

RACHEL GARCIA

EXECUTIVE SUMMARY

Senior equity executive advancing health equity and racial justice through systems change, institutional transformation, and cross-sector leadership. Over 30 years of experience embedding racial equity into governance, policy, budgeting, and talent systems across nonprofit, corporate, and public institutions. Proven ability to operationalize equity frameworks, build accountability structures, and align organizational practice with community-defined health and well-being outcomes. Recognized statewide leader bridging community voice, institutional power, and measurable impact.

EXECUTIVE IMPACT SNAPSHOT

- Oversaw \$5M annual operating budget and long-term financial planning.
- Secured and stewarded \$2M+ in public and private grant funding.
- Led and developed teams of 20+ staff and contracted partners.
- Facilitated equity-centered leadership training for 250+ executives, board members, and senior staff.

CORE LEADERSHIP CAPABILITIES

Health Equity Strategy | Racial Justice & Anti-Racism | Systems Change Leadership | Enterprise Equity Integration | Organizational Culture Transformation | Equity Accountability Frameworks & KPIs | Data-Informed Decision-Making | Executive & Board Advising | Cross-Sector Public Health Partnerships | Community-Centered Engagement | Institutional Policy Alignment

SELECTED EQUITY & HEALTH IMPACT

- Integrated racial equity frameworks into strategic planning and governance structures across multiple institutions, aligning organizational decision-making with community health and belonging outcomes.
- Developed and implemented enterprise-wide equity KPIs to increase accountability in hiring, retention, and leadership representation.
- Facilitated executive and board-level dialogue on structural racism, culturally responsive leadership, and institutional bias.
- Advanced mental health equity initiatives as Anti-Stigma Ambassador, addressing culturally specific barriers to care within Latinx communities.
- Partnered with municipal and regional leaders to influence policy conversations affecting cultural access, representation, and community well-being.

PROFESSIONAL EXPERIENCE

Executive Director / CEO | Mexican Cultural Center | 08/2023–Present

Lead statewide cultural institution advancing community well-being and health equity through arts, education, and civic engagement. Oversaw \$650K annual operating budget and long-term financial planning while securing and stewarding \$2M+ in cumulative public and private funding over three years. Led and coordinated cross-functional teams of staff and contracted

partners, embedding equity-centered decision-making within governance, budgeting, and programming. Advise corporate and nonprofit boards on institutional equity transformation and accountability systems aligned with community-defined outcomes.

President / CEO | Colectiva | 01/2020–09/2023

Founded and led equity-centered nonprofit organization focused on cultural representation and leadership development. Designed governance systems rooted in racial justice principles. Embedded measurable equity goals into strategic planning and operations. Secured grant funding supporting culturally responsive programming that addressed social determinants of health through cultural connection and community resilience.

Executive Director of Business Operations & Director of Diversity, Equity & Inclusion | RMA Group, Inc. | 01/1999–06/2020

Directed enterprise-wide Diversity, Equity & Inclusion strategy within multi-department design+build corporation. Developed equity KPIs adopted across 8 operational departments and embedded into performance evaluations. Increased leadership representation of historically marginalized communities by 30% over four years. Authored institutional equity framework integrating KPIs into performance evaluation and leadership accountability. Led cross-functional teams addressing systemic barriers in recruitment, advancement, and organizational culture. Oversaw financial, HR, and compliance systems ensuring alignment between operational policy and inclusive values.

PUBLIC LEADERSHIP & SYSTEMS INFLUENCE

Influenced equity-informed policy conversations across 5 municipal and regional governing bodies

Mayoral Appointee & Co-Chair, Denver Commission on Cultural Affairs | Mayoral Appointee Commissioner, Denver Women's Commission | Mayoral Appointee Commissioner, Denver Latino Commission | Advisory Council Member, Scientific & Cultural Facilities District (SCFD) | Mental Health Anti-Stigma Ambassador Broomfield Colorado, Public Health Ambassador Broomfield Colorado, Mental Health Anti-Stigma Ambassador, Colorado Health Institute

EDUCATION & LEADERSHIP DEVELOPMENT

Bachelor of Science Business Administration, Management – University of Colorado Denver, 2007

Certificate in Diversity, Equity, Inclusion & Belonging-Latino Leadership Institute University (LLI) of Denver, 2021

Certificate in Executive Leadership, Latino Leadership Institute University (LLI) of Denver, 2019

Denver Metro Chamber Foundation, Impact Denver Fellowship, 2022

National Association of Latino Arts and Culture (NALAC) Leadership Institute Fellow, San Antonio Texas, 2024

Denver Metro Chamber Foundation, Leadership Denver Fellow 2025

Civico by Omni, Colorado Governors Fellowship Fellow, 2026

Colorado Business Committee for the Arts, Leadership Arts Fellow, 2026