

**Greta A. Lax, M.S., CDP, CEC**  
**Diversity, Equity, Inclusion, & Belonging Leader.**

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### Summary and Qualifications

Dynamic diversity, equity, inclusion, and belonging professional with extensive leadership experience in the workplace and in the community, an educational foundation in industrial organizational psychology, broad knowledge of essential DEI methodologies, and a dedication to ongoing professional development.

- Lead needs assessment and strategic planning efforts to identify organizational needs and challenges, integrate DEI throughout systems and processes, and co-create plans to address needs in alignment with mission, vision, and goals.
- Guide leaders 1:1 in professional development to more effectively play their role in DEI efforts.
- Marshal the efforts of teams of subject matter experts, leaders, and Board of Directors.
- Proactively monitor DEI best practices and trends and provide thought leadership for practical and actionable recommendations.
- Project and program management within and across organizations and collaborations.
- Lead research and assessment while identifying and collecting data on critical metrics for continuous improvement.
- Organization builder, from the ground up, works well within complex, multi-layered systems.
- Experienced in establishing and maintaining a broad network of productive and strong working relationships at all levels of the organization and working effectively with ethnically, culturally, and socio-economically diverse populations and organizations.

### Professional Experience

**Principal, Greta Lax LLC.** (Remote). (04/2021 – present.)

Private and small group coaching and consulting business through lens of on DEI and intercultural development.

- Needs assessment and co-creation of DEI strategy aligned to organizational mission, vision, and goals, addressing challenges, and improving priority outcomes such as turnover, team dynamics, and productivity.
- Coach, mentor, and consult with leaders at all levels to help them develop knowledge, tools, and skills to provide a stronger foundation for successful, sustainable DEI efforts.
- Work with leaders to identify, build, and sustain strategic partnerships within and outside the organization.
- Establishing aligned and accessible metrics to capture progress and integration.

**Program Manager,** Jelani Consulting. Austin, TX. (Remote, Freelance). (01/2021 – 04/2022).

DEI consulting; conducted 1:1 debriefs for the Intercultural Development Inventory with clients across the United States. Coached participants through assessment results, connecting with their personal and professional development goals to foster curiosity and a growth mindset that set the stage for ongoing DEI efforts.

**Center Director, Akron-Region Interprofessional Area Health Education Center,** The University of Akron, Akron, OH (09/2010 – 06/2021).

- Focus on diversity, equity & inclusion, social determinants of health, and health equity.

- Coach, mentor, and educate diverse bodies of students, faculty, health professionals, and organizational leaders on achieving more equitable, anti-racist, diverse, and inclusive outcomes; advise affinity groups.
- Provide both strategic and operational support for the design and implementation of key DEI curriculum and training programs that build skills for operating with an equity and inclusion lens.
- Develop and implement strategy, programs, and partnerships for recruitment, retention, and training.
- Key advisor and coach on DEI-related issues, providing guidance and advice for faculty, staff, and executive team members for identifying equity and inclusion needs and DEI planning.
- Plan and deliver collaborative, accessible training, conferences, and events for diverse audiences.
- Establish and maintain meaningful connections with communities of historically marginalized groups, building trust, collaboration, and partnership on community-led and guided initiatives.
- As the inaugural director, establish a new center representing a federal (HRSA) program, securing new and ongoing funding from federal, state, and local sources.
- Develop infrastructure and processes for a new organizational model, including recruiting and developing an Advisory Board with representation from critical community stakeholders.
- Build internal and external partnerships; assessed stakeholder and community needs and developed relevant collaborations to create unique, synergistic programming.
- Consistently exceed 5-year federal/state program goals within 2 -3 years; provide leadership at community, university, and state levels.
- As Principal Investigator (5/1/2015-2021) oversee all grants management/budget functions.

**Assistant Lecturer, Graduate & Undergraduates Programs.** School of Social Work, College of Health Professions, The University of Akron. (01/2018 – 12/2020)  
Teach Social Welfare Policy I; Social Welfare Policy II (MSW program) and Social Policy Analysis (BSW).

**Graduate Writing Coach,** University of Maryland, University College, Adelphi, MD (02/2009 – 12/2012)  
Coach adult students to identify strengths and weaknesses, develop new skills and hone their ability to express themselves while learning and adhering to style expectations of the graduate program.

**Program Director, Senior Research Associate,** Creative Action LLC, Akron, OH (01/2006 – 10/2009)  

- Developed SBIR/NIH/NIA grant proposals for local, state, and federal agencies, with 33% federal funding success rate equaling \$2.26 million over three years.
- Managed multiple research projects worth up to \$1 million/project.
- Led teams, consultants, external facilities, and research participants to achieve program goals; manage internal staff to ensure milestones are reached.
- Designed and implement multi-year, multi-stage research, training, program, and product development projects addressing the needs of diverse, marginalized audiences.
- Analyzed data using advanced statistical tools; write technical reports and research publications.
- Incorporated the latest technology, such as smartphone-delivered “mobile learning.”

**Instructor,** The University of Akron, Akron, OH (08/2005 – 12/2006)

**Courses taught, Department of Psychology:**

Developmental Psychology, Psychology of Adulthood and Aging, Introduction to Psychology.

