



# DANTE KING

AUTHOR | LEADER | SPEAKER | INNOVATOR

*Over 15 years of workforce, organizational and learning development leader; specializing in leadership, equity, diversity, inclusion, belonging, implicit/unconscious bias, antiracism and client service initiatives.*

## EQUITY, DIVERSITY, INCLUSION STATEMENT

### Overview

Dante has focused professionally and personally on the advancement of equity, inclusion, and equality of the under-served, under-acknowledged, and under-privileged. Specifically, communities of color, sexual orientation and gender minorities have been the primary focuses.

As a native of San Francisco and product of East Oakland, Oakland Public Schools (Castlemont High School), Dante acquired the necessary sensibilities to be an and an advocate for equity and justice. And as such, Dante has made it life's ambition to inform individuals, organizations, and institutions about the historical and current factors that perpetuate institutional, systemic, and structural oppression in mainstream society; specifically rooted in two critical race themes of white supremacy and antiblackness.

Dante specializes in empowering individuals and organizations to determine how to disrupt institutional and structural racism and sexism by guiding them to see how their personal beliefs are affected and influenced by their identities, which have been and remain defined by laws, historical ideologies, beliefs, traditions, practices, stigmas, stereotypes, cultural norms.

Currently, Dante is the leader of Culture, Equity, Employee Experience and Engagement at the San Francisco Municipal Transportation Agency, providing overall direction on racial equity, diversity and inclusion initiatives across 10 divisions, supporting more than 6,000 employees; as well as executive cultural competence and professional development coaching and support to 10 executive leaders, and more than 90 senior managers.

Previously, Dante led the delivery of equity, diversity and inclusion learning and strategic planning efforts for the City and County of San Francisco's Department of Human Resources (SFDHR), city-wide.

## Relevant Work Experience

During Dante's tenure at the San Francisco Department of Human Resources, Dante led a team of equity diversity and inclusion learning professionals who installed several key initiatives which are relevant to the discussion of ethics and inclusion. First, Dante performed a gap analysis on the equity, diversity, and inclusion (EDI) learning opportunities within the agency's 60+ departments. The findings recommended that the City reinforce San Francisco's cohesion, unity, and morality values with a learning programs and pathways designed to enhance quality of service distributions throughout communities served. Second, was tasked with performing content research, development efforts, and providing final authority for the City's Equity, Diversity and Inclusion Vision, Implicit Bias initiatives and further learning modules. This led to the creation and origination of learning pathways (combined online modules and in-person workshops) to enhance equity, diversity and inclusion

- Supporting Equity, Diversity and Inclusion at the City and County of San Francisco – Mitigating Implicit Bias (online module)
- Stand-Up – Responding to and Addressing Workplace Bullying
- Respect, Inclusion and Value at the City and County of San Francisco (online module)
- Creating an Inclusive Environment; Introduction to Managing Implicit Bias (two-day workshop)
- Fairness in Hiring – Mitigating Bias in Hiring (online module)
- Exploring Intersectionality (online module)
- Building Equity, Inclusion and Fairness – (two-day workshop)

Dante's background in equity, diversity and inclusion work stemmed from an extensive educational, professional and academic background; contributing to the development and delivery of a curriculum called

- ✓ Understanding the Roots of Institutional, Structural, Systemic, Cultural and Interpersonal Racism in the United States; It's Impacts on Bias, Inequity, Inequality and Inclusion.

Dante has also brought this work forth to the City and County of San Francisco, helping departments approach racial equity work effectively, while introducing and focusing on the main themes:

- Understanding and identifying white superiority/privilege and antiblackness as cultural fixtures embedded in all institutions (i.e., government, housing, employment, healthcare, wealth/economics, incarceration, homelessness, religion, education, healthcare, etc.); as well as cultural definitions and norms; standards by which all are judged.

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- Exploring dominant mainstream white supremacist narratives, ideologies, stereotypes and stigmas that enable, perpetuate and drive inequalities and inequities.
- Exploring and understanding desensitization to white supremacy, antiblackness and racial oppression and introduce strategies to challenge systems of oppression, persons in positions of influence and power, as well as what it means to create alliances to break with the solidarity of oppressive attitudes, systems, and processes.

