

LILLEANA L. CAVANAUGH

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Encourage innovation and ideation to foster development of a global, culturally inclusive community

EXECUTIVE DIRECTOR
MBA DEGREE | CPM CREDENTIAL
PUBLIC & NONPROFIT
LEADERSHIP CREDENTIAL

Engage with the National Latino Agenda, empowering Hispanics and Latinos across America

Proven to engage and empower the Latino community through education, leadership development, civic participation, and bringing issues, concerns, and needs to the attention of key community stakeholders on a statewide and national scale.

Multicultural expert, keynote speaker, business advisor, and diversity trainer called on to deliver presentations, workshops, and seminars on issues related to Hispanics and Latinos, migrants, immigrants, and the developing world.

Recognized throughout career for thought leadership and innovation, receiving the Women of Color Foundation's Professional Woman of the Year honor, Cesar Chavez Community Service Award, and EEO Academy Award of Excellence.

PROFESSIONAL EXPERIENCE

Ohio Commission on Latino Affairs, Columbus, Ohio ▶ 2007-present

Direct business activities, outreach initiatives, and government affairs—serving 400,000 Hispanic Ohioans—with the priorities of: (1) advising Gubernatorial and Legislative officials on issues impacting Latinos; (2) connecting Latino-serving organizations to build shared capacities; and (3) driving grassroots efforts to promote collaboration and foster change.

EXECUTIVE DIRECTOR, 2009-present | **PROGRAM DIRECTOR, 2007-2009**

Initiate, establish, and nurture relationships with local, state, and federal agencies, community partners, educational institutions, and other key stakeholders critical to advancing education, employment, health, housing, inclusion and economic development opportunities for Hispanic/Latino Ohioans. Foster collaboration and consensus between Hispanic Ohioans and Government, serving as a liaison between stakeholders to inform, highlight issues, and prompt positive actions. Perform in-depth public policy analysis and data-driven outcome-based research to create awareness and drive systematic change.

GOVERNMENT RELATIONS

- ▶ **Appointed to committees, councils, and advisory groups** to represent Latino interests at the state and national levels, working diligently to promote community awareness, education, engagement, and inclusion in mainstream society.
 - ↳ *Fueled awareness, education, engagement, action, and change through consistent government outreach efforts.*
- ▶ **Defended and secured the commission's budget before Legislature** during critical transitional periods, arguing agency's existence before the Sunset Review Committee (2010, 2011, 2015) and biennial budgets to account for agency's impact and effectiveness.
- ▶ **Led creation of business, social services, and advocacy councils** forging discussions and coalitions with Latino leaders and legislators to impact legislation and state services.

POLICY & CIVIC ENGAGEMENT

- ▶ **Championed the production of 12 policy analysis reports** on a variety of issues ranging from Latino elected officials to economic forces, medical and legal language access in Ohio, voting trends, and global diversity impacting Latinos.
- ▶ **Coordinated notable events to rally the community, focus on key initiatives, and foster capacity-building partnerships;** organized White House Community Conversations and led Annual Ohio Legislative Visit Days with 200+ participants.

CAPACITY BUILDING & EMPOWERMENT

- ▶ **Implemented innovative leadership programs, summits, and conferences** on education, workforce and economic development, health, civil rights, civic engagement, diversity, sustainability of Latino nonprofits, and social enterprising.
 - ↳ *Initiated the Annual Ohio Latino Health Summit reaching 900+ health experts, government officials, and leaders.*
 - ↳ *Co-developed the first Medical Interpreting Conference to improve language access in Ohio's healthcare system.*
 - ↳ *Collaborated with the Gates Foundation and The Ohio State University on the Annual Bridge Builders Forum.*
 - ↳ *Coordinated Ohio Latino Education Summits with 800+ attendees and 25+ documented Best Practices.*
- ▶ **Directed establishment of regional presence under the Ohio Hispanic Chambers Council**, developing statewide Latino economic agenda, creating new and growing existing businesses, and serving 16,000+ Hispanic-owned businesses.
 - ↳ *Assisted in launching Ohio-based Latino SBDCs to engage and support entrepreneurship.*

Ohio Commission on Latino Affairs, Continued...

- ↳ *Conceptualized and coordinated annual Ohio Agenda Latina Conferences with 15 Latino grassroots organizations.*
- ▶ **Leveraged voter registration campaigns to fuel civic engagement initiatives**, earning 10,000 Hispanic vote pledges in 2010; currently engaging in voter education and registration for the 2016 election cycle.
- ▶ **Conceptualized the Latino Military Service of Distinction Award for Ohio**, with 15 Awards presented to honor men and women in uniform. Nominated and obtained recognition for 3 Hispanics in Ohio's Civil Rights Hall of Fame.
 - ↳ Led the Annual Distinguished Hispanic Awards, recognizing 50+ outstanding Latino leaders since 2009.

