

Nathaniel Boehme (he/him/his)

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As an equity and inclusion professional with a demonstrated background in human service support positions and program management and development, I am seeking to be part of a professional team engaged in anti-racist (race forward) equity work. In addition to my formal education, training, and military background, my eight-plus year history of hands-on equity-focused experiences makes me an excellent match for the unique demands of such positions and I have found ways to engage in strategic management and use of my own privilege and positionality. I use these to amplify voices as well as connect with others who enjoy the same privilege to impress upon them the importance of engaging in dismantling the white supremacist culture in which we live.

In each of my professional roles, I have been successful in producing positive results and I have a demonstrated history of advancing shared organizational goals and successfully improving the lives of diverse clientele. I have also organizationally engaged in intentional anti-racist work to help the agencies I serve better meet the needs of the community and provide a workplace that is addressing entrenched systems of belief and oppression through a focus on safety, integrity, and inclusiveness. This is done through purposeful and thoughtful person-centered and dignity-affirming approaches with an understanding of both individual as well as historical and structural trauma and its impact.

For the last four years at ODVA, I focus on addressing institutional and systemic inequities specific to communities of color, LGBTQ communities, people experiencing poverty, and differently-abled veterans while providing direct services to veterans and families in crises. These direct services include consultation and support with benefits and resources in both the veteran-serving realm as well as the community at-large. My accomplishments include presenting to over 275 unique organizations (most having little previous interactions with ODVA) and tabling and presenting at nearly every Pride event in Oregon three years running. Additionally, I was responsible for co-producing one of the first LGBTQ veteran and servicemember documentaries debuting to a capacity venue and screening in Washington D.C. in partnership with the D.C. Mayor's Office and the Human Rights Campaign (HRC).

Furthermore, I worked with leadership to collect data on race, ethnicity, gender identity, and sexual orientation; something never done before. Through purposeful and intentional outreach and engagement, I create connections with LGBTQ and veteran-serving organizations and the community at large to gain entrée with partners. These efforts require a keen understanding of and feedback on mitigating systems of oppression and the ability to inform key stakeholders on issues like differential impact and historical trauma. Central to this role is the capacity to work at all levels from the micro (one-on-one) to mezzo (inter and intra agency) and macro levels (national connections and preparing reports for State legislatures).

In conjunction with data collection I developed and implemented the agency's first-ever equity and inclusion training for Statewide Veteran Services and Veteran Service Officers across the state. In this training we focus on the importance of person-centered work and trusting the lived experiences of those we serve. In practice this means we seek to decenter the dominant narrative of white, cisgender, straight male privilege while providing humble support and capacity building with trust, integrity, and inclusion. We also seek to define and illuminate white privilege and how to actively oppose it while considering the intersectional dimensions of identity both individual and community.

Within the confines of the training we also discuss the critical need to committing to examining our own privilege, power, and biases, leaning into discomfort and acknowledging the important difference between discomfort (on the part of white folks for example) and safety (for people of color). Another consideration is the understanding that respect is dynamic and complex and looks different for everyone because folks' lived experiences and feelings are their facts which may look different than larger social patterns (i.e. we are experts in our own experiences). These

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understandings inform not only my professional trainings and organizational capacities, but also my personal journey, a journey which began over eight years ago.

While serving as the Additional Duty First Sergeant in 2012, I was also the Temporary Air Liaison with the Oregon Military Department's Transition Assistance Program (TAP), starting me on this path. As the Program Manager for the Veteran Services Program at Transition Projects (TPI) in Portland I developed and managed programs (Supportive Services for Veteran Families [SSVF] and Grant and Per Diem [GPD]) with a \$2.3 million annual budget that served more than 500 veterans annually. Through my efforts, I positioned TPI as one of the preeminent nonprofit agencies providing services to veterans in the State of Oregon while working to increase minority veteran access to programs and promoting promising practices for equity and inclusion of vulnerable populations. For example, I worked with senior leadership to implement inclusive and dignity-affirming policies for veterans of color and transgender veterans.

In 2014 as Veterans Program Manager at CPC in Seattle, I supervised six direct report staff working with veterans and families experiencing homelessness and dual-diagnoses. I operationalized and provided oversight for multimillion-dollar veteran programs like SSVF and a 21-unit building for permanently disabled veterans. In Los Angeles, I worked with an interdisciplinary team on efforts towards ending veteran homelessness. In all contexts, I dedicate myself to increasing advocacy for social justice, education, and economic stability for all regardless of social location, race, gender, sex, mental and physical abilities, and sexuality. This universalism is tempered with the understanding of the impact of systems of oppression like racism, sexism, homophobia, transphobia, etc. (targeted universalism). I also utilize creative outreach efforts and a willingness to 'meet them where they're at' with an emphasis on intersectionality and differential impacts on communities.

In the past eight-plus years I consistently engage in program development and sustainment with an eye towards equity and justice while focusing on efficient and sensible operations. Key is an intimate knowledge of and experience with equity and civil rights considerations in multifaceted issues including legislative, legal, educational, and policy realms. It is these skills that I will bring to bear if I am afforded the privilege to work with other professionals engaged in the same work.

Sincerely,

A handwritten signature in black ink, appearing to read 'N. Boehme', written in a cursive style.

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