Dante's work has spanned many public agencies, throughout the Western Region, including California, Arizona, Washington and Oregon (City and County of San Francisco, Los Angeles County Superior Court Human Resources, Contra Costa County Human Resources), and evolved more than 4,000 employees. Specific agencies include:

- Los Angeles County Superior Court Human Resources
- Contra Costa County Human Resources
- Oakland Unified School District
- UCSF Medical Center – Pre-Term Birth Initiative
- San Francisco Mayor's Office
- Police Department (Sergeants, Lieutenants, Captains, some command staff)
- County Sheriff's Department (Sheriff and Executive team, Sergeants, Lieutenants, Captains)
- Department of Public Health (Nurses, Nurse Directors, Social Workers, other clinical staff)
- Department of Emergency Management
- Municipal Transportation Authority
- Mayor's Office on Housing and Community Development
- Airport
- Office of Economic and Workforce Development
- Treasurer's Office
- Child Support Services
- Police Accountability
- Economic and Workforce Development
- Environment
- Ethics Commission
- Homelessness
- Juvenile Probation
- Law Enforcement Assistance Division
- Fine Arts Museum
- Rent Board
- Human Resources
- Port
- Controller
- Medical Examiner
- Public Defender
- Parks and Recreation

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In addition, Dante consulted and collaborated with the Department of Police Accountability (DPA) and advised leadership in creating a restorative justice framework. The framework was designed to provide law enforcement officials charged with policy violations, pathways to engage with traditionally marginalized communities; specifically, communities that represent people they may have violated. The main objective is to provide professionals opportunities to establish and enhance cultural competencies with the expressed intent of strengthening policing effectiveness; facilitating hands-on strategies to enhance policing with communities that require significant sensitivity and care.

Similarly, to the effort with DPA, Dante partnered with Department of Public Health (DPH) to consult and advise on a Racial Equity Action Plan. Communal spaces were provided for staff to support knowledge and skills-building processes that allowed for the enhancement of racial bias mitigation, racial sensitivity and humility training. Hiring and promotional processes were restructured to support diversifying leadership and support-level staff.

As a result of a rich partnership with Oakland Unified School District and educational professionals across the region, Dante provided consulting services which resulted in Urban Montessori Charter school prioritizing an antiracist review of all policies. The school changed, alleviated and implemented new policies to counter anti-black bias which was highly represented in situational and educational outcomes; leading marginalized conditions, treatment and educational experiences for black and brown children. In addition, they prioritized closing gaps for students from traditionally marginalized communities as well as reformed approaches to suspensions, improving oversight (i.e. challenging recommendations).

Additionally, Dante authored recommendations to establish transparency and accountability regarding existing and perpetual racial disparities and inequities at the City and County of San Francisco and partnered with members of Service Employees International Union (SEIU) to garner support of top City officials. The information was delivered to the San Francisco Mayor's Office in July of 2018. As a result, Mayor London N. Breed issued Executive Directive 18-02 (Ensuring a Diverse, Fair and Inclusive City Workplace), on September 18th, 2018. This directive has led to the production of extensive data, to analyze racial and gender disparities within the City and County of San Francisco, both internally and externally; and requires departments to implement policies, practices and resources to respond to such issues. In addition, the data is being utilized to identify priorities for departments in their Racial Equity Action Plans.

Dante also developed San Francisco's (first-ever) employee resource group (Black Employee Alliance; Coalition Against Anti-blackness) – whose mission is prioritizing the needs of black and brown employees based-upon significant racial disparities that exists amongst the City and County of San Francisco's Workforce.

One last example is the partnership Dante forged with SF Board Supervisor Malia Cohen's Office to consult on initial racial equity policy recommendations, specifically regarding trainings for leaders across the City. This led to a robust partnership with Board Supervisor Sandra Fewer's Office, who was responsible for leading the charge to draft the first and only Racial Equity Ordinance for the City and County of San Francisco; along with Supervisors Vallie Brown,

Jane Kim, and Hillary Ronen. Dante consulted, advised and reviewed and authored the legislation, along with several other colleagues from the Black Employee Alliance and Coalition Against Anti-Blackness. This led to the requirement of a Racial Equity Action Plan across all departments within the City and County of San Francisco; the requirement that the plan be tied to funding of each department's budget by the Mayor's Office; and that reports be presented annually by departments, reflecting progress and/or deficiencies for the year in review.

