

# ADRIANE ACKERMAN

STRATEGIC DIRECTOR

## CONTACT



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Tucson, AZ



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ackerman/

## EXPERTISE

Program Development  
Strategic Planning  
Resource Development  
Team Building & Leadership  
Stakeholder Relations  
Financial Management  
Community Engagement  
Partnership Development  
Public Relations & Advocacy  
Project Management  
Relationship Building  
Data Analysis & Reporting  
Public Speaking

## EDUCATION

### DUAL BACHELOR OF SCIENCE

Urban & Public Affairs and  
Political Science  
Minor in Civic Leadership  
*Summa Cum Laude*

Member of Dual Honors Program  
Portland State University

### WORKPLACE FACILITATION CERTIFICATION

Institute of Cultural Affairs

## PROFESSIONAL PROFILE

Future-oriented and resourceful Strategic Director, with a wealth of advanced knowledge and proven track record of success leading and developing impactful organizational change. Instrumental in building strategic relationships with stakeholders, funders, and partners to secure resources and improve organizational efficacy. Dedicated leader, committed to promoting justice by training and developing high-performing teams and championing diversity, equity, and inclusion practices from an abolitionist framework. Possess entrepreneurial mindset, constantly seeking innovative solutions to complex challenges.

## EXPERIENCE

### PROGRAM DIRECTOR

Pima County Health Department, Tucson, AZ/2021 – Present

Oversee the planning, execution, and evaluation of 3 complex grant-funded programs aimed at advancing health literacy and COVID-19 mitigation efforts among underserved populations. Effectively administer and operate \$4.5M dollar budget and implement evidenced-based interventions to promote equity, diversity, and inclusion. Lead 10+ contracted partner organizations, 3 staff members, and 4 contributors across several departments. Build and maintain strong relationships with key stakeholders and community organizations to improve outcomes and achieve organizational goals.

- Earned fast-track promotion to Program Director following superior performance and ability to quickly learn and master complex concepts.
- Successfully established and led statewide Learning Collaborative, including 4 major County Health Departments and 7 evaluation teams.
- Secured over \$11M in federal grant funding, increasing organizational capacity and establishing nation's first Office of Health Policy, Resilience, and Equity.
- Designed department's first Cultural Health initiative, including public arts and creating community-led programming with equitable compensation.
- Introduced workforce-led Equity Capability Maturity Model to track and improve organizational development towards equity practices.

### STRATEGIC PARTNERSHIPS DIRECTOR

Portland Metro People's Coalition, Portland, OR/2016 – 2019

Founded political advocacy coalition with over 10K members to increase democracy and protection of historically and contemporarily excluded communities. Planned and coordinated outreach and collaborative visioning campaign, as well as developed actionable framework to enact equitable policy change. Developed communications and branding initiatives to improve engagement with community organizations and stakeholders. Tracked partnership activities, including progress towards goal and outcomes. Developed mixed-methods evaluation process and reported on findings.

- Designed and presented actionable framework for promoting equitable change in municipal settings to over 80 participating countries, showcasing potential for global impact.
- Developed and maintained 30+ partnership opportunities to drive long-term engagement and advance coalition's mission and policy objectives, including partnerships with nonprofit organizations like *AFSCME Local 88* (the region's largest municipal employee union), *350PDX*, *JobsWithJustice*, and many more.

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## TECHNICAL SKILLS

Microsoft Office Suite

Google Suite

Curriculum Design

Social Media Management

Asana

Slack

Miro

Canva

WordPress

## AWARDS, PRESENTATIONS, & PUBLICATIONS

PANELIST & PRESENTER

*Health Literacy Solutions & ECMM*  
NACCHO360 Conference  
2022

EXPERT PRESENTER

*Seizing Power, Organizing Utopia*  
Fearless Cities Conference  
2018

EXPERT PRESENTER

*Service-Learning and  
Community Engagement*  
International Association for  
Research  
2016

CO-AUTHOR

*A year-long journey in the orchard*  
Greenleaf Publishing  
2016

URBAN PIONEER AWARD

Oregon State Treasurer and  
Katrina Matilda Pongracz-Bartha  
Memorial  
2016

## EXPERIENCE *continued*

### PROGRAM COORDINATOR

First Stop Portland, Portland, OR/2015 – 2017

Led innovative initiatives and strategies to encourage social justice and belonging within organization and community. Developed and facilitated engaging study tours on topics including equity, sustainability, public health, smart growth, gentrification, housing, and displacement to drive organizational policy changes in government. Created targeted content for newsletters, websites, and social media to increase cultural awareness and share key strategies with Portland's non-profit organizations.

- Successfully coordinated 30+ educational tours for government officials and business leaders to expand program offerings.
- Connected 400+ global municipal leaders with Portland's "green brain trust" to build collaborations and partnerships across the globe.
- Improved program monitoring by expanding data collection system with over a dozen new categories and metrics, strengthening mixed-methods evaluation.
- Improved program financial management by streamlining and optimizing budgeting and expense reports.

## ADDITIONAL EXPERIENCE & TRAINING

### DEPUTY CITY CLERK

City of Tucson, Tucson, AZ

Collaborated with Office of Equal Opportunity Programs to modernize city-wide Diversity and Inclusion training for over 4,500 employees. Created content and multimedia presentations on issues related to race, disability, gender identity, and LGBTQ+ inclusion. Drove quality assurance, legal compliance, and delivery of city contracts, government agreements, legislation, and advertising.

- Designed and implemented successful campaigns to promote interdepartmental relationship-building, improving collaboration and communication among team members and departments.
- Successfully implemented new communications software by providing expert evaluation, updating procedures, and coordinating workflow.

### TRAINING

New Leadership Oregon, Portland, OR

Acquired knowledge in designing and planning effective leadership campaigns, meetings, and workshops, creating collaborative and inclusive environment, managing group dynamics and conflict, facilitating decision-making and problem-solving, and utilizing innovative tools to enhance engagement and participation in the workplace. Developed skills in public speaking, negotiations, political campaigns, and policy advocacy to make positive impact in communities and advocate for change.

### MAYORAL REPRESENTATIVE

Public Arts and Community Design Committee, Tucson AZ

Personally appointed to represent the Mayor as a Committee Member. The PACD Committee is composed of 21 members representing the Tucson Mayor and Council, the City Manager, Pima County Board of Supervisors, County Administrator, and the Arts Foundation for Tucson and Southern Arizona.