

JoeHahn

He/They

SUMMARY

Driven Diversity, Equity, and Inclusion (DEI) specialist with 7 years focused on creating equitable communities. Experience with training and workshop facilitation, strategic planning, stakeholder collaboration, large-scale events, community development, networking, recruiting & retention, budget management, and curriculum design.

EDUCATION

Colorado State University

Master of Science, Student Affairs in Higher Education

Western Oregon University

Bachelor of Arts, Interdisciplinary Studies

RELEVANT PROFESSIONAL EXPERIENCE

Board of Commissioners Office, Benton County Oregon Government

Equity, Diversity, and Inclusion Program Coordinator January 2021-present

- Serve as the Chief Diversity Officer for the county
- Develop and implement diversity strategic plan, policies, programs, and operating procedures
- Provide recommendations to county leadership and elected officials on changes to policies to address or enhance diversity, equity, and inclusion practices
- Interpret and implement legislative policies and practices such as the American with Disabilities Act
- Create and facilitate county's first Equity, Diversity, and Inclusion Book Club with a curricular design
- Engage and collaborate with county partners including but not limited to Oregon State University, Corvallis School District, City of Corvallis, Hewlett-Packard, Casa Latinos Unidos, and Linn-Benton NAACP
- Write cultural and historical heritage month proclamations and resolutions including Black History Month, LGBTQ+ Pride Month, and Native American Heritage Month
- Chair Employers Partnership for Diversity, a collaboration of local employers focused on DEI training
- Oversee biennium operations budget of \$100,000
- Create internal and external communications to inform community about historical and cultural dates such as Transgender Day of Remembrance, Diwali, and International Women's Day
- Collaborate on communications strategy and messaging for local and national disasters and their impact on communities especially historically marginalized, exploited, and resilient people
- Serve as an internal consultant to issues within the county such as the Justice System Improvement Program
- Chair the Countywide Equity Committee and direct initiatives such as policy review, recruitment, and community response
- Advise departments in DEI best practices; provide facilitation and coaching services to management to improve communication; consult with departments on program initiatives to promote DEI in the workplace
- Create and promote programming focused on appreciation of diverse cultures, histories, and experiences
- Collect, track, and analyze specific County DEI data, develop benchmarks, and measure program effectiveness against established goals and initiatives
- Develop, implement, and conduct DEI education such as interactive trainings titled "Diversity Dialogues"
- Serve as a professional resource for employees of diverse backgrounds and identities, and refer employees to appropriate resources
- Assure the quality of educational offerings through creation and implementation of evaluation processes
- Partner with trainers and internal stakeholders to design and deliver training programs that support DEI
- Develop effective internal controls designed to promoting adherence with applicable laws, accreditation agency requirements, and federal and state laws and guidance
- Collaborate with Human Resources to support recruitment, retention, and on-boarding with equitable practices
- Gather and analyze data from surveys, focus groups, and executive interviews
- Support AFSCME and other unions and their involvement with employees including education, communication, and community-building

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University Housing, Western Oregon University

Resident Director July 2017—January 2021

- Coordinated, planned, and executed equity, diversity, and inclusion activities, initiatives, and events
- Collaborated to develop and implement goals of department strategic plan and diversity plan
- Provided recommendations to university staff, faculty, and students on policies that enhance cultural competencies, equity, and social justice based on best practices
- Served on Housing and Dining Advising Committee overseeing budget of approximately two million
- Oversaw a budget of \$2000 for building programming, supplies, and projects
- Served on 24 hour on-call rotation as primary crisis responder for campus of 1000 students
- Worked with regional and national partners to learn about best practices with a focus on equity, diversity, inclusion, belonging, and accessibility
- Provided facilitation and coaching services throughout campus for EDI concepts such as anti-racism and intersectionality
- Supervised, trained, and evaluated 12 student staff members
- Oversaw residence hall operations with 370 diverse first year and upperdivision residents
- Implemented and advised student staff identity-based affinity groups. Documented practices so they can continue. Groups include People of Color, LGBTQ+, Women, Men, and First-Generation College Students
- Collected, tracked, and analyzed data on individual and community experiences, measured program effectiveness with qualitative and quantitative data
- Developed and led comprehensive department diversity, equity, and inclusion initiatives
- Managed student issues and crises such as bias incidents, medical and psychological emergencies, maintenance requests, conflict mediation, and drug and alcohol incidents
- Provided facilitation and coaching services to university-wide audiences around equity, diversity, and inclusion topics to create innovative and adaptive programs and services
- Collaborated with campus partners on student success and retention projects such as student counseling, multicultural and diversity services, gender equity and justice, and student advising
- Conducted and assessed student feedback for proactive retention efforts and community development
- Provided holistic advising support for students navigating academics, crises, homesickness, and other needs
- Co-taught University Housing Spring Leadership Course for student staff with focus on social justice
- Co-taught student leadership course and facilitate meetings using Zoom, Google Meet, and other software
- Guest lectured for various courses including LGBTQ Studies and PLUS Team Course with EDI content
- Served as hearing officer for student conduct with focus on education and restorative practices
- Collaborated in selection and training of 30+ student staff
- Conducted duties using Zoom, Gsuite, Office Suite, and other software
- Managed social media accounts and websites for internal and external communication including Facebook, Instagram, and TikTok

