

RESUME

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Career Summary: Thirty years experience developing health care policy, managing public health and emergency management programs and promoting multicultural approaches to health. Demonstrated capacity for leadership, creative problem solving, effective communication, and coalition building in highly visible and sensitive positions. Combined professional expertise with commitment to inclusion to improve the health of California communities.

ACCOMPLISHMENTS

Management and Leadership

- President, Global Vision Consortium
- Partner, Freeman & Freeman Consulting and Coaching
- Interim Executive Director, Community Technology Foundation of California.
- Vice President, Strategic Resources, The California Endowment.
- Established Office of Multicultural Health in Department of Health Services (DHS) and convened Director's Task Force on Multicultural Health.
- Led California's disaster medical preparedness efforts for 12 years at Emergency Medical Services Authority (EMSA). Directed California's state medical response to Loma Prieta Earthquake and other emergencies.

Program Development and Consultation

- Supported program initiatives of The California Wellness Foundation, The California Endowment, Community Technology Foundation of California, California HealthCare Foundation and The James Irvine Foundation in multicultural health, community technology, leadership development, youth development, health improvement, workforce diversity, mental health, and women's health through training, cultural competence technical assistance, policy and program development, and convening planning.
- Facilitated the start-up of the Center for Multicultural Development in the California Institute for Mental Health. Continued as consultant through development of Center and initiation of best practices research project.
- Consultant to California Medical Association Foundation for start-up of Network of Ethnic Physician Organizations that brought together 41 physician organizations representing California's diverse communities and for annual convenings of those organizations.
- Principal author for California Primary Care Association's *Community Clinic and Health Center Template for Emergency Operations Plans*. Provided consultant services and technical assistance in emergency preparedness to community clinics in Contra Costa County, Indian Clinics throughout California, and clinics in Alaska. Developed Pandemic Influenza Response Plan Template for community clinics.
- Principal Consultant developing Emergency Operations Plans, conducting training and exercises for the Center for Elders Independence.
- Provided leadership in developing EMS Authority programs in injury prevention and EMS data. Provided technical assistance to hospitals, county health departments, community clinics and other agencies and community-based organizations in preparing for and responding to disasters.
- Principal author for California State Disaster Medical Response Plan (2007) and managed projects that created the California Disaster Medical Operations Manual and Pediatric Disaster Medical Guidelines, all for the California EMS Authority.
- Developed continuity of business plans for six California state departments and emergency management plans and programs for the California Department of Public Health and Contra Costa Health Services.

Data and Research

- Created partnership with California's four major statewide ethnic advocacy organizations to establish the Multicultural Health Information Network, consisting of databases on human and programmatic resources contributing to the health of their respective communities.
- Developed policy briefs on food access in low-income communities for African American 5-a-Day Campaign and the Center for Health Improvement.

- Consultant to American College of Obstetrics and Gynecology, District IX, for survey of physician members on attitudes and practices related to language access for patients.
- Provided leadership in infusing multicultural perspectives into research as chair of advisory groups for the federal Office of Minority Health and the California Health Interview Survey.
- Consultant to Quality Initiative of the California HealthCare Foundation. Developed and implemented project evaluating the usefulness of consumer surveys to assess the cultural competence of health organizations. Developed Initiative's Evaluation RFP.
- Used GIS to analyze ethnic and language distribution of California's Medi-Cal beneficiaries providing a data foundation for cultural competence provisions in managed care contracts.
- Conducted site visits and interviews and facilitated panels and focus groups to gather information for program design and assessment for California's major health foundations, CIMH, and CMA Foundation.
- Conducted studies of medical responses to Mexico City Earthquake and Hurricane Andrew resulting in significant innovations in disaster medical preparedness and management theory and practice. Studies focused on impact of disasters in underserved communities and strategies to enhance preparedness and reduce response disparities.

Strategic Planning, Meeting Facilitation and Training

- Facilitated strategic plan development for the Sacramento Birthing Project, the Center for Multicultural Development in the California Institute for Mental Health, the Sacramento Black Health Network, the California Rural Health Association, and the California chapter of the National Medical Association (African American).
- Consulted on funding strategies and wrote proposals for the Latino Coalition for a Healthy California, CIMH Center for Multicultural Development, CMA Foundation, and the Community Technology Foundation of California.
- Planned and facilitated eleven annual retreats of leaders from more than 30 consumer and ethnic community health advocacy organizations for The California Wellness Foundation.
- Planned (six) Conferences for Increasing Diversity in the Health Professions for The California Wellness Foundation.
- Trained the African American Task Force of the California Nutrition Network on policy advocacy.
- Facilitated *International Summit on Breast Cancer and the Environment: Research Needs*.
- Moderated convenings on cultural competence for California's Mental Health Directors and other mental health system stakeholders. Facilitated workshops on cultural competence in organizations.
- Conducted trainings on assessment and promotion of cultural competence in health care organizations, nationally, for John Snow International, a HRSA technical assistance contractor.

Other

- Selected for the first Bert Campbell Award for Excellence for Contributions to Multicultural Health from the California Pan-Ethnic Health Network.

EMPLOYMENT HISTORY

2003-Present	President Global Vision Consortium, Inc.
1998-Present	Consultant: Health Policy, Strategic Planning, Program Design, Multicultural Health (Calvin Freeman & Associates, Freeman & Freeman Consulting and Coaching)
2002	Interim Executive Director, Community Technology Foundation of California
1997-1998	Vice President Strategic Resources, The California Endowment
1993-1997	Chief, Office of Multicultural Health, California Department of Health Services
1981-1993	Chief, Disaster Medical Services, California Emergency Medical Services Authority

EDUCATION

Reed College, Portland, Oregon B.A., Mathematics and Economics & Masters of Arts in Teaching
University of Wisconsin, Madison, Wisconsin Ph.D. level studies in Educational Policy Studies

COMMUNITY SERVICE and ORGANIZATIONAL MEMBERSHIPS

Past President and Member, Board of Directors, California Pan-Ethnic Health Network, 1998-Present.
Past President and Member, California Public Health Association – North Governing Council, 1996 – 2004.
Member, Board of Directors, California Center for Public Health Advocacy, 1999-Present.
Current President and Member, Board of Directors, California Black Health Network, 1999-Present.