



Dr. Shaunna Payne Gold

DEI Disruptor, Podcaster & Educator

GOLD ENTERPRISES, LLC

CAREER HIGHLIGHTS

- U.S. Small Business Administration T.H.R.I.V.E. Emerging Leaders Program, 2024
- Tory Burch Foundation Fellows Program, 2022
- Baltimore Business Journal, Leaders in Diversity Award, 2020
- Ralph O. Mueller Best Doctoral Research Paper, The Spiritual Development of Non-Heterosexual Undergraduates, 2009

EDUCATION

- Master of Arts, University of Pennsylvania, The Center for Social Impact Strategy, 2023
- Project Management Academy, Harvard Medical School, January 2017
- Doctor of Education, The George Washington University, January 2010
- Master of Divinity, Campus Ministry, Eastern Mennonite University, 2005
- Bachelor of Business Administration, James Madison University, 1999

SERVICE OFFERINGS

Dialogue Facilitation: Dovetailing from the University of Michigan's intergroup dialogue model, organizations or groups with historical opposition are moderated by GELLC team members who have been certified practitioners for decades. GELLC also provides a multi-day Train-the-Trainer for organizations who want to develop an internal cadre of facilitators.

DEI Workplace Audits & Assessment: Organizations may desire baseline information or comparative information concerning the status of DEI across all areas of the organization. GELLC provides comprehensive audits & assessment including document / policy review, interviews, focus groups, survey development (including implementation and analysis). Subsequent strategic planning and change management are also provided upon request.

Fractional CDOs: A Fractional Chief Diversity Officer (CDO) provides organizations with strategic Diversity, Equity, and Inclusion (DEI) leadership that is both flexible and cost-effective. The role of Fractional CDO is positioned to help drive measurable improvement in equity and inclusion across your organization, without the full-time employee commitment of a permanent executive.

Executive Coaching: Asking questions within the "discomfort zone" – the distinct moments when the mind is most open to learning – will be part of GELLC's coaching approach. (Reynolds, 2014). Executive Coaching is primarily for decision-makers who would like a series of one-on-one sessions to guide their next steps of leadership using DEI as a framework.

Change Management: As a Certified PROSCI® Change Management Practitioner, managing changes (regardless of their size) are crucial to ensure that unintended negative impacts are mitigated. Leaders often need an outside perspective to assist in such changes that affect the broader enterprise.

SELECT LIST OF FORMER CLIENTS

- ADR Vantage, LLC
- CenterLink
- City of Annapolis (MD)
- Community College of Philadelphia
- Drew University
- Episcopal Health Foundation
- Episcopal Lutheran Church of America (Greater Milwaukee, Metro New York)
- FDIC
- Johns Hopkins University, College of Education
- New Song Baltimore
- New York City Housing Development Corporation
- Pacific Pride Foundation
- Sheppard Pratt System
- St. John's College (MD)
- Vermont Public Utilities Commission

EXPERIENCE

Owner & Educator
August 2016 – Current
Gold Enterprises, LLC

Dr. Gold has 27 years of experience in DEI strategic planning, facilitation, Multicultural & Antiracist Organizational Development, Intergroup Dialogue Facilitation, Truth & Racial Healing Circles™, project management, and change management.

Assistant Provost for Diversity & Inclusion
January 2019 – September 2021
Towson University, Towson, MD

Associate Director for Assessment & Student Development
June 2009 – January 2019
University of Maryland, College Park

Acting Director, James Farmer Multicultural Center
August 2007 – June 2009
University of Mary Washington, Fredericksburg, VA

Executive Director, Wesley Foundation
May 2005 – August 2007
University of Virginia

COMMUNICATIONS

[un]phased unedited podcast: An unabashed deep dive into the complicated nature of who's in and who's out – in every industry. Hosted by Dr. Shaunna Payne Gold and Dr. Lisa Ingarfield, the podcast sheds the flossy, sexy, high production delivery to get down to the messy, uncomfortable, and fundamental conversations affecting human beings in all places and spaces.

CONTACT

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 www.goldenterprisesllc.com

 **Bowie, Maryland**