinical Trials Network. She has served on SAMHSA's National Child Traumatic Stress Network Steering Committee and she is active in community training and workforce development; evidence based practice implementation; health disparities and cultural competence, and integrated treatment for mental health, substance use, and primary care.

Lucy also teaches at the University of Oregon in the Substance Abuse Prevention Program, with a focus on childhood trauma, substance abuse treatment, and recovery. She is active in advocacy for the mentally ill and addicted, as well as women and children involved in the sex industry. She also serves on Lane County's Disability Services Advisory Council and is a member of the Oregon Rural Health Association. Lucy lives in Eugene with her husband Mitch, and has two children (Chris and Elayna) who are both in graduate school.

## **Office of Equity and Inclusion, Staff Bio-sketches**

### **Carol Cheney**

#### **Equity Manager**

Since 2010, Carol has served as the Equity Manager for the Oregon Health Authority Office of Equity and Inclusion. A graduate of the University of Oregon, Carol's field of study focused on women and people of color and her commitment to gender, racial, and LGBTQ justice. She has worked for the last 22 years in organizations promoting social change as case manager for survivors of domestic violence, health educator, fundraiser, and nonprofit organizational development consultant and trainer. Her public health experience includes administering grants to increase cancer screening rates for women of color and managing sexual health education programs. Carol was born in Seoul, South Korea and was adopted at 13 months with her twin sister. She grew up on a wheat and alfalfa ranch in Eastern Oregon, and her early adult work included working in the fields with Migrant Farmworkers. She loves adventure travel with her partner Kris, which has included bike touring through the Canadian Rockies, canoeing through the Canyonlands of Utah, and trekking to Mt Everest Base Camp. Closer to home, she likes to knit, bike, and knock out a few songs at a karaoke joint.

### **Leann R. Johnson**

#### **Diversity, Civil Rights and Inclusion Manager**

Leann Johnson is the Diversity, Civil Rights and Inclusion Manager for the Oregon Health Authority in the Office of Equity and Inclusion. She holds a master's degree in Industrial/Organizational Psychology with program focus in Multicultural Organizational Development and Indigenous Psychology. Leann also has a B.S. in Communications Management from the University of Portland. Leann has nearly 20 years of leadership experience developing equity, diversity and intercultural programs in the public and non-profit sectors. Past employers include Clark College, the City of Vancouver and the YWCA of Clark County. She has also served as a consultant to multiple agencies and organizations including the Vancouver Police Department, PGE, Bonneville Power Administration, Hewlett Packard and the Southern Poverty Law Center. Leann is also a Qualified Administrator for the Intercultural Development Inventory. In addition to her professional career Leann has dedicated years of service to the Girls Scouts, including five years as the volunteer director for Camp Julianna and was a CYO track and field coach for six years. More recently Leann completed seven years as a member of the Governor's appointed Washington State Arts Commission, serving as chair of that commission for two years. Leann is the mother of two grown daughters, one who attends Pacific Lutheran University in Tacoma and the other who attends Emory University in Atlanta. In her spare time Leann enjoys theater, participating in a number of improvisational comedy theater troupes in Vancouver and Portland.

### **Tricia Tillman**

#### **Administrator**

Tricia Tillman assumed the role of Administrator for the Oregon Office of Equity and Inclusion in May 2009. Prior to this, she served as a program manager at the Multnomah County Health Department in Portland. She initiated and managed the county's Health Equity Initiative and the African American

Sexual Health Equity Program. She was also a co-chair for the department's Diversity and Quality Team. Ms. Tillman's goals throughout her career have been to promote a highly qualified, diverse workforce, to engage communities experiencing disparities in health and human services, and to identify and reduce health disparities. She has worked in various capacities in maternal, child and community health over the last 16 years, coordinating efforts to improve the health of disadvantaged populations in Arizona, Massachusetts, and Oregon. Focusing on vulnerable communities of color, she has used strategies that include community organizing, participatory research, popular education and political advocacy. Ms. Tillman earned a prestigious Martin Luther King Fellowship from Boston University as well as a public health fellowship through the Congressional Black Caucus Foundation. She received her master's degree in public health from Boston University and her bachelor's degree in political science from Catholic University of America in Washington, DC. A third generation Oregonian, Tricia enjoys watching her son play soccer and lacrosse, as well as watching live music, attending cultural events, and skiing.

**Charniece Tisdale**  
**DELTA Coordinator**

Charniece moved to Portland in October 2012 to work at the Oregon Health Authority in the Office of Equity and Inclusion as a Center's for Disease Control and Prevention (CDC) Prevention Specialist. In her role, she coordinates the Developing Equity Leadership through Training and Action (DELTA) leadership development program, and helps provide technical assistance to health-related organizations throughout Oregon. Her previous experiences have included planning, implementing and evaluating public health research, programs and community-based initiatives in various settings including non profits, hospitals and universities. Her desire to address equity stemmed from working on a critical race media literacy study in undergrad. From that point, she has tried to incorporate issues of disparities into all aspects of her work. She is a graduate of the University of Michigan, School of Public Health. Charniece's personal interests include photography, blogging, event planning, volunteering, biking, running, traveling and being a foodie.

**Anita Yap**  
**Equity and Inclusion Training Coordinator**

Anita Yap is the Training Coordinator for the Oregon Health Authority, Office of Equity and Inclusion. Anita will be coordinating training programs for the DELTA program, as well as with internal and external stakeholders. Anita has over 20 years of experience in community development, public engagement, environmental health and community organizing. She holds a Masters in Urban & Regional Planning, Planning Public Policy and Management from the University of Oregon and a Bachelors of Science from Oregon State University. Anita is a Fellow with the US Department of Housing and Urban Development and received numerous awards for her work with communities in Oregon, including the Governor's Livability Award and Distinguished Leadership in Professional Planning. Anita is an Oregonian, having attended school in East Portland and lived and traveled in many areas of the state of Oregon. Anita is an active community volunteer and enjoys keeping honeybees and organic gardening. Anita and her husband have four children and live in SE Portland.