Equity and Inclusion (E&I) Coaches| Individual TA Provider Biographies

Asian Health & Service Center (AHSC)

Holden Leung, MSW
Chief Executive Officer
Holden has management and consultant experience in both government and non-profit sectors for over 30 years.

Christine Lau, MA, CADCI
Chief Operating Officer,
Christine has accumulated both clinical and operational management experience for over 20 years.

Gemma Kim, LCSW, RN
Clinical Care Specialist
Gemma has over 20 years of experience in clinical and social work.

Vananh Nguyen, MPH
Project Coordinator
Vananh is a first-generation Vietnamese American who has experiences in acculturation and enculturation.

Figure 8 Knot Consulting LLC

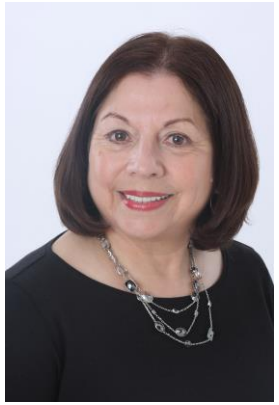
April D. Lewis
Co-owner and trainer/consultant
April has more than 20 years' experience in cultural agility, diversity, and intercultural organizational development. Her fun, dynamic, and charismatic style engages audiences with her knowledge, skills, sense of humor, and her passion for combining humor with learning.

Carol D. French
Co-owner and trainer/consultant
Carol's background is in education where she served as a counselor, instructor, and diversity trainer. She has had years of experience in curriculum development, and her interactive training style was developed and refined in classrooms and on ropes courses where she operated with humor, fun, and the philosophy that learning is best when it is experiential and involves the whole person.

Interface Network Inc.

Colleen Puentes
Senior Diversity Trainer and Equity Specialist
Colleen has over 20 years of training and facilitation experience in addressing cultural competency, cross-cultural communication, diversity, inclusion and service equity and adult learning and literacy. She is an energetic facilitator and trainer experienced in cross-cultural conflict resolution, workplace climate assessment, conducting focus groups, service equity and customer service and inclusive leadership. Today the workforce is more diverse than ever and is constantly changing. Colleen is committed to assisting organizations to create work environments that are equitable, productive and inclusive for all internal and external customers. She has worked throughout Oregon with public agencies, hospitals, clinics, hospice care providers, medical staff and volunteers in reducing healthcare disparities and improving service delivery for culturally, ethnically and linguistically diverse populations.

Colleen has taught in the education departments of San Jose State University and Western Oregon University and has extensive experience in education program evaluation. She has a Bachelor of Science Degree in Speech Communications from Oregon State University, a Multiple Subject teaching credential from Santa Clara University and a Master's Degree in Education Administration from Santa Clara University. Colleen also earned a Certificate of Language Acquisition Development from California. Colleen lives in Salem, Oregon with her husband and four children.



Esther Puentes
Owner and president of Interface Network Inc.
Esther has worked successfully with the private and public sectors in providing technical assistance, training, needs assessments and information gathering through focus groups, surveys, questionnaires and cultural audits. She has extensive knowledge and experience in professional development and training a productive work force. She is passionate about providing equal access and assisting organizations in developing and implementing service equity plans. She has spent the last twenty-eight years providing training and consulting services for diverse markets at local, national and international levels.

Esther has extensive experience in outreach to the Latino and other diverse communities, teambuilding, developing and facilitating needs assessment and information gathering processes targeting Latino communities, strategic planning, interpersonal communication, gender issues, training of trainers, English language instruction, and diversity action plans for private businesses, public agencies and community-based organizations. The following is a sampling of agencies she has worked with: City of Salem, State of Oregon, US Department of Education, Department of Labor, AID for International Development, Oregon Health Authority, OHA Office of Equity and Inclusion, Redevelopment Agency for the City of San Jose, Oregon Human Development Corporation, Oregon Dispute Resolution Commission, Salem Health, Willamette Valley Medical Center, Incite Inc. and Swinerton Incorporated.

