

Erika Taylor Page

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SUMMARY OF QUALIFICATIONS

Accomplished senior executive with strategic business operations experience leading enterprise talent, learning, and organizational effectiveness strategies across academic, corporate, and nonprofit environments. Demonstrated expertise in organizational change and leadership, global business engagement, diversity and inclusion, learning and development, talent management, program development, performance management, business integration, training program design, and business communication for domestic and international business operations. In-depth expertise developing and implementing strategic vision to advance organizational operations while delivering business process efficiencies within global / matrixed business environments

Transformational leader with deep expertise in organizational change, global workforce development, executive leadership engagement, and business-aligned talent strategies within complex, matrixed organizations. Expertise integrating development strategies to improve organizational outcomes, inspiring executive leaders to advance operations, instructing students to realize success, and directing delivery of organizational vision to achieve desired results. Leverage corporate business operations experience to advance knowledge and business understanding to positively impact organizational operations. Skilled at incorporating strong organizational planning skills in the development of strategic operational goals in support of achieving business objectives including:

- Superior organizational change and project management capabilities
- Leader of complex global projects addressing big picture while managing detailed workplans, timelines and deliverables
- Strong negotiation, issue resolution, and communication skills delivering practical solutions in complex and matrixed business environments
- Outstanding leader and organizer of interdepartmental and cross-functional teams globally
- Extensive operations experience with diverse business models integrating performance management, talent development, and equity and inclusion practices
- Experience developing organization strategies, inclusivity efforts, and best practices for global business operations
- Advanced Diversity, Equity, Inclusion, and Belonging capacity building efforts to advance understanding and adoption of Diversity, Equity, and Inclusion practices into long term strategic plans and business operations
- Reporting and analysis expertise – ability to identify and assess critical data to support timely business decisions
- Adept in coaching, counseling, instructing and providing professional development opportunities in team settings as well as with students and international business entrepreneurs exploring opportunities in global business operations
- Excellent problem solver – ability to assess situations, identify and outline resource needs, and implement effective solutions to drive improved organizational operations

EDUCATION

EdD, Education, Organizational Change and Leadership, University of Southern California (GPA 4.0)

Dissertation - Implicit Bias: An Advancement Opportunity Limiter for African American Women in Entertainment

Dissertation theoretical framework and methodology focused on the Transformative Paradigm of Inquiry as well as Critical Race Theory as a means exploring the problem of practice.

MBA, Business Administration, University of Southern California

BA, English Literature and Creative Writing, University of Southern California

HONORS AND AWARDS

- **Part Time Faculty Award**, University of Southern California, 2025
- [DEIA Visionaries](#), The Los Angeles Times, 2024
- [DEIA Visionaries](#), The Los Angeles Times, 2022
- **Senior Fellow**, USC Marshall Brittingham Social Enterprise Lab, 2018 to Present
- **Member of the Year | Social and Environmental Committee**, SPLICE | Society of Product Licensors Committed to Excellence, 2017
- **Silver Spirit Award**, The Walt Disney Company, 2008
- **Silver Spirit Award**, The Walt Disney Company, 2001

WORKFORCE DEVELOPMENT HIGHLIGHTS

Nuleep, 2021 to Present

- Developing metrics to advance understanding of workforce development needs and promote implementation of strategic analysis to attract and retain key talent and drive improved organizational operations.
- Guiding global entrepreneurs and business owners in the development of workforce guidelines to support development of strategic plans to support expansion into global territories.
- Leveraging learning and development expertise to document strategies and teach workforce analysis practices to entrepreneurs and business owners seeking global expansion in the US market.

Partnership for Growth LA, 2023 to 2024

- Oversight for signature programming aimed at creating and improving workforce development opportunities as well as addressing food insecurity and reading literacy within the South Los Angeles community.
- Oversight for development of course guidelines for workforce development programming aimed at increasing business understanding and capacity of entry level employees to support improved organizational operations.

The Walt Disney Company, International Labor Standards (ILS), 1999 to 2019

- Researching labor laws impacting workforce operations globally and proposing remediation plans to close gaps and ensure compliance with the Code of Conduct for manufacturing Disney branded products.
- Developing guidelines to outline workforce requirements to ensure that facilities producing Disney branded products understand the compliance requirements required by the Company.

