

Vania Sherepita

Vania (she/her/hers) is a JEDI (Justice, Equity, Diversity, Inclusion) Specialist at the Diversity Center of Northeast Ohio. As a believer in social justice and equity for all, she has committed herself to maintaining a lens of empathy while seeking out the common ground where diverse communities can meet and mutually understand each other through passionate storytelling and compassionate listening.

While working with organizations such as Human Rights Campaign, American Civil Liberties Union, and Equality Ohio, she has utilized emotional intelligence, social perceptiveness, and a stance of sincere vulnerability to negotiate, work with, and act as liaison between people of diverse backgrounds and differing opinions. Her volunteer work has earned her the City of Cleveland's LGBT Heritage Day Award for Advocacy and Activism in 2016.

As a JEDI Specialist at the Diversity Center of Northeast Ohio, she combines her passionate commitment to this work with her professional background in Consulting and Learning & Development (and just a pinch of on-stage experience) to facilitate workshops on creating and maintaining diverse, inclusive, and equitable workplace climates. What she loves most about the work of justice, equity, diversity, and inclusion is that it is not an achievement, but a process; the learning and growing never ends.

EXPERIENCE

- *Facilitates workshops and community conversations in non-profit organizations, corporations, government entities, and community settings*
- *Conducts organizational need assessments and designs organizational development initiatives that center on diversity in the workplace*
- *Leads focus groups, appreciative inquiry-based strategic planning processes, and policy/procedure analysis from a diversity, equity, and inclusion lens with client organizations*
- *Researches and designs curriculum in alignment with best practices in the field of Diversity, Equity and Inclusion, and adult learning*

BACKGROUND

Vania has been a Board Member for the Equality Ohio Education Fund since 2017.

Before joining the team at The Diversity Center of Northeast Ohio, Vania honed her consultation, facilitation, and education skills as Business Resource Consultant for the Sysco Corporation. There she helped clients to solidify their brands, ensure employee engagement, and grow their businesses; and also researched, designed, and facilitated presentations for the development of internal associates.



AREAS OF EXPERTISE

- Workplace Diversity, Equity, and Inclusion
- Group Facilitation
- Curriculum Research and Design
- Community Engagement
- Assessment and Consultation
- Learning, learning, learning

CERTIFICATES AND AWARDS

Certificate in Diversity & Inclusion

Cornell University

LGBT Heritage Day Award

City of Cleveland