

DESIRÉE WILKINS FINCH

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 Tacoma, WA

 riselwp.com

SKILLS

STRATEGIC PLANNING

TRANSFORMATIONAL LEADERSHIP

COLLABORATIVE THOUGHT PARTNER

ORGANIZATIONAL DEVELOPMENT

EXECUTIVE COACHING

FUNDRAISING

EDUCATION

Master of Arts in Leadership

Seattle University / 2015

Bachelor of Arts

The Ohio State University / 2003

PROFESSIONAL DEVELOPMENT

American Leadership Forum

Tacoma, WA / 2015

Leadership Tomorrow

Seattle, WA / 2020

PROFILE

Results-oriented and equity-driven professional with 10+ years' experience in strategic design, community leadership, and volunteer mobilization. Distinguished track record leading and supporting local strategies advocating and advancing work to end systems of racism and injustice. Managed and optimized campaigns and organizational budgets up to \$7M. Supported 40+ organizations to advocate and secure economic and social progress.

EXPERIENCE

Consultant

The IF Project / Tacoma, WA / March 2020-Present

- Develop, articulate, and communicate strategic plan aligned with vision and mission for executive leadership team
- Balance priorities of internal politics and create synergy on shared goals between board of directors and executive leadership
- Co-develop short- and long-range objectives in organization-focused efforts to increase equitable services and identify key performance indicators for strategic plan

Consultant

EarthCorps / Tacoma, WA / August 2020-July 2021

- Delivered effective and lean executive coaching
- Evaluated programs and services administered by understanding the objective of the organization and assessing programs' impact against the overall objectives; identified opportunities for program improvement
- Engaged multiple stakeholders/partners in the mission, goals, and objectives of the organization to set a new vision and strategic mission for the next 3 years

Director/Consultant

Fuse Washington / Tacoma, WA / August 2017-January 2020

- Managed and oversaw regional operations of a community mobilization agency advancing the everyday person in politics
- Increased partnerships by 80+% by designing community engagement plan resulting in 100+ relationships between community partners and leaders
- Initiated and maintained dynamic relationships with staff and board, and political, corporate, and community leaders
- Deployed an equity lens, promoting authentic dialogue resulting in the identification, training, and election of People of Color candidates
- Initiated dialogues on race, gender, sexual orientation, and economic differences to prepare leaders and take equity-focused action
- Researched and analyzed voter turnout data, bringing awareness to local political landscape and increasing racial representation in voters

BOARD SERVICE/ CAMPAIGNS

Tacoma Symphony

Board Member
April 2019-Present

South Sound Women's Leadership

Board Member
June 2018-Present

Planned Parenthood

PAC Board Member
June 2018-Present

Citizens for a Healthy Bay

Board Vice Chair
October 2018-Present

Krista Foundation for Global Citizenship

Board Member
November 2012-July 2019

Kristina Walker for Tacoma City Council

Campaign Director
March 2019-November 2019

Victoria Woodards for Mayor of Tacoma WA

Campaign Director
August 2017-November 2017

COMMUNITY BUILDING

Clinical Instructor

University of Washington, School of Public Health / Tacoma, WA / August 2019-July 2021

- Collaborated with faculty and program directors on curriculum design, prioritizing experiential learning for youth-driven environmental justice project work and implementation
- Advocated to center voices of underrepresented communities in curriculum development
- Provided leadership and direction for identity-based affinity groups, spanning an audience of faculty, staff, and students
- Facilitated student understanding of diversity, equity, and inclusion into projects on campus sustainability by creating enough dissonance balanced with support, resulting in positive youth development
- Led groups of students in racial caucusing by centering student voices and creating a safe space that led to higher levels of self-awareness and confidence

Business Development Manager

Sound Outreach / Tacoma, WA / January 2020-December 2020

- Created a program to support African American business owners building wealth and relationships with banks, and increasing economic empowerment and independence
- Increased engagement of Tacoma businesses and leaders by providing guidance on setting up business plans and reviewing financial models to ensure business continuity
- Built partnerships with small- and medium-size businesses and individuals by managing programmatic efforts virtually and in person, resulting in greater financial security

KEYSTONE ENGAGEMENTS

Washington Communities for Children

Facilitated multi-state and multi-stakeholder strategy for Help Me Grow & Family Connects application for Pritzker Foundation \$1,000,000 Grant

University Network for Collaborative Governance & Association for Conflict Resolution Environment and Public Policy 2017 Joint Conference with Triangle Associates, Inc.

Keynote speaker on Equity, Identity, and Civility

Town Hall Panelist with Congressman Derek Kilmer

COVID-19 Impacts on African American and Minority Owned Small Businesses

Molly Moon's Homemade Ice Cream

Facilitated workshops on Diversity, Equity, and Inclusion and How to be Anti-Bias for Hiring Managers

FUSE Washington Annual Pierce County Activist Summit

Facilitated the Progressive Political Strategy for 2018-2020, Activism and Politics in Pierce County and Diversity and Inclusion

Tacoma Roots Summit

Panelist for *What's Going on in The Port of Tacoma: Subarea Plan for the Tide flats*

University of Washington Department of Public Health

Facilitated affinity groups for faculty, staff, and students