LEARNING AND DEVELOPMENT EXPERIENCE HIGHLIGHTS

University of Southern California, Rossier School of Education, 2022 to Present

- Adjunct Associate Professor / Adjunct Assistant Professor for the doctorate in education program in Organizational Change and Leadership for Rossier School of Education. Courses taught include:
 - *Accountability for Organizational Change*
 - *Building Capacity for Organizational Change*
 - *Equity and Inclusion in Organizational Contexts*
- Leveraging corporate, academic, and non-profit executive leadership experience to lead discussions with doctoral students to support exploration of course materials including accountability, equity and inclusion, and leadership topics to influence organizational change strategies and enhance understanding of organizational change and leadership principles.
- Navigating complex learning topics to enhance scholarship for doctoral students who are experienced leaders seeking to expand their understanding and application of organizational change needs to positively benefit and improve organizational operations.
- Developing and incorporating practical learning tools to advance understanding and enhance in class instruction to provide learning opportunities that are immediately applicable in current organization settings.
- Soliciting participation of guest speakers to advance the learning environment and share practical real life experience to improve understanding and connection to course materials.
- Providing guidance to students in pursuit of doctoral degrees to support enhancing research capabilities in support of future dissertation research and exploration.
- Instructor for Strategic Thinking and Systems Change course supporting engagement with physicians as part of the Physician Leadership Development Program for Keck School of Medicine of USC.
- Developing curriculum for the Strategic Thinking and Systems Change Course as part of the Physician Leadership Development Program at Cedars Sinai Medical Center planned for Spring 2026
- Serve as a Dissertation Committee Member responsible for providing guidance to students pursuing doctoral degrees in Education with an emphasis in Organizational Change and Leadership.
- Effectively navigate LMS (Learning Management System) to advance transfer of knowledge and provide feedback on viability of system to support continuous improvement in the delivery of program course content.

Nuleep, 2021 to Present

- Chief Business Officer responsible for:
 - Supporting development of business plans and RFP responses to advance strategic business opportunities.
 - Advising international business founders and entrepreneurs strategic planning efforts to advance business operations and facilitate understanding to support entry into the US Market.
 - Guiding entrepreneurs and business professionals in the development of presentations for pitch competitions aimed at increasing awareness of their planned business operations and highlighting assets for potential investors and business partners.
 - Mentoring business professionals to advance understanding of workforce engagement needs and human resources practices to support expanded business development opportunities within the global marketplace.
 - Developing and conducting training programs designed to enhance leadership and business development capabilities for seasoned business professionals.
 - Conducting training for international business leaders and entrepreneurs to advance understanding and application of community engagement and workforce development priorities within the global marketplace.
- Chief Workforce and Inclusion Advisor responsible for
 - Developing and designing curriculum to advance business communications, business management, DEIB, and leadership capabilities.
 - Developing curriculum for training programs to support understanding of current and relevant leadership topics impacting organizational operations.
 - Guiding prospective employees, entrepreneurs, companies, and organizations through participation in training programs to improve internal staff functions and better understand leadership management and organizational diversity and inclusion needs.
 - Conducting in person and virtual training sessions in leadership, management, and business development practices to advance understanding and application to improve organizational business operations.

University of Southern California, Marshall School of Business, 2017 to Present

- Guest Lecturer in Master of Science Social Entrepreneurship Graduate Level Social Entrepreneurship Classes.
- Guest Speaker in undergraduate Business School classes.
- Panel Participant for corporate responsibility panel discussions including USC Marshall Net Impact.
- Senior Fellow for USC Marshall Brittingham Social Enterprise Lab mentoring students pursuing careers addressing social issues.

Partnership for Growth LA, 2023 to 2024

- Chief Operating Officer responsible for advancing curriculum development and delivery for signature programming to improve effectiveness of learning and development programming.
- Established professional development curricula for internal project management team members designed to expand awareness and visibility to core business practices to successfully lead business operations.
- Provided oversight for management and implementation of training and education efforts related to urban agriculture, workforce integration, and reading literacy.
- Created author spotlight section on corporate website to feature local authors and highlight the importance of reading literacy efforts while creating visibility to learning materials to advance reading literacy.

