

## Sherry P. Johnson (she/her/hers)

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(651) 776-3060

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- ❖ Facilitator who cultivates inclusive and innovative practices in organizations, pairing complexity-informed strategic planning with human-centered, nature-inspired design.
  - ❖ Trainer specializing in creative engagement, curriculum design, and accessible frameworks, on and offline.
  - ❖ Client services professional with a geeky, artistic, straightforward style, grounded in Diversity, Equity, & Inclusion (DEI) principles—empowering every client to connect and communicate with integrity.
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### Independent Consultant & Facilitator

*Seattle, WA & Twin Cities, MN*

2013-Present

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|---|---|
| Client<br>&<br>Organi-<br>zational<br>Expe-<br>rience   | City Council Audit Committee—Saint Paul, MN   |
|   | <ul style="list-style-type: none"><li>• Project managed 5-member team to document customer and constituent services system and user input</li><li>• Provided analysis identifying concerns about access, service, and follow-up communication with users</li><li>• Assessed impacts that differed among demographics of users</li><li>• Synthesized user-experience and process findings uncovered in City Department data</li><li>• Made recommendations for equitable process and product improvement</li></ul> |
|   | The Improve Group—Saint Paul, MN  |
|   | <ul style="list-style-type: none"><li>• Facilitated online, participatory strategic planning process with a staff of 25</li><li>• Integrated DEI, sustainable development, and emergent strategy principles</li><li>• Built capacity for creating and tracking experiments as a means for iterative planning</li></ul>  |
|   | Kindering, 4Culture, & Seattle Office of Arts & Culture—Seattle, WA   |
|   | <ul style="list-style-type: none"><li>• Facilitated half-day retreat with a disability-advocacy group and 14 metro-area arts organizations to identify more access points for neurodivergent people in the arts sector</li></ul>  |
|   | HOURLCAR/Neighborhood Energy Connection—Saint Paul, MN  |
|   | <ul style="list-style-type: none"><li>• Hosted consensus process for redrafting mission &amp; values, equipping for a meaningful rebrand</li><li>• Facilitated organization-wide strategic planning process with board and staff</li></ul>  |
|   | Foundation for Healthy Generations—Seattle, WA  |
|   | <ul style="list-style-type: none"><li>• Co-designed two-day learning collaborative for 6 clinics to assess system-wide best practices for community health workers</li><li>• Fostered healthy power dynamics among 60+ health workers, supervisors, officials, and funders</li></ul>  |
| King County Transit   |   |
| <ul style="list-style-type: none"><li>• Facilitated half-day interdepartmental retreat of Access staff to improve on-time service</li><li>• Coached department staff in conflict-resolution</li></ul> |   |
| United Churches Emergency Fund—Seattle, WA  |   |
| <ul style="list-style-type: none"><li>• Facilitated Board and staff in a half-day participatory action plan to reboot fundraising efforts</li></ul>   |   |
| Community Emergency Service—Minneapolis, MN   |   |
| <ul style="list-style-type: none"><li>• Facilitated Board and staff in a half-day participatory plan to restructure volunteers</li></ul>  |   |
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### Independent Trainer

*Seattle, WA & Twin Cities, MN*

2015-Present

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	<ul style="list-style-type: none"><li>• Spearheading development of comprehensive curriculum for confronting and shifting the culture of “Minnesota Nice” in organizations</li><li>• Co-designing tailored DEI-specific sessions for professional conferences and organizational learning with partners of color</li><li>• Training public, private, and nonprofit leaders in ToP® collaborative methods; providing follow-up coaching and graduated event co-design, co-facilitation</li><li>• Co-designing national ToP® curricula in conflict resolution and participatory data analysis</li><li>• Converting national ToP® courses to online formats while directing addition of diversity, equity, and inclusion principles</li><li>• Coordinating events for public and in-house trainings—handling hospitality, registration, preparation, and evaluation</li></ul>	
Client & Organizational Experience, continued	<b>Leadership Coach</b>	
	<i>Cultivate Strategy—Saint Paul, MN</i>	
	<i>In the Swing—Seattle, WA</i>	2016-Present
	Coaching emergent strategy principles & practices:	
	<ul style="list-style-type: none"><li>• Relational networks &amp; conflict management</li><li>• The neuroscience of emotion &amp; implicit bias</li><li>• Situational leadership &amp; Cynefin</li><li>• Experimentation &amp; iterative planning</li><li>• Intercultural awareness &amp; development</li></ul>	
	<b>Member Services &amp; Administrative Assistant</b>	2014-2015
	<i>HOURLCAR—Saint Paul, MN</i>	2018-2019
	<ul style="list-style-type: none"><li>• Researched car-sharing software, led leadership team in collaborative assessment of options</li><li>• Assisted Program Manager in coordinating HOURLCAR access with Metro Transit RFID readers</li></ul>	
Communities & Youth	<b>Community Leader</b>	
	Grand Avenue Task Force and Summit Hill Association—Saint Paul, MN	2019-Present
	<ul style="list-style-type: none"><li>• Co-Chairing Neighborhood Plan Committee, coordinating community engagement process</li><li>• Co-founded and -Chaired new task force to respond to commercial vacancies, coordinating with three nonprofit organizations and the Saint Paul City Council</li><li>• Designed process and facilitated eight, high-visibility meetings ending in <a href="#">Phase I consensus recommendations</a> to city officials</li><li>• Spearheaded collection of over 60 interviews with Grand Avenue businesses</li><li>• Designed narrative assessment to collect over 150 stories about Grand Avenue from community members using <a href="#">new online software platform</a></li><li>• Created <a href="#">accessible reports</a> documenting key steps along the task force’s journey</li></ul>	
	<b>Presenter, Support Staff</b>	
	<i>Kids &amp; Race—Seattle, WA</i>	2016-2018
	<ul style="list-style-type: none"><li>• Coached founding director in branding, event planning, strategy, and facilitation</li><li>• Led volunteer staff in <a href="#">participatory planning</a> to help parents and youth workers learn how to talk to kids about race</li><li>• Created <a href="#">crowdsourced document</a> on developmentally appropriate ways to interrupt racism</li></ul>	

