



*“My internal compass draws me towards the curiously complex and ever-rewarding work of discovering and illuminating transformative ways for us to be our best selves.”*  
~Shelby

## Shelby Stewart

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### EDUCATION

**San Francisco State University**  
Master of Public Health

**University of California, Los Angeles.**  
Bachelor of Arts

### CERTIFICATIONS & TRAININGS

**Mediation & Conflict Resolution**

**Certified Lactation Educator,**  
*University of CA at San Diego*

**Certified, Healthcare Compliance,**  
*HCCA*

**Certified Childbirth Educator,**  
*International Medical Corps*

**Mindfulness Leadership Training,**  
*Spirit Rock*

**The Dharma of Being Anti-Racist,**  
*Spirit Rock*

### PROFESSIONAL SUMMARY & KEY COMPETENCIES

Organizational Consultant, JEDI-Informed Emergent Strategist & Convener, Health and Wellness Equity Champion, Researcher & Writer focusing on cultivating equity and trailblazing inclusion.

Recognized for being a skilled communicator and influencer who illuminates pathways for bringing people and complex ideas together in order to drive collectively towards cultural transformation, shared accountability, strategic alignment, and measurable success and outcomes.

### PROFESSIONAL EXPERIENCE

#### Founder and CEO, Earthseed Equity Consulting

September 2020

- Serve as JEDI Consultant, Emergent Strategist, Coach and Mediator within healthcare and wellness, higher education, technology, and legal organizations and companies.

#### Program Director, University of California, San Francisco, Person-Centered Reproductive Health Care

2020 Contract

- Participate on triad-leadership team with UCSF faculty to provide strategic, operational, and programmatic oversight for comprehensive sexual and reproductive health project and research grant portfolio.
- Serve as EID strategist to conduct assessment and develop recommendations for over-arching EID strategy.
- Develop a framework and plan to design and pilot the application of an anti-oppression and race theory lens into department strategy and operations; with emphasis on shifting departmental, institutional and industry culture, ensuring culturally competent research practices are upheld, as well as addressing gaps in staff training and development, solutioning and taking action on pay equity issues and promoting meaningful community engagement through the enhancement of a community advisory board.

#### Senior Manager, National Equity, Inclusion & Diversity, Systems Alignment & Integration Team

Kaiser Permanente (KP), National Offices, Human Resources

May 2015 – Sep 2020

- Serve as HR/EID Business Partner/Consultant for the Legal, Community Benefit, Talent Management, Employee Relations, Training & Development units of the national HR offices, Marketing & Communications, Clinical Quality, Compliance functions, Northern CA, Northwest regions, as well as other business stakeholders and employee business resource groups to align and scale equity, inclusion and diversity (EID) strategy to the functions' policies, business practices, programs, and communications.
- Serve as the organizational strategist and EID subject matter expert to ensure EID strategy, programs, and content are informed by the external lens of the legal, regulatory, and sociopolitical landscape and aligned to the overall organizational strategy and stated values.
- Develop cross-functional synergy and foster enhanced partnerships within functions to ensure and support the consistent application and optimal integration of EID-related strategy and content for maximum impact towards shifting and transforming organizational culture and enhancing workforce inclusivity.
- Serve as staff liaison and consultant to the National Diversity & Inclusion Council, and the Civil Rights Compliance Sponsor & Advisory Committees to ensure appropriate and consistent application of EID lens.
- Oversee the compliance, policy and research pillar for the national EID function; Conduct research on best practices and relevant topics for measurement and comparative analysis against the progress of workforce / people analytics, employee feedback, legal actions, organizational initiatives & programs, and external benchmarks; Oversee investigations, internal compliance reviews, risk assessments, and design risk mitigation business practices for related issues; Lead and manage a range of process improvement activities.
- Serve as the “conscious change agent”, partner with external community organizations, and champion EID-related knowledge and behaviors enterprise-wide.

#### Core Competencies:

**JEDI and Health Equity Program Management:** Design, manage, measure, evaluate program content and solutions for maximum engagement Alignment, integration, and transformative impact on behavior/organizational culture.

**HR Business Consulting:** collaborating with and coach leadership, as well as cross-functional teams to provide strategic business partnership in order to drive talent management strategies.

**Strategic Partnerships, Research & Planning:** Formulate complex and effective change management strategies through research and data collection; champion innovative solutions to influence and guide leadership and strategic partners.

**Change Management & Innovation:** Use creative tools to engage the people and culture of the organization, and evolve organizational structures (policies, practices, and procedures) for optimal alignment and synchronicity.



