

MAHOGANY TUCKER

ORGANIZATIONAL LEADER CONTACT

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WORK EXPERIENCE

EQUITY AND CHANGE MANAGEMENT CONSULTANT

Headwater People (October 2022-June 2023)

Supported clients in building capacity for equitable change management efforts. Once they established racial equity as a priority, I helped them (1) implement critical initiatives driving systems, process, and culture changes, (2) and monitor/report their performance.

OUTREACH COORDINATOR

Ada Developers Academy (May 2021-July 2022)

- As we grew, I worked closely with the Admissions and Communication departments to expand and manage our outreach goals and initiatives.
- I was responsible for developing, planning, and coordinating public outreach efforts.

LEAD COORDINATOR

South King County Discipline Coalition (August 2018-April 2021)

- Developed strategic direction, identified and implemented antiracist initiatives, and ensured progress towards goal attainment.
- Provided guidance, information, and advice to partnering Community-Based Organizations and School District Directors, Superintendents, and Managers.
- Collected data and apply analysis to develop reports, presentations, and training curriculum.
- Engaged, built, and sustained relationships with diverse people and cultures.
- Collaborated with human resources to build internal and external partnerships and agreements that help amplify under-represented and diverse perspectives.
- Planned led and coordinated community-led solutions work, including the data collection, documentation, and reporting.

COMMUNICATIONS INTERN

4Culture (October 2018-March 2019)

- Create and organize meeting notes of all Communications team meetings with other departments and the Board.
- Manage logistical planning for all organizational outreach meetings for the upcoming year.
- Develop alt-text for the website.

UTILITIES ACCOUNT REPRESENTATIVE I

Seattle Public Utilities (March 2015-May 2018)

- Nominated as Change Team Lead of a team collaborating with leadership to implement equitable policy reform.
- Initiated dialogue with various workgroups to resolve and prevent issues with ratepayer billing and service.
- Created and amended customer accounts within the utility billing system.
- Reviewed customer consumption and billing history to address customer concerns.

ON-PREMISE ADMINISTRATOR (PROMOTED FROM ADMINISTRATIVE ASSISTANT)

Aerotek (August 2012-October 2014)

- Trained four new regional administrative team members; coordinated with other administrators and backup as needed.
 - Provided administrative support by facilitating pre-employment paperwork orientations and auditing documents for accuracy.
 - Was responsible for managing third-party vendor relationships and services to support 3,000+ contractors.
 - Managed office supply and marketing material logistics for 2 offices.
 - Managed multi-line phone service and lobby for 20+ visitors and callers per day.
 - Proactively collaborated with several teams to ensure, 15-50 weekly, new hires are 100% compliant with client-specific pre-employment clearances, including E-Verify.
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EDUCATION

BACHELORS OF ARTS, ORGANIZATIONAL LEADERSHIP

Seattle University (2019)

VOLUNTEER EXPERIENCE

KING COUNTY EQUITY CABINET

King County Office of Equity and Social Justice (June 2021–November 2022)

- Provide ongoing analysis of the County's policies, practices, and procedures to
- ensure that decision-making supports the County's intention to address the root
- causes of disparities and distribute resources using equity and racial justice as
- primary factors for defining objectives and measuring progress.
- • Support evaluation of the County's progress on the Equity and Social Justice
- Strategic Plan and pro-equity policy agenda.
- • Advise on enterprise-level work and partner to transform county-wide practices that
- currently hinder equitable and racially just outcomes (e.g. budgeting, contracting,
- capital planning, hiring and promotion).
- • Collaborate with all levels of County government to ensure effective engagement
- and partnerships with Black, Indigenous, and communities of color.

ADVISORY BOARD MEMBER

South King County Discipline Coalition (April 2016–August 2018)

- Collaborated to create the application to subgrant funds to grassroots organizations. (August 2016)
- Collaborating to develop Family Advocacy training curriculum for students and parents. (Summer 2017)

COUNCIL MEMBER

SOAR Youth Advisory Council (December 2012–January 2017)

- Drafted grant application and successfully budgeted the application of funding. (September 2016)
- Arbitrated important factors to support the successful engagement and reintegration of opportunity youth into school programs and the workforce.
- Hosted Community Conversation with a focus on Education and reported findings to Mayor. (April 2016)

ALUMNI BOARD MEMBER

Year Up Puget Sound (September 2012–January 2017)

- Facilitated board meetings to maintain collaboration on goals that impact alumni, students, and interns.
- Created content (i.e. scope, scale, and budget) for alumni events.
- Planned and hosted series of financial literacy classes. (November 2016)

TECHNICAL SKILLS

- Adobe Acrobat Pro
- Adobe Illustrator
- Adobe InDesign
- Canva
- Spreadsheet Automation
- Google Suite
- Grant Writing and Reporting
- Microsoft Office
- Outreach Airtable
- Peoplesoft/Oracle
- Salesforce
- SharePoint