The Walt Disney Company, International Labor Standards (ILS), 1999 to 2019

- Led learning and development programming to create and launch training and education programs for the global International Labor Standards team (Asia Pacific, Europe, Latin America and North America).
- Oversight for development and launch of online ILS training to outline ILS contractual requirements for 21,000 employees (domestic and international) responsible for managing contractual relationships with licensees.
- Developed, launched and delivered ILS Program Manual (translated into 16 languages) for use by more than 7,000 licensees and vendors globally (including initial launch and subsequent revisions).
- Worked with Corporate Legal to facilitate inclusion of ILS Program Manual as an addendum to Disney Consumer Products contractual agreements globally.
- Developed and launched targeted Code of Conduct training initiatives for introduction in Asia Pacific, Europe Middle East and Africa, Latin America and North America business markets.
- Coordinated with Corporate IT to develop and launch first external facing ILS website.
- Developed professional development series and conducted an eight week training program focusing on teamwork, communication, leadership and conflict resolution.
- Developed and conducted policy training for regional employees in London, Paris, Hong Kong, China and Japan.
- Directed team change management efforts, meeting or exceeding aggressive project requirements and timelines.
- Facilitated training, town halls and executive presentations in North America, London, Paris, Japan and China.
- Led corporate social responsibility learning discussions and training sessions with licensees (large multi-national companies) based primarily in North America (US and Canada), Asia Pacific and Europe.

STRATEGIC OPERATIONS AND MANANAGEMENT EXPERIENCE HIGHLIGHTS

Nuleep, 2021 to Present

- Strategic advisor to CEO on business development and engagement activities including expansion of professional training resources to advance business operations skillset and integrate academic rigor into training protocols.
- Developing and implementing strategies to advance business engagement efforts for new business development within global markets.
- Advisor and mentor to domestic and international business leaders seeking to enhance and leverage strategic business goals to support expansion within US marketplace.

Partnership for Growth LA (PFGLA), 2023 to 2024

- Developed strategies to advance organizational operations and build sustainable business infrastructure to support sustainable long-term growth of ongoing operations and securing multi-year grant funding.
- Established organizational priorities to develop and grow team skills to advance talent acquisition and talent development capacity within organizational operations.
- Implemented programming changes to lead operational strategies and advance programming to promote adherence to grant guidelines for three signature nonprofit programs; Freedom Farms, Project Jubilee, and Freedom Schools.

Oak Valley College, 2021 to 2022

- Developed and implemented Oak Valley College strategic plan for student enrollment to increase awareness of educational program offering by working directly with school leadership & community leaders.
- Proposed and implemented amended job responsibilities for recruiters to provide directed engagement with local school leadership and community leaders in an effort to boost college enrollment.
- Developed and introduced realignment of enrollment department to focus core functional responsibility of recruiters to improve enrollment function and advance college enrollment process.

The Walt Disney Company, 1999 to 2019

- Developed process to align strategic ILS business operations within four regional offices (Asia Pacific, Europe – Middle East – Africa, Latin America, and North America) to drive improved consistency and maximize operational efficiency of application of International Labor Standards requirements globally.
- Directed senior leadership across Disney business segments (Consumer Products, Studio Entertainment, Direct-To-Consumer, and Corporate) to facilitate integration of ILS requirements into business operations globally.
- Worked with Corporate Legal to ensure that consistent ILS program language was included in all Consumer Products agreements globally.
- Developed ILS Program Manual outlining Disney ILS program requirements and guidelines for the manufacture of Disney branded (inclusive of ABC, ESPN, Lucasfilm, Marvel) products globally.
 - ILS Program Manual is translated into 16 languages for use in local markets regionally
 - ILS Program Manual is an exhibit to every Disney Consumer Products License Agreement where Disney branded products are made for distribution (sale and give away)
- Presented Disney ILS Program updates and International Labor Standards strategic direction at industry, multi-national company, and vendor summits.

INCLUSIVITY EXPERIENCE HIGHLIGHTS

Nuleep, 2021 to Present

- Highlighting potential market differences to promote strategies for inclusive business engagement with diverse communities within the global marketplace.
- Working with business leaders to define inclusive business practices to promote inclusive and strategic business engagement within diverse markets.
- Promoting workforce and career development by providing direction to guide business leaders, entrepreneurs and employees seeking to improve diversity and inclusion and workforce development within business operations.
- Developing curriculum and instructing entrepreneurs, prospective employees and business leaders to improve understanding of business principles, including DEI, to advance business management and employment opportunities.
- Mentoring business leaders and prospective employees on diversity, equity, inclusion and belonging issues.