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Co mm uni ties & You th, con tin ued	<b>Business Manager</b> <i>Rat City Roller Derby—Seattle, WA</i>	2015-2016
	<b>Training Manager &amp; Recruiter, Gender Inclusivity Trainer</b> <i>Minnesota Roller Derby—Saint Paul, MN</i>	2011-2015, 2019
	Rat City	
	<ul style="list-style-type: none"><li>• Led 3-5-year strategic planning process resulting in gender-inclusive league rebranding</li><li>• Spearheaded process improvement and culture change initiatives for an all-volunteer organization of over 150 members and alumni</li></ul>	
	Minnesota	
	<ul style="list-style-type: none"><li>• Revamped training curriculum to increase skater safety</li><li>• Engaged alumni in participatory, 10-year rebranding campaign</li><li>• Trained members in practices &amp; principles of gender inclusivity after league rebrand</li></ul>	
	<b>Community Engagement Coordinator</b> <i>District 4 &amp; East Side Prosperity Campaign—Saint Paul, MN</i>	2011-2014
	<ul style="list-style-type: none"><li>• Co-secured a neighborhood equity grant establishing a new position to focus on asset-based community development and narrative engagement to guide organizational initiatives</li><li>• Hosted panels and forums to engage residents in civic action around transit equity and community development, as part of founding the Engage East Side Resident Network (EESRN)</li><li>• Presented grant's success indicators and challenges to foundations</li></ul>	
	<b>Teacher &amp; Theatre Director</b> <i>Henry Sibley High School— West Saint Paul, MN</i>	2001-2007
	<i>Iowa-Grant High School—Livingston, WI</i>	1997-2001
Cor e Val ues	<ul style="list-style-type: none"><li>• Doubled acting-class enrollment and technical-theatre participation at both sites</li><li>• Managed artistic direction, fundraising, administration, and volunteers for theatre program</li><li>• Developed curricula for seven new and revamped courses for multiple grades and abilities</li><li>• Prioritized cultural inclusivity and coverage of historic racial inequities in literary selections, as well as in theatre program selection and casting</li></ul>	
	<b>Emergence:</b> Fostering situational leadership principles that release creative experimentation and curiosity-driven, iterative process.	
	<b>Belonging:</b> Building common access to clear, caring communication that honors individual agency and celebrates human difference.	
	<b>Empowerment:</b> Distributing leadership and moving decisions closer to those impacted—resulting in more agile, networked organizations.	
	<b>Mindfulness:</b> Grounding clients in self- and systems-knowledge to promote decision-making that fosters equity and sustainability.	
<b>Adaptive Practice:</b> Revealing and shifting outmoded thinking and unsustainable practices		

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Education	<b>Technology of Participation (ToP)</b>	<i>Institute of Cultural Affairs, USA</i>
	Mentor Trainer (MT) and Certified ToP Facilitator (CTF)	
	<b>Neighborhood Leadership Program</b>	<i>Wilder Foundation &amp; Minnesota Historical Society</i>
	<b>Master of Arts in Education 2005</b>	<i>College of Saint Catherine</i>
	<b>Bachelor of Science</b>	<i>University of Wisconsin-Madison</i>
	English and Theatre Education 1997	

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