COMMUNITY ENGAGEMENT & SOCIAL MEDIA

- ▶ **Grew and managed social outreach and engagement**, expanding followers to 10,000+ through Facebook and Twitter, driving agency messaging to an ever-increasing landscape of individuals, agencies, businesses, and nonprofits.
 - ↳ *Revamped agency website to streamline messaging, increasing traffic 200% and advancing online presence.*
- ▶ **Expanded the Ohio Latino Alliance Network**—a web-based interactive database of 400+ Latino-serving organizations—and augmented the Ohio Hispanic dashboard and the online Catalogue of Latino Outreach Initiatives.
- ▶ **Promoted key messages and core values through formation of 10 networking groups across the state**, building the Latino Media Network with 30 print, radio, and digital assets serving the Ohio region.
 - ↳ *Author original work and facilitate 20+ keynotes, seminars, and presentations on Latino topics each year.*

RELATIONSHIP BUILDING, FUNDRAISING, & REVENUE GROWTH

- ▶ **Served as founding member of Ohio's first League of United Latin American Citizens (LULAC) Council**, fueling statewide expansion to advance employment, educational access, health, and civil rights of Hispanic Americans.
- ▶ **Engaged with the National Latino Agenda** through affiliation and involvement with the United States Hispanic Leadership Institute Annual Conference, NALEO Conference, United States Council on Latino Affairs, National Council of La Raza, and other capacity-building organizations.
- ▶ **Extended outreach and engagement throughout the community**, acting as an advisor and mentor for the Governor's Ohio Asian and Pacific Islanders Advisory Council and the Ohio African Immigrant Commission.
- ▶ **Generated financial support for the agency's outreach initiatives**, driving \$80,000-\$130,000 in annual donor contributions to support mission-critical work. Secured community partnerships for in-kind services and support.

Cross Cultural Communications, Columbus, Ohio ▶ 2004-2007

PRESIDENT

Developed and delivered presentations, workshops, and keynote addresses focused on multicultural issues, the power of diversity, inclusion as a competitive advantage, understanding of a global workforce, and multicultural communications.

- ▶ **Launched a successful business**, working with clients—in private, education, and nonprofit sectors—to develop and implement training initiatives to help their employees harness a better understanding of today's global workforce.

The Dupps Company, Germantown, Ohio ▶ 2001-2007

INTERNATIONAL BUSINESS CONSULTANT

Supported interactions and negotiations with the sales team and clients in Latin America for a designer, builder, and installer of high-quality process equipment and systems. Identified clients' needs and determined innovative solutions to achieve efficiency and cost-effective outcomes. Established effective relationships with businesses throughout Latin America.

- ▶ **Played an instrumental role in driving \$500,000-\$1.5 million in sales**; garnered an exemplary reputation for multidisciplinary consulting while consistently delivering quality solutions and mitigating risks.

Sinclair Community College, Dayton, Ohio ▶ 2002-2004

HISPANIC LIAISON, OFFICE OF ADMISSIONS

Developed and implemented the college's initiative for Ohio's Hispanic population. Established productive relationships with the Hispanic population on campus. Gained experience recruiting students and interacting with diverse families.

Vocalink Foreign Language Services, Dayton, Ohio ▶ 1996-2001

VICE PRESIDENT / CO-FOUNDER

- ▶ Formulated a first-of-its-kind program in the City of Dayton that became an inspiration for other similar programs in universities nationwide; enhanced the image of the institution and its acceptance among Hispanic groups in the city.
- ▶ Orchestrated business development, marketing, and setup of new office systems / policies for a provider of interpretation and language translation services. Screened candidates and selected a team of 50+ translators worldwide, representing all major languages. Supervised and simultaneously trained a team of 30+ interpreters speaking in excess of 12 languages.
- ▶ **Co-launched and managed the successful startup of company;** directed all aspects of strategic planning, marketing, team building, and employee training. Coordinated projects in Europe, Asia, and Latin America.

Foundational Experience —

World Vision International, Cambodia, Mauritania, & Costa Rica

Latin America Regional Office Manager; Administrative Systems Consultant; Executive Asst. & Administrative Manager

Managed the grant lifecycle spanning research, writing, application, contract processing, administration, and reporting. Organized administrative and logistic support for expatriate experts from the U.S., Australia, Europe, and Asia.

- ▶ **Assisted National Director in formulating policies and strategies** focused on relief and development programs; liaised with government officials and international / nonprofit organizations in achieving program goals.

EDUCATION & CREDENTIALS

Capella University ▶ **Master of Business Administration (MBA), *with honors*, 2007**

University of Phoenix ▶ **Bachelor of Science (BS), Business Management, *cum laude*, 2005**

Sinclair Community College ▶ **Associate of Science (AS), Business Administration, 1997**

National Certified Public Manager Consortium ▶ **Certified Public Manager (CPM), 2012**

The John Glenn College of Public Affairs ▶ **Certificate in Public & Non Profit Leadership, 2017**

State of Ohio ▶ **Registered Lobbyist, 2009-2017**

SELECT AFFILIATIONS

National Association of Latino Elected and Appointed Officials (NALEO) National Conference
Honorary Host Committee Member & Current Member

Women for Economic and Leadership Development (WELD)
Member

United States Council on Latino Affairs
Founder Member

United States Hispanic Leadership Institute (USHLI)
Student Leadership Summit Member

National Society of Hispanic MBAs (Prospanica)
Founding Member, Columbus Chapter

Latina Mentoring Academy
Mentor

Recent Councils, Committees, & Advisory Board Posts —

Ohio Dept. of Mental Health and Addiction Services Cultural and Linguistic Competence Advisory Board

Ohio Patient-Centered Medical Homes Advisory Group

Preventive Health and Health Service Advisory Council

Ohio's Human Trafficking Commission

Census - Ohio Complete Count Advisory Committee