VOLUNTEER, ADVISING, AND MENTORING EXPERIENCE

Black Student Union Advisor, Western Oregon University | 2018-Present

- Advise organization members, train executive board, co-coordinate Black Graduation
- Help fundraise and facilitate selection for Black Student Union scholarship

NAACP Corvallis-Albany Branch Member | January 2021-Present

Mayor's Roundtable | June 2019-January 2021

- Provide feedback and create plans for equity, diversity, and inclusion plans for Monmouth and Independence community with fellow community members

NASPA Undergraduate Fellows Program Mentor | 2019-January 2021

- Mentor an undergraduate student about student affairs field focusing on marginalized population support

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CERTIFICATIONS AND TRAININGS

University of South Florida Diversity, Equity, and Inclusion in the Workplace Certificate | May 2021

John Hopkins University COVID-19 Contract Tracing Certificate | October 2020

Question, Persuade, Refer (QPR) Suicide Prevention Facilitator | 2018-Present

Safe Zone LGBTQ+ Ally Training Facilitator | 2015-Present

Diversity & Equity Search Advocate / 2019-Present

- Trained to address concerns and suggest solutions for equitable hiring procedures

COMMITTEE INVOLVEMENT

Benton County Countywide Equity Committee Chair | January 2021-Present

Benton County Home, Opportunity, Planning, and Equity (HOPE) Advisory Board | January 2021-Present

- Provide DEI consultation to committee members focused on supporting houseless community members

City of Corvallis Martin Luther King Jr. Park Ambassador Program | November 2021-Present

- Support the revitalization of the MLK Jr park through collaboration and DEI consultation

University Diversity & Inclusion Advisory Committee Member | *Spring 2019-January 2021*

- Create University Diversity Action Plan and advise new policies advancing equity and social justice

WOU Question, Persuade, Refer (QPR) Suicide Prevention Committee Member | *2019-January 2021*

- Co-design WOU specific training, help lead Out of the Darkness Walk 2019

WOU Engaging Men Committee | *2018-January 2021*

- Evaluate and program around positive masculinities and sexual assault prevention and response

LGBTQ Faculty & Staff Network Member (Wolf Pride), Western Oregon University | *2018-January 2021*

- Founding Member. Co-Developed LGBTQ+ Community Commitment Scholarship

SELECT PRESENTATIONS & WORKS

- Hahn, J., (2021, November) *Benton County Pronoun Guide*.
- Hahn, J., (Quarterly, 2021) *New Employee Orientation: Introduction to Equity, Diversity, and Inclusion. Benton County*.
- Hahn, J., Muñoz, R (October 2021) *Hispanic Heritage Month & Oregon*. Benton County.
- Hahn, J., Hart, R. (September 2021) *Implementing Resiliency into EDI Work*. Benton County.
- Hahn J (2021, July) *History of the American with Disabilities Act*. Benton County.
- M. Smith, Hahn, J (2021, May) *Implicit Bias in the Workplace*. Employers Partnership for Diversity.
- Hahn, J., (2020, October) *The Impact of COVID-19 on the Black Community*. Western Oregon University.
- WOU Black Student Union Students & Advisor (2020, June) *We Can't Breathe Open Letter*.
- Hahn, J., Clark, S. (2020, April) *Introduction to Social Justice*. Western Oregon University.
- Hahn, J. (2019-2021) *Juneteenth Syllabus*.
- Hahn, J. (2019, May). *Trans & Queer: Identities in the Margins*. Western Oregon University.
- Hahn, J. (2019, May). *Interrupting Oppressive Moments*. Presented for WOU Orientation Leader course. Western Oregon University. Modified material from Oregon Students of Color Coalition.
- Hahn, J. (2018, November) *Voting Rights: Choose Your Own Adventure Workshop*. Western Oregon University.
- Hahn, J. (2017, April) *History of Student Activism*. Colorado State University.

CONFERENCE ATTENDANCE & ORGANIZATION MEMBERSHIPS

- Government Alliance on Racial Equity Membership (GARE) March 2021-Present
- NASPA Member | 2014-Present
- Government Alliance on Racial Equity Annual Membership Meeting May 2021
- Belonging at Work Summit Attendance July 2021
- NASPA Region V Conference Attendance November 2019
- National Conference and Race and Equity (NCORE) Attendance May 2019