

KATHRYN HELEN OBEAR, ED.D.

EDUCATION

Ed. D., Social Justice Education, The University of Massachusetts, Amherst.

MA, College Student Personnel Administration, The Ohio State University.

BA, History with Secondary Education Certificate, summa cum laude, Washington College.

Certified Myers-Briggs Type Indicator Instructor

CORE SKILLS AND COMPETENCIES

Diversity, Equity, and Inclusion Culture Change

Assist organizations in assessing organizational readiness and shifting the organizational culture by integrating diversity, equity, and inclusion into daily practices. Coach managers and leaders to lead culture change initiatives. Consult to Diversity Councils and Inclusion Change Teams. Design and facilitate diversity, equity, and inclusion awareness and skills training sessions. Design and implement diversity mentoring programs. Use the “Stages of Diversity Integration” to institutionalize equity and inclusion into organizational policies, practices, and procedures.

Organization Development

Consult to small and medium-sized organizations using Multicultural Organization Development models (MCO) to develop sustainable, systemic strategic change.

Team Building

Design and lead team building retreats to develop skills to improve communication and team work, manage conflict, align business activities to organizational vision and values, and leverage diversity.

Training of Trainers

Design and conduct intensive development programs for diversity/inclusion trainers and practitioners. Coach diversity practitioners to develop and demonstrate core inclusion competencies.

PROFESSIONAL EXPERIENCE

President, ALLIANCE FOR CHANGE, a training and organizational development consulting firm specializing in creating inclusion, team and organizational effectiveness, and change management, 1984-present. Clients have included corporations, colleges and universities, state agencies, public school systems, hospitals, not-for-profit organizations, and social service agencies (www.drkathyobear.com)

Founding Faculty, The Social Justice Training Institute, a diversity practitioner development program for the professional and personal development of social justice educators focusing on issues of race and racism, 1998-present (www.sjti.org).

Independent Contractor, Elsie Y. Cross Associates, Inc., an organization development firm specializing in Managing Diversity, 1991-present. The firm provides consultation and training to ameliorate oppression based on race, gender, sexual orientation, age, and other dimensions of diversity.

Assistant Director of Residence Life, Colorado State University, 1982-7. Chief administrator for staff of 20 responsible for leadership development in a residence life system housing 5000 students.

Residence Director, Semester-At-Sea, University of Pittsburgh, 1985.

PUBLICATIONS

Obear, K. H. (2000). Best Practices that Address Homophobia and Heterosexism in Corporations. *The Diversity Factor*, Fall 2000.

Obear, K. H. (2001). Exploring the phenomenon of triggering events for social justice educators. *Dissertation Abstracts International*, 61 (07), 2563A. (UMI No. 9978535)

Obear, K. H. (2013). Navigating triggering events: Critical competencies for social justice educators. In L. M. Landreman (Ed.), *The Art of Effective Facilitation: Reflections from Social Justice Educators*. Stylus.

Obear, K. H. (2007). Navigating triggering events: Critical skills for facilitating dialogue. *The Diversity Factor*, Summer 2007.

Obear, K. H. (2012). Reflections on our practice as social justice educators: How far we have come, how far we need to go. *Journal of Critical Thought and Praxis*, 1 (1), October 2012.

Weinstein, G. and Obear, K. H. (1992). Bias issues in the classroom: Encounters with the teaching self. In M. Adams (Ed.), *Promoting diversity in college classrooms: Innovative responses for the curriculum, faculty, and institutions*. New Directions for Teaching and Learning, no. 52. San Francisco: Jossey-Bass.

UNIVERSITY CLIENTS, Partial List

Oregon State University

University of Vermont

Quinsigamond Community College

Whitman College

Washington University

U.S. Coast Guard Academy

UCLA

California State University Fullerton

Carelton College

Colorado State University

DePauw University

Pierce College

Rhode Island School of Design

Saint Mary's College

University of Connecticut Storrs

University of Oregon

Valparaiso University

Union Theological Seminary

Iowa State University

College of St. Scholastica

Cornell College

New York University

Santa Clara University

University of Idaho

Stanford University

Spalding University

George Mason University

Texas A&M University

University of Massachusetts Amherst

University of Northern Colorado
University of Wisconsin Platteville
University of Minnesota, Duluth
Illinois State University
Wentworth Institute of Technology
Mt. Royal University
Framingham State University
University of Wisconsin, Madison
Smith College
Wesleyan University
University of Colorado, Boulder
Mt. Holyoke College

St. Norbert College
University of Iowa
University of Pittsburgh
Georgetown University
UMass, Dartmouth
Vanderbilt University
St. Louis University
Grinnell College
University of Kentucky
Suffolk University
University of Texas Arlington
UMass, Lowell

CORPORATE AND NOT-FOR-PROFIT CLIENTS

YWCA ~ Madison, WI
Brooklyn Friends School
Wachovia Corporation
Wilmington Trust Corporation
Ocean County Library, New Jersey

Burlington Vermont School District
Georgetown Friends School
National Gay and Lesbian Task Force
Toronto School District (Canada)

CONTACT INFORMATION

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www.sjti.org