

M. PALOMA PAVEL, Ph.D., M.Div

Teaching, Counseling, Program Administration and Curriculum Development

EDUCATION

- Ph.D. California School of Professional Psychology, Berkeley (APA Accredited)
Organizational and Clinical Psychology
Dissertation research published with Carnegie Foundation, *Good Work: The Future of the Academic Workplace in America*
- M.Div. Harvard University, Cambridge, MA (*cum laude*)
- B.A. University of Southern California, Los Angeles (*summa cum laude*)
International Relations and Religious Studies
- Post-Grad London School of Economics, International Relations and Peace Research
- Licensure Licensed issued to practice as Psychologist in California (1993)

CAPABILITIES

Psychology Professor	Curriculum Development	Social Media Models
Student Advisor	Keynote Speaker	Student Internships
Clinical Counselor	Social Justice & Psychology	Build Teaching Models

PROFESSIONAL EXPERIENCE

- Visiting and Adjunct Faculty in Psychology and Program Consultant, CA 2008 to Present
- Ford Foundation, New York NY: Director of Strategic Communications 2000 to 2008
- Earth House Center, Founder/President/Consultant, Oakland, CA 1990 to 2016
- California Institute of Integral Studies, Associate Prof., SF, CA 1989 to 1997

ACADEMIC EXPERIENCE

Pacifica Graduate Institute, Santa Barbara CA: Visiting Faculty in Community Psychology, Liberation Psychology and Eco-psychology Program. Doctoral courses taught: Community Mobilization and Policy Development; Community Counseling and Advocacy. Guided 15 student dissertations.

University of California, Davis: Visiting Faculty and Consultant to the Regional Advisory Committee (RAC), strategic planning for the Center for Regional Change, including curriculum development and development of civic engagement strategies.

California Institute of Integral Studies, San Francisco CA: Associate Professor and Department Chair of Organizational Development and Social Transformation Program. Program Adjunct Professor of Women’s Spirituality. Supervised four core faculty and five adjunct faculty, directed development of institution wide research manual, organized and chaired faculty council consisting of 60+ core faculty members, and served as faculty representative to the Board of Trustees. Founded and chaired the institution-wide Diversity Caucus. Chaired first Organizational Development program based on Social Justice. Taught doctoral courses in Organizational Change; Organizational Culture; Leadership Development; Women’s Leadership; Creating New Social Forms; Systems Theory; Designing Workshops and Trainings; Integration of Theory and Practice; Diversity Training; Deep Ecology; Research Methods. Guided 140 student dissertations.

California School of Professional Psychology, San Francisco CA. Served as Acting Director of Graduate Programs in Organizational Psychology. Developed a course in socio-cultural factors of psychology and themes of political and environmental relevance. Performed assessment of curriculum, resulting in new courses and colloquium series on socio-cultural forces in the field. Designed and implemented annual conference on Feminist Theory and Practice in Psychology. Doctoral courses taught: Organizational Theory and Practice; Organizational Culture and Leadership. Courses assisted: Theory of Group Development; Theory and Practice of Organizational Development; Cross-Cultural Theory and Research.

CLINICAL EXPERIENCE

Private Practice Psychologist 1991 - Present

Internship at Children's Hospital, Oakland California. Diagnostics, Assessments and Treatment Plans

Name and location: Three/Fourths Residential Treatment Center

EDUCATIONAL AND CONSULTING EXPERIENCE

Ford Foundation, New York NY: Director of Strategic Communications Sustainable Metropolitan Communities Initiatives (SMCI)

Served as Consultant to the SMCI, Community Resource and Development Unit with a \$39M portfolio. Developed strategic planning and communications programs. Created interregional networks in 12 US metropolitan regions connected with 14 global sites. Developed "Vision to Action" seven year strategic plan. Directed Regional Equity Demonstration Project, a peer-to-peer learning network in 5 metropolitan regions (Camden NJ, Detroit MI, Baltimore MD, Atlanta GA, Richmond CA). Co-founded the Conversation on Regional Equity (CORE).

