

Heather Arnold-Renicker

harenicker@gmail.com

Professional Experience:

Building Bridges

Program Strategy, Development and Design

April 2014 – August 2014

- Advise on and develop content and materials for the school-year Colorado-based program, including program structure for the year, program design, coaching guides and other materials.

Leadership for Educational Equity

Consultant

August 2013 – April 2014

Curriculum Development and Facilitation

- Develop anti-oppression/anti-racist/white privilege curriculum for all staff
- Facilitate anti-oppression/diversity and equity trainings for the staff at LEE

Program Coaching, Strategy and Development

April 2014 – August 2014

- Facilitate one on one coaching sessions for and Advocacy Summer Fellows
- Advise on and develop content and materials for the coaching program and other aspects of the Policy and Advocacy Summer Fellows programming, including regional and national trainings
- Provide general support on program management, including long term planning for the Diversity in Elected Leadership Series and the creation of a program management handbook.

Diversity, Equity and Inclusion Resource Group Management

September 2014 – present

- Develop strategy for staff involvement in identity-based resource groups and manage the outreach and orientation process
- Manage resource groups including, but not limited to, agenda development and support, facilitation skill development for staff coordinating resource groups, resource gathering and development for resource groups, as needed
- Develop and execute resource group evaluation

Leadership Development and Design

- Assist with the LEE Political Leaders Fellowship program revision process – revise documents, research program materials, readings and best practices for coaching and other aspects of leadership development programs
- Provide coaching on staffing for the team, team structure and processes for ensuring sustainability amongst team members
- Execute an organizational assessment of coaching practices and develop best practices and resource guide for coaching methodology

American Parents Association – Parents Together

Consultant

August 2012 – present

Program Strategy and Development

- Assist in the development of state strategy for parent engagement programming and organizing
- Assist in the development of an online community/network for parents seeking support and community with other parents
- Strategize for hiring and strategic planning in state offices
- Develop job descriptions and job briefs for state offices
- Other strategy and program development

Social Media Manager

- Maintain the national Parents Together Facebook page
- Research articles, readings and other resources to share with parents across the country

Teach for America Policy and Advocacy Initiative

Summer Fellowship Program Manager

May 2011 – August 2011

Curriculum Development and Program Design

- Design summer program, including learning exchanges, group meetings, coaching sessions and other leadership development opportunities.
- Coordinate speakers to meet with fellows in each region and develop agendas, pre-readings and reflection work.
- Develop policy leadership, visioning, political landscaping and personal strategic planning curriculum for group training sessions and learning exchanges.

Facilitation and Coaching

- Facilitate meetings and learning exchanges for 42 summer policy and advocacy fellows in 8 regions, including coordinating with staff in regional Teach For America offices to ensure success of local events.
- Conduct one-on-one coaching sessions with fellows regarding their policy and advocacy leadership goals and career trajectory.

Center for Progressive Leadership – Denver, CO & Washington, DC

Consultant

January 2011 – May 2011

Facilitation

- Facilitate trainings on inclusiveness and social justice, strategic planning, root cause analysis and peer coaching.
- Assist in the facilitation of faculty orientation trainings for the 9 month civic leadership development program

Curriculum Development and Program Design

- Review and provide recommendations and adjustments to curriculum for current civic leadership programs
- Review and make recommendations for changes to current program design, coaching structure, etc.

Partnership Development and Outreach

- Work with the national office to develop and foster partnerships with national organizations to host summer college student interns interested in civic leadership development
- Secure internship placements for over 35 summer interns, including a \$4,000 stipend for each intern

National Program Manager

January 2009 – December 2010

Program Planning

- Develop and manage plans for new and existing leadership programs, including setting and monitoring progress towards goals; developing and tracking budgets and timelines; and coordinating support of other staff.
- Support in the development of new comprehensive civic leadership development programs, including research, assessment and program design.
- Develop systems to track applications, manage faculty and consultants, and document processes to be used on an ongoing basis.

Program Management

- Manage the outreach process for national civic leadership programs, including recruitment, application and selection.
- Provide consistent communication and ongoing support to national program participants.
- Manage consultants, including identifying, recruiting and preparing guest trainers, managing part-time faculty, and identifying and working with experts to inform curriculum and civic leadership program development.
- Maintain a database of potential partner organization placements and work to match selected participants with appropriate internship and entry-level opportunities.

Program Implementation

- Design, develop and revise training materials, including lesson plans and handouts.
- Design and implement trainings, coaching, networking events, and mentorship opportunities for program participants as well as “Train the Trainer” sessions for program alumni and other organizational staff.
- Develop and maintain an active alumni network for national civic leadership program participants.

Staff Management

- Manage one program intern for 10 weeks during the summer.
- Manage the National Programs Coordinator position.

Leadership Positions

- Co-chair of the CPL Inclusiveness Committee; develop agenda and facilitate inter-organizational conversations about race, class, gender and sexuality in concordance with organizational culture and policy
- Co-chair of the CPL Strategic Planning Committee; led the revision process of the organizational strategic plan, focusing on adapting the organizational values, mission, vision and key goals and outcomes

National Program Associate

September 2007-January 2009

- Assisted with the development and implementation of curriculum.
- Researched new civic leadership development program models and provided recommendations for future programming.
- Led and supported partner outreach for the summer internship program.

