

Kyana Wheeler, M.Ed, MPA

Racial Equity Organizational Change Strategist

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Summary

Kyana is an accomplished speaker, trainer, facilitator, and coach, with a wealth of experience building staff and leadership skill and capacity in increasing the effectiveness of challenging racial inequity within their organizations.

- Dynamic and inspiring speaker.
- Expert in building group muscle to cultivate trust, open communication and mutual accountability.
- Skilled in systems analysis, group facilitation, anti-racist leadership development, and policy impact analysis.
- Practiced in implementing systemic change within large complex structures.
- Experienced in developing infrastructure and embedding institutional practices that create sustainable change.

Experience

Instructor, Anthropology/Museology

University of Washington, February 2019 – Present

- Provide a foundational understanding of racial equity and justice frameworks, skills and practices and apply them.
- Explore how we center race to achieve justice.
- Unpack institutional and other forms of racism, and their intersections with other forms of oppression (e.g., sexism, classism, ableism, heterosexism).
- Examine the construction of whiteness and white dominant culture.
- Explore our different roles in the work of equity and justice.
- Examine key elements of managing organizational change.
- Explore how institutions are partnering with communities to build racial equity and justice across institutions and in the community.

Founder, Kyana Wheeler Consulting

March 2015 - Present

- Work with government and non-profit organizations and for-profit companies to address institutional inequities within their organization.
- Analyze practices, procedures, power, and politics to name and identify the internal cultural norms and racialized impacts within organizations and provide alternatives or solutions to drive organizational change.

- Engage, support and recommend to individuals with formal power and influence to understand, challenge and mitigate disproportionate outcomes, practices and policies within their organizations.
- Assist and support organizations in understanding impacts and increasing equitable outcomes.
- Identify employee needs in addressing institutional racism, create awareness and knowledge building opportunities to increase staff's ability to challenge institutional racism in practices, policies, and measurements.
- Coach, train and motivate employees to build skill and create capacity that increases the effectiveness in challenging institutional racism and social injustice in the workplace.

Deputy Manager, Race and Social Justice Initiative

City of Seattle, July 2018 – Present

- Oversee the strategic development and implementation of the Race and Social Justice Initiative for the City of Seattle.
- Supervise, train, coach, and develop the RSJI Strategy Team's capacity to lead citywide RSJI initiative.
- Strategize across departments and within the community to develop the City of Seattle's platform regarding equity goals, funding and needs.
- Collect, analyze, interpret, and present complex information to further Mayor, Council, and departmental understanding of RSJI efforts, practices, and procedures.
- Determine method and approach necessary to provide visibility, accessibility, and partnership with other government agencies and the community in support of RSJI.
- Analyze and evaluate city programs, policies, and budget decisions, make recommendations for revisions and alternate decisions.
- Identify shifting needs in the community and recommend citywide practice or program changes to meet those needs.
- Connect with community to identify and determine how the institution can support their efforts to create racial awareness and promote healing; build internal awareness of how the City of Seattle's institutional practices are causing harm to the community.
- Assess employee competency, make recommendations for skill development.
- Develop training process, update and identify new training practices.

Strategic Advisor, Race and Social Justice Initiative

City of Seattle, June 2016 – July 2018

- Strategize across departments and within the community to develop the City of Seattle's platform regarding equity goals, funding and needs.
- Connect and collaborate with internal stakeholders to build citywide commitment to racial equity.
- Serve as racial equity advisor to political departments including Mayor's Office, City Council, City Attorney's Office, and Seattle Municipal Court.
- Lead large scale City-wide Change Team efforts to challenge institutional inequities and move the institution of the City of Seattle towards equitable practices and solutions.

Operations Supervisor, Finance and Administrative Services

City of Seattle, January 2014 – June 2016

- Oversee the regulatory efforts, operating budget, and daily operations for six (6) Customer Service Centers (CSC) across Seattle.
- Train, coach, manage, and evaluate the performance of 20+ employees.
- Build partnerships and develop a coordinated strategy to embed equitable practices into employee supervision processes that will meet policy and labor contract rules.

CORE Team, Race and Social Justice Initiative

City of Seattle, January 2009 – June 2014

- Develop training processes, update and identify new training practices.
- Analyze and evaluate city programs, policies and budget decisions, then recommend revisions to senior level management and department workgroups.
- Collaborate with Seattle Public School district and community education groups to assist in aligning education goals.
- Identify disparate educational outcomes and collaborate with community and education institutions to address equitable solutions and remedy current disproportions.
- Create and support inclusive community networks comprised of youth, parents, schools, community, law enforcement and businesses.
- Provide citywide strategic planning support to department leadership.

Education

Master of Public Administration: Public Policy, Strayer University

Maser of Education: Organizational Management, Strayer University

Bachelor of Arts: American Ethnic Studies, University of Washington

Previous Clients

American Civil Liberties Union (ACLU)

Associated Recreation Council (ARC)

C+C Marketing and PR

City of Seattle

City of Shoreline

Gov Alliance on Racial Equity (GARE)

Henry Art Museum

League of Conservation Voters

Linn-Benton Community College

New York Public Schools

NW Doula Association

Seattle Arts and Lectures (SAL)

Seattle Children's Theater

Seattle Design Review Board

Seattle Public Schools

Transylvania University

University of Alaska at Fairbanks

University of Washington

WA State Community Action Partnership

Professional Affiliations

Board Member, Non-Profit Anti-Racist Coalition (NPARC)

Member, Seattle Alliance for Black School Educators (SABSE)