

CATHY AVILA-LINN

Educator • Consultant
Trainer • Coach



Cathy Avila-Linn
never stop growing

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CONSULTING PRACTICE

CATHY AVILA-LINN, Independent Consultant
San José, California
November 2006 – Present

- Specialize in social justice education, cross-cultural communication, strengthening equity and inclusion, organizational development, one-on-one and team coaching, retreat design and facilitation.
- Design and facilitate strategic planning and program review processes, goals development, conceptualization and implementation processes.
- Actively model and teach participatory practices designed to promote inclusive environments which respect and appreciate diverse ways of knowing, multiple intelligences, and all backgrounds, and lifestyles.
- Practice intergroup, cross-cultural communication skills, including learning to listen well, express emotions, ask clarifying questions, and address conflicts.
- Integrate and teach specialized discussion models to strengthen communication among participants.
- Design and facilitate professional development workshops on a variety of topics including effective supervision, resilience, mentoring, asset-based models, and equity leadership.
- Served as educator, consultant, facilitator, and coach to over 100 unique higher education institutions, campus departments, and non-profit organizations.

SPECIALIZED FACILITATION CERTIFICATION & TRAINING

- Transformational Communication, Luna Jimenez Institute for Social Transformation, 2017 & 2019
- Myers-Briggs Step I & Step II Practitioner, 2012.
- Project on Civic Reflection Practitioner, Chicago, Illinois, 2010.
- Technology of Participation (ToP) Methodologies Practitioner, 2008.
- Open Space Technology Practitioner, 2008.
- Intensive Personal Coaching Practitioner, the Roy Group, 2006.
- Strength Quest Practitioner, 2006.
- The Leadership Challenge, Leadership Practices Practitioner, 2003.
- Intensive Diversity Training of Trainers, Equity Institute. Davis, California, 1993 & 1994.

SELECTED CONSULTING EXPERIENCES

- Serve as a *leadership coach and advisor, provide consultation and support* focused on systemwide leadership, planning, implementation and assessment. Center for Community Engagement, Office of the Chancellor, California State University System; 2011- Present.
- Provide consultation on the *design and implementation of a systemwide assessment effort* to improve data collection and identify the spectrum of community-engaged learning courses taking place across the California State University System. Office of the Chancellor, California State University System; 2021 – Present.
- *Design, guide, and facilitate year-long professional development curriculum* to increase awareness, knowledge and skills around social justice, equity, diversity and inclusion for CSU STEM AmeriCorps VISTA volunteers and their supervisors. Office of the Chancellor, California State University System (CSU); 2014 to Present.
- *Design and implement a comprehensive campus-wide review* to assess the effectiveness and successful implementation of Service Learning. Center for Community Engagement at California State University, Long Beach; 2021 – Present.
- Provide individuals and teams with *leadership coaching, workshop facilitation, and training of trainers*. Department of Human Resources, Santa Clara University, 2010 – Present.
- *Designed and guided strategic planning processes* with the Institute for Civic and Community Engagement, San Francisco State University (2022); DePaul University's Steans Center for Community-Based Service Learning (2019); San José State University's Associated Students, Inc. (2018); and University of San Francisco's Leo T. McCarthy Center for Public Service and the Common Good (2018).
- *Design and guide a process aimed to articulate a clear vision* that aligns the organization's mission, values, structures, policies, and practices in ways that deepen their commitment to diversity, equity, accessibility, and justice. Girl Scouts of Orange County; February 2022 – Present.
- *Co-designed a comprehensive training program focused on CalState S4*, an online data management tool designed and administered by the CSU Chancellor's Office to support various types of high-impact experiential learning, including curriculum, activities, workshop design, and evaluation. Office of the Chancellor, California State University System; 2021.
- *Co-designed and co-facilitated a collaborative process* for organizational reflection, discovery, analysis, and action planning focused on diversity, equity, and inclusion, with Covey Group. Big Brothers Big Sisters of Metropolitan Chicago; 2021.
- *Co-designed and co-facilitated a collaborative process* for organizational reflection, discovery, analysis, and action planning focused on becoming an anti-racist organization, in partnership with Covey Group. Smart Museum of Art, The University of Chicago; 2020-2021.
- *Co-designed and managed the W. M. Keck STEM Service Learning Research Study* examining the impact of service learning on academic success and surfacing the key elements of high quality academic service learning. Center for Community Engagement, Office of the Chancellor, California State University System; 2014 – 2019.
- *Co-designed and facilitated* the Richard E. Cone Annual Retreat, a 3-day intensive professional development opportunity for a group of 30 faculty, staff and community partners regarded as state-wide leaders in the field of service learning and community engagement. California Campus Compact; 2014 & 2015.
- *Designed and facilitated activities to strengthen staff capacity* including the implementation of a five-year strategic plan and ongoing staff development. Provided coaching and support. California Campus Compact, 2009 – 2014.