During Dante's tenure at Wells Fargo as a Sr. Business Consultant/Workforce Development Specialist, there were many contributions made to the development and delivery of a company-wide equity, diversity and inclusion program ("Working Together to Create an Inclusive Environment"). The program focused on three key areas: (1) treating internal and external customers with respect, honor, and appreciation; (2) the expansion of products and services to under-acknowledged and underserved customer populations; (3) and, philanthropy to ethnic and other underserved social groups. Expectedly, the inclusion program was successful at raising the social awareness amongst participants, as well as prevention of employees and customers of color attrition rates in the participating markets. During his tenure in both this role, his role as branch manager and the Professional Development co-chair of the Black African American Connection (formerly known as Checkpoint) he worked diligently at increasing diversity amongst the bank's workforce in the Bay area by co-facilitating and hosting job fairs at forums such as the Black Expo, Oakland's Art and Soul Festival, Lake Merritt's Annual Juneteenth Festival and Festival at the Lake. Dante partnered with a host of other colleagues to increase representation of black and brown, LGBTQI and women into a combination of entry-level; as well as leadership and management positions through partnerships with the National Coalition of 100 Black Women, 100 Black Women, 100 Black Men and a host of other groups; as well as establishing and formalizing processes to enhance support for professionals of color (i.e. ongoing mentorship program for future leaders, informational interviews, skills-building workshops, mock interviews, etc.)

Currently, Dante is also partnering with the UCSF Preterm Birth Initiative, providing antiracism education, leadership/executive development and coaching; as well as staff coaching, development and support. The initiative is focused on closing pre-term birth gaps of black and Latinx women, as they are significantly and dangerously higher than that of White and East Asian women. Dante is guiding the staff through a year's-long journey to steepen understanding of structural, systemic and institutional white racism and anti-blackness; and links to inter/multi-generational trauma; as well as determining effective, tangible and meaningful ways to deliver services to these communities. As the result of a workshop delivered in December 2019, the Executive Director of the program is attempting to prioritize earmarking 1-million dollars for black women in San Francisco, to aid in medical, childcare and ancillary parenting expenses.

### **Relevant Volunteer Experience**

During high school and college — through Eastlake YMCA and President Clinton's AmeriCorps Program — Dante counseled Oakland, CA's inner-city juvenile minorities. During this time at Eastlake, young minorities were led through mini-sessions about African American inventors

and entrepreneurs; as well as other facets of history and culture. The exposure to culturally relevant information provided youth with fresh perspectives for African American culture; helping them recognize their gifts, talents and abilities while garnering a sense of pride, self-esteem, and self-worth, within.

During undergraduate school, Dante led educational summits concentrating on the rights of minority groups and women. The sustained focus yielded key learnings about historical race-relations, and gender dynamics in U.S.; which proved to be pivotal in widening and broadening the overall view of racial dynamics.

During graduate school, Dante interned with the Ethnic Studies Department (serving under Dr. Nicholas Baham, Department Chair, by way of Dr. Barbara Paige) as a graduate student instructor/assistant for two Ethnic Studies courses: African American Sexuality and Slavery in America. While interning, Dante spent several years endeavoring into research about institutional and systemic oppression – through the lens of enslavement (i.e. foundation and bedrock of the U.S. economic system from 1619-1865), Jim Crow Laws, Black Codes, Convict Leasing, and Lynching. The data gained during this research provided additional information which strengthened the focus of the antiblackness curriculum Dante has developed.

Additionally, Dante has consulted with several agencies, in the capacities of consultant and board member:

- SMAAC (Sexual Minority Alliance of Alameda County) Youth Center – board member
- Oakland Black Men's Summit
- AMASSI – Safe sex and STD/STI education and prevention for LGBTQ communities
- AIDS Project of the East Bay (leading and participating in a series of discussions for men's groups centered around creating safe spaces, affirmation, equality, and opportunities for members of the LGBTQ community (predominantly youth and young adult ethnic minorities).

## **Educational Experience**

Dante has obtained a Bachelor of Arts degree in African American Studies (Ethnic Studies), with minor concentrations in Women's Studies and Sociology from California State University, East Bay.

Dante obtained a master's degree in Education, with a concentration on Curriculum Design and Development using Multiple Intelligence (MI) theory.

Dante also attended and completed a two-year extended learning Human Resources Management Certification program through San Francisco State University; and was recently accepted into a Doctoral program.

Dante is pursuing a Doctorate in Social Justice and Educational Leadership, through California State University, East Bay; with an emphasis in understanding and challenging cultural antiblackness.



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***\*\*Dante is certified by the California State Bar to provide 16.00 hours of Minimum Continuous Legal Education (fulfilling Elimination of Bias Requirement), and POST (Peace Officer Standards Training) to provide 16 hours to law enforcement professionals. Currently under consideration through the California State Board of Nursing.***