

LAJUANA JOHNSON

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RESUME

NONPROFIT MANAGER

Visionary leader and community builder skilled at transforming strategy into action, with a 20-year record of outperforming goals and generating measurable outcomes for not-for-profits. Strong entrepreneurial eye for organization's optimal strategic direction and mission, with strength in collaboratively achieving stakeholder buy-in and leading high-performance teams to advance social justice, equity, and inclusion.

PROFESSIONAL PROFILE

- Expertise in integrating social justice, diversity, equity, and inclusion in education, training, development, and management efforts and strategies
- Senior level evaluation/project consulting/coaching/training/technical assistance/people development
- Outstanding communicator and spokesperson recognized for collaborating and building consensus with internal and external stakeholders on a local, regional, and national level
- Independent worker with a strong background in nonprofit management and program design
- Motivated self-starter who earned recognition for program development in under-served communities

AREAS OF EXPERTISE

- Non-profit Management
 - Coaching and Mentoring
 - Program Design
 - Advocacy
 - Building Relationships
 - Organizational Development
 - Collaboration
 - Managing People
 - Strategic Planning/Analysis
 - Training and Development
 - Getting to Outcomes
 - Facilitation
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PROFESSIONAL EXPERIENCE

NATIONAL CONSULTANT, MASTER TRAINER, FACILITATOR & SPEAKER, KLA ENTERPRISES, LLC. CHANDLER, AZ, 2014-PRESENT

Leadership development consulting firm that provides innovative and sustainable approaches to outcomes-based program development and capacity building through high impact facilitation, training, and technical assistance.

- Collaborate with agencies to provide training and capacity building in leadership, communication, conflict skills, working with diverse communities and constituents, equity, and inclusion, reaching 200+ participants.
- Manage a cadre of trainers to facilitate high impact, results-based projects, teams, and community partners.
- Conduct Training of Educators and Training of Trainers on Evidence Based Interventions/Curricula for districts, community-based and youth-serving organizations.
- Coach C-Suite executives and managers to enhance leadership skills, define and manage ambitious goals.
- Lead strategic planning efforts for non-profits and foundations.
- Build capacity of non-profit organizations to improve their equity and inclusion efforts, specifically on how to work within communities to incorporate equity and inclusion metrics in hiring/selection practices and procedures, job descriptions, performance reviews, and organizational values.
- Facilitated a start-up coalition for six months to demonstrate a culture of collaboration and connection for groups with a shared purpose to increase their impact around issues such as increasing the youth vote engagement, campaign finance reform and voting justice.
- Clients include (partial list): Administration for Children, Youth, and Families(DC), American Express (AZ & FL), ANSWER-Rutgers University (NJ), Boys & Girls Clubs (NY), Center for Multicultural Health (WA), Child & Family Resources (AZ), City of Alexandria (VA), Healthy Teen Network (MD), Maricopa County Health Department (AZ), Progress Alliance of Washington (WA), Surge NW (WA), Utah Department of Health (UT), Touchstone Behavioral Health (AZ), Win/Win Network (WA), Youth Build USA (MA).

DIRECTOR, TRAINING AND CAPACITY BUILDING, CARDEA SEATTLE, WA 2002-2014

A non-profit organization that provides training, organizational development, and research to improve organizations' abilities to deliver accessible, high quality, culturally proficient, and compassionate services.

- Accomplished director and senior leader charged with supervision and managing people, projects, and processes simultaneously, while representing the organization as a presenter and speaker at national conferences.
- Managed budgets secured and reported on \$1,000,000+ in annual grant funding.

- Led federally funded state-wide initiatives for the implementation of evidence-based interventions, from needs assessment to evaluation and sustainability. Facilitated training, technical assistance and grant-making processes. Trained 1000+ youth-serving providers/trainers, reaching more than 10,000 youth.
- Envisioned and led team to create the Capacity Assessment and Planning Tool for the *Working to Institutionalize Sex Ed (WISE)* project, that became a requirement for all grantees and was featured on The David and Lucille Packard Foundation website in 2011. Managed a project budget of \$175,000.
- Leadership staff of a regional training institute, conducted workshops on cultural intelligence and diversity, reaching 50+ middle and high school teachers in Massachusetts.
- Led a nine-member team to design a yearly training institute, *Growing People Potential*, to develop leadership skills of managers and supervisors. Trained 175+.
- Envisioned and developed a cultural competency organizational assessment tool, *Reaching New Heights*. Conducted assessments and presented recommendations to stakeholders.
- Led design and implementation of a nationally recognized training, *Northwest Institute for Community Health Educators (NICHE)*. Trained 400+.
- Co-founded *Sashay*, a Northwest Health Collective for women, of African-descent. Led team of 12+ community community-based agencies and stakeholders to develop an annual health education and wellness programs.
- Conducted statewide adolescent health status and needs assessment.
- Co-founder of the Healthy Youth Alliance, a collaborative effort of 100+ organizations, co-led the successful passing of the Healthy Youth Act, legislation to ensure medically accurate sexuality education in schools.