Partnership for Growth LA (PFGLA), 2023 to 2024

- Developed and advanced programming including urban farming and workforce initiatives aimed at addressing food insecurity, workforce development, and reading literacy impacting individuals in marginalized communities in the greater Los Angeles area.
- Worked with political leaders, community leaders, and community members to advance project goals aimed at addressing diversity and inclusion priorities related to food insecurity, workforce development and reading literacy.
- Mentored team members on diversity, equity, inclusion, and belonging issues impacting the populations served as part of PFGLA signature programming.

Oak Valley College, 2021 to 2022

- Provided resources and met with accreditation committee to support finalization of college accreditation process.
- Developed and implemented Oak Valley College strategic student engagement and enrollment plan.
- Developed strategies and programs to advance educational opportunities for prospective students seeking advancement opportunities in business through development of student engagement and enrollment plan.
- Developed and implemented the first strategic Student Engagement Strategy aimed at identifying marginalized student populations who could benefit from the unique educational opportunity offered at Oak Valley College.
- Worked with community based organizations and school district leadership to advance educational opportunities for historically marginalized students.

The Walt Disney Company, International Labor Standards, 1999 to 2019

- Addressed complex global diversity issues impacting manufacture of Disney products, identified solutions, and proactively implemented practical approaches to facilitate long term change.
- Supported development and integration of diversity policies and procedures in the application of ILS requirements under the Code of Conduct for manufacturing Disney products.
- Supported development and integration of compliance policy guidelines for facilities producing Disney products.

CONFERENCE PRESENTATIONS

- As Chief Business Officer for Nuleep developed and facilitated presentations including
 - Moderating international business entrepreneur pitch competition as part of the Italian Trade Agency Global Program Startup for Italian business founders and entrepreneurs to provide a platform to showcase business growth and opportunities as well as planned programming strategies to potential investors, mentors, and future business partners.
 - Developing and presenting learning modules to advance workforce engagement, community development, and inclusion priorities for cohort based global executive education training during various training sessions for the Los Angeles Cleantech Incubator (LACI).
- As Chief Workforce and Inclusion Advisor for Nuleep facilitated discussions on Leadership as part of the
 - Collective Voice Summit at the Los Angeles Coliseum Lou Galen Club aimed at exploring the importances of executive leadership competencies, improving understanding and development of leadership skills, and leading a dialogue to promote a dialogue on workforce leadership principles.
 - Women's Tech Innovation Global Start Up Program Los Angeles (in concert with the Italian Trade Agency) aimed at empowering female founders in the execution of global market expansion business priorities, redefining leadership competencies, and improving understanding of strategic business competencies to leverage global growth opportunities.
- As an integral component of multiple roles with The Walt Disney Company
 - Delivered The Walt Disney Company ILS Program overview during licensee meetings internationally including conferences and meetings in Paris - France, Guangzhou - China, Shanghai - China, Hong Kong, Tokyo - Japan, and London – England.
 - Outlined broader Corporate Social Responsibility issues and requirements of the Disney International Labor Standards (ILS) program for licensee town hall meetings in North America.
 - Participated in leadership conferences and delivered numerous overviews of the Disney International Labor Standards program as part of conference presentations
 - Presented Disney's ILS program during internal intercompany working sessions and company conferences to foster an understanding of Disney's commitment to International Labor Standards and to assist in training and development for castmembers, licensees, and vendors to understand and action in accordance with Disney's ILS program requirements.
- Represented The Walt Disney Company as a member of SPLiCE (Society of Product Licensors Committed to Excellence) aimed at creating space for licensees and businesses to explore solutions to complex licensing issues including serving as co-chair of the Social and Environmental Committee.
- Developed conference presentation materials and led discussions with small (1 – 10 participants), medium (11 – 20 participants) and large (21 – 200+ participants) audiences including participation in training events for global brands in the US and internationally (Hong Kong, Japan, London and Paris):
 - Managed and led discussions including developing training materials, exploring the relevance of Code of Conduct requirements with participants, managing question and answer sessions, delivering timely feedback to participants, and providing direction on required corrective actions.
 - Led internal training sessions during business unit sponsored company meetings to ensure that business unit leadership understood and could assist licensees in their efforts to comply with Code of Conduct requirements.
 - Conducted Code of Conduct learning sessions focused on the 12 core tenants of Disney's Code of Conduct for Manufacturers including; child labor, involuntary labor, coercion and harassment, non-discrimination, association, health and safety, compensation, subcontracting, protection of the environment, monitoring and compliance, publication, and other laws. These Code elements are in line with Disney's mission to foster safe and inclusive workplaces wherever Disney products are made inclusive of ensuring that diversity issues are properly addressed and managed within the tens of thousands of facilities manufacturing Disney branded products around the globe.

