

CARRIE E. NEAL

WhatsApp: 1.646.629.0608 / Voicemail & Text: 1.914.552.5753 – carrie.e.neal@gmail.com

PHILOSOPHY

My approach is based on a belief in human potential, social responsibility, and the value of reflective practice. As a way to cultivate learning and support organizational culture, I use processwork and encourage metacognition to encourage criticality and compassion.

In one way or another, all of the work builds capacity in the following nine areas: intentional observation, phenomenologic understanding, inquiry, identifying and understanding patterns, meaningmaking, reflective practice, empathy, multiperspectivalism, and taking action.

I believe that differences in race, ethnicity, gender identity, sexuality, cultural heritage, religion and spirituality, physical and intellectual abilities, and life experiences contributes positively to the collective wisdom of society and supports humankind now and for the future.

THEORY OF CHANGE

When thinking about the unseen and humans, I apply a variety of theories and methodologies to measure and assess where we are as individuals and where we fit into larger structures. By drawing upon expertise in personal and structural analysis, organizational change theories, and organizational psychology integrated with anti-racist and inclusionary practice, decolonization theory, and feminist theory, I invite transparency, name norms, identify intentions, build empathy, engage in disruptive inquiry, and empower leaders and teams to enact their shared values. This builds capacities for innovation and resiliency - both as individuals and in organizations.

We are yet becoming. Marking the journey allows each of us to build intentional ethos. Applying this ethos to our own lived experience builds our agency, increases our consciousness, and ability to identify challenges, and allows us to create innovative, sustainable solutions.

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CONSULTING ETHOS: CULTIVATING COMPASSION & CAPACITY for

Equity & Inclusion	Cultivating the ability to hold multiple perspectives allows for activated, informed, empathetic, and intentional choice-making to create more diverse, inclusive, and equitable experiences for ourselves and others. By examining underlying assumptions we can challenge our views, increase empathy, and take action.
Creativity & Courage	Creativity allows us to imagine innovative responses to circumstances and ideas—and to use different techniques to solve problems. Courage gives us space to take intellectual and creative risks, accepting failure as part of the creative process.
Collaboration & Communication	Collaboration and communication foster both positive interdependence and individual accountability. Both are rooted in the ability to listen actively and express oneself clearly in spoken, written, non-verbal, visual, and interpersonal domains.
Critical Thinking & Reflective Practice	Critical thinking and reflective practice enable us to interpret and evaluate information from multiple perspectives—and to analyze, judge, define, question, organize, and prioritize information.
Civic Engagement & Global Perspective	Being a human in society means working and living with diverse individuals, organizations, and communities, respecting your own and others' personal and cultural histories while recognizing societal structures.
Integrative & Interdisciplinary Profiles	The increasing complexities of modern culture require that we be able to think, research, and communicate across disciplines throughout everyday life.

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CONSULTING & PROFESSIONAL PRACTICE

Founder & Principal Certified Professional Coach & Mentor Coach; ICF ACC Renewed <i>NorthFeather Solutions</i>	January 2017 to Present
Project Lead & Team Lead: Process and Learning Facilitation <i>Leading ChangeMakers</i>	June 2018 to Present
Consultant <i>gothamCulture Consulting</i>	December 2018 to Present
Consultant <i>Empowered Consulting</i>	April 2022 to Present
Mentor Coach; Coaching with Spirit, Internal Family Systems Coaching <i>Institute for Healing and Awakening</i>	April to December 2025

