

# Karen R. Diver

## SUMMARY OF QUALIFICATIONS

Proven public administrator with leadership experience in managing a large, complex organization: Highly regarded skills in administration and management, strategic planning, policy, program and fund development and public relations.

## PROFESSIONAL EXPERIENCE

**Faculty Fellow for Inclusive Excellence – Native American Affairs, College of St. Scholastica, 6/17–present:** Lead institutional development efforts to build relationships with Tribal Nations, and increase competencies and offerings to serve Native learners.

**Karen Diver Consulting, LLC: 1/17 – present:** Strategic planning, program assessment and development, public relations services to Tribes and nonprofits.

**Special Assistant to the President for Native American Affairs – Domestic Policy Council, The White House, 11/15 – 1/17:** Appointee of President Barack Obama. Coordination of all US federal government domestic policy regarding Native American Affairs, manage inter-agency initiatives, succession planning of Native American portfolio, public relations and stakeholder engagement.

**Chairwoman, Fond du Lac Band of Lake Superior Chippewa Reservation Business Committee, 2/07 – 11/15:** Elected at-large position with responsibility for the governmental and corporate affairs for the Fond du Lac Band. Serve as CEO with responsibility for over 2,200 employees. Manage seven for-profit enterprises and over 60 governmental divisions including a comprehensive health clinic, school system, tribal police, and natural resource divisions. Significant accomplishments include: improved transparency of governmental decision-making, increased land base by 10%, implement new housing program models, completed \$124 million development project on time and under budget, increased employment by 22%, completed first community participation strategic plan and expanded the role of the tribal court.

- Minnesota Chippewa Tribe: Vice-President, 2009 – 2015.
- Minnesota Chippewa Tribe Finance Corporation: Chair, 2009 – 2015.

**Director of Special Projects, Fond du Lac Reservation, 8/03 – 2/07:** Provided administrative and professional assistance to over 50 departments. Examples include program development, strategic planning, and interim department management. Achievements include: Secretary-Treasurer of Insurance Board, founder of Northeast Project to End Long-Term Homelessness, developed a Land Use policy, secured funding for long-term homeless, created cost savings programs.

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**Executive Director, YWCA of Duluth, 5/92 – 8/03:** Successful manager and administrator, managing multiple departments and programs. Accomplishments include quadrupling the budget, staff and programs, and leadership statewide in mission-driven program areas. Responsible for Governance: Board of Directors engagement, coordinating annual strategic planning and annual departmental and organizational work plans, board development, maintaining current by-laws. Human Resources: Responsible for all phases of human resources including collective bargaining, hiring processes, records management, employee benefits, development and administration of all personnel policies, employee development, and safety. Administrative: Development of policies and procedures, administer all grants and contracts. Finance: Served as chief financial officer to develop and manage budgets, direct staff, provide leadership for Board Finance and Investment Committees, develop and implement financial policies. Advocacy: Experienced grassroots organizer. Led a campaign successful in establishing a city human rights commission, and child care advocacy coalition with statewide impact. Program Development: Experience in housing, early childhood education, family programming, health and wellness, youth and girls programming, workforce development, entrepreneurship and economic literacy education, diversity, voter education, public policy, and special events. Public Relations: Official spokesperson for YWCA, media relations.

**Significant Professional Affiliations:**

**Minnesota Council of Nonprofits Board:** 1997-2003 Board Chair 2000-2002, Vice-Chair 1999-2000, Strategic Planning Committee Chair. Statewide nonprofit coalition.

**Twin Ports Area Non-Profit Coalition:** 1998–2003, founder of local nonprofit professional and advocacy organization.

**MN Council of YWCA's:** 1992 – 2003, President 1992 – 1996.

**Governor's Workforce Development Commission:** 1995-1999, Appointee of governor, oversight and development of state workforce systems, including K-12 and post-secondary education and job training and vocational programs.

**Building for Women Committee:** 1992-1998, founder of 1<sup>st</sup> women's building outside a major city.

**YWCA of the USA Standards Committee:** 1998-1999, developed performance standards for local YWCA's.

**Duluth Family Services Collaborative:** **1995-97, founding board member, developed a comprehensive system of family supports through partner agencies of school district, city and county officials and nonprofit agencies.**

Administrator, Duluth-Fond du Lac Economic Development Commission, 11/1987 - 5/1989. Administrator for joint city / tribal economic development commission. Major duties included: Governance: Wrote all resolutions, ordinances and contracts for review by legal counsel. Administrative: Wrote and maintained all records of business, including minutes, resolutions, financial statements, purchasing, managed consultants (lawyers, architects, auditors, etc). etc. Finance: Monitored daily, monthly and yearly financial records developed Commission budget, monitored internal controls. Major Purchasing: Managed purchases and service contract process using a competitive bidding process. Public and Media Relations.

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**SIGNIFICANT COMMUNITY ACTIVITIES**

**Minnesota National Guard Strategic Advisory Task Force:** Gubernatorial appointment. 2014 – present

**Minnesota Tribal Youth Gathering:** Gubernatorial appointment. December 2017 – present

**Harvard Honoring Nations Board of Governors:** 2016 – present, best practices in Indian Country.

**Blandin Foundation Board of Trustees,** 2004 – 2010, Executive and Governance Committees, state-wide rural focused grantmaker.

**Women’s Foundation of Minnesota Board of Trustees:** 2000 – 2007, Chair 2004-2006, Program Committee Chair: 2000–2007. Statewide foundation serving women/girls and communities of color.

**American Indian Community Housing Organization:** Treasurer, 1994 – 2003, founder, developed first Native women’s shelter and transitional housing program outside of the Twin Cities.

**EDUCATION**

**Master in Public Administration, 2003,** John F. Kennedy School of Government, Harvard University, Bush Foundation Leadership Fellow 2002.

**Bachelor of Arts – Economics, Minor in Communications, 1987,** University of Minnesota-Duluth