	Esther has a Bachelor of Arts Degree in Liberal Arts/Education from San Jose State University in California, and a Master's Degree in Bicultural Education from San Jose State University. She also holds a teaching credential from the state of California. She is a former Board of Director for the Oregon Higher Education Board and the Chairperson of the Oregon Youth Authority Hispanic Advisory Council. She is currently a board member of the Marion Polk Food Share. Esther lives in Salem, Oregon with her husband.
	Marin Arreola **Owner and president of Advanced Economic Solutions Inc.** Marin has over 20 years of experience developing and implementing economic, business, health and workforce development programs to better serve culturally and socially diverse communities throughout Oregon and California. Marin has worked with the Oregon Health Authority, Salem Health, Willamette Valley Medical Center, Oregon Business Development Department, Department of Human Services and the Governor's Office of Business and Equity to name a few. Marin is energetic and passionate about developing and implementing culturally and linguistically appropriate health care programs that lower disparities in healthcare in diverse communities. He implemented an evaluation model known as "Social Return on Investment" to effectively measure the success of health, economic and workforce development programs that focused on diverse communities. Additionally, Marin has served on many commissions and boards that seek to better serve culturally and socially diverse communities in Oregon and California. Marin majored in Political Science at California Polytechnic State University with a minor in International Affairs. He has an Entrepreneurship Development Management Certificate from Silicon Valley Economic Development Corporation and an Economic Development Planning Certificate from International Economic Development Council. Marin is a current board member of the Friends of Pimpollo, Garten Services and the Salem Area Chamber of Commerce as well as a member of Mayor Ana Peterson's International Council. Marin Arreola has been married for 19 years, has four children and resides in Salem.

John Lenssen and Associates, LLC

	John Lenssen John Lenssen works with agencies, schools and organizations on issues of equity, leadership, culture, communication, conflict, bias, and organizational change. He is an adjunct faculty member at the University of Oregon, Portland State University, and Lewis and Clark College, teaching graduate courses in leadership, social justice, communication, health equity, violence prevention, conflict resolution, and cultural competency. He previously served as the Team Leader for the Access and Equity Team at the Oregon Department of Education where he also served as the state coordinator for the Safe and Drug-Free Schools and Communities Program. He has also served as an administrator with the Educational Opportunities Program at Oregon State University and the Office of Minority Affairs at the University of Washington. He is a former community college instructor and head start teacher. He currently serves as chair of the Oregon Leadership Network, is a Board Member for Sojourn Theatre, and is an advisor to the Salem Keizer Coalition for Equality. He consults and collaborates with Stir Fry Seminars in Berkeley, with Education and Training Consultants, Inc. in Oregon, and Workplace Solutions in New York.

Lutheran Community Services

	Pierre Morin **Clinical Director/Trainer** Born in Switzerland, Dr. Morin was trained as a physician with specialty in tropical medicine, psychosocial and rehabilitation medicine in Europe. He later obtained a PhD in Interdisciplinary Studies, with a focus in Health Psychology. He has overseen many community health projects in Europe, Africa and the USA. He is trained in the Living Well with Chronic Conditions Model. For all his professional life he has been involved in community and minority physical and mental health. He is also trained as a mediator and group facilitator and has years of experience working with culturally diverse groups. Dr. Morin is multi-lingual and bi-cultural.
	Susanne Steinmann **Project Coordinator/Trainer** Born in Switzerland, Susanne is bi-cultural and multilingual. She has over 20 years of experience teaching in cross-cultural settings. She has a PhD in Geography, an MA in Teaching with ESL focus and in International Development. She has spent many years abroad in Africa, the Middle East and Europe engaging in community-based research and teaching, and offering participant-based consulting services and trainings with a range stakeholders including diverse refugee and immigrant groups, program staff, and policy makers in the wider community. In recent years, she has administered and managed numerous LCSNW programs serving refugees and immigrants in Portland. She Speaks English, Arabic, and German.
	Mohammed Maraee **Project Assistant/Trainer** Born in Iraq and spending many years in Jordan, Mohammed offers a wealth of experience with organization and system change. He is an expert in evaluating outcome data, creating system changes, quality assurance and management consultation, and organizational evaluation. Mohammed is multi-lingual.
	Assefash Melles **Trainer** Born in Ethiopia, Assefash is a clinical counselor who partners with social service organizations to facilitate growth in individuals and groups by creating sustainable, culturally relevant service models which promote self-sufficiency in addressing physical, social and psychological wellness. Ms. Melles is multi-lingual.

