

Tracy Flynn, M.Ed.

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Career Highlights and Skills

A mission-driven relationship builder, able to focus the perspectives of multiple groups on common goals. Broad experience as a senior level manager in local and national health, welfare, and education institutions. Strategy and leadership consultant and facilitator. Proven ability to lead organizational development as well as delivery of effective, culturally responsive, equity-driven programs.

Expertise includes:

- Training, facilitation, and instructional design
- Leadership and organizational development
- Coaching and mentoring
- Strategic planning
- K-12, university, NGO and public sector experience
- Community engagement
- Equity, diversity, and inclusion
- Management, supervision, and fiduciary responsibility
- Grant management and review
- Program delivery through in-person, online, or hybrid formats

Career Experience

Tracy Flynn Consulting (2008–present)

Principal

Facilitate staff development, strategic planning, program assessment and capacity building for professionals working in both the public and private sector. Provide coaching with non-profit program managers and directors to improve quality and increase capacity. Facilitate equity, anti-racism and cultural responsiveness trainings. Clients include; Elected officials, WA-Student Engagement Network, Puyallup School District, Schools Out Washington, Port of Seattle, Port of Tacoma, Washington Non-Profits, etc. An expanded list of current clients is available on my website: www.tracyflynnconsulting.com

Washington Nonprofits- Now Nonprofit Association of Washington (Dec. 2019–Aug. 2020)

Interim Director of Learning

As the statewide association for nonprofits, Washington Nonprofits works to increase learning and improve connection to resources to strengthen communities. Led the learning team, assessed department needs and worked with Executive Director in the development of job description and outreach strategies for a full time, permanent hire. Facilitated the pivot of an in-person annual conference to a two-day virtual conference with 33 sessions, 38 presenters, plenary sessions, and multiple tracks for over 450 participants. Attendees reported high levels of connection, satisfaction, and learning. I am an ongoing trainer and consultant with the organization.

Welcoming Schools, a Project of the Human Rights Campaign Foundation (2014–present)

Education Consultant, Certified Facilitator

Providing technical assistance, strategic planning, and training delivery for implementation of Welcoming Schools, a LGBTQI intersectional approach to addressing family diversity, gender role stereotyping, and bullying prevention in K-12 learning environments. Working to help schools and other youth-and family-serving organizations take a systemic approach to prevent bias-based bullying and create communities of belonging among staff, clients, children, and families.

Planned Parenthood of Western Washington (PPWW), now Planned Parenthood of the Great Northwest, Hawai'i, Alaska, Indiana and Kentucky (2006–2008) and again in 2022

Director of Training

Directed new staff orientation and staff development pathways. Created and presented staff training related to cultural competency, customer satisfaction, clinic safety, sexual health and technical skills necessary for working in a clinic setting. Put into operation continuous improvement process for delivery of HIV testing and patient education services. Provided “train the trainers” sessions for other PP affiliates engaged in training and community education. Collaborated with community and public health partners to promote equitable access to quality health care and to provide quality training for health care practitioners including University of Washington School of Medicine and

School of Nursing staff, students, interns, and residents. In addition, I am currently a consultant and trainer with the SparkEd training program for health educators.

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National Court Appointed Special Advocate Association, Seattle, WA (2000–2006)

NCASAA is a national nonprofit organization of volunteer advocates for children and youth in foster care.

National Training Director

Led design and delivery of child advocacy training supporting over 200,000 foster children across the United States. Developed national volunteer standards and curricula that improved advocacy skills and judicial satisfaction with 53,847 volunteer advocates. Directed oversight of quality assurance and continuous improvement of training and leadership programs. Recruited and supervised national and local faculty for training, including six annual conferences involving over 7,500 participants. Supervised a multi-site staff. Developed and delivered multi-media curricula on leadership development, organizational development, law and policy, cultural competency, and educational advocacy. Training delivery included web-based and e-learning opportunities as well as classroom settings. Led the creation of and served as staff liaison for board of directors' national diversity committee. Managed \$1,000,000+ annual budget.

Seattle Public Schools, Seattle, WA (1991–2000)

Public school system serving 45,000+ students in 104 locations.

District Specialist, Health Curriculum/Health Education

Designed, implemented, and evaluated staff development curricula, student programs, and resources for comprehensive health education, HIV/AIDS prevention, Family Life and Sexual Health (FLASH), cultural competency, anti-harassment law and policy, mandatory reporting, personal safety and community/family involvement, and parent/guardian education. Targeted school efforts to underserved populations. Recruited, trained, and supervised community volunteers, interns, and contract trainers. Taught in K–12 classrooms. Coordinated and facilitated student support groups and peer education programs, including *Girls' Empowerment*, *Coalition for AIDS Peer Education (CAPE)*, *Gay/Straight Alliances* and *Anti-Bullying* initiatives. Coached classroom teachers and administrators. Collaborated with the City of Seattle Office for Civil Rights to develop the "We All Belong" anti-harassment curriculum and public awareness campaign. Provided teen health center staff with training and service coordination.

Gay Community Social Services, Seattle, WA (1987–1993)

Board Coordinator

First paid staff of a broad-based human service and granting organization. Umbrella agency for grassroots start-ups that are still active in the community today. These include POCAAN, Babes, Heart to Art, Needle Exchange, and others. Coordinated public relations. Developed budgets and administered grants program, including project applications, grant applications, and grant awards.

Professional Associations and Awards

School's Out Washington Consultant, Coach, and Trainer (2010–present)

Human Rights Campaign Welcoming Schools Certified National Trainer/Facilitator (2014–present)

American Society for Training and Development National Member, local member and volunteer (1999–present)

Human Rights Campaign All Children – All Families - Advisory committee/trainer (2009–present)

Out in Front Board of Directors; board chair and committee liaison roles (2012–2019)

Safe Schools Coalition of Washington Volunteer/consultant/professional trainer (1994–2015)

Camp Ten Trees Board of Directors (2009–2013)

King County Juvenile and Family Court Disproportionality Task Force (2006–2008)

Girl Scouts of Puget Sound Volunteer, Girl Scouts Beyond Bars program (2005–2007)

PFLAG Seattle Community Salute Award (1998)

Ingersoll Center Judith Botzer Memorial Award (1998)

GLSEN Washington Educator of the Year Award (1997)

Education

Foundations in Somatic Abolitionism, Education for Racial Equity

Leadership Institute of Seattle (LIOS) Leading with Integrity, Coaching and Leadership Program

Master of Arts – Adult Education (Adult Education and Organizational Health)

Antioch University, Seattle, WA

Bachelor of Arts – Biology

University of Washington, Seattle