

# Lindsay K. Church

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**Cultural Analysis & Building Inclusive Programs** Experience facilitating and educating on building inclusive programs and cultures. Provide cultural analysis and recommendations for programmatic and organizational improvements. Consulted on increasing organizational inclusion capacity and how to best create cultures that support folks of all identities. Experience analyzing macro level cultural issues and challenges and providing recommendations for improvements. Developed and implemented frameworks that recognize intersectionality and how accompanying systems of oppression impact underrepresented minorities.

**Advocacy, Organizing, & Policy** Experience directly representing the unique needs of minority veterans veterans of color, women, LGBTQ, and (non)religious minority veterans to city, state, and national legislative bodies. Provided systemic analysis of legal and policy frameworks designed to support minority veterans and servicemembers.

**Sexual Assault, Harassment, & Violence** Provided legislative inputs to Congressional representatives and committees on policy improvements and cultural reforms necessary to end sexual assault and harassment in the Department of Defense and Veterans Affairs. Engaged with survivors of military sexual trauma and created supportive programs and offerings. Serve as subject matter expert to agencies on issues regarding supporting survivors and understanding the unique experiences of minority veterans and servicemembers who are survivors.

- Strategic Thinking
- Partnership Management
- Creative Problem Solver
- Flexible Time Management
- Critical & Analytical Thinking
- People & Teams Management
- Ethical Evaluation & Sound Judgment
- Technical & Persuasive Writing
- Collaborative Team Leadership
- Project Portfolio Management
- Strong Attention-to-Detail
- Effective Communication

## PROFESSIONAL EXPERIENCE

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### MINORITY VETERANS OF AMERICA, Washington, D.C.

**Executive Director & Co-Founder**, November 2017 – Present

- Lead national team of 2 staff and 40 volunteers to create community belonging and advance equity for minority veterans.
- Congressionally advocate for the unique needs of veterans of color, women, LGBTQ, and religious minority veterans and provide inputs on pending legislation to prevent disparate outcomes for minority veterans
- Draft and oversee annual budgets and serve as chief fundraiser for the organization.
- Raised \$737,000 over 3.5 years through planned giving, grants, corporate giving, and virtual campaigns.
- Facilitate agency-wide cultural competency trainings and assessments to ensure organizations and government entities are able to serve their minority and veteran constituencies effectively and efficiently.
- Create brand, social identity, and campaigns to establish MVA as a leader in the veteran service organization landscape.
- Spearhead relationship cultivation and sponsorship from multiple corporate partners interested in investing in the mission.

### UNIVERSITY OF WASHINGTON, Seattle, WA

**Marketing & Communications Manager, for UW Recreation**, October 2018 – August 2019

- Developed and implemented department marketing and communications strategic plans for internal and external audiences.

- Produced and maintained graphic designs for promotional materials and content for written copy to be used on various platforms such as web, print, digital displays, and mobile.
- Oversaw department's website, apps, business pages, and social media efforts.
- Developed and implemented department wide branding strategies.
- Hired, trained, and supervised Creative Team consisting of eight part-time student employees to provide support in carrying out all marketing, communications, and outreach responsibilities.
- Established and implemented continuous improvements to department policies and procedures.
- Managed Marketing & Communications budget and maintained internal control of all expenditures to ensure fiscal responsibility and compliance.

**Assistant Director for Student Veteran Life, September 2016 – October 2018**

- Assisted in management of annual budget of \$258,000, grant management and oversight, and led strategic planning efforts.
- Developed and implemented continuous improvements to department policies and procedures.
- Assisted in advocating for UW over 3,000 student veterans and military-connected students.
- Assisted in development of programs and materials designed to raise awareness of issues impacting student veterans.
- Facilitated student veteran transitions from military to the classroom and, ultimately, on to a meaningful career.
- Participated in local and national conferences and professional organizations related to issues and needs of student veterans.
- Collaborated with the Office of Admissions to design veteran's outreach and recruitment programs.
- Developed and implemented assessment programs designed to identify student veteran needs and metrics for success.

**Graduate Student Assistant for Student Veteran Life, September 2015 – August 2016**

- Assisted Director in development of programs to support student veterans at the University of Washington.
- Designed and managed office website and social media accounts in accordance with UW branding.
- Developed marketing materials to distribute to new and potential student veterans and internal and external departments.
- Sought out and conceptualized ideas and needs of student veterans to build office to be welcoming and safe space for all.
- Worked in conjunction with Director to develop proposals for future office funding i.e. SAF funding, computer lab proposal.
- Planned and coordinated community building events that incorporated volunteer service, meeting other student veterans, and long-term planning into the lives and routines of UW student veterans.

**UNITED STATES NAVAL WAR COLLEGE, Newport, RI**

**Public Affairs Intern, June 2014 – August 2014**

- Served as liaison between public and staff, faculty, and leadership of the Naval War College.
- Provided photographic and journalistic support for major events at the Naval War College.
- Produced stories and photos published and featured on navy.mil and usnwc.edu.

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**MILITARY SERVICE EXPERIENCE**

**UNITED STATES NAVY**

**Cryptologic Technician, Interpretive, Petty Officer Second Class (E-5), Honorable Discharge, January 2008 – February 2012**

- Completed 47-week intensive training course at the Defense Language Institute in Persian-Farsi.

- Qualified as certified linguist by passing final Defense Language Proficiency Test (L2, R2+, S2).
- Developed foreign language program and served as Command Foreign Language Program Manager at Naval Information Operations Command, San Diego.
- Instructed Alcohol and Drug Abuse Management for Supervisors training for over 200 sailors to improve command readiness and awareness of current issues in the realm of drug and alcohol abuse.
- Worked in conjunction with Intelligence Specialists in creating weekly, quarterly, annual and other necessary intelligence briefs that provided requisite information to various requesting Naval agencies.
- Volunteered with command Morale, Welfare, and Recreation campaigns to fundraise, develop programs, and improve the quality of living for more than 1,000 sailors.