RECENT CONSULTING CLIENTS

American Theater Group – with Jessica Gaines and Anthony D. Meyers [*Leading ChangeMakers*] – 2021
BOOM Charlotte – with Jessica Gaines [*Leading ChangeMakers*] – 2021 to 2024
Convergence Music Project – with Darren Calhoun – [*NorthFeather Solutions*] – 2022
Cornell University: Asian American Studies Program – with Katie Fong and Peter J. Kuo [*NorthFeather Solutions*] – 2021; with Katie Fong 2022 to present
dWell NYC – with Katie Fong [*Katie Fong Leadership Consulting*] – 2022 to 2024
Good Shepherd Services – [*NorthFeather Solutions*] – 2021
gothamCulture – with Katie Fong and Gokce Gizer – [*The New School*] – 2018 to present
Grafted NYC [*NorthFeather Solutions*] – 2016 to 2020
Hart Howerton – with Katie Fong [*NorthFeather Solutions*] – 2020 to present
Jewish Center for History – [*NorthFeather Solutions*] – 2019
National Sawdust – with colleague Katie Fong [*Leading ChangeMakers*] – 2023 to 2024
NYC Department of Education: Chancellor's Office – [*The New School*] – 2018
NYC Department of Education: LeadDOE program – [*gothamCulture*] – 2018 to 2020
NYC Department of Education: Office of Access and Equity – [*gothamCulture*] – 2019 to 2020
NYC Department of Education: Office of Early Childhood Education– [*gothamCulture*] – 2018 to 2020
Ping Chong + Co – with Katie Fong [*Leading ChangeMakers*] – 2022 to 2025
Pittsburgh Freethought Community – [*NorthFeather Solutions*] – 2020
Q Christian Fellowship – [*NorthFeather Solutions*] – 2019 to present
Riverside Church – [*NorthFeather Solutions*] – 2018
San Francisco Symphony – with Jennifer Ifil-Ryan [*Leading ChangeMakers*] – 2021; 2022 to 2024; [*NorthFeather Solutions*], 2025, 2026
The City of New Haven, Arts, Culture and Tourism – with Anthony D. Meyers and Katie Fong [*Leading ChangeMakers*] – 2022 to 2024
The Dorm – with Katie Fong [*Katie Fong Leadership Consulting*] – 2022 to 2024
The Graduate Institute for Holistic Studies – [*NorthFeather Solutions*] – 2022 to 2025
The League of American Orchestras – with Anthony D. Meyers – [*Leading ChangeMakers*] – 2023 to present
TIAA – with Jessica Gaines – [*The New School*] – 2018
Wells College: Women's, Transgender and Queer Studies Program – collaboration with colleague Katie Fong – [*NorthFeather Solutions*] – 2019 to 2022
Zeitgeist - SciFi about your world – [*NorthFeather Solutions*] – 2018 to 2019

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SAMPLE CONSULTING PROJECTS

- Developed a leadership community for anti-oppression pedagogy
- Provided Equity, Diversity and Inclusion (EDI)-related learning modules, listening sessions, executive coaching, and curriculum design with a nationally recognized symphony
- Provided strategic annual planning, Integrative Organizational Assessment and Diagnosis (OAD), and executive coaching for a national LGBTQ+ nonprofit organization
- Engaged with a regional theater company around Equity, Diversity and Inclusion (EDI)-related culture change and strategic planning
- Completed an Integrative OAD, leader development, and strategic planning process with the sponsoring organization of a non-profit nationally recognized fringe festival
- Provided Board Development across leadership transition for an internationally recognized interdisciplinary theater company through workshops, culture building activities and board recruitment tools
- Evaluation of leader development programming for a fortune 100 company
- Facilitating the development of a leadership transition plan and self-study process for an academic department at an ivy league institution leading to the departure of a founding faculty member
- Conducted a Participatory Action Research project for a department in a 150-year-old institution – focused on strategic value and action setting
- Completed an Integrative OAD process, EDI-related, Learning Module delivery, and learning evaluation with a global architecture firm
- Engaged with a private mental health services company focused on leader and culture development including learning modules, individual and group leader coaching, and organization-focused strategic planning and visioning
- Conducted an internal culture assessment for a national culture consulting company
- Designed workshops for and consulted with all organizations that signed an "Arts for Anti-Racism" pledge within a major municipality
- Provided strategic Implementation across leadership transition for an internationally recognized interdisciplinary theater company

ADMINISTRATIVE & ORGANIZATIONAL LEADERSHIP PORTFOLIO

President & Chief Operating Officer

Interim Chief Operating Officer

The Graduate Institute, Bethany, CT

January 2022 to 2024

June 2021 to January 2022

Program Coordinator

MA Consciousness Studies & Transpersonal Psychology

The Graduate Institute, Bethany, CT

November 2019 to August 2023

Director of Academic and Faculty Affairs

The New School University – College of Performing Arts – School of Drama

January 2012 to June 2017

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SELECTED LECTURES, PRESENTATIONS, WORKSHOPS & WRITING

Equity, Diversity and Inclusion Learning Sessions (monthly workshop series) February 2020-Present
Ongoing facilitated gatherings – format workshops, fishbowls, discussion sessions. Co-designed and facilitated with colleague Darren Calhoun and additional guests. *Q Christian Fellowship* - <https://www.qchristian.org>

