

MARK CREAR

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DIVERSITY, EQUITY & INCLUSION

A passionate DEI ambassador, principal strategist, advocate and enforcer with over 15 years' experience and expertise in Diversity, Equity & Inclusion, multicultural competency, leadership development, organizational performance coaching and employee psychological safety. Notwithstanding, a two-time Olympic medalist who's known for his exceptional integrity, work ethics, bottom-up management style and ability to lead, encourage and produce results.

KEY AREAS OF EXPERTISE

- Microaggressions & Implicit Bias
- EEO/AA/ADA, IDD
- DE&I data/metrics
- Employee relations and engagement
- Multicultural competence
- Project management
- Disability sensitivity/competency
- Change management
- Emotional Intelligence & change management
- Extensive people leadership experience
- Employee law knowledge
- Staffing and resource planning
- Public speaking
- Certified human resource professional

PROFESSIONAL EXPERIENCE

Diversity, Equity & Inclusion, Manager | Valley Mountain Regional Center (VMRC)

<http://www.vmrc.net>

12/05/2022 to 02/13/2024

- Developed, planned, organized, managed, and evaluated internal and external IDD/ DEI programs and activities.
- Promoted efforts to achieve diversity, equity, and inclusion within the IDD & Stockton community.
- Demonstrated commitment to the VMRC core values.
- Served as a strategic partner with the Executive Director, Senior Leadership on internal and external DEI work.
- Lead and collaborated with Human Resources in the management of all DEI programs, including policy and practice improvement.
- Provided expert professional SME on all DEI matters to the Executive Director.
- Collaborated with key stakeholders across the organization (Executive Director, Senior Leadership), to help evolve the design of policies, practices, and experiences that create a sense of belonging for all.
- Expanded the theme of “place where you belong”, by establishing a culture of psychological safety.
- Evaluated qualitative feedback, quantitative data, and observations on a regular basis to inform strategy, decision-making, and accountability.
- Developed engaging and impactful diversity and inclusion learning modules that build inclusion competency across the organization and its members.
- Spearheaded campaigns and business development strategies for the minority population group of Hispanics, Asians, African Americans, LBGTQA and women.
- Using DE&I data to stay current with leading and innovative DE&I proven successful methods.

Diversity, Equity & Inclusion, Chief Consultant | In The Zone, ccc<http://www.inthezoneccc.com>

05/14/2013 to 08/08/2022

- Integrated Diversity, Equity, and Inclusion with Human Resources strategies, practices and processes around culture (i.e. employee engagement, retention, learning and development).
- Used DE&I data to stay current with leading and innovative DE&I topics by using DE&I data.
- Coached executives to enhance communication, cultural competency, time management, stress management skills and work-life balance.
- Generated employee satisfaction survey and moderated multiple focus groups, resulting in 'Voice of the Employee' solutions which allowed leadership to gain awareness of the real issues impacting loss of productivity.
- Developed and implemented diversity, equity and inclusion culture strategies for organization of 2000 members. Strategies included cultural awareness, competency & sensitivity initiatives and leadership training.
- Developed engaging and impactful diversity and inclusion learning modules that build inclusion competency across the organization and its members.
- Spearheaded campaigns and business development strategies for the minority population group of Hispanics, Asians, African Americans, LBGTQA and women.

Executive Director, MDE&I | The American Association of Christian Counselors (AACC)<http://mcd.aacc.net/about/>

10/01/2005 to 12/20/2021

- Established DEI strategies and ERG's for minority groups (Hispanics, Asians, African Americans and LBGTQA) which increased retention, profit & membership by 15% annually.
- Through research, benchmarking, and events, delivered value to members on strategies to implement, grow, measure and create diversity and inclusion programs and a variety of markets.
- Responsible for the development of goals, strategies, and performance measures for making the AACC network and membership more inclusive.
- Established and managed diversity and inclusion metrics using diversity scorecards with executive leadership team throughout the organization.
- Served as DEI subject matter expert and Executive Director of the Multicultural Division.

EDUCATION BACKGROUND**Ph.D., Clinical Psychology**, Alliant International University**Master of Arts – M.A., Counseling**, The University of Southern California**Bachelor of Arts – B.A., Sociology**, The University of Southern California**CERTIFICATIONS**

- Certified Diversity and Inclusion Professional
- Certified Human Resources Professional
- Certified EEO/AA law
- Certified Master Lever Life & Business Coach
- Certified Team Management/Development
- Certified Multicultural Expert
- Certified First Responders & CPR
- Certified Mental Health Coach & Counselor
- Certified Racial Reconciliation Expert

KEYNOTE SPEAKING & WORKSHOPS

Delivered keynotes, workshops and seminars to organizations, corporations and clubs in diverse industries and in a culturally varied setting for the past 15+ years.

Noted topics:

- Conscious & Unconscious Bias
- Microaggressions
- Emotional Intelligence
- Diversity Hiring
- Diversity, Equity & Inclusion
- DEI Metrics
- Cultural Humility, Competency & Sensitivity
- Youth & Millennial communication
- Organizational & Change Mgmt.
- Motivational Management
- Strategic planning
- Staying In The Zone program

BOOKS AND PUBLICATIONS

- Peace Be Still: *How to promote Racial Reconciliation and Healing.*
- Multicultural: Life Coaching-*Guide to coaching Minority based Client.*
- In The Zone: *How to overcome the hurdles of life.*
- Why My Silver is Gold: *Autobiography.*

HONORS AND AWARDS

- 1996 Olympic Silver Medalist, 2000 Olympic Bronze Medalist, 110 Meter High Hurdles
- 2021 Multicultural Advocate Award for Promoting Diversity.
- AACC Recipient award for Excellence of DEI, Cultural Sensitivity & Competency
- 2013 Recipient of AACC Servant Leadership Award
- Recipient of the Jim Ryan Award, "Ethics & Integrity"

COMMUNITY INVOLVEMENT

- Stockton Chamber of Commerce
- NAACP member
- USC AA/BAA
- Church mental health training
- Homeless Shelter Mission
- Domestic Violence clinics
- Saint Mary's Youth Sports
- Red Cross Volunteer
- God Speed Track Club
- Racial Reconciliation Clinics