

ARMEN SAMUEL KARAMANIAN, PhD

Founder & Principal Consultant | Public-Sector Leader | Facilitator | Researcher



PROFILE: Public-sector leader and applied researcher in identity studies with more than 12 years of experience spanning Californian K–12 education, Australian government, and higher education. Dr. Karamanian designs research-informed professional learning and advises organizations on workplace culture, leadership, and engagement with diverse communities.

LEADERSHIP AND PROFESSIONAL EXPERIENCE

- **Fresno Unified School District, California**
Director, Culture & Student Inclusion | 2022–2026
Led districtwide cultural proficiency, anti-bias, inclusive classroom and school site initiatives; guided managers developing school site inclusion initiatives, contributed to district policy development, and consulted Central Valley Native Tribes and Nations on cultural and academic initiatives for Native American students.
- **Santa Clara County Office of Education, California**
Senior Research Analyst, Office of the Superintendent | 2021–2022
Led strategic research and evaluation across 133 school sites, translating quantitative and qualitative evidence into recommendations, performance measures, and organizational improvement strategies for education leaders.
- **University of Technology Sydney, Australia**
Lecturer, Course Coordinator & Academic Supervisor | 2016–2020
Designed and taught undergraduate courses on culture, identity and international studies; supervised student research and contributed to university gender and LGBTQ+ identity inclusion initiatives.
- **Australian Government, Department of Home Affairs**
Assistant Manager, Community & Family Support | 2009–2018
Managed a team of 17–20 staff supporting migrant and refugee communities and convened a stakeholder forum connecting 48 community organizations across New South Wales.

ACADEMIC CREDENTIALS AND SCHOLARSHIP

PhD - Macquarie University (2019) • **Master of Research** - Macquarie University (2015)

Graduate Certificate in Equity, Diversity, Inclusion, and Belonging Management - Harvard Extension School (2024)

Master of International Relations - Macquarie University • **Bachelor of Commerce (Accounting)** - Macquarie University (2007)

CONSULTING FOCUS

Cultural proficiency and bias-awareness strategies • Organizational culture and employee voice • Professional learning and leadership development • Research, evaluation and strategic advice • Community engagement and collaboration

SERVING CALIFORNIA'S CENTRAL VALLEY & BEYOND

inclusionanddiversity.org | info@inclusionanddiversity.org