

Proficiencies:

Diversity and Inclusion
Performance Management
Organizational Development
Executive Coaching
Nonprofit Operations
Career Coaching
Cohesive Teaming Cultures
Conflict Resolution
Legal Compliance
Strategic Planning
Work Climate Assessments
Employee Relations
Professional Development

Education:

Juris Doctorate
Salmon P. Chase College of Law
Northern Kentucky University
Licensed in Ohio

Bachelor of Arts Degree
English Literature
University of Cincinnati

Affiliations:

Advisory Board Member
Executive Leadership and
Organizational Change (ELOC)
Master's Degree Program at
Northern Kentucky University
College of Business

Cincinnati Bar Association's
Cincinnati Academy of
Leadership for Lawyers Fellow

Cincinnati Regional Chamber of
Commerce's WE Lead, Women's
Executive Leadership Alumna

Cincinnati Homeownership Center
Board Member
Community Development

Deborah A. Heater

Organizational Development
Diversity and Inclusion Strategies
Cincinnati, Ohio
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Professional Capabilities

I am a performance management professional focused on diversity, equity, and inclusion strategies to move organizations from good intentions to actionable strategies for meaningful outcomes.

Performance Results Include:

- Provided diversity, equity and inclusion strategies for over 36 non-profit organizations
- Used diversity and inclusion strategies that led to increases in diversity in underrepresented classifications
- Recruited high-potential diverse employees that supported continuous improvement outcomes
- Designed a tiered leadership development program that increased internal promotional opportunities
- Increased management capacity through leadership development training for aspiring leaders
- Collaborated to create a master's degree program on Executive Leadership and Organizational Change for NKU's College of Business
- Provided training to community action agencies across the State of Ohio for the Ohio Department of Community Assistance related to handling changes to the intake process
- Provided career strategy workshops with positive outcomes feedback
- Oversaw employee engagement initiatives that improved employee morale and retention
- Coached district school leaders to improve educational outcomes
- Collaborated on the creation of evaluation systems that align performance expectations with priority goals
- Structured a customer service feedback system that provides timely response to stakeholder concerns
- Oversaw programming to employ an average of 1600 economically disadvantaged youth
- Recognized by independent audits, including the State of Ohio for effective systems management

Professional Experience

President, CEO, Strategic Performance Systems. LLC - Consulting Services related to improving performance management – consulting services include:

- Unconscious Bias Training
- Diversity, Equity, Inclusion
- Teaming Culture Improvements
- Leadership Training
- Operational Effectiveness
- Anti-Sexual Harassment Training
- Strategic Planning
- Executive Coaching
- Non-profit Training and Consulting
- Conflict Resolution

CEO, Community Economic Advancement Initiatives, Inc. - Executive role to set up the launch of new nonprofit for community engagement/economic development projects- responsibilities included:

- Key Performance Metrics
- Set Up Office Site
- Contract Compliance
- Community Relationships
- Bylaws Creation
- Board Recruitment
- Engage Potential Funders
- Development Agreement

Vice President, Human Resources, Columbus State Community College - Leadership of HR and Leadership Institute - responsibilities included:

- Human Resources Functions
- Performance Coaching
- Professional Development
- Employee Engagement
- Onboarding and Orientation
- Title VII and Title IX Compliance
- Community Projects
- HR Strategic Planning

Director of Human Resources and Organizational Development (Director of Administrative Services), University of Cincinnati, Blue Ash - HR and Organizational Development - responsibilities included:

- Diversity Hiring Plans
- Reorganization Strategies
- Strategic Planning
- Organizational Development
- Conflict Resolution
- Audit Preparation and Response
- Public Safety Department Liaison
- Investigations

Chief Officer, Human Resources, Cincinnati Public Schools - Oversight of comprehensive HR programs for a large urban school district – responsibilities included:

- Organizational Development
- Equal Opportunity Officer
- Professional Development
- Legal Compliance
- Investigations
- Community Projects
- Management Training
- Conflict Resolution
- Strategic Planning
- Grants Management

Vice-President of Operations and Human Resources, Citizens Committee on Youth - Managed community service non-profit programs that included:

