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Dr. Myosha McAfee • 3rd

Founder and Head of the Center for Racial Equity and Systemic Transformation @ Google

San Francisco Bay Area

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Though seriously grappling with system inequalities tend to evoke both fascination and fear, I am no stranger to tackling uncharted territory with creativity and relentlessness. In fact, I founded Racial+ Equitlecture for this precise reason. (Racial+ refers to race and its intersections, i.e. gender, sexual ori...



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Dr. Myosha McAfee Founder and Head ...

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Highlights

You both worked at Google

Dr. Myosha worked at Google after you started

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Dr. Myosha's Articles

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Maleka Donaldson Gram... Doctoral Candidate & Instructo Education at Harvard Graduate of Education



Imani Perry • 3rd Professor, Center for African American Studies, Princeton University



Kimberly Gaines • 3rd Clinical Support Coordinator at Shield of California & Freelance Sports Photographer



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Experience



Founder & Head of the Center for Racial Equity and Systemic Transformation

Google

2018 – Present • less than a year

C.R.E.S.T. (the Center for Racial Equity and Systemic Transformation) has been designing and testing a systemic change model. Hoping to operationalize theory into practice, we design policies, blueprints, culture-shifting interventions, and racial equity strategies, drawing from our subject matter expertise on frameworks that include the kinesiology of race (McAfee, 2014), structuralism, racialization, and intersectionality; amongst others, all to facilitate high impact organizational change as it pertains to racial and social equity.

Media (2)

Talks at Google | Deconstructing Race: Analyzing Inequities in a Racial Society

Talks at Google Gender, Race, a



Principal Racial Equitect

Google

Mar 2016 – Present • 2 yrs 5 mos

San Francisco Bay Area

I get the unusual opportunity to create and test different models for equalizing organizational systems and transforming organizational culture. A racial equitect, strategist and analyst, I create and test transformational models that seek to ensure a healthy racial climate -- one that attracts and retains talent from a diversity of backgrounds.

My specialties include social impact strategy, bringing social science and race scholarship to bear on organizational inclusion goals, enhancing abilities to engage in conversations about race and its intersections, and designing holding environments to support organizational learning.

Media (1)

Google's Hardest Moonshot: Debugging Its Race Problem



Founder

Racial+ Equitecture

May 2013 – Present • 5 yrs 3 mos

San Francisco Bay Area

Over the past 12 years, I have worked with organizations to disrupt implicit bias, design inclusive systems, nurture healthy racial climates, and develop bolder leadership. I founded Racial+ Equitecture for committed-to-diversity organizations that struggle to realize it, with employees and stakeholders at varying levels of readiness, urgency, expertise, skill, and

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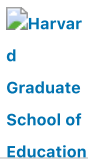


profile.

I bring what social scientists know about racial and other social processes, what iconoclasts know about leadership, & what effective educators know about learning new skills/dispositions to bear on organizational systems (i.e performance management, hiring, etc), composition, and climate. I'm looking to support, enhance, and disrupt the status quo in any organization seriously grappling with creating more equitable/inclusive institutions.

The Racial+ Equitecture Crucible Experience is one of my most inventive solutions. I design systematic interventions into the racial+ conditions many face in their everyday lives. I coach teams to dismantle the unconscious but socially organized set of attitudes, ideas, and practices in their environment that gridlock some groups and advance others. I create low stakes containers with high support, high challenge, and a game-changing guiding framework. One hundred percent (100%) of clients improved engagement in cross-cultural, inter-racial/SES relations dynamics and increased intrapersonal awareness.

Again, for a customer-side view of the impact on employee's 1) expanded leadership capacity & 2) new awareness of how they implicitly influenced their work team dynamics & workflow, view the videos linked to this profile or listen to a podcast @ <http://www.racialequitecture.com/#!crucible-experience/canh>



Doctoral Candidate/Educational Researcher/Teaching Fellow

Harvard Graduate School of Education
Aug 2008 – May 2013 • 4 yrs 10 mos
Cambridge, Massachusetts

Education



Harvard University Graduate School of Education
Doctor of Education (Ed.D.), racialization, race theory, leadership
2008 – 2013



Harvard University Graduate School of Education
Master of Education (M.Ed.), Education Policy and Management
2007 – 2008



San Jose State University
Teaching Credential, Teaching
2004 – 2006

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