



# DANTE KING

*Over 15 years of workforce, organizational and learning development leader; specializing in leadership, equity, diversity, inclusion, belonging, implicit/unconscious bias, antiracism and client service initiatives.*

## Overview

I have focused my professional and personal life on the advancement of equity, inclusion, and equality of the underserved, underacknowledged, and underprivileged; specifically, communities of color, sexual orientation, and gender minorities have been the primary focus of my life and career.

As a native of San Francisco and product of East Oakland, Oakland Public Schools (Castlemont High School), I have the necessary sensibilities to be an and an advocate for equity and justice in an area as progressive as San Francisco. And as such, I made it my life's ambition to inform individuals, organizations, and institutions about the historical and current factors that perpetuate institutional, systemic, and structural oppression in mainstream society.

I specialize in empowering individuals and organizations to determine how to disrupt institutional and structural racism and sexism by guiding them to see how their personal beliefs are affected and influenced by their identities, which have been and remain defined by laws, historical ideologies, beliefs, traditions, practices, stigmas, stereotypes, cultural norms.

Currently, I oversee the instructional design, course development, and delivery of the diversity learning efforts for San Francisco's Department of Human Resources (SFDOHR). I am responsible for enhancing the lives of individuals and communities throughout San Francisco through reflective, meaningful, and impactful educational experiences which foster affirming, uplifting, and supportive interpersonal relationships.

## Relevant Work Experience

During my tenure at the San Francisco Department of Human Resources, I installed several key initiatives which are relevant to the discussion of ethics and inclusion. First, I performed a gap analysis on the equity, diversity, and inclusion (EDI) learning opportunities within the agency's 60+ departments. My findings recommended that we reinforce San Francisco's cohesion, unity, and morality values with a learning program designed to enhance quality of service distributions throughout communities served. Second, was tasked with performing content research, development efforts, and providing final authority for the City's Diversity and Inclusion Vision and online Implicit Bias learning module. Third, the design, development, and delivery of San Francisco's City and County "Creating an Inclusive Environment: Introduction to Managing Implicit Bias" workshop. Main topics explored in the workshop include:

- Defining diversity and inclusion; building the case.
- Exploring and understanding the nature and impacts of implicit bias.
- Understanding the risks associated with micro-messaging.
- Uncovering strategies and applications for creating inclusion.
- Creating an inclusive environment, understanding, and addressing roots of implicit bias, exclusion, inequity, and inequality.
- Exploring U.S. socialization through race, gender, and sexual orientation.

- Explaining and analyze multi-generational trauma and daily triggers experienced through the effects of such socialization (psychic and emotional burdens of non-belonging, internalized oppression, threats of violence, the burden of underrepresentation, rewards for conformity, daily traumas and triggers, invisibility, ideologies, etc.).
- Understanding white, male and heterosexual superiority/privilege is embedded in all institutions (i.e., government, housing, employment, healthcare, wealth/economics, etc.); as well as the embedding within cultural definitions of what is real, correct, moral, appropriate, safe, comfortable, smart, capable, competent, well-behaved, beautiful, considerate, kind – virtually everything – etc.).
- Exploring and understanding desensitization to oppression and introduce strategies to challenge systems of oppression, persons in positions of influence and power, as well as what it means to create alliances to break with the solidarity of oppressive attitudes, systems, and processes.
- Exploring dominant mainstream narratives, ideologies, stereotypes and stigmas that enable, perpetuate and drive inequalities and inequities.

My work has spanned many public agencies, across several counties (City and County of San Francisco, Los Angeles County Superior Court Human Resources, Contra Costa County Human Resources), and evolved more than 4,000 employees. Specific San Francisco agencies include:

- Oakland Unified School District
- UCSF Medical Center – Pre-Term Birth Initiative
- San Francisco Mayor’s Office
- Police Department (Sergeants, Lieutenants, Captains, some command staff)
- County Sheriff’s Department (Sheriff and Executive team, Sergeants, Lieutenants, Captains)
- Department of Public Health (Nurses, Nurse Directors, Social Workers, other clinical staff)
- Department of Emergency Management
- Municipal Transportation Authority
- Mayor’s Office on Housing and Community Development
- Airport
- Office of Economic and Workforce Development
- Treasurer’s Office
- Child Support Services
- Police Accountability
- Economic and Workforce Development
- Environment
- Ethics Commission
- Homelessness
- Juvenile Probation
- Law Enforcement Assistance Division
- Fine Arts Museum
- Rent Board
- Human Resources
- Port
- Controller
- Medical Examiner
- Public Defender
- Parks and Recreation

In addition, I consulted and collaborated with the Department of Police Accountability (DPA) and advised leadership in creating a restorative justice framework. The framework was designed to provide law enforcement officials charged with policy violations, pathways to engage with traditionally marginalized communities; specifically, communities that represent people they may have violated. The main objective is to provide professionals opportunities to establish and enhance cultural competencies with the expressed intent of strengthening policing effectiveness.

Similarly, to the effort with DPA, I partnered with Department of Public Health (DPH) to consult and advise on a Racial Equity Action Plan. Communal spaces were provided for staff to support knowledge and skills-building

processes that allowed for the enhancement of racial bias mitigation, racial sensitivity and humility training. Hiring and promotional processes were restructured to support diversifying leadership and support-level staff. As a result of a rich partnership with Oakland Unified School District and educational professionals across the region, I provided consulting services which resulted in Urban Montessori Charter school prioritizing an antiracist review of all policies. The school changed, alleviated and implemented new policies to counter anti-black bias which was highly represented in situational and educational outcomes; leading marginalized conditions, treatment and educational experiences for black and brown children.