**DIRECTOR OF EDUCATION AND TRAINING, PLANNED PARENTHOOD OF SOUTHERN ARIZONA TUCSON, AZ
1995-2002**

- Served as department head and on the senior leadership team to guide agency direction in the development of policy, programs, strategic planning, budget forecasts, and management. Managed staff of fourteen, including seven teens.
- Spearheaded an award-winning multi-year bilingual Social Marketing Campaign reaching thousands of youth city-wide, secured and managed a project budget of \$800,000+.
- Created agency's first teen volunteer and staff positions. Influenced Board of Directors to create a teen board member position.
- Collaborated with youth to establish the agency's first teen advisory group program, reaching 75+ youth.
- Led implementation of a multi-year international youth exchange program with a partner organization in El Salvador. Trained 45+ youth as peer educators.
- Served as the regional spokesperson on the radio, local television programs, newspapers, and marketing videos.
- Prepared financial projections and managed an annual budget of \$650,000.

EDUCATION

Master of Business Administration, Entrepreneurship & Family Enterprise Louisiana State University, Shreveport, LA., May 2019

Bachelor of Arts, Psychology, University of Arizona, Tucson, AZ, 1993

RELEVANT PRESENTATIONS

- *HEAD, HEART, HANDS: APPLYING AN EQUITY LENS TO FACILITATION AND LEADERSHIP DEVELOPMENT*, PROGRESS ALLIANCE & WIN/WIN NETWORK TRAINING, 2017, SEATTLE, WA.
- *POSITIVE YOUTH DEVELOPMENT IN UNDERSERVED COMMUNITIES-TRAINING OF TRAINERS*, HEALTHY TEEN NETWORK, 2015, LAS VEGAS, NV.
- *PLANNING FOR SUSTAINABILITY: WASHINGTON STATE'S PREP EXPERIENCE*, ADMINISTRATION FOR CHILDREN, YOUTH, AND FAMILIES, ADOLESCENT PREGNANCY PREVENTION CONFERENCE, 2013, BALTIMORE, MD.
- *WISE UP: BUILDING THE CAPACITY OF COMMUNITIES AND SCHOOLS*, AMERICAN SCHOOL HEALTH ASSOCIATION CONFERENCE, 2011, LOUISVILLE, KY.
- *ADDRESSING HEALTH DISPARITIES OF HISPANIC AND NATIVE RURAL COMMUNITIES*, FEDERAL TRAINING CENTERS COLLABORATIVE, 2010, YAKIMA, WA
- *HIV INTEGRATION IN INDIAN COUNTRY*, U.S. DEPARTMENT OF HEALTH AND HUMAN SERVICES' OFFICE OF POPULATION AFFAIRS' TECHNICAL ASSISTANCE CONFERENCE, 2009, SAN DIEGO, CA.
- *IMPLEMENTING SIHLE: AN HIV PREVENTION INTERVENTION FOR AFRICAN AMERICAN GIRLS*, ASSOCIATION OF MATERNAL AND CHILD HEALTH PROGRAMS, ANNUAL MEETING, 2008, CHICAGO, IL.
- *REACHING NEW HEIGHTS: ASSESSING AND BUILDING ORGANIZATIONAL CULTURAL CAPACITY AND PROFICIENCY*, NATIONAL TITLE X GRANTEE MEETING: POLICY, RESEARCH, AND SERVICE, U.S. DEPARTMENT OF HEALTH AND HUMAN SERVICES' OFFICE OF POPULATION AFFAIRS, 2006, PHOENIX, AZ.
- *IMPROVING CULTURAL COMPETENCY: TOOLS TO ASSESS AND DEVELOP ORGANIZATIONAL SYSTEMS*, NATIONAL LEADERSHIP SUMMIT ON ELIMINATING RACIAL AND ETHNIC DISPARITIES, OFFICE OF MINORITY AFFAIRS, 2006, WASHINGTON, DC.
- *BRIDGING BORDERS: SOUTH-NORTH PARTNERSHIP FOR YOUTH*, INTERNATIONAL PLANNED PARENTHOOD FEDERATION GLOBAL PARTNERS, 2001, NEW YORK, NY.

COMMUNITY AFFILIATIONS

- Up with People Alumni & Volunteer, Tucson, AZ
- Basis Chandler Schools, Booster Club Member, Chandler, AZ (2016-2018)
- Federal Grant Reviewer, Administration for Children, Youth & Families (2016-2017)
- Seattle Amistad School, Board President (2013-2015), Treasurer (2013-2014), Seattle WA
- Healthy Teen Network, National Affiliate Member (2010-2014)

- Healthy Teen Leadership Alliance Member (2009-2014)
- Healthy Youth Alliance Convener and State Steering Committee, Washington State (2003-2012)

CERTIFICATIONS

Certified Master Trainer - Evidence-Based Curricula/Interventions: Be Proud Be Responsible, Cuidate, Draw the Line Respect the Line, Family Life & Sexual Health, Making Proud Choices, Promoting Health Among Teens, Reducing the Risk, SHARP, Sisters Informing-Healing-Leading- Empowering (SIHLE), Teen Outreach Program.