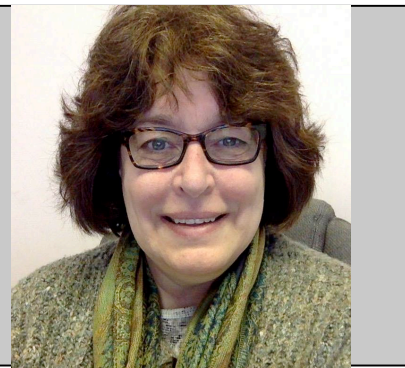


Barbara E. Raye

Center for Policy, Planning, & Performance
Founder and Executive Director



Areas of Expertise

Strategic planning, large group facilitation, mediation and conflict resolution, restorative justice, public policy, citizen engagement, outcome and performance measurement, cultural diversity/equity in the workplace, organization development, and governing bodies/boards of directors.

Work History

Center for Policy, Planning, & Performance (1998–present)

Founder and Executive Director

The Center is a nonprofit corporation committed to the work of social justice. The purpose of the Center is to engage citizen-based leadership and to enhance the effectiveness of nonprofit and public sector organizations to positively impact the lives of the people and communities they serve.

Services include consulting and training for government and nonprofit organizations, large group facilitation, employment and community mediation, restorative justice, public policy analysis, ethical leadership, cultural equity and respectful workplaces, strategic planning, and outcomes-based evaluation. Clients are local, regional and national organizations and include school boards, government elected officials and managers, and nonprofit organizations. As of 2016, the Center had served over 250 different organizations.

St. Mary's University (2009–2012)

Adjunct instructor in the Masters Degree Program in Organizational Leadership. Teaching courses on conflict and collaboration, communication, and teams

College of St. Catherine (1999–2009)

Part-time instructor in leadership development and continuing education program. Classes include strategic leadership, being an effective change agent, and women as political leaders.

Hamline University (1997–2002)

Adjunct instructor in the Masters Degree Program in Public Administration and Nonprofit Management. Courses include Conflict Resolution, Certificate Program in Outcomes and Performance Measurement, Governance and Planning for Nonprofit Organizations, and Research and Program Evaluation for Managers.

Ramsey County, Minnesota (1994–1998)

Director, Policy, Planning and Organization Development

Projects include: development and facilitation of 34-member management team; countywide strategic plan with 15 topic areas and over 10,000 citizen participants; policy analysis on major countywide planning and policy issues; legislative testimony; design and implementation of countywide outcome and performance measurement system.

Wilder Foundation, Services to Organizations (1991–1994)

Director, Community Services Group

Twenty-seven-member consultant group with a focus on nonprofit/public organizations and building community capacity to address the needs of the inner core city of St. Paul.

Director, Management Support Services

Senior Consultant

Education

- MBA, University of Saint Thomas, St. Paul, Minnesota

Specialized Training

- Asset-Based Community Development - McKnight/Kreitzman Northwestern University
- National Futurists, "Shared Participation group process leadership training"
- Fellowship of Reconciliation "Children's Creative Response to Conflict"
- Mediation Certification (40 hours), CDR Boulder, Colorado
- Workplace Mediation (40 hours), Romar
- Restorative Justice and mediation in case of sexual misconduct in Faith Community (24 hours) New York
- Mediation with Severe and Violent Crime Mark Umbreit, (6-days) University of Minnesota
- Circle Keeping and Process, Kay Pranis Barry Stuart (5-days) Minnesota
- National Training Lab, "Women in Management"
- MN/Malcolm Baldrige Quality Award Criteria
- Sexual Harassment and Respectful workplaces (24 hours) Minnesota
- Peter F. Drucker Foundation National Training Team – Self-Assessment Tool
- Carver Policy Governance Model for Boards of Directors/Governing Bodies
- Myers-Briggs Qualification
- Management By Objectives and Total Quality Management
- Addictive Organizations–Anne Wilson Schaefer
- Learning organizations, The Fifth Discipline with Peter Senge
- Leading from Within, Zone Leadership.

Minnesota Department of Corrections (1987 – 1991)

Project Coordinator

Employee Assessment and Development Program.

Director, Victim Services Unit

Introduction of restorative justice framework and first position of restorative justice planner. Managed \$6 million annual grant distribution, evaluation and technical assistance for four statewide victim programs, coordination of DOC legislative package, and testimony in area of victims' rights and victim services.

Director, Battered Women Program

Minnesota State Humane Society (1983 – 1986)

Executive Director

Semi-state agency established by legislation with 40 county chapters at end of tenure. Investigated cruelty complaints, provided training and technical assistance to local chapters, provided government affairs/lobbying and testimony on behalf of legislation. Was director with opening of Canterbury Downs, dog racetrack efforts, drugging of horses legislation, and research using animals – including Baby M and baboon heart transplant issue.

