

# JOEL PÉREZ, PH.D.

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Transformative coach and consultant leveraging 20+ years working within the higher education and nonprofit sectors. Adept at guiding organizations to create mission-aligned strategies that result in more inclusive and impactful outcomes. Exceptional ability to build bridges and lead organization on a path of discovery leading to authentic change. Recognized for high acumen in Diversity, Equity and Inclusion (DEI) management, continuous improvement, facilitating cross-functional teams, and long-term strategic planning.

## AREAS OF EXPERTISE

Driving Organizational Change and Improvement  
Facilitating Cultural & DEI Trainings/Workshops  
Holistic and Strategic Diversity Planning

Executive Coaching and Leadership Development  
Providing Insight and Guiding Self Awareness  
Giving Support and Clarity through Transitions

## SELECTED HIGHLIGHTS

- Author of “*Dear White Leader, The Missing Piece is Cultural Humility*”. Guides leaders as they learn to achieve organizational excellence through cultural humility. Available April 2024.
- Created and delivered over 50 talks/workshops including *Crucial Conversations, Identify Development, Implicit Bias, Leadership Development, and Strategic Planning*.
- Consulted with national nonprofits and universities including the National Gallery of Art in Washington D.C., Boys and Girls Club of San Luis Valley, Emerson College in Boston, and College Futures Foundation of Irvine.

## PROFESSIONAL EXPERIENCE

### COACHING AND CONSULTING

#### APOYO COACHING AND CONSULTING

AUG 2019 - PRESENT

##### EXECUTIVE COACH AND OWNER

*Coach and consult with C-suite Executives, Nonprofits, and Higher Education providing expertise and guidance on Executive Leadership Development, Career Transition, Career Discernment, and Cultural Humility. Guide individuals to identify goals as they shift into a new position and develop opportunities of growth within their current role. Utilize tools including the Intercultural Development Inventory (IDI), Gallup StrengthsFinder, DEI Frameworks, workshops, and focus groups to move organizations from performative statements to action.*

- **Consulted with National Nonprofits and Higher Education** - Organizations include Emerson College, University of Las Vegas, Concordia University, Coastline College, Irvine Valley College, Culture Enough, Oklahoma Tribal Engagement Partners, and College Futures Foundation.
- **National Gallery of Arts, Washington D.C.** - Contracted with 3PV Consulting to work with 15 of the gallery’s leaders as they expanded their art exhibits to include more diverse points of views. Integrated group trainings, pre/mid/post IDI, and guided discussion.
- **Boys and Girls Club of San Luis Valley** - Consulted with Senior Leaders for 6 months to increase their aptitude to engage across difference. Provided leadership coaching and training with the goal of an inclusive organization.
- **Private Catholic High School in San Francisco** - Worked with faculty and staff for 8 months to create a holistic DEI strategy that included the completion of a long-term strategy, implementation of DEI initiatives, culturally sensitive onboarding training, and the selection of a staff member to spearhead the ongoing changes.

#### ACADEMY OF CREATIVE COACHING

JAN 2020 - PRESENT

##### INSTRUCTOR

*Lead and facilitate the Cultural Competency course for prospective coaches as they complete their coaching certification through an ICF accredited coaching program.*

#### MADECRAFT

MAY 2020 - PRESENT

##### CONTENT DEVELOPER

*Contracted to create and facilitate a LinkedIn Learning course called “Strategies to Improve Self Awareness”.*

- Course viewed and completed by over 72,000 learners and achieved a 4.6/5 rating.

## **REVJEN**

**NOV 2020 - PRESENT**

### **PROFESSIONAL FACILITATOR**

*Lead Mastermind Leadership Development group sessions for nonprofit leaders including Big Brothers Big Sisters Lone Star of Greater Dallas, Brookline Interactive Group, and World Savvy to increase their engagement, communication, and ability to lead their staff.*

## **IMMIGRATION RESOURCE CENTER OF SAN GABRIEL VALLEY**

**AUG 2020 - MAY 2022**

### **INTERIM EXECUTIVE DIRECTOR**

*Focused on maintaining and creating new funding sources including foundation grants, corporate donations, and private giving. Supervised and coached the staff as they prepared to transition to new leadership.*

## **HIGHER EDUCATION**

### **BRANDMAN UNIVERSITY**

**AUG 2019 – MAY 2021**

#### **ADJUNCT INSTRUCTOR**

*Taught Quantitative Methodology and Intercultural Aspects of Leadership and Development for doctoral students.*

- Coached and mentored doctoral students in their professional growth and provided direction during their dissertations.

### **WHITTIER COLLEGE**

**AUG 2015 – MAY 2019**

#### **VICE PRESIDENT, DEAN OF STUDENTS**

*Directed all operations and student services for a private college in Southern California.*

- Guided leadership and faculty to move from a short-term finite mindset, which limited systems and opportunities for students, to a long-term, strategic mindset focusing on the student experience and their long term success.
- Researched and implemented new robust software moving the school away from outdated platforms.
- Identified areas to streamline processes and increase organizational alignment between departments.

#### **DEAN OF STUDENTS**

**SEATTLE PACIFIC UNIVERSITY**

**AUG 2013 - MARCH 2015**

#### **CHIEF DIVERSITY OFFICER**

**GEORGE FOX UNIVERSITY**

**MAY 2012 - JULY 2013**

#### **ASSOCIATE DIRECTOR OF THE STUDENT UNION**

**POMONA COLLEGE**

**AUG 2004 - JUNE 2006**

## **CERTIFICATIONS**

**Gallup Strengths Certified Coach** - Gallup, Inc., Omaha, NE 2021

**Administrator, IDI** - IDI, LLC, Baltimore, MD 2020

**Professionally Certified Coach (PCC)** - International Coaching Federation, Lexington, KY, 2020

**Executive and Leadership Coach Certification** - The Academy of Creative Coaching Atlanta, GA 2019

**Myers Briggs Type Indicator** - GS Consultants, San Francisco, CA 2001

## **EDUCATION**

**Doctor of Philosophy in Education, Emphasis in Higher Education** - Claremont Graduate University

**Master of Education, College Student Affairs** - Azusa Pacific University

**Bachelor of Science, Business Administration, Emphasis in Marketing** - Biola University

## **VOLUNTEER/SERVICE**

**Board of Directors** - Degrees of Change, Tacoma, WA, 2015 - 2020

*Assisted organization in their mission to prepare diverse, homegrown leaders to succeed in college and career to build more vibrant and equitable communities.*

## **SELECTED SPEAKING ENGAGEMENTS**

**“The Elusive Role of Being an Inclusive Leader.”** Azusa Pacific University, Azusa, CA March 2023

**“Cultural Humility: What is it and How do you Develop It?”** Irvine Valley College, Irvine, CA Dec 2023

**“Leveraging Your Strengths to Develop Your Capacity for Equity and Social Justice.”** Emerson College, Boston, MA Aug 2023