Earth House Educational Projects

Spearheaded projects to build healthy, just and sustainable communities through education training and multimedia tools. Worked with a series of environmental sustainability groups and organizations on issues of land use planning, regional transportation, mixed income housing, the school to prison pipeline, and green collar jobs. Developed media projects to link communication, technology and social advocacy. Coach local organizations develop their story and build networks and alliances.

Alameda County Medical Center

Strategic planning and training for the System Transformation Center and Center for Innovation at county's largest public hospital, Highland. Coordinated planning for Delivery System Reform Incentive program (DSRIP) \$50m/year investment to safety net hospitals to provide a national model under ACA healthcare reform. Designed and conducted 3 strategic planning charrettes. Directed Maternal and Child Health Video documentaries (Spanish and English) and patient education program.

Climate Justice Project

Developed coalition of 100 social justice organizations in 6 regions in California to create a Collective Impact strategy to influence the outcomes of the Sustainable Community Strategies under California Senate Bill 375. Advised, mentored and instructed organizations culminating in the volume "Climate Justice: Frontline Stories from Groundbreaking Coalitions in California". Funded by Resources Legacy Fund.

California Coalition for Just and Sustainable Communities

Statewide research, coalition building, and advocacy connecting health to planning, land use, economic development, and racial equity issues in California. Conducted a series of workshops on Climate Justice with communities of color and low income communities in Sacramento, San Diego, and Sonoma CA, resulting in toolkit: “Building Healthy and Just Communities for All in California in an Age of Global Warming.” Developed strategic communications plan to integrate social justice outcomes with a policy framework and metrics for Sustainable Communities Strategies. Funded by The California Endowment and the San Francisco Foundation.

Green Collar Jobs

Convened a Learning Agenda for philanthropy on the Green Economy, Green Collar Jobs, and Workforce development. Brought together business, labor, foundations, environmental organizations, community organizations, and government representatives. Prepared report “The Green Economy: Green Collar Jobs and Workforce Development.” Funded by The Tides Foundation.

Six Wins for Social Equity Coalition

The Six Wins Project identified political and legislative opportunities for sustainable community strategies in 19 MPO’s. Created social architecture to improve transportation, affordable housing, environmental justice, economic opportunity and community collaboration. Introduced communications training and leadership development programs to develop collaborative skills and link community members directly to government officials at ABAG and MTC. Secured legal and technical assistance from UC Davis to create the Equity, Environment and Jobs initiative. Presented EEJ initiative to the Joint Policy Commission including ABAG, MTC, BAAQMED and BCDC.

Resilient Community Initiative

Worked with 10 grassroots organizations representing neighborhoods of color in the SF Bay Area. Lead the East Bay Academy in Oakland, featuring an intergenerational youth focus and use of Arts and Culture to develop education and leadership. Provide agency training workshop to teach collaboration between governmental agencies, educational institutions and city departments.

PUBLICATIONS

M. Paloma Pavel, “A Climate Justice Compass for Transforming Self and World” Article in the World Futures, The Journal of New Paradigm Research. November 25, 2015

M. Paloma Pavel, “Ecopsychology and the Long Emergency: Building Eco-resilience for Global Change, Trauma and Renewal” Article in Ecopsychology Journal, March 28, 2015

M. Paloma Pavel, “Breakthrough Communities: Sustainability and Justice in the Next American Metropolis,” *Race Poverty and the Environment*, a journal for social and environmental justice. Published by Urban Habitat, Vol. 15, No. 2, Fall 2008.

M. Paloma Pavel, Jan Thomas, and Alex Artaud. “Metrics of Regional Equity,” *Race Poverty and the Environment*, a journal for social and environmental justice. Published by Urban Habitat, Vol. 15, No. 1, Fall 2008.

Carl Anthony and Paloma Pavel. *The Green Economy: Green Collar Jobs and Workforce Development*, The Tides Foundation: San Francisco, CA.