- Workforce Readiness
- Organizational Development
- Grants Management
- Community Outreach
- Employment Programs for Youth
- Educational Assessments
- Family Needs Referrals
- Early Childhood Development Programs
- Juvenile Justice Diversion Program
- Professional Development

PRESENTATIONS & WORKSHOPS

Care and Maintenance of a Career Path Ohio Department of Commerce Columbus, Ohio	October 22, 2018
Weatherization Assistance A Vital Line of Defense Keynote Ohio Development Services Agency Columbus, Ohio	October 16, 2018
Unconscious Bias Training Dress for Success Cincinnati Cincinnati, Ohio	July 30, 2018
The Care and Maintenance of a Career Path Women for Leadership and Economic Development Columbus Ohio	June 7, 2018
A Heart for Service Keynote – Serving Poverty Cultures Ohio Department of Community Assistance Columbus, Ohio	June 6, 2018
DEI as a Service Model Workshop Interact for Health Cincinnati, Ohio	May 31, 2018
Embedding DEI in Organizational Values Workshop Interact for Health Cincinnati, Ohio	May 3, 2018
Framework for Diversity, Equity, and Inclusion Workshop Interact for Health Cincinnati, Ohio	March 22, 2018
Unconscious Bias Awareness Presentation Urban League Class of XXIV Cincinnati, Ohio	December 2017
Unconscious Bias Presentation Cincinnati Association Cincinnati, Ohio	April 2017
Keynote Speaker – Transformational Leadership Urban League Class of XXIII Graduation Cincinnati, Ohio	June 2016
Brand Yourself as an Ideal Applicant Job Fair Presentation Ohio Department of Commerce	May 2015 July 2016
Women of Color: Striving for Excellence Panelist Ohio Diversity Council Women’s Conference Cincinnati, Ohio	May 2015

PRESENTATIONS & WORKSHOPS (CONTD.)

Strategic Career Development for Women Workshop Strategic Performance Systems, LLC Columbus, Ohio	April 2015
Creating a Gender Inclusive Workplace Defense Logistics Agency Women's Leadership Summit Keynote Columbus, Ohio	March 2014
Behavioral Intervention and Threat Assessment Table Top Exercises Workshop Columbus State Community College	February 2014
New Albany Public Schools, New Albany Ohio In-service Keynote Speaker & Teachers Workshop Unconscious Bias Awareness in Education	February 2014
Hiring and Supporting Minority Personnel National Association of Multicultural Education Bexley City Schools, Columbus, Ohio	October 2013
HR and Leadership Development Institute Strategic Planning Facilitation Columbus State Community College	March 2013
Student Affairs Department Strategic Planning Workshop University of Cincinnati, Blue Ash	June 2012
Effective Governance of Non-profits Osher Life Long Learning Institute University of Cincinnati	October 2010
Women of Color in Leadership Conference Panelist Ohio Women's Diversity Conference Cincinnati, Ohio	May 2009
Effective Last Chance Agreement Cincinnati Bar Association Women Lawyers Committee	May 2004
Diversity and Recruitment Bowen Center Diversity Conference Covington, Kentucky	June 2002

PUBLICATIONS AND PAPERS

<i>Criminal Convictions and Employability</i> Columbus African American News Journal	February 2015
<i>A Lesson in Police and Community Relations</i> Columbus African American New Journal	December 2014
Columbus African American News Journal <i>Building Cultures of Excellence</i> Ebook on www.strategicperformancesystems.com	February 2015 August 2014
<i>The Care and Maintenance of a Career Path</i> Columbus African American New Journal	June 2014
<i>Transformational Leadership and Organizational Culture</i> Columbus African American News Journal	April 2014
<i>Exploring the Origins of Unconscious Bias</i> Blog series on Racial and Gender-Based Bias www.strategicperformancesystems.com	March 2014
<i>Widening the Circle</i> Blog on <i>Increasing the Presence of Women in Leadership</i>	February 2014
<i>Organizational Development and PreK-12 Continuous Improvement</i> Columbus African American New Journal	January 2014
<i>Many Roads Taken</i> Contributing Writer Short Stories <i>Hope and You Shall Receive</i> Losantiville Press Society of Writers	November 2011