



DEB MAROIS

SUMMARY OF QUALIFICATIONS & CAPABILITIES

- 25+ years as facilitator, educator, researcher, coach and technical advisor for nonprofit, government, and philanthropic organizations focused on health, education, and community/organizational development.
- Skilled in collective impact/collaboration, conflict resolution; participatory strategic planning; public engagement; leadership development; action research; evaluation; and curricula/workshop design.
- Visionary leader with attention to detail, emotional intelligence, cultural humility, embodied leadership, and an asset-based, collaborative approach.
- Ability to work with diverse stakeholders, manage multiple projects, and use technology effectively.
- Assessment/research skills (document review, focus groups, interviews), survey design, and data analysis.
- Applies adult learning and youth development principles to design and deliver customized training.
- Life-long learner trained in Asset-Based Community Development, Undoing Racism, Technology of Participation, Appreciative Inquiry, Open Space Technology, Charrettes, Mediation, Open Floor Movement Meditation, Youth Mental Health First Aid, Policy Advocacy, and Negotiating Complex Public Policy Disputes.

EMPLOYMENT HISTORY

Founder/Principal. Converge CRT (formerly Marois Consulting & Research). Sacramento, CA, 1/06-present.

- Established consulting firm specializing in facilitating complex, multi-stakeholder projects with meaningful community-engagement. Portfolio of nearly 60 clients with 12+ successful years designing and facilitating collaborative meetings, retreats, seminars, and research for nonprofits, government, and philanthropic initiatives while providing capacity building and project management services.
- Facilitate the development of vision and mission, roles and responsibilities, decision-making and governance, action plans, logic models, theories of change, and evaluation plans for organizations ranging in size from 1-500+ employees, with budgets under \$50,000 to multi-million-dollar operations.
- Work with low-income communities to identify assets that help to improve health outcomes, build social capital, and establish new enterprises.
- Conduct research to tell the story and lessons learned of community change initiatives and programs resulting in best practice guides and recommendations to inform state and national audiences.
- Train adults and youth to conduct community research and present findings to advocate for systems, policy, and program changes that impact health, education, and the built environment.

Lecturer. UC Davis Community Development Graduate Group. Davis, CA. Spring 2016, Winter, 2007.

- Provide mentorship for group research project, create syllabus, coordinate guest speakers and field site visits. Coach students on use of qualitative data analysis programs. Forge new civic tech partnerships.
- Prepare students to present research findings to decision makers in Sacramento's Promise Zone, a national poverty reduction initiative sponsored by HUD, and the City of West Sacramento.

Special Consultant/Lead Facilitator. CSUC Center for Collaborative Policy. Sacramento, CA, 11/05-11/08.

- Co-facilitated collaborative process to create the first statewide suicide prevention strategic plan. Engaged 50 stakeholders including people with mental illness, suicide survivors, and behavioral health experts. Process served as model for all 58 counties and established the Office of Suicide Prevention.
- Documented collaborative process to complete the American River Parkway Plan Update, which guides land use, preservation, development, and administration of the 29-mile Parkway and serves as the management plan for the federal and State Wild and Scenic Rivers Acts.
- Designed and delivered group facilitation/meeting planning training for CA Dept of Mental Health.



Project Manager. Center for Collaborative Planning, Public Health Institute. Sacramento, CA, 8/97- 1/04.

- Provided technical support for local, regional, and statewide health improvement initiatives and leadership development programs to impact maternal and child health, nutrition/obesity, school readiness, and teen pregnancy prevention.
- Designed educational materials, planning and assessment tools, training, and conferences for Community Partnerships for Healthy Children, a 10-year \$20 million initiative to improve young children's health in a 26-county region comprised of urban and rural low-income communities. Co-facilitated the establishment of a train-the-trainer's network, multiplying the capacity building impact.
- Conducted community assessment and planning process to inform hospital and foundation funding priorities in East County San Diego. Trained adult and youth residents to conduct community research.
- Coordinated 23 community visioning forums to identify key issues and resources in Sacramento County. Trained 40 youth to illustrate visions, which the local Children and Families Commission used to determine funding priorities. Authored report to provide guidance for program development.
- Provided technical assistance and coaching for Women's Health Leadership, a year-long capacity building program that annually recruited 50 grassroots leaders working across CA. Supported participants to enhance skills in policy advocacy, management, program planning, media relations, and community engagement to improve the health status of low-income women.