	Olga Parker **Trainer** Born in Russia, Olga Parker is a clinical counselor who is an expert in conducting ongoing outreach on available mental health services and other social services to members of Eastern European immigrant population. She also provides Gatekeeper training/education to members of local community that provide services to Eastern European immigrant populations. Olga is bi-lingual (English/Russian) and bi-cultural.
	Lul Abdulle **Trainer** Born in Somalia, Lul has over 14 years' experience in coordinating community based events and workshops, forming support groups and working to build strong communities within refugee and immigrant population groups. She is a professional translator/interpreter in social service, medical, legal and educational settings. Lul is also multilingual and speaks Somali, Somali Bantu, Arabic, Swahili and Italian.
	Sasha Verbillis-Kolp **Trainer** Sasha is a clinical social worker with a focus on global mental health, international development and forced migration studies. Recently, she served as the evaluation coordinator for the Pathways to Wellness project where she helped develop the Refugee Health Screener-15 (RHS-15), a mental health screening tool used to detect trauma, depression and anxiety symptoms in refugees. She provides consultation and technical assistance to health sites implementing mental health screening for refugees. Currently, as a Program coordinator she focuses on community-level interventions for refugees that promote emotional health and well-being through alternative therapies. These include adjustment support groups, activities which incorporate traditional arts and urban agriculture and peers support services. As a clinician she provides culturally appropriate clinical assessment and treatment planning. She frequently lectures on refugee health disparities, cross-cultural treatment approaches and psycho-social interventions. She is chair of a Task Force for Refugee Emotional Health in the Portland area, and serves as an Oregon representative to the American Association of Refugee Health Coordinators- Refugee Emotional Wellness Work group.
	Dalia Baaderani **Trainer** Born in Lebanon, Dalia has served as a school counselor and mental health therapist in multiple settings. She is currently finishing a PhD. Her research interest focus on mental health as perceived by Muslim Americans, counseling issues among refugees in the U.S., Post-Traumatic Stress Disorder (PTSD) & Emotional Intelligence, prevention advocacy, and culturally adapted interventions. She speaks Arabic and English.

	David Ochan **Trainer** Born in Uganda and lived in Kenya, David serves as the Coordinator for the Minority Aids Initiative. He is an expert cross-cultural communicator and has innate ability to connect across a range of individuals on difficult subjects. He was well-known in Africa for his musical public health messages. He speaks 7 different languages.
	Raumene Rahatzad **Trainer** Born in the United States with Iranian parents, Raumene has had a lifelong interest in other cultures. He graduated with honors in International/Intercultural Studies with a focus on the Middle East and later completed his Master's Degree in Couples, Marriage and Family Counseling from Portland State University. He has spent significant time abroad in Jordan and later as a Fulbright Scholar in Azerbaijan. He is often sought to provide training on working with Muslim clients. He is bi-lingual in Farsi.
	Massarra Eiwaz **Trainer** Born in Iraq and living Syria for five years, Massarra came to U.S. with her family in 2008. She has several years of experience in medical research as well as working with refugees and immigrants to promote well-being. Massarra obtained her B.S. in Psychology at Lewis & Clark College. Today, she is a Case Manager for the *Pathways to Wellness* program. She is bi-lingual in English and Arabic.
	Daya Shakya **Trainer** Born in Nepal, Daya has a wide breadth of experience working as an Education Specialist with the School Advocacy for Refugee Newcomers program as well as working as a Peer Mentor with the *Pathways to Wellness* program. Daya has a degree in Linguistics from the University of Oregon. He has provided healthcare and social service interpretation for the Bhutanese community since 2008. He speaks English, Neplai, Newah, Hindi, and Tibetan.
	Aline Ndemeye, Trainer Born in Rwanda and moving to the U.S. twelve years ago, Aline has become an expert at working across cultures. She works as the Case Manager for the Intensive Case Management program under Refugee Reception and Placement. Aline has a degree Community Health from Portland State University. She has many years of experience advocating for minority and refugee women's health and serving as a facilitator with the African Women's Coalition. Aline speaks five different languages – French, Spanish, Swahili, Kinyarwanda and English.

