

# Kate Harrington-Rosen

## People and Culture Specialist

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### Skills

**Conflict Resolution** (Expert)



**Employee Relations** (Expert)



**Leadership Coaching** (Experienced)



**Inclusive Practices** (Experienced)



**Workshop Facilitation** (Expert)



**Collaboration** (Expert)



### Links

[My website](#)

[My LinkedIn](#)

### Professional summary

People and Culture Specialist and conflict resolution expert with extensive experience supporting large organizations to reach their equity goals by investing in their biggest resource: people. Certified coach, mediator and restorative justice practitioner trained in de-escalation and stakeholder management. Empathetic and reliable, skilled in building rapport quickly and leveraging relationships to navigate conflict and change.

### Employment history

#### Lead Coach and Consultant, Dynamic Cooperative

DEC 2021 - PRESENT, CHICAGO, ILLINOIS

- Analyze complex employee relations issues, focusing on equity concerns. Provide strategic advice to clients, enhancing organizational inclusivity and performance.
- Coach clients 1-1 and in small groups on equity goals, conflict resolution, and anti-oppressive practices.
- Develop tailored programs for social justice education and leadership growth.
- Design and implement cutting-edge restorative practices and LGBTQ2IA+ education programs. Drive organizational change through innovative consulting approaches.
- Manage budget and invoicing processes efficiently. Generate leads and maintain client relationships, ensuring sustainable business growth and client satisfaction.

#### Facilitator, Chicago Jobs Council

SEP 2023 - PRESENT, CHICAGO, ILLINOIS

- Facilitates workshops on coaching and leadership, enhancing workforce skills and mental health awareness.
- Develops mental health curricula for non-clinicians, significantly improving staff support capabilities.
- Leads racial equity sessions, promoting inclusive practices in workforce development.
- Conducts trauma and resilience workshops, equipping staff to support vulnerable populations effectively.
- Adapts facilitation techniques for in-person and virtual settings, ensuring high engagement and participation.

#### Director, Equity Outreach and Education, Northwestern University

JUL 2017 - DEC 2021, EVANSTON, ILLINOIS

- Conduct workplace concern intakes under Title IX and Title VII
- Advise leaders across national and international campuses regarding employee relations and equity concerns, with a focus on race, gender, sexual orientation, and ability
- Provide tailored guidance to diverse units regarding harassment, discrimination, and sexual misconduct policies and processes
- Collaborate with partners across campus, including Human Resources, Learning and Organizational Development, General Counsel, and investigators to identify education and support gaps

- Create a strategic outreach and education plan to engage students, staff, and faculty in harassment, discrimination, and sexual misconduct prevention, and to inform them of their rights and responsibilities under relevant university policies
- Create curriculum for and facilitate workshops, trainings, dialogues, and practice groups regarding sexual assault prevention, microaggressions, and LGBTQIA+ cultural humility, bystander intervention, and anti-racism
- Manage and implement yearly online sexual misconduct prevention training for 10,000+ returning students
- Notable projects and leadership roles:
  - Steering committee member and lead facilitator, Inclusive Teaching Practicum, 2021, 2022
  - National Academies for Sciences, Engineering, and Medicine Working Group on Sexual Violence Prevention, 2019-2021
  - Steering committee member and contributing editor, Northwestern University Inclusive Teaching Guide, 2021
  - Chair for programming, Sexual Assault Awareness Month: Envisioning Harm-free Communities, 2021
  - Co-chair for programming, Out Network (LGBTQIA+ Affinity Group), 2021
  - Core working group, Genderqueer, Non-binary and Trans Task Force, 2019
  - Co-founder, Sexual Violence Prevention Working Group, 2018-2021

