

Nathan Baptiste – EDI Strategic Planning Consultant

Founder & Principal



Nathan Baptiste is founder of [EDI Mindfulness Consulting, LLC](#), supporting organizations to create equitable and inclusive work environments in which employees of all different backgrounds thrive and diverse communities are represented and well-served. The greater purpose is to create a more equitable and peaceful society in which race and intersecting social identities do not predict disparate outcomes in life. Nathan is a specialist in organizational change advancing equity, diversity, and inclusion. He is also a mindfulness meditation practitioner for over 20 years, which is an integral component in his planning, coaching and training facilitations.

Previously, Nathan served as the Diversity Program Manager at Oregon Metro, the regional government for 25 cities based in Portland, OR. In this role, he directly managed the agency-wide Diversity Action Plan and a number of agency-wide initiatives, in which he delivered the design and launch of an equity, diversity, and inclusion (EDI) professional development training plan reaching over 1,000 employees in its first year of operation. Other achievements include: advising departmental leaders in the roll-out of their customized racial equity strategic plans, leading development of an equity lens for the agency-wide employee engagement survey, launching and co-facilitating employee resource groups, and partnering with recruitment and procurement leadership to enhance equity protocols in decision-making.

In prior experience in the field of higher education, Nathan led diversity programming as a Senior Assistant Dean of Admissions & Coordinator of Multicultural Recruitment, and later as the Director of Inclusion & Multicultural Engagement at Lewis & Clark College. In these capacities he drove initiatives to increase the diversity of enrollment at the college as well as retention through development of programs fostering a more inclusive environment. Nathan received his bachelor's degree in Sociology from Occidental College and his master's degree in Education Leadership from Columbia University. In

his free time, Nathan enjoys outdoor family adventures, basketball, and dad-jokes with his 5- and 7-year-olds.

Nathan draws inspiration from the teachings of [Thich Nhat Hanh](#), [bell hooks](#) and [Paolo Freire](#).