



*Con Ta Bai!* Dr. Claudine Richardson Fraser (pronouns: they/them/their), is the founder of Neima Education LLC, supplying executive organizational and EDIB leadership coaching and consulting for strategic organizational commitment accountability beyond hope. Neima Education LLC supports EDIB initiatives at for-profit and non-profit organizations across spaces and their members.

The founder of Neima Education LLC, has served as the Policy Associate for the Washington State Board for Community and Technical Colleges – providing access and success professional development for over 500 people and across 34 Colleges. Further, Dr. Richardson Fraser served as the Spokane Falls Community College Director for Student Development, Diversity & Equity, Guided Pathways Steering Committee Member and former cochair of Stay on the Path (Winter '21), Student Conduct Chair, Title IX Investigator, Safe Campus Advocates co-coordinator, and Safe Search Advocate, Diversity and Equity (DEGA), Core Theme 4 (DEI), and District Equity Council member for Community Colleges of Spokane (CCS). Dr. Richardson has 17+ years of experience in various roles in post-secondary education. Twelve of those years focused on developing and implementing equity awareness and learning opportunities for student, faculty, and staff. Claudine uses a cycle policy & analysis mindset, situated in servant, relational, social identity leadership, the cycle of socialization theory, Kilgo et al. (2019) Barriers & Solutions model for dismantling inequity, anti-racism, and CritTheory practices to create a strategic diversity plan synergy at a decentralized, centralized, and integrated level known as A.I.R.E.D. (accountability, incentives, responsibility, and educational diversity rationale).

Claudine's work includes:

- Supporting organizations in creating EDI plans and implementations
- Equity in faculty and staff development; curriculum design & support;
- Data interpretation and marketing for EDIB across spaces;
- Coaching for inclusive EDI assessment and support – given current structures;
- Development and coordination of team Staff and Faculty of Color Reception and Courageous Spaces.

They are a constellation catalyst in complex system of post-secondary education. As a catalyst, they form relationships with various groups in order to provide wraparound services for your agency members (student's faculty, staff, and health and mental wellness providers).

Dr. Richardson Fraser is informed by quasi methodology for developing a group DEI plan (i.e. WACTC Equity Resource Bank Inventory Tool - Richardson, 2019) that reviews access and success, learning and diversity, diversity research and scholarship, and developing a multicultural inclusive campus climate. This includes linking pre-existing efforts with emerging strategy and based on financial resources. Claudine serves as a consultant to industry leaders for inclusive excellence.

As a multi-ethnic, low income, first-generation, LGBTQIAPD+ graduate of color, racial and religious *minoritized* college student, Claudine was/is a passionate educator who believes lived experience coupled with their educational background has equipped them to serve with inclusive excellence in various fields in higher education and beyond. Their empathy and passion to serve community helps Neima Education LLC strive to expand and grow their founder's bandwidth to be in the water supporting and collaborating with teams; thus, creating the best learning experiences for participants to reach their goals and mission fulfillment.

Claudine earned their B.S. in Biology, B.A. in Modern Languages, M.S. in Biology, and M.P.A. in Public Administration (with focus on higher edu policy and cycles) from Eastern Washington University, and a Ph.D. in Leadership from Gonzaga University, with a focus on turning negative *minoritized* student and staff experiences, in higher education, into positive ones. I am my people (great granddaughter of *Tuncj* and Dadads, daughter of Alicia, and mother of *Poejuju*) - Black, Arawak, Hispanx, East Indian (*Madrás*).