Oregon Public Health Institute (OPHI)

Liz Baxter, MPH
Executive Director
Liz has more than three decades of experience in health and health policy, and has been influential in reframing Oregon's policy debate to emphasize health rather than simply medical care. She brings extensive experience leading cross-system collaborations (with internal and external partners) to improve health outcomes for community members with chronic health conditions, focusing on patient experience of care and strategic initiatives to improve care to community members.

Liz has led innovative projects to improve care and services, as well as national research and demonstration projects to improve outcomes for at risk patients and community members. Liz is a trained facilitator. Though not a clinician, Liz is respected by medical leaders across Oregon and the nation for her ability to bridge the language of health, health care and public health. She has led work supporting development of the Community Advisory Councils throughout Oregon. Liz received her Master's in Public Health from Portland State University, where she has also taught courses on federal and state health reform. She also currently sits on the boards of Mackenzie River Gathering Foundation and Oregon Health Decisions.

Steve White, MURP
Healthy Community Planning and Health Impact Assessment
Steve White, MURP, is a project manager for OPHI's Health Impact Assessment (HIA) and Healthy Community Planning initiatives. His work focuses on assessing and improving the connection between the built environment and health through the use evidence-based strategies for educating and working with diverse stakeholders to include public health into decision-making processes. Steve has completed multiple HIAs on plans and projects in the housing, land use and transportation sectors, and has conducted research on active transportation, housing and food access issues. Steve also provides training and technical assistance nationally.

Steve received his Masters in Urban and Regional Planning from the Nohad A. Toulan School of Urban Studies and Planning at Portland State University, and has received facilitation training through the Institute of Cultural Affairs' Technology of Participation program. Prior to joining OPHI, Steve worked on a GIS project to assess and improve food access in Portland and conducted research on active transportation behavior and Safe Routes to School programs.
Steve is adept at explaining key public health concepts and strategies to people in different sectors, as well as helping public health practitioners understand concepts, policies and practices related to the built environment.

	Dawn Robbins **Worksite Wellness** Dawn has worked for more than 20 years in health and communications. Through the Wellness@Work movement, Dawn works with a wide array of partners to create a culture of health in all worksites, both public and private. A journalist by training, Dawn has written articles and several toolkits, including the Wellness@Work toolkit. Prior to coming to OPHI in 2012, Dawn worked on several public health initiatives. In 2002, she founded the nationally recognized initiative: Make It Your Business: Insure a Tobacco-Free Workforce. In 2007, a toolkit she developed supported the creation of tobacco-free living in psychiatric facilities across the nation. Since then, her work has focused on creating a culture of health in worksites of all sizes and types.
	Steffeni Mendoza Gray, **City Engagement and Partnerships Manager** Steffeni manages the HEAL Cities Campaign. She has over 25 years of professional experience in executive non-profit management positions and government relations for local government with a focus on social justice and equity. She has worked with elected officials, business leaders, non-profit organizations and key stakeholders in cities, counties, and tribes throughout Oregon to adopt and implement culturally-appropriate policies that improve education, workforce development, economic development opportunities, and health equity for underserved communities. Steffeni has served, and continues to serve, on numerous public and private sector policy advisory committees and task forces, particularly in the areas of work/family issues, community development, economic development, urban design and planning, civic engagement, business development, education and public health advocacy. Steffeni has a Bachelor's degree in Architecture from the University of Oregon. The Oregon Business Magazine selected her as one of Oregon's Top 50 Business Leaders in 2004. She is also a Senior Fellow of the American Leadership Forum of Oregon.
	Emily Henke, **Policy Manager** Emily joined OPHI as in 2014, after completing her Master of Public Health at Portland State University with a focus on health management and policy. Emily began her public health work in 2010 as an outreach worker for the Oregon Healthy Kids program, an experience that motivated her to broaden her health policy knowledge and develop program planning skills in order to increase access to better health for all Oregonians. At OPHI, Emily's work focuses on the intersection of healthcare and public health and the transformation of the healthcare system. She works on several projects, including the Consumer Confidence Project, the Oregon Healthiest State Initiative, and OPHI's health impact assessment work. She is passionate about system change and improvement, and about listening to community and consumer voices as Oregon transforms its health system.