### **Director of Training and Curriculum, Praxis Group**

MAY 2018 - JUN 2020, CHICAGO, ILLINOIS

- Consulted with organizations to create inclusive spaces for LGBTQ clients, enhancing client satisfaction.
- Developed and led workshops on conflict resolution and equity topics, improving team dynamics.
- Coached individuals and groups to implement conflict resolution guidelines, fostering a positive environment.
- Managed all aspects of workshop coordination, ensuring smooth execution and high participation rates.
- Spearheaded innovative LGBTQ+ cultural humility trainings, fostering inclusive environments and driving organizational change across diverse sectors.
- Developed comprehensive conflict resolution guidelines, enhancing client implementation through targeted coaching and measurable outcome tracking.
- Orchestrated multifaceted workshops on anti-racism and allyship, facilitating open dialogues and promoting actionable equity strategies.
- Streamlined workshop coordination processes, optimizing resource allocation and significantly improving client satisfaction rates.
- Pioneered community accountability frameworks, integrating cutting-edge research to address evolving societal needs and foster lasting change.

## **TransWorks Program Manager, Chicago House and Social Service Agency**

MAR 2015 - JUL 2017, CHICAGO, ILLINOIS

- Led transgender employment program, achieving 96% client placement. Developed job readiness workshops and cultural competency trainings for employers.
- Guided local employers on gender equity policies, enhancing workplace inclusivity.
- Developed and led transgender cultural competency trainings, improving employer awareness and enhancing client placement.
- Designed and facilitated bi-monthly job readiness workshops, boosting participant employability.
- Fostered partnerships with local nonprofits, creating comprehensive support services. Established mentorship program connecting job seekers with employed transgender individuals.
- Designed outreach materials and managed program's online presence. Created curriculum for bi-monthly job readiness workshops, enhancing client preparedness.
- Maintained grant-compliant databases and documentation.
- Supervised interns, ensuring meticulous adherence to program standards and client support protocols.

## **Case Manager and Support Line Advocate, Sexual Assault Resource Center (SARC)**

2011 - 2014, PORTLAND, OREGON

- Provided confidential advocacy and court accompaniment for 20 commercially exploited youth.
- Facilitated community trainings on child sexual exploitation, enhancing public awareness and prevention.
- Developed training programs addressing the exploitation of boys and trans youth, filling critical awareness gaps.
- Staffed a 24-hour crisis line, offering immediate support to sexual assault survivors at hospitals and police precincts.
- Partnered with Portland Police Bureau and District Attorney's office to facilitate Sex Buyers Accountability and Diversion program, promoting rehabilitation.
- Collaborated with FBI on nationwide stings, utilizing cross-disciplinary expertise to support clients and combat commercial sexual exploitation.

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## **Education**

### **Master's of Science in Communications, Northwestern University**

JUL 2018 - AUG 2019, EVANSTON, ILLINOIS

### **Bachelor's Degree in Hispanic Studies and Women's Studies, McGill University**

SEP 2007 - MAY 2011, MONTREAL, QUEBEC, CANADA

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## **Selected conference speaking engagements**

### **“Hiring for Organizations: Unpacking Bias and Skillfully Engaging to Move Towards Equity.”**

YWCA EQUITY SUMMIT, JUNE 2020

### **“RIP Implicit Bias: Recognizing, Identifying, and Processing Bias to Provide a More Fair Process for All.”**

ASSOCIATION OF TITLE IX ADMINISTRATORS CONFERENCE, OCTOBER 2019

### **“Supporting Our Sisters, Not Just Our Cis-sisters: Radical Inclusion for Our TGNC Siblings”**

NATIONAL WOMEN'S STUDIES ASSOCIATION PRE-CONFERENCE, NOVEMBER 2018

## **“Collaborating to Prevent Sexual Violence”**

NASPA IV-EAST CONFERENCE, NOVEMBER 2018

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### **Selected certifications and training**

#### **Associate Certified Coach (In Progress) at International Coaching Federation**

SEP 2023 - OCT 2024

#### **Certified Professional Coach at Academy of Creative Coaching**

NOV 2023

#### **Mediation Certification at Center for Conflict Resolution**

DEC 2021

#### **Restorative Justice Facilitation Intensive at Northwestern University**

SEP 2021

#### **Harm Reduction Training Series at Chicago House**

AUG 2017

#### **Mental Health First Aid at Presence Health**

AUG 2016