

AMELIA H. PSMYTHE SEGER

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Visionary servant leader, providing valuable programs and facilitating cohesion among partners by deftly navigating difference and building trust.

VALUE OFFERED:

- Transparency champion with emphasis on honesty, integrity, and approachability to foster collaboration; uses strategic frameworks and clear roadmaps to catalyze organizational forward momentum.
- Engaged convener committed to training leaders and energizing staff through empowerment, coaching, mentoring, and accountability, to build synergy in fulfilling organization's mission and initiative's promise.
- Inclusivity advocate creating space for all voices to be heard; actively seeks out opportunities to include diverse perspectives in collaborative work and decision-making to further equitable outcomes.

"It's been gratifying to work with you in so many capacities. I appreciate your authentic commitment to moving through difficult situations. In facilitating the LSP Constellation, you have created space where everyone can share their voices and perspectives moving us from division to cohesion. It's amazing. ROSE is awarding you the William Lloyd Garrison Ally award in recognition of the action you've taken to recognize and call out racism so that we can transform the work of achieving health diversity, equity and inclusion."

Dr. Kimarie Bugg, CEO, Reaching Our Sisters Everywhere (ROSE)

CAREER EXPERTISE:

Collaboration | Partnerships | Collective Impact | Systems Thinking | Inclusionary Dynamics | Racial Equity & Social Justice | Facilitation | Shuttle Diplomacy | Coalition & Movement Building | Strategic Priorities | Program Development | Policy Analysis | Outreach & Public Relations | Advocacy Strategy | Government Relations | Mission Focus | Leadership | Fundraising | Grant Writing | Revenue-Generation | Performance Measures | Board Relations | Governance | Staff Development | Training & Mentorship | Operations Oversight |

FORMAL RECOGNITION:

William Lloyd Garrison Ally Award, Reaching Our Sisters Everywhere (ROSE), National (2020)
Inaugural Annual Awardee, *Amelia Psmythe Leadership Award*, Nursing Mothers Counsel of Oregon, Portland, OR (2009)

ORGANIZATIONAL LEADERSHIP

MANY WAYS, LLC

Founder & Systemic Change Consultant | 2018 –Present

Executive Snapshot: Support for individuals as Certified Professional Diversity & Belonging Coach. Convene group courses and workshops. Guide organizations through Executive Diversity Coaching, team building, consultation for strategic collaboration, and equity-informed mediation. Officiate ceremonies to honor life transitions. Facilitate Systemic & Family Constellations.

UNITED STATES BREASTFEEDING COMMITTEE (USBC) – NATIONAL; BASED IN WASHINGTON, DC

Deputy Director | 6/2012–3/2023

Interim Executive Director | 1/2018–10/2020

West - Pacific Coalition Region Representative (Elected Volunteer Role) | 8/2009–6/2012

Executive Snapshot: Recruited to Deputy Director position in recognition of leadership provided serving the West-Pacific region (including advocacy for representatives to become voting members), policy acumen, organizational capacity building, and governance expertise. Progressively promoted into a top leadership role managing \$1.4 million annual budget with 8 staff servicing over 100 member organizations and related strategic partners, community leaders, providers, policy makers, and investors. Support teams providing organizational functions including finance, budgets, personnel, compliance, communications, development, advocacy, and overall program planning, grant management and performance. Oversee governance, board relations, and leadership planning including board nominations. Staff the Governance Committee, Nominating Committee, Collective Impact Constellation Steering Committee; as well as seven national collaboratives on wide-ranging topics driving policy, systems, and environmental change. Acts as resource and troubleshooter, removing obstacles to empower stakeholders while working cohesively and inclusively toward shared goals.

- **Built innovative model that holds collaborative work in Collective Impact frame;** crafted Constellation Formation Pathway that guides groups to identify a shared agenda, imbed equity values, commitment, and practices, and formalize working processes.
- **Trained leaders in Collective Impact principles** to serve as Stewards of collaboratives; trained staff to serve as backbone support.
- **Deepened racial equity skills via ongoing education and collaborative work;** applied lessons learned from trainings and readings to continually grow courage and practices on intrapersonal, interpersonal, organizational, and systems levels.
- **Fortified facilitation skills to support group navigation of complex interpersonal/organizational relationships;** undertook five years of formal facilitation/leadership study and training to help groups with disparate backgrounds and passionate conflicts work together; ongoing participation in practicum with international learning cohort.
- **Found common ground and facilitated breakthrough in collaborative of 20 national organizations with prior contentious history;** co-facilitate the Lactation Support Provider (LSP) Constellation since 2013, layering trust and establishing synergy, resulting in nuanced decision-making agreements and publication of collaborative work products after decades of stalemate in the arena.