- Collected, summarized and organized evaluation materials from major program areas.
- Edited and provided feedback on organizational documents, including assessments, evaluations, training manuals, curriculum, workshop exercises, and discussion topics.
- Developed worksheets and guides for participants to assist in connecting learning experiences with professional and personal goals.
- Assisted in the development of a department strategic plan.

Colorado Common Cause – Denver, CO

Policy Advocacy Intern

September 2006-June 2007

- Conducted research on policies and practices in other states regarding lobbying ethics reform.
- Implemented an inclusiveness initiative for the Colorado Common Cause board.
- Worked on the campaign for Colorado’s Amendment 41.
- Assisted with the design of a youth outreach program for voter registration and involvement.

Volunteers of America – Denver, CO

Case Manager

January 2005 – September 2005

- Managed a caseload of 10-15 homeless youth in a transitional housing program.
- Supported youth in attaining driver’s licenses, social security cards, food stamps and birth certificates.
- Assisted youth in the development of career and life skills

Case Manager

Moving to End Sexual Assault (MESA) – Boulder, CO

June 2003 – January 2005

- Worked with and advocated for clients needing services or assistance after initial call to the rape crisis hotline.
- Provided support, explored local resources, attended court hearings, participated in multi-agency strategy groups with attorneys, police, city and county officials, etc for survivors of sexual assault.
- Assisted the Volunteer Coordinator with training and recruiting volunteers.

Teaching Experience:

Adjunct Faculty MSW program

Winter 2010 - present

University of Denver
 SOWK 4120 Social Welfare Policy
 SOWK 4132 Multicultural Social Work Practice
 SOWK 4007 & 4008 Community Practice I & II
 SOWK 4340 Theories of Leadership

Adjunct Faculty MSW program

Fall 2010

Catholic University of America
 SSS581 Social Welfare Policy and Services

Adjunct Faculty BSW program

Fall 2010

George Mason University
 SOCW351 Social Justice and Social Policy I

Volunteer Experience:

Advisory Committee Member

Colorado Participation Project – Denver, CO

August 2011 – August 2013

Board Member & Board Chair

Chinook Fund - Denver, CO

January 2011 – August 2013

Grant Making Committee

Chinook Fund – Denver, CO

September 2004 – May 2008

- Read, assessed, and analyzed grant proposals on a quarterly basis.
- Determined funding levels for grantee organizations.
- Conducted site visits for grant-making committee.
- Participated in social justice caucuses.
- Assisted with fundraising letters and conducted donor visits.

Hotline Counselor

September 2002 – June 2003

Moving to End Sexual Assault (MESA) – Boulder, CO

- Provided hotline counseling to survivors of sexual assault ~ 50-100 hours/month.
- Accompanied sexual assault survivors to the hospital.
- Supervised a group of other hotline counselors and provided support to new counselors.
- Assisted with the training and orientation of new hotline counselors.

Education:**Masters of Social Work**

Graduated – June 2007

University of Denver

Bachelor of Arts in Psychology

Graduated – May 2003

University of Colorado at Boulder

Publications:

Walls, N. E., Griffin, R., Arnold-Renicker, H., Burson, M., Johnston, C., Moorman, N., Nelsen, J., & Schutte, E. C. (2009). Mapping graduate social work students' learning journeys about heterosexual privilege. *Journal of Social Work Education*, 2, 289-307.

Awarded the Best Empirical Article award from the *Journal on Social Work Education*

October 2010

Training/Continuing Education:

Project PAVE (Promoting Alternatives to Violence Through Education)

Designed and facilitated a storytelling training for youth peer educators

October 2014

Colorado Nonprofit Development Center

Designed and facilitated a gender identity awareness training for all staff

March 2014

The Chinook Fund

Facilitated annual anti-oppression & volunteer orientation training

January 2014

Young People For the American Way

Facilitator at the Eastern region fellowship weekend

July 2010

Training on Storytelling and Progressive Values and Philosophy

Campus Progress

Speaker at the Action Alliance Retreat: "Organizing in a New Progressive Era"

February 2010

Training for Change

Whites Confronting Racism Workshop (3-day leadership workshop)

October 2009

Rockwood Leadership Program

Art of Leadership (3-day non-profit leadership workshop)

March 2009

Interaction Institute of Social Change

Masterful Trainer (Train the Trainer 2-day Workshop)

March 2009

IMPACT Conference Facilitator

Workshop title: Building Campus Power, Managing and Leading Effective Teams

March 2009

IMPACT Conference Facilitator

Workshop title: Building Progressive Leaders on Campus

March 2008

White Privilege Conference

3-day anti-racism, anti-oppression training

April 2007

Disrupting Privilege Course

4 month course focusing on privilege and oppression

Spring 2007

2006 Art of Hosting Leadership Training

January 2006

Chinook Fund Anti-Racism Training

December 2004

40-hour MESA Rape Crisis Hotline Counselor Training Program

October 2002