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Executive Summary

Vision

I teach to heal and transform the world! My vision for the classroom is a healing space with a fearless culture of innovation and inquiry. I strive to foster a vibrant culture that inspires students to do their best academic work and develop the confidence needed to build professional relationships in both the public and private sectors. I design learning scenarios that prepare students to enter their professional lives and careers with empathy, social capital, and workforce-ready leadership skills necessary for success in an interconnected world.

Highlights

Highlights of his professional portfolio include: Executive Assistant to the Mayor, City of Spokane; Executive Director of the Urban Enterprise Center of the Greater Seattle Chamber of Commerce; Sales Manager of Metropolitan Accounts, Pitney-Bowes, Inc.; and Director of Minority Mental Health, Spokane Community Mental Health Center, Spokane, WA; Director, Community Center, City of Spokane, WA He has also held Adjunct Professor and Sr. Lecturer positions at the University of Washington, Eastern Washington University, Seattle Pacific University, and City University.

Skip's educational portfolio includes a Doctor in Education from Seattle University, a Master of Science in Human Resources Management from Gonzaga University, and a Bachelor of Science in Social Psychology from Chapman University. Skip began his university studies at Howard University and has augmented his studies with coursework in Marketing, Anthropology, Leadership, Race Relations, Whole Systems Design, Egyptology, Psychiatric Therapy, Business Architecture, and Women's Studies.

Major Accomplishments

- Graduate, Department of Defense Race Relations Institute, Coco Beach, Florida
- Founder of the Minority Mental Health Clinic, Spokane, WA
- Founding member of the Washington State Minority Mental Health Commission under Governor Dixie Lee Ray; designed & proposed legislation that would allow for insurance coverage for racism-related mental illness
- The first African American Department Head and Assistant to the Mayor, City of Spokane
- Development of a city-wide diversity and inclusion program, as Executive Director of the East Central Community Center, Spokane, WA
- Founding member of Blacks in Government, Spokane, WA
- Founding member Omega Psi Phi Fraternity, Chi Alpha Alpha Chapter, Spokane, WA
- Founding member and President of The Tabor 100, Seattle, WA
- Designer of The C.A.R.E. Package Learning System, an educational leadership development program that engaged over 5,000 Middle School Students across Pacific NW and Canada in intensive life-design learning workshops
- Designer of the Hire America's Heroes Military Transition Program
- Executive Director, Urban Enterprise Center, Greater Seattle Chamber of Commerce -Unified multicultural Chambers of Commerce across Seattle Community and provided cross-cultural business inclusion and development programs
- Founding member of the Algonquin Business Group and Co-Chair of the first African American Wealth-Building Conference, Seattle, WA.

Resume

Educational and Professional Credentials

- **Doctor of Education in Leadership**, Seattle University, 2004. Research focused on corporate multicultural leadership development and strategic alignment. Focus of studies was on organizational development, cross-cultural communication, and the symbiotic relationship between the education and business communities.
- **Master of Science in Human Resources Management**, Gonzaga University, 1978. This degree focused on leadership, management, and organizational development. Focus of studies included: the leader-follower relationship, team building, conflict resolution, budget, and finance.
- **Bachelor of Science in Social Psychology**, Chapman College, 1975. This degree focused on a multidisciplinary approach to developing and maintaining productive organizational cultures. Studies included business and organizational design, sociology, psychology, anthropology, behavior modification, human development, and change.
- **International interventions in Race Relations** Graduate of the Defense Race Relations Institute, Coco Beach, Florida included conflict resolutions, multicultural awareness, and mental health therapy through the Defense Race Relations Institute, Coco Beach, Florida, and Lackland Air Force Base Hospital, Lackland AFB, Texas (1971-1976).
- **Studies in business leadership**, organizational behavior; and cross-cultural business, through-out the United States, Canada, Africa, Israel, Europe, Mexico, Viet Nam, China, and Japan (1986-present).
- **Boards and Affiliations**
 - Seattle Rotary #4 Board of Directors
 - Seattle Rotary #4 Service Foundation Board
 - Seattle Rotary #4 Co-Chair, Diplomacy Task Force
 - Seattle Rotary #4 Reception Committee, Chair
 - Seattle Rotary #4 Business Development Committee, Chair
 - Washington Athletic Club, House Committee Member
 - Rainier Club, Nominating Committee Member
 - Tabor 100 Board of Directors and Founder & Editor of the Tabor 100 Business Journal
 - Seattle MESA (Math, Engineering, Science Achievement) Board of Directors
 - Antioch University Board of Visitors
 - Urban League/Contractors Development Compliance Center Board of Advisors
 - Seattle Public School District Academic and Disciplinary Disproportionality Committee
 - Seattle Public School District Discipline Committee
 - The Breakfast Group Board of Directors
 - Black Child Development Institute Member
 - Friends of the African American Academy Member
 - Opportunities Industrialization Centers (OIC), Spokane Branch, Board of Directors
 - Blacks in Government, Region 10, VP Board of Directors
 - Washington State Minority Mental Health Commission Founding Member
 - Prince Hall Mason, 32nd Degree
- **Honors, Recognitions, and Awards**
 - Who's Who in Black America, 1980
 - Omega Psi Phi Citizen of the Year, 1983
 - Who's Who in Municipal Government, 1985
 - The Tabor 100 Leadership Award, 2002
 - Seattle MESA Award for Outstanding Service, 2003
 - African American Academy Appreciation Award, 2004
 - The Breakfast Group Youth Development Program Recognition, 2004