DISSERTATION COMMITTEE MEMBER

Provide doctoral research and studies direction to students in pursuit of doctoral degrees in Education - Organizational Change and Leadership for USC Rossier School of Education. Provide guidance on dissertation structure and content for qualitative, quantitative, and mixed methods studies to meet the standards and requirements for doctoral research.

Committee Member Completed Dissertations

- A Collective Exhale: Examining How Culturally Responsive Training Influences Professional Learning for Clinicians of Color (2025)
- A Lens Looking at Hair Discourse and Experiences of Black Women Through Intersectionality and Black Feminist Thought (2024)
- Beyond Commitments: A Qualitative Examination of the Persistent Disparities Faced by Black Women in Executive Leadership Roles Post the 2020 Crisis and Beyond (2024)
- Beyond the Water Cooler: Exploring the Influence of Social Connectivity on Innovative Work Behavior in Remote Work Environments (2026)
- Black America Women and Intersectionality: Black Women and Narratives Regarding Hair Bias and Microaggressions (2024)
- Burnout Experienced by the Dual Identity of Being Black and a Public Health Department Professional (2023)
- Burnout In Women of Color in Human Resources Leadership Roles During COVID-19 (2024)
- Community College Faculty Professional Development (2025)
- Conscious Inclusion: A Critical Examination of White Culture in U.S. Art Museums (2025)
- Custodians of Change: How Hospital CEOs Engage Implicit Bias (2025)
- Echoes of the Past: African Americans Leading DEI Initiatives in the Shadows of Racism (2025)
- Empowering Black Women: Navigating Breast Cancer Care and Survivorship (2024)
- Investing in Justice: The Case for Equitable Funding in Black Women's Entrepreneurship (2025)
- Leadership Perceptions of Barriers and Success in the Expansion of Access to Summer Precollege Programs for Racially Marginalized Student Populations (2025)
- Leading As Outsiders Within the C-suite: A Phenomenological Study of Black Women C-suite Executives' Perspectives on White Allyship in Corporate America (2024)
- Lived Experiences of Black Women Leaders During COVID-19: A Mixed Methods Study (2026)
- Living While Waiting: A Phenomenological Study of African American Dialysis Patients Navigating Kidney Transplantation (2026)
- Maybe the Love Story was You: Exploring How Cultural and Organizational Contexts Shape Black Single Women's Career Trajectories and Fulfillment (2026)
- Non-profit Employee Engagement After Restructuring: Lessons from Educators United for Equity (2025)

DISSERTATION COMMITTEE (cont.)

Committee Member Completed Dissertations (cont.)

- Neurodivergent Affirming Care Within Applied Behavior Analysis (2024)
- Resilience of American Muslim Women Leaders in Nonprofit Organizations (2025)
- Remote Employees Working in a Hybrid or In-Office Environment in Post-COVID Times (2025)
- She Thrusts Her Fists Against the Posts: Implicit Bias, Leadership, and Power Dynamics in the Academic Library (2025)
- Teacher Retention: Shifting the Narrative from Deficits to Strengths (2025)
- The Handoff: The Influence of Higher Education Institution Collaboration to Support Traditional First-Time Full-Time Black Male Transfer Student Success (2024)
- Unlocking Meaningful Opportunities: Revamping Hiring Practices for Formerly Incarcerated Individuals in the Tech Industry (2025)

Committee Member In Progress Dissertations (Six in Progress)

PROFESSIONAL AND COMMUNITY SERVICE

Trojan Sustainability Network, 2023 to Present

Vice Chair, 2025 to Present

Organizing Member | Chair Student Liaison Committee, 2023 to 2025

Member, Part Time / Adjunct Merit Committee, USC Rossier School of Education, 2025 to Present

Member, Restorative Justice Committee, USC Rossier School of Education, 2023 to 2025

Alumni Planning Committee Member, USC Rossier School of Education - Collective Impact for Positive Change Conference, 2025

President | Board Member, Discovery Club PSP 2021 to Present

Senior Fellow, Marshall School of Business, 2018 to Present

Guest Speaker, USC MOVE, 2021 to 2023

Mentor, Legacy Through Leadership Mentor Program, University of Southern California, 2020 to 2023

Board Member, Marshall Volunteer Leadership Council, 2020 to 2021

Vice President, One Light Foundation, 2019 to 2023

Co-Chair, Society of Product Licensors Committed to Excellence (SPLiCE) Social and Environmental Committee, 2017 to 2019

