

**GERDA GOVINE, ED.D.
G. GOVINE CONSULTING**

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SENIOR DIVERSITY AND INCLUSION CONSULTANT

Proactive master of developing, implementing and evaluating communication strategies that lead to transformational change in academic, public, private, non-profit, community, and government organizations. Diligent facilitator, with more than 20 years experience, who leads groups to think differently about complex situations while engaging and supporting relationships of mutual value and interests. Driven by the goal to create inclusive solution-focused education, research, government and community programs.

Core competencies

- Appreciative Inquiry Facilitation •Strategic Planning •Community Development •Writing
- Public Speaking •Program Development •Mediation •Mentoring
- Reflective Management and Administration

PROFESSIONAL EXPERIENCE

**State of California Department of Fair Employment and Housing Enforcement (DFEH)
Division Los Angeles, CA
June 2013-May 2014**

Housing/Employment Consultant for the nation's largest civil rights agency.

- Demonstrated knowledge of intergroup relations and problem solving to assist protected groups, including ethnic minorities, women, individuals with disabilities, and seniors to resolve their discrimination complaints.
- Administered, investigated, settled, made findings and closed 95 complaints filed with DFEH and/or Housing and Urban Development.
- Conducted over 250 interviews of complainants, respondents and witnesses by telephone or in person, as part of the investigation process.
- Researched current labor employment and housing conditions and trends.
- Dealt creatively, tactfully and effectively with sensitive problems of civil rights law enforcement.
- Established and maintained cooperative relationships with attorneys and mediators.
- Prepared reports pertaining to each investigation completed in accordance with Departmental procedures and guidelines.

**G. GOVINE CONSULTING
1985-PRESENT
CEO**

Founder and leader of private consulting firm focused on optimizing organization diversity and inclusion practices. A sampling of consultative work is provided below:

Diversity and Inclusion:

Conducted a six-month Diversity and Inclusion Climate Study at Indiana State University which included interviews of 181 staff, faculty, students and community stakeholders. Prepared a written report with recommendations to the University President.

Academics:

- Developed and taught numerous courses: two courses on diversity in the workplace, two courses to human resources professionals, how to become an expert witness at California State University Los Angeles; Organizational Development at Alliant International University; Supervisory Skills at Pacific Oaks College; Business Writing at Glendale Community College and Computer Skills at Pasadena City College for over 285 individuals.
- Facilitated 10 community dialogue sessions (>200 participants) on mechanisms underlying racial disparities in birth outcomes for academic-community partnership based at the Keck School of Medicine, University of Southern California.
- Consulted with University of Nebraska Medical Center academic-community partnership (The Connections Project) to initiate community learning forum series serving 150 citizens.
- Created and implemented a first-time series of Sexual Harassment Prevention/Title IX training for all student athletes, coaches and instructors at Pasadena City College with over 125 participants and provided diversity training to 25 staff members.
- Consulted with the Dean of Extended Education at California State University Los Angeles for over ten years to create and develop off-campus courses, programs and services to downtown Los Angeles; reorganized business services operations including registration and finance; researched and developed grant program for faculty projects; partnered with faculty and public and private entities to create a downtown lunch-time speakers program as a marketing strategy, provided customized training for staff and instructors, represented the Dean on selected boards and assisted the President with solidifying relationships with developers and government entities which created new funding of approximately \$300,000 to expand services and programs.

Community:

- Co-founder and co-facilitator of “City Conversation About Race” a monthly dialogue with approximately 350 community stakeholders over a five-year period with the Office of Creative Connections.

Government:

- Created and implemented California state-approved Mandatory Sexual Harassment Prevention Training for Supervisory Personnel for over 480 participants in the public and private sector at LA Care Health Plan, Pasadena City College, Shriner’s Hospital for Children and Wescom Credit Union.

Private Sector:

- Conducted organizational research and assessment in the private sector at Fannie Mae Mortgage Company, Hollywood Records, Hughes Aircraft and the Walt Disney Company (Corporate Human Resources, Imagineering, Pictures and Television and Risk Management Divisions), on race and gender issues as a pre-cursor for customized training/coaching and development of management and supervisory personnel.