Additionally, I authored recommendations to establish transparency and accountability regarding existing and perpetual racial disparities and inequities at the City and County of San Francisco and partnered with members of Service Employees International Union (SEIU) to garner support of top City officials. The information was delivered to the San Francisco Mayor's Office in July of 2018. As a result, Mayor London Breed issued Executive Directive 18-02 (Ensuring a Diverse, Fair and Inclusive City Workplace), on September 18<sup>th</sup>, 2018. This directive has led to the production of extensive data, to analyze racial and gender disparities within the City and County of San Francisco, both internally and externally; and requires departments to implement policies, practices and resources to respond to such issues.

Additionally, I partnered with SF Board Supervisor Malia Cohen's Office to consult on initial racial equity policy recommendations, specifically regarding trainings for leaders across the City. This led to a robust partnership with Board Supervisor Sandra Fewer's Office, who was responsible for leading the charge to draft the first and only Racial Equity Ordinance for the City and County of San Francisco; along with Supervisors Vallie Brown, Jane Kim, and Hillary Ronen. I consulted, advised and reviewed and authored the legislation, along with several other colleagues from the Black Employee Alliance and Coalition Against Anti-Blackness. This led to the requirement of a Racial Equity Action Plan across all departments within the City and County of San Francisco; the requirement that the plan be tied to funding of each department's budget by the Mayor's Office; and that reports be presented annually by departments, reflecting progress and/or deficiencies for the year in review.

The Department of Environment implemented a Racial Equity resolution that was the result of our collaboration.

During my tenure at Wells Fargo as a Sr. Business Consultant/Workforce Development Specialist, I contributed to the development and delivery of a company-wide equity, diversity and inclusion program ("Working Together to Create an Inclusive Environment"). The program focused on three key areas: (1) treating internal and external customers with respect, honor, and appreciation; (2) the expansion of products and services to under-acknowledged and underserved customer populations; (3) and, philanthropy to ethnic and other underserved social groups. Expectedly, the inclusion program was successful at raising the social awareness amongst participants, as well as prevention of employees and customers of color attrition rates in the participating markets.

Currently, I am the Leader/Director of Culture, Equity, Employee Experience and Engagement with the San Francisco Municipal Transportation Agency (SFMTA), providing overall direction on racial equity, diversity and inclusion initiatives across 10 divisions, supporting more than 6,000 employees; as well as executive cultural competence and professional development coaching and support to 10 executive leaders, and more than 90 senior managers.

In addition, I am partnering with the UCSF Medical Center, providing education, leadership/executive development and coaching; as well as staff support for the California Pre-Term Birth Initiative. The initiative is focused on closing pre-term birth gaps of black and Latinx women, as they are significantly and dangerously higher than that of White and East Asian women. I am guiding the staff through a year's-long journey to steepen understanding of structural, systemic and institutional white racism and anti-blackness; and links to inter/multi-generational trauma; as well as determining effective, tangible and meaningful ways to deliver services to these communities.

## Relevant Volunteer Experience

During high school and college — through Eastlake YMCA and President Clinton's AmeriCorps Program — I counseled Oakland, CA's inner-city juvenile minorities. During my time at Eastlake, I educated young minorities about African American history and culture. The exposure to culturally relevant information provided participants with a new appreciation for African American culture; helping them recognize their gifts, talents and abilities while garnering a sense of pride, self-esteem, and self-worth, within.

During my undergrad, I led a series of educational summits concentrating on the rights of minority groups and women. The sustained focus, study and practice yielded key learning about historical race-relations, and gender dynamics in U.S. culture, which proved to be significantly pivotal. It widened and broadened my view of racial dynamics; specifically, white superiority/supremacy vs. black inferiority, internalized oppression and systemic and institutional racism (which are pervasive legacies and effects of European colonization of the U.S., Africa, Caribbean, Virgin Islands, etc.).

During graduate school, I interned with the Ethnic Studies Department (under Dr. Nicholas Baham, Department Chair) as a graduate student instructor for two Ethnic Studies courses: African American Sexuality and Slavery in America. While interning, I spent several years endeavoring into research about institutional and systemic oppression – through the lens of enslavement (i.e. foundation and bedrock of the U.S. economic system from 1619-1865), Jim Crow Laws, Black Codes, Convict Leasing, and Lynching. The data gained during this research project provided the basis for a series of ethics seminars delivered to high-school students within Oakland Public Schools and a Charter school in the East Bay.

Additionally, I consulted with several agencies, including one where I was previously a Board member for several years:

- SMAAC (Sexual Minority Alliance of Alameda County) Youth Center – board member
- Oakland Black Men’s Summit
- AMASSI – Safe sex and STD/STI education and prevention for LGBTQ communities
- AIDS Project of the East Bay (leading and participating in a series of discussions for men’s groups centered around creating safe spaces, affirmation, equality, and opportunities for members of the LGBTQ community (predominantly youth and young adult ethnic minorities).

Through these experiences, I learned to be a coach, mentor, facilitator and collaborator for equity, and inclusion projects. Now, I can provide tangible and intangible support and direction for underserved individuals pursuing healthcare, employment, educational and housing solutions.

## Educational Experience

I obtained a Bachelor of Arts degree in Ethnic Studies, with an emphasis in African American, Women’s Studies, and Sociology from California State University, East Bay.

I obtained my Master’s degree in Education, with a concentration on Curriculum Design and Development and Multiple Intelligence (MI) theory.

I also attended a two-year extended learning Human Resources Management program through San Francisco State University, obtaining a certification upon completion of the term.

***\*\*Dante is certified by the California State Bar to provide 13.75 hours of Minimum Continuous Legal Education (fulfilling Elimination of Bias Requirement), and POST (Peace Officer Standards Training) to provide 16 hours to law enforcement professionals. Currently under consideration through the California State Board of Nursing.***