

# Sahar Muhsin Laufman

Erlanger str. 28  
Köln Germany 51103

[www.linkedin.com/in/sahar-muhsin-laufman](https://www.linkedin.com/in/sahar-muhsin-laufman)  
[smuhsin-laufman@ses.sksm.edu](mailto:smuhsin-laufman@ses.sksm.edu)

## DIVERSITY INCLUSION & EQUITY EXECUTIVE

*Over 5 yrs. experience with over 25 companies internationally, modernizing DE&I strategies to meet legal industry standards, lessen effects of unconscious bias, project vital sign of organizational health. Applies DE&I focused edits to marketing content. Improving and increasing demographics reached through inclusive language and content. Achieving for firms further innovation, greater retention, and increase fiscal gains. Experience in mediation, coaching, tailored organizational consultancy, trauma recovery, & in creating social capacity, and emotional intelligence building programs signals a refined integrated relational aspect to my approach.*

\*Tailored organizational psychology and consultancy \* strategic planning and systems theory \* monitoring and evaluation  
\*research \* writing \* liaison services \* multicultural competence \* revitalization through resilient & regenerative leadership and governance models

## WORK EXPERIENCE

### **EQUITY ALCHEMY, International Diversity Equity & Inclusion Consultant      2015 – Present**

*Organizational Development for at times over 1000 participants at different international company offices - conducting multicultural competence training and providing micro training material toward shifting unconscious bias and organizational culture. Creating equity initiatives such as pay scale rubrics as part of integrated strategic planning monitoring and evaluation. Online toolkit, liaison services, and creative recruitment and retention projects to diversify employee pool, clients, and participants - [www.equityalchemy.weebly.com](http://www.equityalchemy.weebly.com)*

#### **Some Organizations Served:**

Lund University, Youth Empowerment Group Köln, Movimiento, Racial Equity Coalition, Buckeye, Origins, Elderflower, Permaculture Convergence, Weaving Earth, Elemental LLC, GAP in Bonn, Rubicon, Rainbow Refugees, Sofra, Demask, KlimaCamp Leipzig, Klima Camp Rheinland, By 2020 We Rise Up

### **JUUSTICE WASHINGTON, Washington, USA**

#### **Leadership Revitalization Convener**

**2020 – Present**

*Through outreach and asset mapping build collaborative partnership and comprehensive database of hundreds of regional justice organizations while connecting thousands of inspired individuals to justice-based work in their region and implementing strategies that create consistent sustained volunteer-based engagement within JUUSTWA's network interfacing-based organization 3 underrepresented area focuses.*

### **MOVIMIENTO, Nevada City, CA USA Board Member**

**2018 – 2020**

*Provided DE&I training and consultancy to administration in this ecological organization- at the same time I served half a dozen other California based organizations (Buckeye, Origins, NW Permaculture Convergence, Elemental LLC, Weaving Earth etc.)-and several German based ones (Klimacamp Leipzig & Rheinland, By 2020 We RiseUp etc.) and eventually was asked within this one to become a member of the Board. Annual responsibilities*

### **RAINBOW REFUGEES, Köln, Germany**

#### **DE&I**

**2018 – 2020**

*Provided DE&I training and consultancy to this LGBTQI centered organizations at the same time I served half a dozen other similar organizations (DEMASK, Rubicon, Sofra, etc.) – I was eventually asked within this one to become a board member I declined.*

### **MAGNIFICENT MINDS MOVEMENT, Ashland, OR**

<b>Writer</b>	<b>2018 – 2019</b>
<i>Writing bi monthly blog posts on Diversity Equity and Inclusion</i>	
<b>SKSM GTU, Berkeley, CA Fundraiser &amp; Donor Relations</b>	<b>2018 – 2018</b>
<i>Top Employee bonuses reflected. Largest rate of donor retention &amp; largest donation amounts garnered</i>	
<b>GEOPARADISE, Colon, Panama</b>	
<b>Instructor &amp; Researcher</b>	<b>2018 – 2018</b>
<i>Conducting needs assessments interviews to approx. 60+ participating tribal collectives determining best methods for supporting cultural preservations. - Provided lectures and courses to over 1000 participants</i>	
<b>GRADUATE THEOLOGICAL UNION UC BERKELEY SKSM, Berkeley, CA</b>	
<b>Co- Professor</b>	<b>2017 – 2017</b>
<i>Co-taught this graduate level counter oppressive course at an Ivy League University.</i>	
<b>KUWAIT WATER ASSOCIATION, Kuwait</b>	
<b>Instructor &amp; Researcher</b>	<b>2017 – 2017</b>
<i>Completed accreditation with the UN - Assist funding initiatives - Performed Administrative and organizational task such as managing team of interns and corresponding with retailers. - Created written material on existing projects - updating website - Assist in making educational material on sustainable practices with water for K-12 students.</i>	
<b>NOURISHING DERVISHES, Oakland, CA</b>	
<b>Business Owner</b>	<b>2010 – 2016</b>
<i>Health, wellness, and nutrition private coaching -Prepared and sold product online, at events, and through store distributions - Website creation and management - Sales management and email correspondence to various customers, clients, and distributors Agricultural management - Social Permaculture: Integrated Trauma Stewardship as a means for sustainability - Manage 20 employees in the cultivation and harvesting of a 20-acre organic garden -Selling produce and tonics at local Farmers Markets and larger distributors. (during maternity break from education)</i>	

## EDUCATION

<b>UC BERKELEY GTU SKSM</b>	<b>Berkeley, CA</b>
<i>Masters Social Change &amp; MDIV</i>	<b>2020</b>
<ul style="list-style-type: none"> <li>• 4.0 GPA, Double Masters, Requested as Teaching Assistance before Graduation due to my expertise</li> <li>• Diversity, Inclusion &amp; Equity, Education to counter oppression, trauma stewardship, multicultural competent counselling, systems theory, social enterprises, non-profit organizational consultancy, resilient regenerative shared leadership governance models, and counter oppressive interfaith hermeneutics.</li> </ul>	
<b>ESSEC BUSINESS SCHOOL</b>	<b>International</b>
<i>Diversity &amp; Inclusion in the workplace</i>	<b>2020</b>
<ul style="list-style-type: none"> <li>• Certificate Program</li> <li>• Understanding the history and current strategies of managing Diversity and Inclusion in the workplace</li> </ul>	
<b>CORNELL</b>	<b>International</b>
<i>Diversity &amp; Inclusion at the workplace</i>	<b>2020</b>

## ADDITIONAL

- **Professional Accreditations/Affiliations:** American Grant Writers Association
- **Volunteer Activities:** United Oregon, Pagoda School in Cambodia, LGBTG Refugee BIPOC social care organizations in Germany, Berkeley Copwatch, Musawa in Indonesia