Community Involvement

Minnesota

- Member Peace and Justice Studies Association 2008-current
- Member Victim Offender Mediation Association 2002-current
- Member Hennepin County Youth Restorative Services Coalition 2009-2016
- Member Restorative Services Coalition 2008-2011
- Member MN Chapter Association for Conflict Resolution 2008-2009
- Board Member Minnetonka Center for the Arts 2005-2006
- MN Quality Award evaluator 1998
- Leadership Minneapolis, Program Committee 1985–86
- Childnet, statewide child advocacy program
 - Strategic Planning Committee 1986–87
- Vice-Chair of Development Committee for MN Women's Fund 1987–88
- Chair of Finance and Member of Policy Council for CENSHARE
 - (Center for the Study of Human-animal Relationships and Their Environments), University of Minnesota 1983–86

Honors

- International Hostelling Association in Canada
 - Chuck and Marjorie Harris Award in 2010 and 2012
- U.S. Federal Highway Administration
 - Excellence in Program Administration Award 2012
- St. Paul Mayor and St. Paul Port Authority
 - Service to Rock-Tenn Advisory Panel 2008
- American Planning Association–2007 Planning Award for Grassroots Initiative
- Minnesota Planning Association–2006 community planning award
- Founder's Award 2005–Indiana Coalition Against Domestic Violence
- 1984–85 Leadership Minneapolis—Greater Minneapolis Chamber of Commerce
- Editorial, *Minneapolis Star & Tribune* 5/12/84—“The Minnesota Humane Society a Year Later.”
- Named in “State Women Honored,” *Indianapolis News* 1982
- Named Outstanding Young Woman of America, 1977, 1982

Training Sessions and Papers

- *Workshop: Restorative Justice–Kentucky Bar Association 2008*
- *The Mediation Process–40 hours national mediation training Minneapolis, MN with CDR Associates - 2006*
- *The Role of Community in Restorative Justice, National conference on restorative justice and sexual misconduct in faith communities 2007*
- *History of Restorative Justice, American Association for Criminal Justice Professionals 2007 Florida*
- *Chapter “Restorative Processes” Handbook of Restorative Justice, Gerry Johnstone and Daniel VanNess Eds. Willan Publishing 2007*
- *Chapter” How do culture, class and gender affect the practice of restorative justice?” Critical Issues in Restorative Justice, edited by Howard Zehr and Barb Toews, Criminal Justice Press 2004*
- *Women Leaders of the Millennium, College of St. Catherine, Strategic Thinking, Being an Effective Change Agent, and Women in Politics 2006-2007*
- *Training workshop: Basic Mediation, Victim Offender Mediation and Conferencing, Supervision of Mediation cases, Introduction to Labor and Workplace Mediation – Isai, Romania 2003*
- *3-day Training: How to Manage an NGO – Nairobi, Kenya 2002*
- *Workshop: “How to set up and manage a center for the victims of violence in the family”– International Conference on Violence in the Family–Cyprus, 2000. Sponsored by Fulbright Foundation, Cyprus.*
- *Presented in over a dozen workshops and seminars original paper: Working Together Rather than Working Alone - A Collaboration Model*
- *Executive Service Corps of Chicago Nonprofit Leadership Day 2/2000, and College of St. Catherine Women's Leadership Series 2000–Being and Effective Change Agent*
- *Designed and delivered a dozen training sessions nationally for Peter Drucker Foundation on Self-Assessment Tool and co-trained national training team*
- *MN Quality Initiative Conference 10/1999–Client Outcome Measures*
- *Featured in University of Vermont national video program, Managing for Results in the Public Sector–June 1997. Two articles published in accompanying Resource Manual.*
 - *The Public Board: Policy and Performance*
 - *Outcome Based Funding*
- *Papers presented to Upper-Midwest Conference on Demographics for Policy Makers–4/1997:*
 - *Beyond Race; It's not a matter of Black and White*
 - *Evaluating Diversity Work: A Diversity of Opinion*
 - *The Gender Gap & Soccer Moms: Women & Men Have Different Visions for the Future & It Matters*
 - *Poverty: Myths, Stereotypes and Reality*
- *Workshops presented at International Association for Public Participation– Toronto, 9/1997*
 - *TQM Can It Work in the Public Sector?*
 - *Planning Without Walls*
- *Power and Peace Symposium - Itasca Community College - Grand Rapids, MN 5/92–Using Personal Power to Make Peace*
- *Minnesota Citizens League–Newsletter: The Gender Gap– 6/1997*
- *Texas Conflict Coach Radio Program – 4/2012*
- *Facilitator for Midway Chamber Econ Development Summit – 2016*
- *Speaker Alliance for Community Media – 2017*
- *Speaker Sensible Land Use Coalition – 2017*