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## ACADEMIC HISTORY

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### **Master of Arts (MA), International Studies, emphasis in Middle East Studies, June 2016**

University of Washington, Jackson School of International Studies – Seattle, WA

- Thesis: *ISIS Success in Iraq: A Movement 40 Years in the Making*
- Areas of focus: Counterterrorism, Islamic militancy, international conflict, Middle East history

### **Bachelor of Arts (BA), Near Eastern Language and Civilization, emphasis in Comparative Islamic Studies, June 2014**

University of Washington, Jackson School of International Studies – Seattle, WA

- Areas of focus: Persian-Farsi, Islam and Muslim societies, religion and world politics, comparative religions

### **Associate of Arts (AA), Persian-Farsi, September 2009**

Defense Language Institute, United States Department of Defense – Monterey, CA

### **Qualified Administrator Professional Certification, Intercultural Development Inventory, November 2018**

IDI, LLC, Hammer Holdings, Inc. – Olney, MD (remote)

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## INVITED TALKS, TESTIMONIES, & SPEAKING ENGAGEMENTS

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- *Equitably Serving our Minority Veteran Community.* Written Congressional Testimony provided for the 117 United States Senate and United States House of Representatives Committees on Veterans' Affairs Joint Legislative Session, March 3, 2021.
- Featured Panelist, *The Warrior Alliance: Veteran Social Justice Forum, Social Activism and Community.* The Warrior Alliance, February 26, 2021.
- Featured Panelist, *Minority Women Veterans: An Intersectional Lens.* Australian Service Care Network International Webinar and Working Roundtable Program, October 25, 2020.
- Featured Panelist, *VHPI Forum: Disparities in Care for Veterans of Color.* Veterans Healthcare Policy Institute, October 20, 2020.
- *Minority Veterans and Mental Health.* Written Congressional Testimony provided for the 116 United States House of Representatives Committee on Veterans' Affairs Open Session Hearing, September 10, 2020.
- *Ensuring Equitable Representation and Support for Minority Veterans.* Written Congressional Testimony provided for the 116 United States House of Representatives Committee on Veterans' Affairs Open Session Legislative Hearing, July 21, 2020.
- Featured Speaker, *Nevada Democratic Veterans and Military Families Caucus,* July 13, 2020.
- *It's Not "Quality of Life," it's "Life or Death."* Written Congressional Testimony provided for the 116 United States House of Representatives Committee on Veterans' Affairs, Subcommittee on Disability Assistance and Memorial Affairs Hybrid Oversight Hearing: "Stuck in Red Tape: How VA's Regulatory Policies Prevent Bad Paper Veterans from Accessing Critical Benefits," July 8, 2020.

- Featured Panelist, *Connecting in Communities: Building Resilient Networks for Our Nation's Veterans*. Virginia Women Veterans Summit, June 17, 2020.
- Keynote Speaker, *OUTstanding "Coming Out" Happy Hour*. Wnderman Thompson, June 27, 2019.
- *Minority Veterans' Access to Telehealth Services*. Written Congressional Testimony Provided for the 116 United States House of Representatives Committee on Veterans' Affairs, Subcommittee on Technology Modernization's Legislative and Oversight Hearing on the Department of Veterans' Affairs Administration of Telehealth Services During the COVID-19 Pandemic, June 23, 2020.
- *Military Sexual Trauma and our LGBTQ Veteran Community*. Written Congressional Testimony Provided for the 116 United States House of Representatives Committee on Veterans' Affairs, Task Force on Women Veterans' Mental Health Roundtable, June 20, 2019.
- *Resilience and Coping: Mental Health of Women Veterans*. Written Congressional Testimony Provided for the 116 United States House of Representatives Committee on Veterans' Affairs, Task Force on Women Veterans' Legislative and Oversight Hearing on Mental Health, May 19, 2020.
- *Cultural Barriers Impacting Women Veterans' Access to Healthcare*. Written Congressional Testimony Provided for the 117 United States House of Representatives Committee on Veterans' Affairs, Task Force on Women Veterans' Legislative and Oversight Hearing on Healthcare Access, May 2, 2019.
- Featured Panelist, *Not Just a Technologist: Exploring the Intersectionality of Veteran Status, Gender, and Race in STEM*. Student Veterans of America National Convention, January 3, 2019.
- Featured Panelist, *Beyond Diversity: Increasing Your Chapter's Capacity for Inclusion*. Student Veterans of America National Convention, January 3, 2019.
- Invited Speaker, *The Tale of Two Transitions: A Paralleled Journey*. TEDx Tacoma, November 16, 2018.

### COMMUNITY SERVICE EXPERIENCE

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- Recreate Responsibly, National Steering Committee Member, September 2020 – Present
- Modern Military Association of America (f.k.a. OutServe-SLDN), Advisory Council, Co-Chair, January 2018 – January 2019
- City of Seattle, City Commissioner for LGBTQ Rights and Relations, November 2018 – August 2019
- Congresswoman Suzan Delbene's Office (WA-1), Veterans Advisory Council, Co-Chair, 2016 – 2019
- Congresswoman Pramila Jayapal's Office, Armed Forces Academy Selection Committee, 2017
- American Legion, Lloyd T. Cochran Post 40, Post Commander 2016 – 2017
- University of Washington, Husky United Military Veterans, University Liaison, October 2014 – June 2016
- University of Washington, Student Veteran Life Founding Committee, 2015