

Jan Harrison

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SUMMARY OF QUALIFICATIONS

Results-driven and impactful Diversity, Equity, and Inclusion leader possessing 15+ years of experience in racial equity and intercultural research focused on creating sustainable change to serve the needs of historically marginalized populations. Recognized for successfully organizing and leading multiple program initiatives to develop and promote diverse and inclusive environments.

- Secured **\$100M** donation goal through equitable fundraising strategy.
- Expertise includes educating leaders in best practices and program development related to Diversity, Equity, Inclusion, and Accessibility/Belonging strategies.
- Proven success in leading multi-million-dollar programs, managing equity metrics, and delivering impactful results related to recruitment, retention, graduation, inclusion awareness, and leadership unconscious bias.
- Demonstrated results developing innovative equity strategies and social justice initiatives to increase impact visibility for education, healthcare, non-profit, corporate, and philanthropic foundation programs.
- Highly skilled in program management, evaluation, and cultural advocacy to enhance diversity, drive program innovation, and increase leadership and staff awareness around the belonging framework.
- Experienced in creating influence and building relationships with internal and external business partners and executives to understand DEIA needs to develop and implement workforce diversity, equity, inclusion, and accessibility strategies.
- Quality and effective communicator with the ability to collaborate with executive leadership to establish best practices, build DEIA/DEIB capabilities, and oversee program strategy and deployment.
- Served as a scholar mentor, offering academic support, career coaching, and DEIA knowledge through graduation.
- Recipient of the University of Washington Women's Award for an impactful performance in developing and expanding the ARCS Foundation through DEIA/DEIB research and training to assist in advancing scholars of color.

SKILLS

DEIA | DEIB | Workforce Development | Diversity and Inclusion | Project Management | Diversity Leadership | Training and Development | Metrics Reporting | Relationship Management | Strategic Planning | Community Outreach | Diversity Liaison | Program Analysis | Process Improvement | Cultural Competence | Employee Engagement | Diversity and Equity Research | Recruitment and Retention | Workforce Strategies | Leadership Coaching | People-Focused | Fundraising | Culture Awareness and Transformation | Educational Philanthropy | Program Management | Board Governance | Healthcare and Human Services | Marketing Communications | Public Relations

PROFESSIONAL EXPERIENCE

Corrective Justice Consulting | January 2020 – Present | Seattle, WA

DEIA Program Consultant

KEY ACCOMPLISHMENTS

- Successfully implemented DEIA college prep course within a local high school's academic program to engage and educate minority students on the meaningful dialogue surrounding equity and social justice.
- Designed DEIA webpage for non-profit associations to highlight and inform community organizations of diversity initiatives and inclusive community where fundraising professionals are empowered to learn about cultural experiences.

Key Responsibilities

- Identify diversity barriers to advise executive leaders in the private and public sector on suitable ways of connecting DEIA and DEIB strategies with organizational effectiveness and high-performance results.

- Research global diversity issues to develop training programs that increase cultural knowledge, diversity awareness, and skills to promote and elevate inclusion as a core value within organizations.
- Prepare written communication and analytical reports to conduct ongoing leadership training to highlight the importance and impact of Diversity, Equity, and Inclusion, and Accessibility/Belonging.
- Collaborate with executives and leadership boards to understand diversity needs within organization to develop a strategic design for implementation and growth.

University of Washington | May 2004 – October 2019 | Seattle, WA

Director of Diversity Stewardship (October 2015 – October 2019)

KEY ACCOMPLISHMENTS

- Recognized for increasing the Achievement Rewards for College Scientists (ARCS) Foundation endowment portfolio from **\$5M to \$45M** through board governance, fundraising efforts, community outreach, donor support, and PhD student showcases.
- Co-founded the Advancement Equity Training Team to eliminate institutional racism and promote unconscious bias within leadership, which empowered diversity and inclusion discussions and normalized the promotion of minorities into leadership.
- Effectively achieved DEIA goals of increasing staff and alumni donors of color by educating leadership on the importance of representation, inclusion, and belonging and strategically creating recruiting methods to attract diverse applicants.
- Increased recruitment, retention, and graduation rates of PhD scholars in STEM by **30%** while increasing diversity cohorts **from 5% to 45%**.
- Successfully raised **\$4.5M** in current-use fellowships supporting PhD scholars by fostering connections with ARCS Foundation donors, members, and fellows through corporate philanthropy and sponsorships.
- Acted as change agent and DEIA champion by coaching leadership and staff on emerging diversity trends, growth opportunities and applying the framework for inclusion and belonging.

Key Responsibilities

- Designed and facilitated institutional and behavioral bias curriculum for staff and leadership outlining implicit bias and allyship to identify methods for better-serving students and staff of color.
- Led equity strategy and training for 3 campuses and developed DEIA priorities for the University's Advancement Team of 600.
- Managed the planning and operations of the Achievement Rewards for College Scientists (ARCS) Foundation Fellowship Program funding 500+ PhD students per year in 40+ departments.
- Served as the ARCS liaison, nurturing, and managing long-standing relationships with the university's president, provost, faculty, and staff to build brand awareness of the Foundation Fellowship program throughout UW's campus.
- Collaborated with Human Resources and other internal partners to develop strategic recruitment and retention strategies to address diversity and equity concerns and increase representation, inclusion, and accessibility.

Associate Director of Advancement (May 2004 – October 2015)

KEY ACCOMPLISHMENTS

- Successfully created and launched a multi-million-dollar Fellowship Program by defining objectives and implementation plans from start to finish, creating a deployment timeline, and managing fundraising plans that led to a **\$51M increase** in endowment funding.
- Executed DEIA framework, facilitation, and training supported by qualitative and quantitative research used to recruit, retain, and graduate underrepresented minority students pursuing graduate or professional degrees.
- Generated a **70% increase** in new donations over three years through strategic marketing alignment, including direct mail, community outreach, and fundraising from alumni and donors of color.
- Established ambassador/mentor program providing graduate and professional students of color opportunities to engage and network with corporate/community leadership and benefactors.

Key Responsibilities

- Conducted data analysis and research from peer institutions to understand their fundraising process to enhance UW's prospecting success for alumni and donors of color.
- Collaborated with the Foundation board to create engaging methods to expand brand identity through marketing, public relations strategies, and professional networking.

Williams-Sonoma | April 1998 – October 2011 | Seattle, WA

Lead Sales Manager

KEY ACCOMPLISHMENTS

- Successfully increased retail store sales and revenue from **\$3.5M to \$5M** by incorporating DEIA business initiatives for local high school students of color with interests in marketing, retail, finance, hospitality, and management.

Key Responsibilities

- Managed a team of 25+ including core and seasonal staff, ensuring high-quality deliverance of service while confirming ongoing improvements for customer and staff success.

EDUCATION, CERTIFICATIONS, AND ASSOCIATIONS

Master of Arts (MA): Cultural Studies | University of Washington | Seattle, WA

Bachelor of Arts (BA): Marketing | Western Washington University | Bellingham, WA

Certifications:

- Advanced Diversity and Inclusion Certification | Cornell University | New York City, NY
- Public Relations Certification | University of Washington | Seattle, WA

Community Leadership:

Board Vice President | Washington State Budget & Policy Center | June 2018-Present

- Creating sustainable change by implementing anti-racist board governance to advance policies and budgets to eliminate racial inequities throughout Washington state.

Organization Consultant | Association of Fundraising Professionals Advancement | May 2018-2023

- Successfully relaunched DEIA program creation, management, and evaluation addressing institutional racism existing within the international philanthropic community.