

## **DAVID WILEY CAMPT, Ph.D.**

1238 Irving Street, NE, Washington, DC 20017  
www.racedoctor.org      [theracedoctor@yahoo.com](mailto:theracedoctor@yahoo.com)  
202-777-6040

### **Highlights of Capabilities**

- Expertise in **creating consensus among diverse constituencies** for organizational visions & strategic plans
- Experience in **managing and coordinating diverse teams** of subordinates and peers
- Extensive history of **strengthening capacity of progressive organizations** and individuals
- Expertise in designing, managing, and **facilitating large, high-profile public forums**
- Proficiency in **enhancing cultural competence** to improve organizational functioning
- Experience in **managing a small business** with diverse subcontractors and clients for several years
- Track record of **increasing levels of responsibility** in both full-time and part-time jobs
- Multiple successes in **creating innovative projects** and organizations and securing necessary funding
- Significant accomplishments in **editing, writing, evaluation, and analysis** of policy

### **Project Management: Selected Clients**

#### **United States Navy, Washington, DC, 2002-2003**

Trained more than 900 Navy Chaplains on conflict management on Naval Bases throughout the world.  
Led team of four trainers in curriculum design, workbook construction, and training delivery.

#### **Inland Empire Health Plan, San Bernadino, CA, 2001-2002**

Consulted to a large health care organization (100,000 clients) on cultural competency in the delivery of medical services. Led team of three consultants through several phases of organizational change effort. Phases included assessment, training, articulation of recommendations, and development of implementation strategy.

#### **The White House, Washington, DC, 1997-1999**

Conceptualized, designed, co-managed, and facilitated public forums for President of the United States and Race Relations Advisory board. As full-time senior policy analyst, supervised team of seven staffers to produce best-practice publication on the subject of racial reconciliation. Worked with panel of experts on development of nationally distributed manual on racial dialogue.

#### **University of California, San Francisco, CA, 1989-1996**

Supervised team of five evaluators of multi-year projects on social service programs for residential drug treatment, and on rehabilitation of incarcerated females. Organized and moderated public forums, edited newsletter.

#### **DuBois Group, Oakland, CA, 1991-1995**

Supervised team of 12 professionals in community organization dedicated to raising awareness of social issues within African-American community. Conceptualized public events, delegated tasks and managed team, wrote and delivered speeches.

#### **Operation Crossroads Africa, The Gambia, West Africa, 1988**

Led team of 12 college students in eight-week cross-cultural service project. Served as liaison to local community, managed project finances, co-supervised construction of community general store, mediated conflicts among team personnel.

## **Organizational Development and Capacity Building: Selected Clients**

### **AmericaSpeaks, Washington, DC, 2000-present**

On behalf of the Mayor of Washington DC, co-designed and facilitated modern town hall meeting involving dialogue among 2,500 residents. Co-managed several additional large-scale meetings (from 750 to 3,000 people) for municipalities and national non-profit organizations.

### **FACTER (Flint Area Citizens Together Ending Racism), Flint, MI, 2003-present**

Assessed organizational capacity and opportunities for improved operations. Delivered organizational development workshops. Continuing to coach program director and other leaders on strengthening capacity.

### **City of Mt. Rainier Police Department, Mt. Rainier, MD, 2003-2004**

Worked with team of four consultants to analyze and de-escalate conflict between union and management. Addressed operational and morale problems by designing and mediating meetings, producing recommendations report, and gaining commitment of diverse constituencies.

### **Department of Parks and Recreation, Alexandria, VA, 2002-2003**

Assessed impediments to agency effectiveness by conducting broad-based focus group process. Developed consensus strategies for improving agency operations and employee morale.

### **IMPACT Silver Spring, Silver Spring, MD, 2001-2002**

Worked with four consultants to design and deliver a nine-month fellowship program for community activists. Helped build capacity of local progressive community in efforts to address social inequities.

### **Leadership Conference Education Fund, Washington, DC, 2000-2001**

Provided strategic guidance to national office on strengthening the capacity of several local housing discrimination programs. Developed protocols for evaluating local project proposals. Helped national office resolve a wide variety of management dilemmas.

## **Race Relations, Cultural Competence, Intergroup Dialogue: Selected Clients**

### **Hope in the Cities, Richmond, VA, 1999-present**

Designed Connecting Communities Fellowship Program, a five-month development course for specialists in community reconciliation. Trained participants and refined curriculum as needed. Continuing to serve as primary source of expertise on international, national, and local strategies for improving capacity of affiliate community organizations.

### **AARP, Baltimore, MD, 2003-present**

Conceived, designed, and implemented multi-phase project to engage diverse generations around important historic civil rights events. Leading team of five professionals in the design and facilitation of public forums. Recruited, trained, and deployed coaches and participants for storytelling project.