Mentor, Enterprise Financial Service Program Mentor, The Walt Disney Company, 2017 to 2019

Volunteer, Disney Volunteers, The Walt Disney Company, 1999 to 2019

LANGUAGES

Spanish: Novice (Read / Speak / Write)

EXPERIENCE

UNIVERSITY OF SOUTHERN CALIFORNIA, ROSSIER SCHOOL OF EDUCATION, Los Angeles, CA

Adjunct Associate Professor

July 2025 – Present

Adjunct Assistant Professor

May 2022 – June 2025

Instructor for courses in the doctoral program in Education with an emphasis on Organizational Change and Leadership (OCL) including: *Accountability for Organizational Change*, *Building Capacity for Organizational Change*, and *Equity and Inclusion in Organizational Contexts* to support satisfying requirements for the doctorate degree program in Education with an emphasis in Organizational Change and Leadership. Instructor for Strategic Thinking and Systems Change course as part of the Physician Leadership Development Program offered through Cedars Sinai Medical Center (formerly through Keck School of Medicine of USC). Leverage more than 20 years of corporate experience to enhance delivery of instructional requirements as outlined in course design. Support advancing instruction and program development in the following key areas:

- *Instruction* - Leverage academic knowledge and corporate experience to facilitate dialogue and guide students in pursuit of doctoral degrees and leadership development program participation. Lead course discussions in line with syllabus and course guidelines to support learning outcomes. Instruct students who are also experienced leaders in their respective fields of expertise (including corporate, education, finance, health care, military, and nonprofit) in complex learning topics to enhance their understanding and capacity to apply organizational change learnings to positively benefit and improve organizational operations. Support students in the academic design and development of processes to guide identification of business modifications to improve organizational practices in business operations. Instruct students pursuing doctoral degrees and physicians as part of the Physician Leadership Development Program.
- *Curriculum Development* - Provide feedback and input on course curriculum development and implementation. Work with lead instructors to review and improve syllabus, curriculum plans, communication strategies, and course materials. Develop presentation materials to support an effective learning environment. Develop weekly course presentations to facilitate instruction and student engagement to advance learning.
- *Dissertation Committee* - Serve as a mentor and dissertation committee member for students pursuing doctoral degrees with an emphasis in Organizational Change and Leadership. Provide direction and feedback to students in support of meeting the requirements for completing the doctoral program. Review student dissertation proposals and provide feedback in support of proposal defense as well as final defense.
- *Organizational Support* - Review admissions applications for prospective students interested in pursuing doctoral degrees in Organizational Change and Leadership. Participate in immersion activities to share knowledge and practical understanding of the rigor required as part of the OCL program. Serve on departmental committees (Restorative Justice / Part Time Faculty) to advance organizational operations.

NULEEP, Beverly Hills, CA

Chief Business Officer

January 2025 – Present

Advise the Chief Executive Officer and leadership team in the development and implementation of strategic goals including ongoing review and integration of multi-year planning strategies. Develop and implement strategies to develop workforce priorities and advance operational excellence. Advancing strategic business operations through implementation of programming aimed at developing long term, sustainable business opportunities. Developing and evaluating programming to support identification of new business opportunities to promote organizational growth and improve recognition of the company brand efforts.

Work with client based international entrepreneurs and business leaders to develop and implement business strategies focused on promoting business growth in the global marketplace. Direct client based company leadership in the implementation of systems to support new business development opportunities for companies and organizations interested in expanding and improving organizational capacity as well as workforce operations with a focus on international business expansion. Support development and execution of business strategies including business expansion and growth into new markets and improved relationships with key stakeholders and prospective investors. Design and implement programming to direct business owners in strategic planning, business development, and promoting operational efficiencies for entrepreneurial business success.

Oversight for training and development programming for international business leaders to develop and improve operational efficiencies in an effort to drive improved business operations. Provide guidance to international business entrepreneurs to support development and implementation of global brand expansion strategies including global business program launches. Promote improved understanding of business strategies and implementation approaches to advance business operations and leverage external funding from a variety of sources.

NULEEP, Beverly Hills, CA (cont.)