SELECTED CONSULTING EXPERIENCES CONTINUED

- *Co-designed professional development retreats* for more than 35 university leaders with responsibility for advancing community engagement at the CSU's 23 campuses. Center for Community Engagement, Office of the Chancellor, California State University System; 2011, 2012 & 2013.
- *Co-designed, guided and facilitated the review process* for six campus-wide Ethnic and Community Centers using a group empowerment model. Stanford University; January 2012 – December 2013.
- *Co-designed and co-facilitated six workshops and coaching sessions* for 10 to 40 student leaders who support historically under-represented, under-served students through Project VISTA, Project ACCESO and Project ISLAS: Institutionalizing Student Learning and Success. California State University, Channel Islands; May 2012.
- *Designed and facilitated a 2.5-day intensive professional development opportunity* at the Highlander Research & Education Center for a group of 20 community partners, faculty, and staff regarded as national leaders in the field of service-learning and community engagement. August 2011.
- *Co-developed a 50-page Faculty Toolkit* that addresses the history, purpose, and processes in relation to the critical questions faculty ask about community-engaged scholarship through teaching and research. Cal Corps Public Service Center, University of California, Berkeley; fall 2010.
- *Co-designed and facilitated the Diving Deep Institute*, a 4-day intensive professional development opportunity for a group of 35 faculty and staff regarded as national leaders in the field of service learning and community engagement. National Campus Compact; August 2009 - July 2010.
- *Collaborated with the Legacy Building Initiative*, a student-driven leadership program for leaders who integrate social justice, community service, philanthropy, sustainability, equity and multiculturalism with the interests of improving our society. San José State University Associated Students, César Chávez Community Action Center; September 2009 - March 2010.

SELECTED PROFESSIONAL EXPERIENCES

- *Senior Program Director – Bridge-Building Leadership Initiative*, California Campus Compact, 2006-2009. Designed and implemented an intensive leadership development initiative for professionals of color in the field of community engagement dedicated to issues of social justice, equity, and multiculturalism. Designed curriculum, co-facilitated retreats focused on deep thinking, strengthening our authentic selves, and providing peer support.
- *Founding Director – Center for Community Outreach & Service-Learning – Texas Christian University*, 2005 –2006. Led staff team in redesigning program activities and services into a goal-oriented service-learning center that actively integrated students, faculty, and community partners. Secured grant funds, supervised professional staff; and worked to integrate community engagement values and activities into campus-wide programming.
- *Director – Stanford Upward Bound – Stanford University*, October 2002 – December 2004 (Interim until April 2003). Transformed a comprehensive college preparatory program to achieve compliance with federal regulations and provide a model service-learning experience for first generation and low-income high school and undergraduate students. Secured and managed \$2M Title IV grant, supervised professional and student staff; directed year-long programming; designed and implemented curriculum to educate families; collaborated with Department of Education and high school partners to provide an intentional, supportive and challenging program.
- *Director of Student Development & Leadership Programs – Haas Center for Public Service, Stanford University*, September 1999 –June 2003. Managed a campus-wide public service information and resource center and led peer advisors in assisting student leaders across campus in organizing public service projects. Supervised professional staff responsible for campus-wide Fellowships program and center-wide Youth and Education programming. Developed and implemented a yearlong comprehensive leadership development program for students engaged in community-based learning. Coordinated advising program for 36 student-run organizations focused on public service.

SELECTED PRESENTATIONS AND PUBLICATIONS

- *Decentering Dominant Narratives in Service Learning Utilizing Community Cultural Wealth*, Campus Compact National Conference, April 2022.
- *Honoring Diverse Ways of Knowing: Decentralizing Dominant Narratives through Critical Service-Learning*, Texas Christian University, October 2021.
- *Designing Asset-Based Educational Experiences*, Campus Compact National Webinar Series, February 2020.
- Botelho, Judy, Avila-Linn, Cathy, Eddy, Rebecca M., Nicole Galport (2020). *Uncovering The Quality Of Stem Service-Learning Course Implementation And Essential Elements Across The California State University System*. Michigan Journal of Community Service Learning, 26(2), 1-19.

COMMUNITY SERVICE

- *Volunteer*, Survivor Alliance. Strengthen my understanding and capacity to support survivors of modern slavery and human trafficking to become leaders of the anti-slavery movement. Review or draft professional bios and resumes for members; 2018 – Present.
- *Volunteer*, Boy Scouts of America, Troop 390, San José, California. Support Eagle Scouts in preparing Court of Honor programs; 2020 – Present.
- *Volunteer*, St. Clare School, Santa Clara California. Advisory Board Member. Provided reflection sessions for parents and teachers, co-facilitated workshops for board members, parents, and school personnel to support the creation of goals and collaborative action steps; 2011 – 2021.

EDUCATION

Master of Education - Educational Leadership and Policy Studies, College Student Personnel, Loyola University Chicago.

Bachelor of Arts - Psychology, California State University Chico.