

# CAROLINE WOLIVER

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## CAREER SUMMARY

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Program and Community Engagement Director with over 7 years' experience developing and managing gender transformative group programming and building strategic community relationships. A collaborative leader and communicator that thrives in a team environment; recognized by community partners and staff for being compassionate and engaging, creating opportunities for increased inclusion and critical thinking, and for going above and beyond to help others succeed. Skilled in:

- Community Outreach & Engagement
- Program Development & Evaluation
- Grant Writing & Fundraising
- Diversity & Inclusion
- Strategic Communications & Public Relations
- Data Analysis & Reporting
- Instruction & Training
- Project Management

## PROFESSIONAL EXPERIENCE

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### **Director of Leadership & Social Justice: August 2019 – Present**

*YWCA Columbus:* Columbus, Ohio

*Oversee the creation and delivery of all aspects of social justice programming, community engagement and communication, and leadership development programming that aligns with the YWCA Columbus mission of eliminating racism and empowering women, and supports the agency's public policy and advocacy agenda.*

- Create social justice based curriculum that reflects the role of history and policy in racial disparities, structural racism, and implicit bias; applies an intersectional lens to approaching policy and advocacy; and translates awareness into trauma-sensitive activism.
- Refine the focus for the Leadership & Social Justice Department to build out curriculum-based education and training programs that result in revenue-generating opportunities.
- Design a program model and infrastructure for a neighborhood-based leadership program that empowers middle school aged girls living in under-resourced neighborhoods to understand and disrupt systems of oppression, increase confidence in their ability to advocate for themselves and others, and create change in their communities.
- Coordinate civic engagement activities and events related to voter registration and census education to amplify the voices of traditionally marginalized communities.
- Plan and oversee the facilitation of the *Leadership for Social Change* program which trains young-professional women to become the next generation of leaders in Central Ohio with the ability to identify needs for social change and effectively develop strategies to address those needs.
- Develop and implement a strategic plan, annual budget, and operating plan to support and grow social justice programming; including the development of funding proposals to ensure the continuous delivery of quality services.
- Create an evaluation framework to measure outcomes, evaluate program effectiveness and implement improvements.

### **Director of Outreach & Program Management: January 2017 – October 2018**

*New Directions Career Center:* Columbus, Ohio

*Managed the daily operations, supervision of staff, and strategic planning of a fast-paced, non-profit organization. Provided intersectional career development programming designed to help marginalized populations overcome barriers to self-sufficiency.*

- Served as liaison to the community, participating on community councils, and overseeing strategic communications.
- Fostered strong collaborative relationships with local and regional partners, connecting with over 200 organizations and increasing recruitment referrals by 35%. Utilized knowledge of community resources to develop collaborative mobile program models in under-resourced areas that increased accessibility, efficiency and program effectiveness.
- Delivered presentations to elected officials, affinity groups and community councils about internal and systemic challenges women experience that impact their ability to achieve and maintain self-sufficiency.
- Created workshops on gender norms and implicit bias to help individuals learn strategies for challenging bias in personal and professional settings and navigating organizational structures to advance women's leadership.
- Collected research and wrote proposals to increase revenue, securing over \$100,000 in funding through relationship development, grant writing and testifying at The City Council of Columbus.
- Developed diversity and inclusion initiatives for internal policies and program eligibility to include transgender and gender non-conforming individuals in women-only programming. Updated Informed Consent and non-discrimination policies, overhauled paperwork with more inclusive language and arranged diversity training for staff to ensure the team was competent to provide respectful, high quality service.

## ADDITIONAL WORK HISTORY

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**Program Manager** | *New Directions Career Center* | Columbus, Ohio | July 2015 – January 2017

**Program Instructor & Outreach Associate** | *New Directions Career Center* | Columbus, Ohio | August 2013 – July 2015

**Contract Instructor** | *New Directions Career Center* | Columbus, Ohio | June 2012 – August 2013

**Manager** | *Noah's Bark* | Columbus, Ohio | May 2008 – July 2013

## EDUCATION & TRAINING

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**Bachelor of Arts and Sciences:** Sociology & Women, Gender and Sexuality Studies

*The Ohio State University:* Columbus, Ohio

**Project Diversity Pride Leadership Program**

*United Way of Central Ohio:* Columbus, Ohio

**Mental Health First Aid USA Certification:** Valid through October 2020

*National Council for Behavioral Health:* Columbus, Ohio

## COMMUNITY COUNCILS & VOLUNTEERISM

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**Keyholder Volunteer: May 2019 – Present**

*Women's Fund of Central Ohio:* Columbus, Ohio

- Serve as Lead Volunteer for The Women's Fund of Central Ohio's 2019 Keyholder Event.

**Coalition Member: May 2019 – Present**

*Inclusion Allies Coalition:* International

- Serve with other organizations and individuals committed to advancing diversity, equity and inclusion within society, and as a resource and advocate for inclusive policies and practices.

**Human Service Chamber Member: January 2018 – October 2018**

*Human Service Chamber of Franklin County:* Columbus, Ohio

- Collaborated with human service organizations through quarterly meetings and trainings.

**RSAT Collaboration Board Member: March 2016 – October 2018**

*Alvis:* Columbus, Ohio

- Provided oversight and resource connections to ensure the successful implementation of the Alvis Residential Substance Abuse Treatment (RSAT) Grant for women's recovery programs aiming to reduce recidivism.

**OSU Early Head Start Partnership Collaborator: February 2016 – October 2018**

*OSU Early Head Start Partnership:* Columbus, Ohio

- Provided oversight and resource coordination for a nationally recognized Ohio State University partnership between private, public and non-profit businesses collaborating on a holistic approach to moving families out of poverty.

**Co-Chair of New Directions Young Professionals (NDYP): May 2012 – October 2018**

*New Directions Career Center:* Columbus, Ohio

- Developed an infrastructure for the creation of a young professionals group associated with New Directions.
- Organized and hosted annual Holiday Help giving campaign, sponsoring presents to over 145 children.
- Promoted NDYP through the creation of newsletters, Constant Contact email marketing, webpage updates using WordPress platform, and various social media networks including LinkedIn, Facebook, and Instagram.

**Member of Advisory Board on Gender Norms Research Project: August 2015 – August 2016**

*Women's Fund of Central Ohio:* Columbus, Ohio

- Advised a research project on gender norms and implicit bias conducted by the Kirwan Institute on Race and Ethnicity and sponsored by The Women's Fund of Central Ohio, resulting in the creation of *The Pervasive Power of Gender Norms* and the *Gender-By-Us Toolkit*.
- Recognized as one of five individuals representing agencies featured in The Women's Fund's 2017 Keyholder event video as a significant influencer of social change.