

MAHOGANY TUCKER

ORGANIZATIONAL LEADER CONTACT

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WORK EXPERIENCE

OWNER/PRINCIPAL CONSULTANT (SELF-EMPLOYED)

Mahogany Dawn Tucker DBA Momma Nirvana (April 2021 - Present)

Capabilities Statement

Since 2021 Momma Nirvana is a consulting agency led by Mahogany Dawn Tucker, specializing in bridging oppositional perspectives within organizations. Our mission is to create resilient workplaces that are immune to marginalization and oppression by addressing anti-blackness and misogyny in organizational development. Through our expertise in Social Competency training (including DEI), executive consulting, team building facilitation, and human resource, customer, and community engagement strategy consulting, we enable organizations to embrace diversity, equity, and inclusion.

Core Competencies

Change Management: Guidance and support throughout the process of organizational change.

Community Relations: Strategies and support to foster effective engagement with communities.

Diversity, Equity, and Inclusion (DEI): Aid in promoting DEI initiatives within organizations.

Equity and Social Justice: Applying a focus on equitable practices and social justice within the context of the organization.

Executive Consultation: Support for select clientele in developing their unique authentic leadership philosophy and gaining the strategic edge that follows.

Facilitation: Expertise in leading groups and organizations to achieve desired outcomes.

Grant Writing Support: Support for select clientele in articulating their unique mission and purpose for existing, and how funders can best connect with their work through professional grant writing.

Ideation Support: Clarifying support on how to expand your vision on how to attain certain Key Performance Indicators, short-term, or long-term goals.

Organizational Development: Services aimed at advancing and restructuring organizational effectiveness.

Program Development: Clarifying support on how to actualize ideas of all sizes.

Public Outreach: Strategies and support to extend the organization's reach and impact on the public.

Public Speaking and Facilitation: Co-creation with select clientele of experiences, ideas, presence, and connection.

Strategic Planning: Assistance in defining strategy, direction, and utilizing resources effectively.

Differentials

- We lead with extensive experience and deep understanding of researching the historical and strategic functionality of oppositional perspectives as a part of seeking harmony and collective approaches to organizational development through maturation of individuals, teams, and organizations.
- Our agency specializes in addressing anti-blackness and misogyny through DEI training, executive consulting, team building facilitation, and human resource, customer, and community engagement strategic consultation.
- We are committed to creating resilient workplaces that reject marginalization and oppression, promoting diversity, equity, and inclusion.
- Momma Nirvana provides customized solutions that suit your organization's unique needs, ensuring long-lasting impact and meaningful change.

Past Performance

King County Public Health - 2 Contracts - \$9,700 for training development and \$3,200 staff retreat facilitation

African Hairitage - 1 Contract - \$8,000 for event planning and website design support

City Parks Alliance - 1 Contract - \$5,800 for Greater and Greener 2024 Conference Volunteer Coordination Support

PROJECT SPECIALIST

Allies in Healthier Systems for Health and Abundance in Youth (November 2024–March 2024)

- Supports Fortifying Futures project and broader AHSAY programs
- Provides administrative and logistical support, building systems and collaborating on strategic initiatives.
- Manages calendars, arranges travel, coordinates meetings, and maintains relationships with key stakeholders.
- Contributes to co-designing and implementing AHSAY's anti-racist agenda and programs.
- Demonstrates experience in project management, multi-sector collaboration, and working with marginalized communities.

EQUITY AND CHANGE MANAGEMENT CONSULTANT

Headwater People (October 2022–June 2023)

Supported clients in building capacity for equitable change management efforts. Once they established racial equity as a priority, I helped them (1) implement critical initiatives driving systems, process, and culture changes, (2) and monitor/report their performance.

OUTREACH COORDINATOR

Ada Developers Academy (May 2021–July 2022)

- As we grew, I worked closely with the Admissions and Communication departments to expand and manage our outreach goals and initiatives.
- I was responsible for developing, planning, and coordinating public outreach efforts.