Partnership Coordinator. San Francisco School Volunteers. San Francisco, CA, 11/96-7/97.

- Recruited, trained, and supported participants in school-business partnerships located in economically disadvantaged neighborhoods in eight schools throughout San Francisco.

Administrative Analyst/Special Projects Coordinator. Yuba County Social Services. Marysville, CA, 1/95-8/96.

- Managed the planning and implementation of a countywide collaborative effort to improve children's health including development of school-based parent center and health clinic. Prepared grant applications resulting in \$400,000 in new funds. Built partnerships between rural towns and county seat.

EDUCATION

Master of Science, Community Development. University of California, Davis, with distinction.

Thesis: [*Beyond Polarities: Collaboration and Conflict in Community Health Partnerships*](#) (2005).

Bachelor of Arts, Psychology. State University of New York at Plattsburgh, *Magna Cum Laude*.

COMMUNITY/VOLUNTEER ACTIVITIES

[UC Davis Center for Regional Change](#), Advisory Group Member, 2009-present

[Open Floor International](#), Membership Operational Lead, 2017- present

[Artist's United](#), Advisory Board, 2017 - present

[Movement As Medicine](#), Community Fundraiser Coordinator/Advisor, 2012-2015

[Skyline Harvest Eco-Contemplative Center](#), Board Member, 2005-2011

[UC Davis Community Development Department](#), Guest Lecturer, 2006-2016

CERTIFICATES

Embodied Movement/Conscious Dance Teacher Training. Open Floor International, 2015-2017

Coaching for Transformation: Essentials of Coaching. Leadership That Works, 2014

Youth Mental Health First Aid. Sacramento County Division of Behavioral Health Services, 2014

National Charrette Institute Planner Certification. 2006

Institute for Nonprofit Consulting. CompassPoint/Sierra Health Foundation, 2006

Public Policy Mediation. Institute for the Study of Alternative Dispute Resolution, 2006.

Teaching Partners Program. UC Davis Teaching Resource Center, 2005.



SELECT PROJECT EXPERIENCE

- **[Institute for Local Government \(ILG\)](#)**. Provided evaluation, strategic planning, and capacity building. Conducted impact assessment that included the first state-wide survey evaluating the public engagement program, key informant interviews, facilitated meetings with board and staff, and executive coaching and staff training. As a result, ILG secured additional funding, identified program priorities, and strengthened relationships with key stakeholders.
- **[Race to the Top Federal Initiative](#)**. Facilitated the collaborative development of a new quality improvement and professional development program for early childhood educators.
- **[Respite Partnership Collaborative \(RPC\)](#)**. Established the RPC in partnership with Sacramento County Behavioral Health Services and Sierra Health Foundation to implement the local Mental Health Innovation Plan. Facilitated \$5 million community-driven process to develop innovative interventions to address mental health crisis and reduce hospitalizations in Sacramento County. With my consulting and guidance, over 3 years the RPC developed governance agreements and a logic model to guide their efforts, reached consensus on funding distribution strategies, and launched 11 new mental health respite programs.
- **[Sacramento County Coalition for Youth](#)**. Facilitated a 7-month planning process resulting in the development of a new coalition and plan focused on using environmental prevention strategies to prevent youth alcohol use and achieve multi-level community change.
- **[Sacramento Creating Community Solutions Network](#)**. Facilitated this collective impact effort to implement Sacramento’s Mental Health Action Plan, a result of National Day of Dialogue on mental health. Developed the conceptual framework and designed the collaborative process to structure the work of four Action Teams and a Coordinating Council. The one-year project resulted in multiple outcomes including a youth social media campaign, development of new relationships, expansion of mental health first aid training, development of a white paper on integration of behavioral health and primary health care services, and creation of a document outlining the systemic issues, barriers and gaps faced by transition-age youth.
- **[South Kern County’s Building Healthy Communities initiative](#)**. Facilitated a 9-month planning process among four rural farming communities. Highlights included establishment of a steering committee, design and facilitation of 3 Area-Wide meetings (350 attendees) conducted in Spanish, training community members to conduct focus groups and asset mapping, and completion of a community assessment.

