

Ashley P. Cooper, M.Ed.

Program Designer, Facilitator, Consultant, Coach

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AshleyPCooper.com

SupportiveAccountability.net

Asheville, North Carolina

EXPERIENCE

Facilitator, Consultant, Coach & Program Designer 2007-Present

My approach with individuals and organizations is relationship-centered, grounded in an equity lens, and constantly orienting towards supportive ways for people and groups to be in integrity and collaborate. With over 20 years of experience, the last 13 years I have been a full-time consultant, coach, and facilitator with nonprofit leaders, educational institutions, foundations, and philanthropists. During this time, I provided coaching and consulting for over 35 organizations and spent 5 years as a co-founder and programs director for a start-up nonprofit that served over 200 people. Throughout my professional life, I have also been on-the-ground locally, in the shared work of addressing the systemic and interpersonal challenges that limit human dignity. Below are examples of clients & initiatives I have worked on, all with a racial equity lens:

Racial Equity & Anti-Racism Training & Practice Groups

Workshops, Training, Equity Assessments & Coaching 2015 - Present

Partnering with Black and Brown consultants to deliver racial equity workshops, training, equity assessments, practice groups, and coaching.

- Clients have included Buncombe County, Mountain Area Health Education Center (MAHEC), UNC Asheville, City of Decatur, Center for Non Profit Excellence in Louisville, LGBTQ+ non-profit consortium, Evergreen Charter School, Carolina Jews for Justice, and more.

Partnering with Philanthropists & Foundations

Tzedek Social Justice Fund 2016 - Present

- Fellow for Community-Led Grant-making (2021-2022)
- Staff consultation on collaboration, team dynamics, giving and receiving feedback (2018 - 2021)
- Workshops on: Facilitation and Collaborative Decision-Making (2017-18)
- Consulted with the founder to explore the role of funders in supporting diverse, grassroots, on-the-ground, social change work (2016)

Forum for Theological Exploration (FTE) 2016 - 2019

- Co-designed and facilitated Facilitation Trainings specific to FTE's approach of facilitating small and large groups. (2017 - 2019)
- Articulated the *FTE Methodology* - Co-facilitated participatory processes and analyzed the organization's work in order to identify working metaphors, images, and design elements fundamental to implementing the mission. Partnered with Nadia Chaney. (2016 - 2017)

Bush Foundation: InCommons Initiative 2011 - 2012

- Partnered with Juanita Brown of The World Cafe to facilitate the strategic design of a new community-based initiative. Utilized participatory processes for organizational reflection, strategic learning, community convenings and trainings, and the creation of visual artifacts.

SKILLS

- * Program & Experience Design
- * Racial Equity & DEI
- * Project Management
- * Group Facilitation
- * Teaching & Training
- * Coaching
- * Curriculum Development
- * Participatory Leadership
- * Affinity Group Facilitation
- * Strategy & Systems Thinking
- * Creative Problem-Solving
- * Networking Weaving People, Ideas, & Resources

EDUCATION

Masters of Education in Counseling

Focus: Transpersonal Counseling, Child-Centered Play Therapy, Group Therapy
University of North Texas
2003-2004

Early Childhood Credentials

Asheville-Buncombe Technical Community College
2001

Bachelor of Arts

Major in Sociology
University of Georgia
1995 - 1999

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Capacity Development & Learning Communities

Supportive Accountability: Founder, Coach, Facilitator 2021- Present

- Founding partner, coach, and practice group facilitator. Creating supportive and rigorous opportunities, particularly for White people, to deepen accountability around equity and justice work. 1-on-1 coaching, practice groups, webinars, and an online social space.

Leading Through Facilitation & Engagement Course: Instructor 2019

- Co-lead a graduate studies course at Lenoir Rhyne University that was also attended by 25 local community leaders from grassroots nonprofits to large institutions. Semester-long course provided learning and collaboration opportunities, self analysis, and direct skill development.

Mycelium School: Co-Founder & Program Director 2012 - 2016

- *Mycelium* was a nationally attended learning network and leadership development program for social entrepreneurs and social justice leaders 18-68 years old, diverse by race, gender, sexual orientation, abilities, religion, and professions. We curated, convened, and implemented 3-month transformational learning programs, small practice groups, 1-on-1 coaching for participants, and workshops. We had up to 9 staff and partnered with 16 professional coaches and over 50 thought and movement leaders who delivered workshops.

Relational Community Organizing

Keep It Moving Coalition: Co-Organizer & White Caucus Co-Facilitator 2017 - 2022

- Facilitating and organizing racial affinity groups with alumni of the Racial Equity Institute's Phase 1 Training and Building Bridges. We also facilitate a group for Culture Tenders to grow the capacity of more White facilitators and organizers to host conversations around race and equity.

Racial Justice Coalition of Asheville 2020 - 2022

- Organizer and initial co-coordinator of communications team. Contributing experience in government advocacy, communications, and accountability to grow and mobilize a base of advocates and organizers.

REGAL Learning Pods Publication & Pilot 2020 - 2021

- Coordination and co-development of research, writing, and piloting a community-centered approach to addressing racial equity in education during the pandemic (and beyond). Funded by Dogwood Health Trust and in collaboration with Dr. Tiece Ruffin, Marta Alcala-Williams, Miranda Williams, Dr. Sam Kaplan, and other community leaders. Publication: *REGAL Relevant Education Grows All Learners: Bringing Out the Royalty in All Students, Centering Black Humanity.*

PREVIOUS EXPERIENCE

School Counselor and Social Emotional Educator 2005 - 2009

The Evergreen School
Seattle, Washington

Early Childhood Teacher 2000 - 2002

Mountain Area Child and Family Center
Asheville, North Carolina

TRAININGS ATTENDED

- * Racial Equity Institute Phase 1 (about 25 times as an organizer), Phase 2 (2 times), & Latine Challenges 2017 - present
- * People of Color Conference (annually invited to attend since 2014)
- * Art of Evaluation in Complexity 2019
- * Practitioners Gathering: What is needed to consciously host and work through tensions of race, power, and privilege, while honoring unity in diversity? 2018
- * Facilitative Leadership for Social Change by Interaction Institute for Social Change 2016
- * Theater of the Oppressed Facilitation Training 2015
- * Art of Facilitation with an Equity Lens 2015