## AWARDS & CIVIC ENGAGEMENT

### Executive Board Member,

KP Business Resource Group

### Board Member,

Planned Parenthood Golden Gate

### Graduate Student Award for Distinguished Achievement,

San Francisco State University

## PROFESSIONAL EXPERIENCE (continued)

### Lead Consultant, Kaiser Permanente, Patient Care Services, Maternal & Child Health (MCH)

Feb 2013 – May 2015

Advisor, strategic thought partner, and HR Business Partner for Regional Inpatient MCH Nursing staff; develop strategic diversity plan to increase nursing competencies for addressing bias in patient care; Develop and oversee operations and regional strategy, learning and development best practices, performance and quality improvement initiatives, and standardized clinical interventions for Northern California Maternal and Child Health inpatient service lines.

- **Strategic Support:** Provide consultative expertise to manage and contribute to inpatient nursing hospital operations for KP hospitals with MCH services. Projects/issues include: staffing, employee and labor relations, nurse education and training, safety, performance improvement, quality, technology innovation, compliance, and patient-centered best practice standardization.
- **Cross-Functional HR Business Partner:** Collaborate with regional and local leaders to coach and collaborate with MCH nurse leaders and managers to develop talent and labor management strategies, and lead complex projects to improve performance metrics, patient and product safety, and patient-centered care goals.
- **Complex Project Management:** Oversee integration of NICU and PICU cardiac monitoring technology in three new KP hospitals. Manage installation, training and development, and oversight workgroups. Develop corrective action plan for nuisance/fatigue alarm management issues.
- **Policies and Procedures:** Oversee development, compliance and reporting of Regional MCH policies and procedures, including: Lactation Toolkit, Oxytocin Guidelines, eFetal Monitoring Alarm Parameters, Fetal Demise, and Delayed Cord Clamping.
- **Quality Assessment:** Utilize performance improvement activities to conduct needs assessments, evaluate processes, analyze data, and contribute to strategic planning and implementation of quality initiatives to achieve workforce, clinical, and service improvements. (JCHO Perinatal Core Measures and HCAHPS).

### Executive Consultant II, Kaiser Permanente, External & Community Affairs (ECA)

Nov 2011 – Feb 2013

- Provide consultation to vice president of ECA on community benefit, community and government relations, compliance, communications, and finance strategy and operations for the Northern California Region.
- Serve as ECA HR Business Partner: Facilitate the strategic planning and coordinate the tactical implementation of ECA re-organization initiative. Partner with stakeholders to streamline department organizational structures, including job descriptions, talent acquisition, training and development, performance management, employee relations, compensation, facilities and operations.
- Develop annual strategy and track key milestones for reporting to executive leadership, peer groups, internal and external board groups, and external partners.
- Oversee the work and professional development of Executive Assistant and Manager of Administrative Services.

### Consultant and Project Manager, Kaiser Permanente, External & Community Affairs, Community Benefit (CB)

July 2006 – Nov 2011

- Serve as lead consultant for the hospital-based community health needs assessment and grant-making process across the 21 hospitals in the region. Provide research expertise and technical assistance to the hospital-based staff for assessment design and implementation, data analysis, prioritization, and strategic alignment.
- Production oversight and submission of annual tax and legislative report to the state; Oversee and manage the secondary data/metrics collection process, ensure data integrity, and manage data integration into the report narrative. Plan and manage staff workflow and relationships with internal and external colleagues.
- Oversaw the multi-million dollar strategic and donor-advised grantmaking portfolios and program budget by advancing coalition building and cultivating alliances with key community constituencies that align with foundation strategic vision and goals. Developed corporate giving strategy and built alliances with various constituencies to demonstrate foundation commitment to local communities and push for improved health outcomes and eradicate socioeconomic inequities. Developed and implemented corporate social responsibility plan and funding for hundreds of nonprofit organizations, and re-framed the regional and statewide contributions measurement and evaluation strategy to measure program effectiveness.
- Coordinated and implemented public health grantmaking strategy and goals to align with community health needs assessments. Identified appropriate funding priorities and selection criteria with key internal stakeholders and community advisory boards. Provided program analysis reports for senior leadership and external reporting. Developed and conducted outreach campaigns to BIPOC, marginalized, and underserved communities, low-income individuals, and minority-owned businesses / NGOs.

**Co-Author:** [Preventive Care for Women in Prison: A Qualitative Health Assessment of the Pap Smear and Follow-Up Treatment Process in California State Women's Prison](#)

American Journal of Public Health: Volume 95, Issue 10. October 2005.