	Karli Thorstenson, MPH **Program Coordinator** Karli has over seven years of experience working in policy, systems, and environmental change to improve community health. She works to utilize new and traditional media to engage the public to think differently about health and adopt individual and environmental changes to improve healthy eating and active living. Karli works on several OPHI projects including HIAs, healthy community planning, the HEAL Cities Campaign, and the Wellness@Work movement. She has managed community meetings gathering input on the immunizations and how local health districts can identify new revenue streams to support their work as more people across the state gain insurance coverage. Karli also leads OPHI's communications efforts, which includes translating policy jargon into language that professionals and lay community members can understand. Karli received her Master's in Public Health at the University of Arizona with an emphasis in Health Promotion.
	Zeenia Junkeer, ND **Maternal and Child Health** Zeenia has more than six years of experience working with diverse populations in clinical and community settings, including international work focused on improving health outcomes for women, children, and families while supporting local capacities in the areas of food security, education, and community health work. Her training as a Naturopathic physician is the foundation for her passion for whole food nutrition, preventive programs and practices, and culturally appropriate work within communities disproportionately affected by poverty, marginalization, and oppression. As the Maternal and Child Health project lead, Zeenia facilitates the Right from the Start Coalition, which works to bring together key partners in child care, public health, research, and advocacy to collaboratively identify and implement effective strategies for promoting healthy weight in child care settings. A focus of this work is to engage and outreach to diverse populations of providers so all children can have access to the resources, knowledge, and programs offered at the state and local levels.
	Edna Nyamu, CHW **ORCHWA Coordinator** Edna is the Coordinator for Oregon Community Health Workers Association (ORCHWA). Edna received her Bachelor of Science in Health Care Administration from Concordia University in Portland Oregon. Edna is a certified Community Health Worker and also a certified Child Development Associate (CDA) and has worked extensively with children as a teacher aide at Crossroads Christian School in Portland. She is an active volunteer at Tuality Community Hospital helping patients in the admission and dismissal department. Edna speaks three languages, English, Maasai, and Swahili; in-addition, she does Swahili language interpretation. Edna clearly understands other cultures and has been working closely with immigrant, refugees, and people of color. Edna is also a member for the Commission for Traditional Health workers (THWs) in Oregon.

	Celia Higueras, MPH **Warriors of Wellness Project Manager** Raised in Chile, Celia received her BA in sociology degree from Lewis and Clark College. She has worked with community health workers in Portland, New York City and Santiago on issues ranging from gender violence, to nutrition, to chronic disease control with the elderly. Celia is dedicated to improving health and decreasing disparities using community involvement, culturally competent care and popular education. Celia manages the Warriors of Wellness (WOW) project, a model in which healthcare systems can contract with community health worker programs to address the social determinants of health of their patient population. The WOW project is formed by a multicultural collaborative of community based organizations throughout the Portland metro area.
	Pattie Carlin, MBA **Operations and Finance Manager** Pattie has over ten years of experience in nonprofit administration, working with diverse groups of dedicated individuals helping people improve their lives. She spent six years working on a federal grant to revolutionize mental health services for children and families, giving her firsthand knowledge of the power of information, advocacy, and dedication to make positive change. Pattie provides daily operational support for OPHI and has been instrumental in creating and implementing workplace policies and procedures and organizational development. Her knowledge and experience in financial management, development, and board relations ensures OPHI runs smoothly and has effective statewide impact.

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