- University of Washington Business and Economic Development Program Recognition, 2005
- Urban League Spirit Award, 2007
- Fellow of the Ford Foundation on Regionalism, 2009
- Greater Seattle Chamber of Commerce Recognition Award for Outstanding Service, 2010

Pertinent Professional Experience

Principal and Lead Consultant, Banner Cross, Inc. (1989 to present)

- **Classroom Instructional Experience (1980 to Present)**
 - Pacific Lutheran University, Continuing Education Instructor, International Marketing
 - Seattle Pacific University, Adjunct Professor of Marketing and Human Resources Management
 - Seattle Central Community College, Lecturer, Business Ethics
 - Highline Community College, Lecturer, Business Ethics
 - University of Washington, Foster School of Business, Senior Lecturer, Multi-Cultural Marketing
 - City University, Adjunct Professor, Marketing
 - Washington State University at Cheney, Adjunct Professor, Human Resources Management
 - Whitworth University, Spokane, WA, Lecturer, Human Resources Management
 - Spokane Community College, Lecturer, Human Resources Management
 - Educational Consultant and Teacher: Public School Districts of Seattle, Bellevue, Issaquah, Tacoma, Renton, Woodinville, Kent, Covington, Spokane, Central Valley, Liberty Lake, Post Falls, Coeur' d Alene, Penticton, BC, Birmingham, Alabama.
 - Leadership Institute of South Puget Sound, Executive Director and Lead Instructor - a regional leadership academy unifying multicultural community sectors to teach leadership strategies for advancement in regional economic development.
- **Joint Base Lewis-McChord Military Transition Program Designer and Teacher (2011 to 2017):**
 - Teach and train transitioning service members in the skills and mindset of an Entrepreneur
 - Assist retiring military service members develop an entrepreneurial approach to their transition from the military to careers in civilian work cultures.
 - Enable service members to understand and develop civilian perspectives or points-of-view, civilian vocabulary and language style, the attitudes, and beliefs of the civilian community, and long and short-term goals and objectives with metrics for evaluating progress.
 - Assist transitioning service members identify human resources and build networks of support in the civilian community, design and develop a civilian brand and position that brand in the civilian marketplace, and research and recruit mentors.
 - Connect service members with public and private sector employers, arranging for "Job Shadow" experiences so participants can better understand civilian workplaces and meet employees and recruiters.
- **Urban Enterprise Center (UEC) of the Greater Seattle Chamber of Commerce, Executive Director (2007 to 2010):**

- Organized diverse Seattle metropolitan small business owners into the UEC Board of Directors and Executive Committee.
 - Collaboratively, with the support of interested UEC Board members, developed the mission, vision, goals, and objectives for the people, processes, and organizational structure of the UEC.
 - Working with the UEC Executive Committee, sensitive to time and deadlines, developed and prepared the annual Strategic Plan, which included the UEC Budget.
 - Assisted the Chairman and Committee Chairs in presenting the plan to the Board of Directors and interested stakeholders in the community.
 - Formed effective working committees that interfaced with the Greater Seattle Chamber of Commerce, City of Seattle, City of Bellevue, King County, and Washington State Department of Commerce on business and economic development issues.
 - Organized (and frequently taught) monthly classes that provided small business knowledge and skills.
 - Organized small business owners into a policy development committee that successfully impacted legislation at the City, County, and State levels.
 - Consulted with small business and neighborhood business owners and their Boards of Directors on their business and strategic plans.
 - Worked with for-profit and not-for-profit Board members as individuals and in groups to ensure high levels of commitment and participation.
 - Extensive background with one-on-one interviews, focus groups, and surveys to develop and facilitate consensus among interested board members and participants. Successfully organized and interfaced with the community of multi-cultural chambers of commerce with neighborhood chambers and business groups, with the Greater Seattle Chamber of Commerce.
 - Worked with ethnic news media to promote diverse business and cultural events.
- **Diversity, Business and Educational Development Consultant (1989 to Present)**
 - **Diversity Consultant:** Clients include Boeing, Port of Seattle, PACCAR, Nordstrom's, Washington State Government, City of Seattle, City of Bellevue, City of Tacoma, City of Spokane as well as other municipalities and communities in the State of Washington to train managers, supervisors, and employees in the attitudes, strategies, and tactics of appropriate and productive cross-cultural leadership & engaging in "Courageous Conversations."
 - **Business Development Consultant:** Clients include diverse small businesses in the Greater Seattle Metropolitan Area in strategic planning, succession planning, financial documents preparation and interpretation, human resources management, multi-cultural marketing, operations, and leadership development. Taught multicultural marketing at the Business and Economic Development Center (BEDC) (2005-2008) and Seattle Pacific University (2008-2009). Mentored and coached executives in business, leadership, and personal development.
 - **Educational Development Consultant:** Consulting with school districts across the United States and Canada providing educational and motivational workshops to students, teachers, and parents to help students design their lives, identify reasons to stay in school, say no to drugs, and increase classroom participation.
 - **Boeing's Executive Cross-Cultural Mentoring Program:** Consulting with Boeing executives and Diversity & Inclusion professionals to design an enterprise approach to executive mentoring of professionals, with a focus on diverse communities and women.
 - **National Association of Black Engineers (NSBE) at Boeing Mentoring Program:** Design and conducted a multi-year mentoring program to create career development