M. Paloma Pavel, ed. Foreword by Carl Anthony, ***Breakthrough Communities: Sustainability and Justice in the Next American Metropolis***. (Cambridge: MIT Press, 2009)

Part 1 features the history of various environmental and civil rights movements building a conceptual framework for current just sustainability.

Part 2 features 12 case studies of regional breakthroughs in environmental justice, sustainability, and regional equity. Each case study is told with the voice of those who are actively engaged in the campaigns, followed by strategic analysis laying out the tools for action by national policy researchers.

Part 3 describes key emerging dimensions of the regional equity and environmental justice movements including media, metrics, and community-based global strategies

John Powell, Marguerite Spencer, and M. Paloma Pavel. **“An Out-pouring of Spirit: Faith-based Environmental Justice Action in the Gulf Coast”**. *Race, Place and the Environment: in the Wake of the Storm*. Ed. By Robert Bullard and Beverly Wright (Publisher, TBD, 2008)

M. Paloma Pavel, (Author), ***Building Bridges: Case Studies in Metropolitan Regional Equity*** (Research report, funded by Ford Foundation). (2004) This monograph was featured at the Detroit meeting of The Funders Network for Smart Growth and Livable Communities and provided the preliminary research for the subsequent work: **Signs of Promise**, edited by Carl Anthony and Benjamin Starrett. (2005)

Anne Herbert and Margaret Pavel, (co-authors) ***Random Kindness and Senseless Acts of Beauty***. Foreword by Desmond Tutu. (New York: New Village Press, 2014)

SPEAKING AND PRESENTATIONS

Presented to numerous organizations including UNICEF, Carnegie Foundation Council of Independent Colleges and Universities. Keynote Speaker at national conferences on themes related to Sustainability, Social Change and Leadership:

- International Congress on Demilitarization in Central America (Costa Rica, 2007)
- Environment & Education: Japan’s Future (University Consortium, 2005)
- New Paradigms of Science Conference (University of Mexico City, 2004)
- International Organization for Transpersonal Psychology (San Francisco, 2005)
- Association of Women in Psychology (Los Angeles, 2002)
- International Congress on Human Inquiry (San Francisco, plenary 1987)
- Association of Humanistic Psychology (Toronto, plenary 1985)
- International Conference in Psychosynthesis (Florence, US delegate, plenary, 1980)

Presentations and workshops to institutions of higher education, include the following:

- Boston College
- Chapman College
- Columbia University (UTS)
- Episcopal Divinity School
- Global University, Tokyo
- Gonzaga University
- Graduate Theological Union, Berkeley, CA.
- Harvard University - Divinity School
- J.F.K. University
- Mills College, Oakland, CA
- Sarah Lawrence College
- Stanford University
- Tokyo University
- University of California, Berkeley
- University of Helsinki, Finland
- University of Southern California
- United Nations University for Peace, San Jose, Costa Rica
- Yale University - Divinity School

LICENSURE/CERTIFICATIONS

License in Clinical Psychology, State of California, 1993

Certificate in Non-Profit Management, Cal State East Bay, Hayward CA, 2015

Certificate in Documentary Filmmaking, Bay Area Video Coalition, Berkeley CA, 2004

MEMBERSHIPS AND AFFILIATIONS

Environmental Quality Committee, City of El Cerrito, 2010–Present

Emerge California

League of Women Voters, Vice President

Environmental Quality Commission

Regional Equity Group for ABAG and MTÇ

Bay Conservation Development Commission

National Alliance to Restore Opportunity to Gulf Coast (Founder)

RECOGNITIONS AND AWARDS

Gold Medal Peacemaker Award, Independent Bookmakers Association

Trail Blazer of the Year, Sierra Club

Center for Regional Change, Community Leadership Award

Community Leadership Award for Anti-Apartheid Divestment Campaign, Harvard

Fulbright Specialist Award