

JORGE J AVENDAÑO-CURIEL

CHIEF DIVERSITY, EQUITY, INCLUSION, AND BELONGING OFFICER



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Aurora, CO



PROFESSIONAL PROFILE

Leading with a transformational leadership style incorporating problem solving, digital acumen, change management skills to drive and develop high-quality, high satisfaction services, programs, and teams.

Experience in the Diversity, Equity, and Inclusion space distinguished by the unique ability to be an effective leader, build collaboration, solve problems, complete projects, and advance the organization's mission and vision.

EXPERIENCE

Chief Diversity, Equity, Inclusion, Belonging Officer

Denver Health Hospital Authority

01/2024 – present

- Responsible for **setting the vision** and drive the change management strategies to establish an equitable, diverse, psychologically safe and inclusive workplace.
- Advise the CEO and Executive team on organizational strategies and tactics that **drive change** resulting in increased representation, improved organizational decision-making by incorporating diverse perspectives, identifying, and **removing barriers** to success and acceptance.
- Act as a subject matter expert that operates at the highest levels of the DHHA, **collaborating with and influencing leaders**, the Board of Directors, and other key stakeholders to assess organizational needs, build programs to address needs, champion and promote awareness of DEIB principles while devising innovative solutions to current and emerging opportunities.
- Serve as the executive sponsor of the Diversity, Equity, Inclusion, and Belonging Council, oversee the strategic direction and implementation of the Equity Blueprint, and assists in shaping vision and outcomes of the Workforce Development Center.

Director, Diversity and Inclusion – Charles Schwab

05/2022 – 01/2024

- Accountable for translating the corporate D&I vision, **influencing** strategies and goals into business-unit specific plans within the Office of the COO in **collaboration** with key stakeholders.
- Responsible for driving the strategies and solutions necessary to **achieve our company-wide D&I objectives**.
- Ensure consistency and mitigate risk across the firm by operating as One Schwab, working towards the same board-approved D&I pillars and our 'Through Clients' Eyes' strategy.
- Supporting the expansion of **Employee Resource Groups** to execute the D&I strategy and generate broad employee involvement.

EDUCATION

Masters of Organizational Leadership
with specialization in Healthcare
Administration

Colorado State University Global
Campus – 2018

Bachelor in Biological Science with a
minor in Anatomy and Spanish

Colorado State University – 2006

SKILLS

Bilingual in Spanish – Highly proficient
in both oral and written Spanish

CORE COMPETENCIES

Able to Create Cultural and Competent Teams

Able to Create Interpersonal Relationships

Able to Manage a Diverse Workforce

Able to Work in Partnerships

Analytical Assessment and Interpretation Skills

Excellent Communication Skills

Healthcare Quality and Organizational Performance Skills

Organizational Problem Solving

Strategic Thinking Skills

Transformational Leadership Skills

- Creating and implementing **measurable diversity initiatives** aligned to Schwab's Diversity & Inclusion strategy to achieve business goals and to strengthen company culture.
- **Partner with the Executive Leadership team**, in collaboration with HR Business Partners, and D&I Champions to understand, influence and define diversity priorities for their business units and/or functions.
- Maintaining an understanding of current external events and legislation impacting our employees and/or our business to offer insight and guidance to leaders.
- Conducting research and benchmarking on D&I standard methodologies.

Sr. Equity, Inclusion, & Diversity Program Manager &

Workforce Diversity Consultant – Kaiser Permanente 06/2014 – 05/2022

- **Manage programs, lead**, consult, and influence leaders to drive and promote EID best practices to promote positive changes with our organization.
- **Create and manage** solutions that meet organizational needs. Assess problems and ensure that solutions are consistent with organizational objectives in **partnership with the National Equity, Inclusion, and Diversity team**.
- **Lead and execute** on trends and use an EID strategy to improve business functions.
- Able to work in a Labor Management Partnership to complete objectives.
- **Manage** the Affirmative Action program and collaborate with the Executive Leadership team to drive results.
- Responsible for creating collaboration and consulting strategies to increase capacity in multiple HR functions regarding Affirmative Action and EEO to meet AA goals.
- **Manage** the Qualified Bilingual Staff Program, deployed in 2010, which trains bilingual staff to do minimal interpreting, improving quality of care and providing better linguistic access to monolingual patients by increasing internal capabilities.
- **Manage EID Analytics** including Race Ethnicity and Language Preference (RELP) collection.
- **Manage** the Language Resource Center (LRC) In-House Labor Represented Interpreters and all linguistic services for the KPCO Region.
- Responsible for \$2.5M budget and linguistic strategy for the Colorado Region.

Linguist Leader - Kaiser Permanente

2/2007 – 06/2014

PROFESSIONAL DEVELOPMENT AND AFFILIATIONS

- **Vice-Chair for FRAHEC Board of Directors** – 03/2020 – Present
- **Latino Leadership Institute Fellowship Graduate** – University of Denver 2019
- **Aspiring Leader Program Graduate** – Denver Hispanic Chamber of Commerce 2017
- **Kaiser Permanente Leadership Explore Program Graduate** – 2013
- Completed HR courses through Employers Council – Affirmative Action Workshop (2014) & Performance Management: Setting the Stage for Success (2018)
- Trainer for the National Qualified Bilingual Staff Program – Kaiser Permanente
- Led the National D&I Language Assistance Taskforce – Kaiser Permanente