### **Faith and Politics Institute, Washington, DC, 1999-present**

Advised Institute on strategic and operational decisions for Congressional Conversations on Race, a project fostering racial dialogue among members of the U.S. House of Representatives. Planned and facilitated issue forums for Members of Congress. Assisted Members in design of public forums in their districts.

### **YWCA, Flint, MI, present**

Designed innovative training curriculum for inclusion workshop for regional CEOs. (Training was customized-designed to be effective in situations when there were not people of color among trainers)

and participants). Continuing to develop management tool that helps executives assess levels of organizational inclusion and identify opportunities for improvement.

**Trinity College, Hartford, CT, 2003**

Designed and supervised implementation of campus-wide day of dialogue on diversity. Provided strategic direction and oversight, wrote dialogue curriculum, trained facilitator trainers, created evaluation instruments, facilitated closing forum for 300 people.

**American University, Washington, DC, 2001-2002**

Designed and supervised 15-month campus dialog project. Developed curriculum design, trained facilitators, advised administration on organizing strategy.

**Lower East Side Tenement Museum, New York City, NY, 2001-2002**

Increased the ability of church/museum partnership to develop local church historic site. Trained community leaders in dialog facilitation and design techniques. Advised about strategies for using dialog for organizing disenfranchised communities.

**National Underground Railroad Freedom Center, Cincinnati, OH, 2001-2003**

Assisted museum in integrating dialogic elements in museum design. Recommended strategies for integrating dialogic elements in community relations. Wrote scripts for interactive exhibit that presented museum visitors with racial dilemmas, which then altered the action depending on their responses.

**Annie E. Casey Foundation, Baltimore, MD, 1999-2000**

Assessed racial sensitivity of grant-making activities; developed resource guide for intergroup relations projects; advised foundation about improving the cultural competence of large-scale philanthropic initiatives.

**San Francisco Department of Substance Abuse Services, San Francisco, CA, 1997**

Created strategic framework for integrating cultural competency in new treatment initiatives. Trained program managers on using framework within planning and evaluation activities.

**California Department of Alcohol and Drug Abuse, Sacramento, CA, 1995-1996**

Conceived and delivered custom-designed trainings for staff and local grantees. Program topics included: history of substance abuse in communities of color, culturally-competent program services, planning services for the dually diagnosed, and team building.

**Additional Professional Experience**

**University of California, Berkeley, CA, 1989, 1995**

Lecturer in city planning, economics, and ethnic studies departments. Designed and delivered lectures, graded examinations.

**Institute for Health Policy Studies, San Francisco, CA, 1992-1997**

Evaluated social service programs, synthesized scholarly literature, and wrote final reports.

**CPA Revisions, Oakland, CA, 1989-1994**

Owned and operated business providing editorial consultation for written presentations; supervised editorial subcontractors.

**McGraw-Hill, New York City, NY, 1982-1986**

Held progressively responsible positions, starting with selection in McGraw-Hill Editorial Training program, culminating in Senior Editor position for Data Communications, a internationally recognized

computer and communications magazine. Worked for Electronics (NYC), and Byte (Peterborough, NH). Edited articles by technical experts; initiated, investigated, and wrote special reports and news stories.

## **Publications**

*Taking Stock: A Primer on Assessment and Evaluation for Anti-Racist Organizations*, Joint Center for Political and Economic Studies, Washington, DC, publication forthcoming

*A Theoretical Framework for Understanding Cultural Competency* with Dr. Lora-ellen McKinney, in Cultural Competence in Addiction Treatment, Center for Substance Abuse Prevention, 1997

*Generating Generations of Poverty*, Institute for Urban and Regional Development, Monograph 219 with Dr. Ed Blakely, William Goldsmith, Lisa Bernstein, and Elizabeth Meuller, 1991

## **Education**

***Doctorate in City and Regional Planning, 1997***

**University of California, Berkeley**

Dissertation - Serving My People: Cultural Competency in the Human Services

Honors and Activities:

Fellowships: University Scholars, Prevention Research Center, Alcohol Research Group. Founder: African Descendants Valuing and Nurturing Community Empowerment (graduate student organization for black students in academic departments oriented toward social change).

***Masters in Public Policy, 1988***

**University of California, Berkeley**

Honors:

Speaker: Masters Program Graduation Ceremony (elected by graduating class)

***Bachelor of Science in Engineering of Computer Science, 1982***

**Princeton University**

Activities:

Creator and Organizer: Minorities in the Media Conference, Contributing Writer: Daily Princetonian, Disc Jockey: WPRB