**SELECT COMMUNITY HEALTH IMPROVEMENT INITIATIVES/
TECHNICAL SUPPORT & TRAINING PROVISION**

- Black Child Legacy Campaign, Center for Health Program Management
- Evaluating Sacramento’s Promise Zone, UC Davis Center for Regional Change
- Public Engagement/Collaborative Governance Initiative, Institute for Local Government
- Building Healthy Communities, South Kern
- Community Partnerships for Healthy Children, Sierra Health Foundation
- Partnership for the Public’s Health, Public Health Institute
- Nutrition Network, LA Unified School District
- Healthy Cities and Communities, Center for Civic Partnerships
- Neighborhoods for Learning, Ventura County
- School Readiness, First 5 CA
- Communities and Physicians Together, Sacramento Dyson Initiative
- Neighborhood Partnerships for School Readiness, Santa Clara First 5
- Grossmont-East County Healthy Neighborhoods Initiative



SELECT RESEARCH AND PUBLICATIONS

[*Keeping Our Promise: A Guide to Evaluation in Sacramento's Promise Zone.*](#) UC Davis Center for Regional Change (2017). Outlines steps for evaluating place-based and complex community change initiatives and provides resources for implementation drawing upon traditional and collective impact evaluation methods.

[*Inspiring Success: Los Angeles County Youth Engagement Nutrition Education Obesity Prevention Projects.*](#) Public Health Institute (2016). Highlights the collective impact and comprehensive approach of Youth Participatory Action Research (YPAR) projects to achieve policy, systems and environmental change. Examines implementation successes and challenges to inform and refine future programs.

[*Coalition on Regional Equity: Lessons Learned and Future Options.*](#) Sacramento Housing Alliance (2014). Research and analysis to understand the successes and challenges of a collective effort to address equity in the Sacramento region and assess options for next steps.

[*Inspiring Youth Growing Change: Nurturing Strong Minds for a Healthy Community.*](#) Network for a Healthy California (2011). Reflects on Youth Engagement Initiative impacts, successes, and challenges. Provides “how-to’s” for engaging youth to increase healthy eating and physical activity to reduce obesity. Contributed to USDA approval of Youth Participatory Action Research as a field-tested practice for obesity prevention.

[*A Local Official's Guide to Public Engagement in Budgeting.*](#) Institute for Local Government (2010). Methods and examples of ways local government can effectively involve citizens in budgeting decisions.

[*A New Formula for Children's Health.*](#) Communities and Physicians Together, UCDMC Pediatrics Dept (2008). Examines successes, challenges and lessons learned among health professionals and community partners working to improve children's health in Sacramento neighborhoods through the Dyson Foundation initiative.

[*Women's Health Leadership: Alumni Collaborating to Improve Our Nonprofits.*](#) Center for Collaborative Planning, Public Health Institute (2003). Assessment of professional development needs for female nonprofit executive directors, with emphasis on women of color and rural women.

[*Making the Path: A Guidebook to Collaboration for School Readiness.*](#) UCLA Center for Healthier Children, Families, and Communities (October 2002). Best practices guide to support new statewide initiative.

SELECT TRAINING WORKSHOPS & PRESENTATIONS

Emerge: An Open Floor Therapy in Motion Workshop. Lumeria, Maui, 10/18.

Transforming Conflict. Artist's United, Live Interview, 9/18

Asset Mapping for Organizational and Community Development. CA State Independent Living Council, 5/18

Taking Action: How to Evaluate Place-Based Initiatives in Sacramento, UCD Center for Regional Change, 9/17

Sacramento Promise Zone: Collective Impact Model for Public-Private Partnerships, League of CA Cities, 9/17

Participatory Action Research, Black Child Legacy Campaign, 4/17, 7/17, 9/17

Collaborating for Collective Impact, Minnesota Recovery Community Organizations, 6/17, Coalition for Healthy Arden-Arcade, 11/16, 2/17, Sacramento County Coalition for Youth, 11/15, County Office of Education, 6/14

Facilitation Skills for Agile Teams, FCMAT/California School Information Services, 7/16

Exploring Culture, Privilege and Asset-Based Engagement. Mono County Behavioral Health, 11/14