Inclusive Stages National Convenings (workshop series) September 2023-Present
Workshop series on Equity, Diversity, and Inclusion principles for members of Inclusive Stages Coalition. Topics include positionality, positive disruption, change management, power, and inclusion. Co-designed and presented with colleague Anthony Meyers.
The League of American Orchestras, NYC

Resilience, Workflow & Difficult Conversations July 2026
San Francisco Symphony, San Francisco, CA

Essentials of Effective Supervision: Building Trust, Communication and Accountability July 2025, July 2026
San Francisco Symphony, San Francisco, CA

Strategies for Effective Education and Community Engagement June 2026
The League of American Orchestras National Conference, Baltimore, MD

Board Development Facilitation Series (workshop series) March 2024-January 2025
Six-part Board Development Workshop Series for Board and Leadership. Co-designed and presented with colleague Katie Fong.
Ping Chong and Company, NYC

Reflective Practice as Research Methodology: Heirlooms as Objects of Meaning July 2024
Presentation and Workshop at the TransArt Residency.
Liverpool John Moores University, Liverpool UK

Professional Development & Learning Culture Series (workshop series) August 2023-December 2023
Five-part workshop series on Inclusion, Diversity, Equity and Accessibility for full-time staff. Co-designed and presented with colleague Katie Fong.
National Sawdust, Brooklyn NY

Teaching for Equity and Inclusion (workshop series) March 2023
Co-presented Introduction to Inclusive Teaching Principles; Implicit Bias and Microaggressions; Trauma-Informed Teaching; Accessibility & Universal Design Co-presented with colleague Rita Pisalet.
The Faculty Center at The Provost Office, The New School, NY

Integrative OAD: January 2023
De-neutralizing the Organizational Assessment Canon to Advance Humanistic Change
(Co-authored book chapter, with colleagues Kathryn L. Fong and Anthony D. Meyers)
published in the edited volume, *Managing for Social Justice: Harnessing Management Theory and Practice for Collective Well-Being*, Palgrave Macmillan.) — doi.org/10.1007/978-3-031-19971-4_14

Highlights from Integrative OAD: August 2022
De-neutralizing the Organizational Assessment Canon to Advance Humanistic Change (Presentation)
Academy of Management — doi.org/10.13140/RG.2.2.12959.64163

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- Anti-Bias Training** (workshop) July 2022
Co-designed and co-presented with colleague Katie Fong
Hart Howerton, NYC & San Francisco, CA
- Understanding & Utilizing Power** (workshop) October 2021
Co-designed and co-presented with colleague Katie Fong
City of New Haven, New Haven, CT
- Mapping Power** (learning module) October & November 2021
Anti-Bias Training (learning module) September & October 2021
Co-designed and co-presented with colleague Jennifer Ifil-Ryan
San Francisco Symphony, San Francisco, CA
- What Does Anti-Racism Mean for Asian/Asian American Faculty?** (workshop series) May 2021
Two Part Workshop Series. Co-presented/ Co-facilitated workshop with colleagues Katie Fong & Peter Kuo. *Asian American Studies Program and The Office of Faculty Development & Diversity, Cornell University*
- Mapping Power in the Nonprofit Arts Sector** (workshop series) February & March 2021
Two Session workshop series. Co-presented/ Co-facilitated workshop with colleagues Anthony Meyers & Bryan Glover.
City of New Haven, Department of Arts, Culture & Tourism, New Haven, CT
- Faith, Identity & Social Justice** (workshop) January 2021
Co-presented/ Co-facilitated workshop with colleague Darren Calhoun
Q Christian Fellowship Annual National Conference, an LGBTQ+ Christian organization
- Understanding Power & Instigating Change** (workshop series) October to December 2020
Three-part workshop series. Co-presented/ Co-facilitator for Understanding Power in the Arts; Utilizing Power in the Arts Ecosystem; Instigating Change: Shifting Influence for Transformation in the Arts *Public workshops offered by Leading ChangeMakers, a racial equity for the arts organization*
- Survive and Thrive: Navigating Cultural and Racial Inequities in Organizations** November 2020
Co-presented/ Co-facilitated
2020 Arts Administrators of Color Annual Convening
- Engaging Identity:** (workshop series) October 2020
Four session workshop series. Presenter/ Facilitator for: Introduction to Identity (LGBTQ+ Identities and More); The Self & Society; Intersectionality, Identity, & Privilege; The Power of Story, Meaning, & Growth *Public workshops offered through GraftedNYC, an LGBTQ+ Christian organization*
- Critical Reflective Practice and Faculty Leadership** May 2020
Working paper available upon request
- Complexity Theory and Adaptive Change** (workshop) February 2020
Office for Access and Equity, the Department of Education - City of New York; Cabinet
- Resilience** (workshop) January 2020
Department of Early Childhood Education, the Department of Education - City of New York; Operations Leadership Team