**Graduate Assistant**, The University of Akron, Akron, OH (Fall 2002 - Spring 2005)

- **Research Assistantship**, Institute for Life-span Development and Gerontology, (09/2003 – 05/2005).
  - **Book chapter co-author**: Sterns, H.L., Doverspike, D., & Lax, G.A. (2005). The Age Discrimination in Employment Act. In F. Landy (Ed.), *Employment Discrimination Legislation: Behavioral, Quantitative, and Legal Perspectives*. San Francisco: Jossey-Bass.
- **Research Assistantship, Curriculum Development: Intro to Psychology**, Psychology (01/2003 – 05/2003).

**Management Consultant**, Winnebago Mental Health Institute, Oshkosh, WI (09/2001 – 01/2002).

Worked with leaders to understand organizational needs, develop employee surveys, analyze data, and report to leadership.

**Training Facilitator**, Kimberly Clark Corporation, Neenah, WI (08/2001).

Worked with leadership to assess organizational needs and provide training on survey design and development.

**Management Consultant**, Evergreen Retirement Community, Oshkosh, WI (02/2001 – 04/2002).

Worked with leaders to assess organizational needs, develop employee surveys, analyze data, and report to leadership.

## Education

**Graduate Certificate, Gerontology**. The University of Akron, Akron, OH.

**Industrial and Organizational Psychology Doctoral Studies**. The University of Akron, Akron, OH.

**Master of Science, Industrial and Organizational Psychology**. University of Wisconsin, Oshkosh, WI.

- Relevant graduate coursework: Organizational Psychology; Personnel Selection & Advanced Applications in Testing; Organizational Motivation and Leadership; Job Evaluation & Equal Pay; Organizational Change & Transformation; Performance Feedback & Evaluation; Information Processing & I/O Psych; Research Methods; Quantitative Methods; Multivariate & Computer Methods; Structural Equation Modeling; Social, Cognitive, & Biopsychology; Psychology of Adulthood and Aging.

**Bachelor of Arts, Psychology**. St. Norbert College, De Pere, WI.

## Additional Certifications/Training

- **Certified Diversity-to-Belonging Facilitator**, Veritas Culture for INIFAC, Jan. 2024
- **ICF ACC**, in progress.
- **Certified Executive Coach**, Aug. 2023
- **Diversity, Equity, and Inclusion for Practitioners**, Feb. 2023
- **Certified Diversity Professional**, Jan. 2023
- **Qualified Administrator, Intercultural Development Inventory**, IDI LLC, 2018.
- **Community Health Worker Certification**, Ohio Board of Nursing, 2015.
- **Dialogue-to-Change Facilitator, Facing Racism in a Diverse Nation**, Everyday Democracy, Oct. 2015.
- **Deliberative Dialogue Moderator**, Project Ujima, Feb. 2014.
- **Bridges Out of Poverty Certified Trainer**, aha!Process, May 2014.

## Honors

**University of Akron Achievement Award, Diversity**, May 2018

**Spirit of Experiential Learning Award**, University of Akron EX[L] Center, May 2018

**Staff Champion Award**, University of Akron EX[L] Center, May 2018

**Leadership Portage County**, Class of 2016.

**“Shero” Health Hero Award**, Ohio Commission on Minority Health, April 2014.

**Omicron Delta Kappa**, National Leadership Honor Society. Inducted 2013.

## Professional Service/Engagement (*most recent 10 years*)

- **Board Member**, ColorBold Business Association. 2023 – Present.
- **Committee Member**: Outreach & DEI, ICF Wisconsin, 2023 - Present.
- **Board Member**, Celebrate Diversity Fox Cities. 2021 – Present.
  - Committees: Communication.
  - Facilitator, community conversations.
- **Board of Directors**, AxxessPointe Community Health Center Inc. (FQHC). 2015 – 2021.
  - **Executive Committee roles**: Chair, Governance Committee. Board Treasurer; Chair of Finance. Chair, Community Relations (ad-hoc).
- Member, Healthcare In Progress (HIP), Akron, OH. 2011 – 2021. Health Career Promotion Committee. Organized nationally recognized program for students from backgrounds underrepresented in health careers.
- Member, Summit Co. Better Birth Outcomes (Infant Mortality initiatives). Akron, OH.
  - Co-chair, Coordinating Committee & Recruiting. 2015-2016, Community Dialogues on Race.
  - Facilitator, 2015-2018, Community Dialogues on Race
- **Co-author, Community Engagement Report; Summit Co. Health in All Policies Committee**. Published 2015. <https://www.scph.org/assessments-reports>
- Member, Summit Co. Office of Minority Health Advisory Council, Akron, OH. 2012 – 2021.
- Member, Summit County Refugee Health Task Force. Akron, OH. 2011 – 2020.
- Member, Univ. of Akron Rethinking Race Steering Committee. 2011 – 2020.
- Member, Univ. of Akron Black Male Summit & Symposium Planning Committees, 2011 - 2020.
- **Founding Member**, Summit County Bridges Out of Poverty. A representative group of people from all economic classes and races who are committed to building their community and ending poverty in Summit County, Ohio.
  - Circles® USA Program, 2013-2015. Build relationships across class and racial lines to end poverty.
  - Guiding Coalition, 2013-2015.
  - **Inaugural Chair**, Big View Committee, 2013-2014. Gather community to identify, discuss, and address community barriers to getting out of poverty.