relationships between University of Washington's Black Engineering students and Boeing's Black Engineers.

- **Assistant to Mayor James E. Chase, the first African American Mayor of Spokane, WA (1983 to 1985)**
 - Provided leadership and management for the City of Spokane public policy analysis and development. Provided government relations strategies with the business community and supervised a professional and support team staff.
 - Responsible for communications between the Mayor, council members, city department heads, local media, business and public, foreign dignitaries, and State and Federal agencies.
 - Developed communications systems to interface neighborhood networks with the Office of the Mayor.
 - Coordinated weekly City Council meetings, the Mayor's annual retreat, and the Mayor's citywide leadership conferences.
 - Served as senior liaison between the Mayor's office, the office of the City Manager, and the community and business leaders.
 - Worked with the Mayor and City Council to staff all city commissions, boards, and policy committees.
 - Represented the City of Spokane at local, domestic, and foreign events. Promoted a multicultural approach to city government. Coordinated and implemented municipal programs with various communities to build consensus and develop harmony.
 - Developed broad awareness and sensitivity to the role business and fundraising plays in city and state government.

- **Department Head, East Central Community Center, City of Spokane, Washington (1979 – 1983)**
 - Reported to Spokane City Manager to design and develop the Community Center Board of Directors and led on-going Board training and succession program.
 - Coordinated, developed, and implemented policies and procedures for multicultural and racially diverse community development projects in the City of Spokane.
 - Designed and developed business and fundraising plans. Managed a budget of over \$1 million annually.
 - Designed and presented effective cultural awareness programs, worked with schools to eradicate institutional racism, developed equity and excellence standards, and coordinated the standards with schools and families. Worked with local school districts and businesses to institute high-quality learning policies and business support practices. Promoted academic excellence and character-building programs for students.
 - Supervised a staff of 30 part-time and full-time employees.
 - Developed a deep understanding of business influences on and business practices used in the public sector within agencies and departments of city government.

- **Child and Family Therapist, Fairchild Air Force Base Hospital and Spokane Washington Community Mental Health Center (1977-1979)**
 - Provided therapeutic counseling for children and families. Prescribed medication under the supervision of a medical advisor. Provided in-patient and outpatient care as required. Specialized in mental health care for culturally diverse groups. Founded the first Minority Mental Health Program with the Washington State Department of Social and Health Services. Provided mental health consultation related to cultural awareness for local schools.

- Developed strong cross-gender and cross-cultural counseling, diagnostic, and prescriptive skills.
- Educated the Spokane minority community on the need for community-wide acceptance of mental health services.
- **Race Relations Program Manager, USAF (1972-1977)**
 - Designed, developed, and implemented race relations and equal opportunity and treatment programs for the Department of Defense. Trained over 4,000 men and women, both military and civilian, in cultural and gender awareness. Duties included assessing needs, data collection, curriculum development, lesson planning, and classroom management for adult learners.
 - Worked with base commanders and staff worldwide to defuse toxic racial situations and implement culturally responsive leadership.
 - Developed multicultural listening, oral, and written communications skills.
- **Crew Chief & Maintenance Supervisor, KC-135 & B-52 Aircraft, USAF (1967-1972)**
 - Responsible for aircraft general maintenance on assigned aircraft.
 - Aircraft Maintenance Supervisor for over 50 aircraft mechanics and support personnel.
 - Developed strong aircraft maintenance and interpersonal leadership skills.