- **Safeguarded and increased critical funding streams;** improved relations with funders through transparency and ongoing communication while delivering timely and measurable results that demonstrated organization's value.
- **Garnered \$2 million increase in federal Appropriations to the CDC *Hospitals Supporting Breastfeeding* line item** by driving expanded outreach efforts and tying breastfeeding to broader public health infrastructure investments, including maternal child health. Drafted powerful and impactful sign-on letter outlining U.S. delegation missteps at the World Health Assembly.
- **Built faith in fiscal operations through improved internal financial controls;** launched audits; ensured compliance; established timely generation and submission of mandatory reports; presented regularly to the Board of Directors.
- **Fostered trusting relationships between board and staff;** convened weekly check-ins with board chair; strong commitment to transparency and communication; and paved way for positive board-staff relations.
- **Provided individual mentorship to staff team to build healthy culture during challenging interim leadership transition;** provided mentoring and reassurance during interim period; encouraged and rewarded initiative; co-created positive environment.
- **Successfully navigated complex Human Resources circumstances;** centered kindness, integrity, and legal compliance.

OREGON PUBLIC HEALTH INSTITUTE – PORTLAND, OR
Breastfeeding Coalition of Oregon (BCO) Director | 10/2007–9/2012

Executive Snapshot: *Founded coalition through grassroots community mobilization; established statewide infrastructure, membership, benefits, newsletter, advocacy, and PR capacity. Acquired funding from Oregon Department of Health and fiscal sponsorship within Oregon Public Health Institute (OPHI). Moved BCO to capitalize on OPHI's stature and presence to amplify mission.*

- **Smoothly shifted the organization's fiscal agent from a local grassroots organization to a state-level advocacy nonprofit;** launched proactive communication campaign which emphasized benefits of greater exposure and program support.
- **Addressed unique needs of rural / urban populations** by creating East / West steering committee structure for statewide reach.
- **Drove policy, systems, and environmental change for impact** by building a hospital collaborative, innovative insurance collaborative, workplace law advocacy programming, and public awareness media campaign.
- **Added organizational value by providing CEU educational programming to members;** planned and convened five annual meetings, growing audiences annually and attracting national speakers.
- **Contributed to establishing first-ever national workplace support protections for breastfeeding mothers** by working with Senator Jeff Merkley to co-write the national Nursing Mothers Break Law as an amendment of the Affordable Care Act.

NURSING MOTHERS COUNSEL OF OREGON – PORTLAND, OR
Executive Director | 8/2004–9/2009

Executive Snapshot: *Transformed need for personal breastfeeding help into career path; took training to become peer counselor and stepped up to lead and fund organization after announcement that it was closing due to depletion of funds. Infused organization with mission-critical cash flow by winning federal grant resources as well as functioning as project leader and receiving training to implement national Ad Council campaign within community. Expanded program reach through training, membership, and advocacy. Revitalized operations through revisions to all functions to provide more efficiency and outcome-oriented approaches.*

- **Engineered 5x revenue growth to organization** by aggressively pursuing grants and winning support that secured its financial future.
- **Re-energized volunteer base to achieve 3x growth in active members;** restructured committees; creating meaningful service opportunities; defined job descriptions and responsibilities; and drafted philosophy statement.
- **Amplified organization's work resulting in frequent news mentions;** launched public relations campaigns, including Ad Council ads, press releases, and outreach materials; heightened public visibility of issues, particularly workplace protections.

SELECT PROFESSIONAL DEVELOPEMT HIGHLIGHTS

Certified Professional Diversity & Belonging Coach: ICF-Accredited Coaching Diversity Institute, March-September 2022
 Technology of Participation (ToP) Certification: Leadership Intensive, online, February-March 2022
 Unfolding Potential Systemic Constellation Facilitator Intensive, Montserrat, Spain, October 2021
 Resolutions Northwest Certification: *Equity-Informed Mediator for Portland Neighborhoods*, Portland, OR, June 2021
 Resolutions Northwest: *Disrupting White Supremacy in Executive Leadership*, Portland, OR, March 2021
 Human Systems Institute Certification: *Systemic Constellation Facilitation Leadership Programs*, Aurora, OR, Sept 2016 – April 2019
 FSG Collective Impact Forum: *From Self to Systems*, Washington, DC, April 2016
 White Men as Full Diversity Partners: *USBC Health Equity*. Multi-year consultation engagement & training, 2014-2017

AFFILIATIONS / INVOLVEMENT

Anti-Racism 8-Week Course: Created curriculum to guide white people new to anti-racism framework | Virtual (2020-Present)
Report Working Group Member: Healthy People 2020 Law & Health Policy Project | Maternal, Infant and Child Health Report (2019)
Convene Systemic Constellation Facilitator Practice Group: Twice-monthly facilitator practice | In-person & Virtual | (2018-Present)
Expression of Breast Milk Advisory Committee Member: Oregon Bureau of Labor and Industries (2011-2016)
Implementation Committee Co-Chair: Oregon Medicaid Coverage: Doulas for High-Risk Births (HB3311) (2011–2012)