Chief Workforce and Inclusion Advisor

January 2021 – December 2024

Responsible for advising global business executives on building capacity for domestic and international market expansion with a focus on improving strategic business operations, building leadership capabilities, and capacity building to improve overall organizational operations and promote business growth within the global marketplace. Orchestrated workforce and career development priorities through curriculum and program development. Developed, designed and delivered instructional and training program curriculum to broaden organizational understanding of Diversity, Equity, Inclusion, and Belonging needs and support leadership and business development. Served as organizational consultant responsible for providing guidance to employers, prospective employees, entrepreneurs, and company leadership within corporate, education and non-profit settings on business management, leadership, strategic engagement, staffing, mentoring, and diversity and inclusion strategies.

Developed training programs and facilitated workforce development sessions with prospective employees as well as company leaders to explore opportunities to improve internal staff functions, advance organizational operations, and better understand and incorporate organizational diversity and inclusion needs. Provided guidance on the development of programming to support enhancing organizational operations. Led learning and development sessions and provided guidance on leadership topics to improve operational efficiencies. Mentored student interns, program participants, and employees through career change.

PARTNERSHIP FOR GROWTH LA, Los Angeles, CA

Chief Operating Officer

July 2023 – December 2024

Responsible for strategic oversight of multi-million-dollar nonprofit business operations including program redesign, implementation of operational strategies, talent development, and restructuring of operational priorities to establish policies and procedures to advance organization culture through strategic engagement and program development. Leveraged diversity and inclusion expertise to establish policies and practices to advance integration of DEIB principles into Partnership For Growth LA programming. Developed and advanced understanding of people and culture guidelines to improve talent capacity within organizational operations. Oversight for operationalizing signature programming aimed at addressing food insecurity in historically marginalized communities, workforce development and integration, and reading literacy learning for program participants located in South and West Los Angeles including:

- Advanced equity initiatives into business operations to promote replicable, sustainable, and scalable programming aimed at fostering inclusion within marginalized communities in South and West Los Angeles.
- Oversight for development and issuance of first organizational RFP to community based organizations to address food insecurity within marginalized communities in South and West Los Angeles.
- Delivered more than \$775K in grants (first issuance) to community based organizations to extend urban farming initiatives to address food insecurity within South Los Angeles.
- Promoted equity based learning and reading literacy through inclusion of regular author and book spotlights as part of external communications aimed at increasing access to relevant and relatable learning materials.
- Worked with community based organizations to advance access to healthy food options within the community through development of resources aimed at addressing food insecurity and workforce development issues.
- Redesigned and instituted organizational and operational priorities for Freedom Schools programming to expand program scope to increase reading literacy program offerings within underserved and under resourced communities from summer to year round programming in order to expand access to learning initiatives aimed at improving reading literacy.
- Worked with project team to advance retail, community engagement, and networking experiences within the community to expand access to healthy food options as well as locally grown produce.
- Established and implemented programs and practices to advance workforce development opportunities within the community through alignment of priorities and enhancements to programming.
- Oversight for development and integration of program and policy handbooks to create consistency of operations and program implementation for Freedom Schools programming.
- Led development of strategies and priorities for signature programs; Freedom Farms, Project Jubilee and Freedom Schools, to comply with grant guidelines and requirements.
- Developed practices and procedures to align organizational operations aimed at creating practical business efficiencies during organizational growth and expansion.
- Advanced talent development opportunities within organization to leverage long term learning opportunities to support ongoing organizational operations growth.

Worked directly with CEO, Chief of Staff, and President of Board to expand business opportunities. Worked to ensure that operational guidelines adhered to regulations and requirements as required to meet fiduciary responsibilities established by governing board.

OAK VALLEY COLLEGE, Rialto, CA

Vice President of Enrollment

September 2021 – August 2022

Responsible for implementation of enrollment management activities for newly established liberal arts college focused on providing an opportunity for students to receive a bachelor's degree in business from an accredited institution in three years without incurring student debt in the form of student loans. Established policies and procedural guidelines to inform enrollment management activities including:

- Developed and implemented Oak Valley College strategic student engagement and enrollment plan.
- Directed recruitment activities and maintained oversight for student enrollment initiatives aimed at increasing academic opportunity for students within marginalized communities including collaborating with community leaders, Board of Trustees, faculty, staff and administration in order to promote student success and retention.
- Established Diversity, Equity, and Inclusion strategies to promote educational equity and advance educational opportunities for students from marginalized communities.
- Led team of Admissions Counselors and Recruiters to support ongoing development of programming aimed at increasing awareness of the educational program opportunity.