Information Dissemination Activities:

- Presented material at 55 national and local organizations in the area of education, civil rights, diversity, business and program development, Western Justice Center, City of Pasadena, NAACP, YWCA, Women in Business, Pasadena Commission on the Status of Women, City of Monrovia, Flintridge Foundation and Pasadena Neighborhood Leadership Program. Selected as keynote or panel speaker at approximately 50 statewide and local conferences and conventions.
- Published in newspapers and journal articles and quoted about Race, Diversity and Community Development the Los Angeles Times, Business Life Magazine, Professionals in Human Resources Association (PIHRAScope) magazine and as a columnist for the Pasadena/San Gabriel Valley Journal about Race and Diversity.
- Published “How to Create an Effective Diversity Program” handbook.

Legal Sector:

- Served as expert witness, litigation consultant, mediator, investigator and facilitator in the area of employment discrimination and human resources: gender, race, age and religion in the public and private sector in over 185 matters in California, Arizona, Ohio, Michigan, Washington State and Wyoming.

**PACE UNIVERSITY
SCHOOL OF CONTINUING EDUCATION
ASSISTANT DEAN
1965-1967**

Directed the first Bachelor of Professional Studies Degree Program offering life-long/experiential learning credit. Provided leadership and support to approximately 30 working adult students from admissions through graduation. Provided orientation to the program. Guided and supported students to complete their experiential portfolio. Collaborated with faculty members who reviewed and vetted student portfolios to ensure that students’ experiences could be matched with University courses. Represented the Dean at university, professional and community events.

**NAACP
NATIONAL DIRECTOR OF EDUCATION
1968-1970**

- Served as the media spokesperson for education issues and created and edited the Education newsletter.
- NAACP National Director of Education during the school desegregation/integration era.
- Received and documented race discrimination complaints from administrators, teachers and students, primarily in the south. This information became the basis for favorable Supreme Court decisions.
- Developed protocols for communicating with local politicians, school officials, and communities.
- Over a two-year period travelled to 38 states and raised over \$380,000 as keynote speaker at local, state and national events.
- Established relationships with local and state branches to support and operate “freedom schools” to continue the education of students when public schools were closed to thwart integration efforts.

- Responsible for organizing and implementing an annual Education Forum at the National Convention.

EDUCATION

Certificate, Alternative Dispute Resolution Program

Pepperdine University School of Law, Straus Institute for Dispute Resolution
Malibu, California

ED.D. Higher and Adult Education Administration and Research

Columbia University Teachers College, New York, New York

M.A. Higher and Adult Education Administration and Research

Columbia University Teachers College, New York, New York

M.A. Business Education (Teaching at College/University Level)

New York University Washington Square Village, New York, New York

B.S. Business Education (Teaching at Secondary School level)

New York University Washington Square Village, New York, New York

PROFESSIONAL DEVELOPMENT AND TRAINING

California Community College Life-time Teaching Credential
Non-profit Leadership Seminar, USC and Center on Philanthropy and Public Policy
Environmental and Public Policy Facilitation Training, UCLA School of Law
A Personal Approach to Multiculturalism: Changing Racism and Other “isms”
Fundraising Workshop for Non-profit Organizations of Color

HONORS AND AWARDS

- Participant, Leadership California Program.
- Certificate of Appreciation, Mediation Program, U.S. Equal Employment Opportunity Commission.
- Honoree, “Top 20 Woman Achievers 1990-2010,” Celebrating 20th anniversary, Business Life Magazine.
- 2010 California Who’s Who in Executives and Businesses.
- Recipient, Mary Lamps Award for outstanding support and contributions to issues and programs impacting women.
- Featured in Gomez, Traude and Brian Biery, Power of One: Pasadenans Shaping Our Community.
- Role Model Award, YWCA and Aspires West-Pasadena.
- Member, Search Committee, President, Pasadena City College.
- Member, Hiring/Promotions Task Force, City of Pasadena, Human Resources Division.
- City of Pasadena Council Members’ Compensation Committee.
- Capital Campaign Committee Member, Girls Scouts of America, San Gabriel Valley, California.
- Local Planning Team, National Association of Commissions for Women Annual Convention, Pasadena, California.

List of publications, presentations and courses taught available upon request.