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Identity & Privilege (workshop)

January 2020

Facilitated workshop on understanding identity aspects as related to individual, interpersonal and systemic oppression and privilege

Q Christian Fellowship Annual National Conference, an LGBTQ+ Christian organization

Self-Care for Spiritual Leaders (workshop)

January 2020

Co-facilitated workshop (with colleague Isaac Archuleta) on mediating stress through neurologic regulation, and psychological choice-making (boundaries & margin)

Q Christian Fellowship Annual National Conference, an LGBTQ+ Christian organization

On Empathy (workshop)

December 2019

Facilitated workshop on differentiating aspects of empathy to build EQ in the workplace; Cognitive empathy, Affective Empathy, Somatic Empathy, and Empathic Failure

Office for Access and Equity, the Department of Education - City of New York; Cabinet

Emotional Intelligence & Systemic Change (workshop)

September 2019

Facilitated workshop exploring EQ in relationship to culture change at the organizational level; contextualizing through independent, interpersonal and ideological function

Office for Access and Equity, the Department of Education - City of New York; Cabinet

Mindfulness, Mastery & Creativity (presentation)

August 2019

Presentation to Master's students in Consciousness Studies and Transpersonal Psychology *The Graduate Institute, Bethany, CT*

Cultivating Capacity for Intersubjectivity in Groups (poster presentation)

May 2019

Poster Presentation for Faculty and Administrators

The New School, Parsons School of Design; Faculty and Staff Learning Community for Anti-Oppression Pedagogy

The Safety and Violence Spectrum (workshops)

January 2018

Facilitated workshops to build capacity for subjectivity, empathy, perspective taking, and active listening *The Riverside Church, New York, NY; for lay leadership*

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EDUCATION

PhD in Creative Practice

TransArt Institute & Liverpool John Moores University

Expected Defense Winter 2027

Faculty Advisors: Mark Roughley (LJMU), Michael Bowdidge (TransArt), and Valerie Walkerdine (Cardiff)

Research Focus: Intersubjectivity in Collaboration

Thesis: Intersubjective Objects: Contemporaneous Heirlooms, Remembering and Relationships in Co-Creativity

MA in Consciousness Studies and Transpersonal Psychology

The Graduate Institute, Bethany, CT

Conferred Nov 2023

Faculty Advisor: Bonnitta Roy, MA

Research Focus: Group Intersubjectivity

Culminating Project & Paper: Cultivating Capacity for Collective Intersubjectivity - Pedagogy for Change

MS in Organizational Change Management and Graduate Certificate in Leadership & Change

The New School for Public Engagement, New York, NY

Conferred May 2021

Faculty Advisor: Lori Gale Roth, EdD

Research Focus: Authenticity & Leadership

Culminating Paper: Authenticity in Faculty Leadership - Understanding Faculty Leaders as Middle Managers

PartsWork I, II, IV - Certified

February 2018, April 2018, November 2019

Leadership that Works, Troy, PA

Curriculum Designer/ Mentor Coach: Guthrie Sayen, PhD, PCC

Change Intelligence (CQ) Practitioner Certification

Certified July 2019

Change Catalysts, Vernon Hills, IL

Curriculum Designer/ Instructor: Barbara A. Trautlein, PhD

Transformative Coach Training

Certified October 2017 - ICF ACC Credentialing March 2018

The Graduate Institute, Bethany, CT

Curriculum Designer/ Mentor Coach: Guthrie Sayen, PhD, PCC

MA in Media Studies

The New School for Public Engagement, New York, NY

Conferred 2014

Faculty Mentor: Chris Mann

MAT in Art Education

Manhattanville College, Purchase, NY

Conferred 2003

Field Experience Supervising Faculty: Dr. Natalie Schifano

BFA Visual Art - Sculpture

Purchase College; SUNY, Purchase, NY

Conferred 2001

Culminating Project: *The Red Pawn: A Multimedia Theater & Projection Design Project* Faculty

Project Advisor: Anney Bonney