LEAD COORDINATOR

South King County Discipline Coalition (August 2018–April 2021)

- Developed strategic direction, identified and implemented antiracist initiatives, and ensured progress towards goal attainment.
- Provided guidance, information, and advice to partnering Community-Based Organizations and School District Directors, Superintendents, and Managers.
- Collected data and apply analysis to develop reports, presentations, and training curriculum.
- Engaged, built, and sustained relationships with diverse people and cultures.
- Collaborated with human resources to build internal and external partnerships and agreements that help amplify under-represented and diverse perspectives.
- Planned led and coordinated community-led solutions work, including the data collection, documentation, and reporting.

COMMUNICATIONS INTERN

4Culture (October 2018–March 2019)

- Create and organize meeting notes of all Communications team meetings with other departments and the Board.
- Manage logistical planning for all organizational outreach meetings for the upcoming year.
- Develop alt-text for the website.

UTILITIES ACCOUNT REPRESENTATIVE I

Seattle Public Utilities (March 2015–May 2018)

- Nominated as Change Team Lead of a team collaborating with leadership to implement equitable policy reform.
- Initiated dialogue with various workgroups to resolve and prevent issues with ratepayer billing and service.
- Created and amended customer accounts within the utility billing system.
- Reviewed customer consumption and billing history to address customer concerns.

ON-PREMISE ADMINISTRATOR (PROMOTED FROM ADMINISTRATIVE ASSISTANT)

Aerotek (August 2012–October 2014)

- Trained four new regional administrative team members; coordinated with other administrators and backup as needed.
 - Provided administrative support by facilitating pre-employment paperwork orientations and auditing documents for accuracy.
 - Was responsible for managing third-party vendor relationships and services to support 3,000+ contractors.
 - Managed office supply and marketing material logistics for 2 offices.
 - Managed multi-line phone service and lobby for 20+ visitors and callers per day.
 - Proactively collaborated with several teams to ensure, 15-50 weekly, new hires are 100% compliant with client-specific pre-employment clearances, including E-Verify.
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EDUCATION

BACHELORS OF ARTS, ORGANIZATIONAL LEADERSHIP

Seattle University (2019)

VOLUNTEER EXPERIENCE

KING COUNTY EQUITY CABINET

King County Office of Equity and Social Justice (June 2021–November 2022)

- Provide ongoing analysis of the County's policies, practices, and procedures to
- ensure that decision-making supports the County's intention to address the root
- causes of disparities and distribute resources using equity and racial justice as
- primary factors for defining objectives and measuring progress.
- • Support evaluation of the County's progress on the Equity and Social Justice
- Strategic Plan and pro-equity policy agenda.
- • Advise on enterprise-level work and partner to transform county-wide practices that
- currently hinder equitable and racially just outcomes (e.g. budgeting, contracting,
- capital planning, hiring and promotion).
- • Collaborate with all levels of County government to ensure effective engagement
- and partnerships with Black, Indigenous, and communities of color.

ADVISORY BOARD MEMBER

South King County Discipline Coalition (April 2016-August 2018)

- Collaborated to create the application to subgrant funds to grassroots organizations. (August 2016)
- Collaborating to develop Family Advocacy training curriculum for students and parents. (Summer 2017)

COUNCIL MEMBER

SOAR Youth Advisory Council (December 2012-January 2017)

- Drafted grant application and successfully budgeted the application of funding. (September 2016)
- Arbitrated important factors to support the successful engagement and reintegration of opportunity youth into school programs and the workforce.
- Hosted Community Conversation with a focus on Education and reported findings to Mayor. (April 2016)

ALUMNI BOARD MEMBER

Year Up Puget Sound (September 2012-January 2017)

- Facilitated board meetings to maintain collaboration on goals that impact alumni, students, and interns.
- Created content (i.e. scope, scale, and budget) for alumni events.
- Planned and hosted series of financial literacy classes. (November 2016)

TECHNICAL SKILLS

- Adobe Acrobat Pro
 - Adobe Illustrator
 - Adobe InDesign
 - Canva
 - Spreadsheet Automation
 - Google Suite
 - Grant Writing and Reporting
 - Microsoft Office
 - Outreach Airtable
 - Peoplesoft/Oracle
 - Salesforce
 - SharePoint
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