Advanced the student enrollment function for Oak Valley College including instituting strategies to advance institutional operations and lay the foundation for organizational growth beyond one campus. Served as principal steward for Oak Valley College enrollment initiatives. Supported finalization of college accreditation process.

THE WALT DISNEY COMPANY, Burbank, CA

Director, International Labor Standards (ILS); Global Product and Labor Standards

October 2011 – January 2019

Led both North America and Asia Pacific regional management ILS operations for Disney's multi-billion dollar licensing and sourcing business. Managed team of professional staff (domestic and international) working with thousands of licensees and vendors and more than 50 Disney divisions. Responsible for ILS business integration, program implementation and execution of ILS strategic priorities for the North America and Asia Pacific regions. Developed programs and strategies to advance operational excellence and sustainable organizational operations including:

- Established procedure for working with Corporate Legal and the Legal teams for Marvel and Lucasfilm to develop process for integrating International Labor Standards guidelines, processes, and procedures into contractual requirements in support of integrating ILS requirements for new company business acquisitions.
- Created and developed ILS program manual to outline ILS program guidelines and requirements for licensees producing Disney themed (including, ABC, ESPN, Marvel, Lucasfilm, and Disney theme parks) products globally. The ILS Program Manual:
 - is an exhibit to every Disney Consumer Products (including ABC, ESPN, Marvel, Lucasfilm) license agreement
 - is translated into 16 languages for use in local markets globally
- Created regional process alignment process to align ILS program implementation practices globally to support advancement of business operations for the Company.
- Developed internal ILS programming and resources to support ILS regional team understanding of business operations in an effort to expand team knowledge and understanding beyond integration of ILS requirements and advance business knowledge and capacity to support achieving Company business priorities.
- Directed senior business unit leadership during planning and development of consumer products agreements to ensure understanding and application of ILS requirements.
- Advanced understanding of Disney's ILS program contractual requirements for licensees and vendors engaged in the production of Disney branded products globally.
- Conducted training sessions with business unit leadership and licensees and vendors to expand understanding of ILS requirements for production of Disney branded product in line with contractual requirements including:
 - Advancing understanding of corporate social responsibility issues that have potential impacts to global business operations including sourcing of raw materials
 - Creating regular and ongoing communication to facilitate awareness to compliance issues in support of deal negotiations to facilitate a robust dialogue with potential licensees to save time, money, and resources in support of executing sustainable and ILS compliant business negotiations
- Worked directly with business unit leadership on new business programs to promote understanding of potential industry issues, specifically related to new lines of business and production areas, that could impact effective business operations.

THE WALT DISNEY COMPANY, Burbank, CA (cont.)

Senior Manager, Corporate Citizenship

February 2005 – September 2011

Led a dynamic, multi-faceted team responsible for driving labor compliance policies within Disney's multi-billion dollar licensing and sourcing business. Managed team working with more than 700 licensees and vendors and 50 Disney divisions. Responsible for policy / program development and execution of strategic initiatives. Achieved objectives through effective planning, resource management, targeted communication and specialized training programs. Accomplishments include:

- Successful delivery of ILS program requirements to North America based licensees and vendors using factories in more than 100 countries.
- Oversight for Facility and Merchandise Authorization process for all Company business operations based in North America including licensing, direct purchase, and promotional manufacturing.
- Launched project with Corporate Legal Anti-Piracy group to improve access to customs documentation for China based sourcing.
- Project Lead responsible for integrating new global ILS strategy into direct sourcing business operations (impacting 100s of vendors and 1000s of factories).
- Successful oversight for North America pilot project shifting labor standards accountability to business operations resulting in increased visibility to factory working conditions.
- Increased licensee and vendor participation in self-monitoring programs.
- Recognized need for expediting issue resolution during contract negotiations, formed ongoing working relationships with key business unit leadership including Corporate Legal, Product Integrity, Food Safety, and Contract Administration departments.
- Oversight for development and launch of online training for 21,000 employees (domestic and international).
- Realized saving in excess of \$10,000 annually by converting documentation processing to electronic document management.
- Designated Subject Matter Expert, serving on an interdepartmental team participating in Company Initiative to streamline licensing practices (multi-billion dollar revenue stream).
- Successful engagements soliciting executive support for ILS program in North America and Japan.
- Facilitated training, town hall meetings, and executive presentations in North America, London, Paris, and China.
- Directed team change management efforts, meeting or exceeding aggressive project requirements and timelines.
- Employed creative teambuilding activities and employee recognition events to maintain positive work environment.