



# REV. TAMARA LEBAK M. DIV, PCC

DIVERSITY AND ORGANIZATIONAL  
CULTURE CONSULTANT/  
RESTORATIVE PRACTITIONER

Diversity and Inclusion Specialist and experienced facilitator/organizer/chaplain with a trauma informed, differentiated, and developmental approach to cultural competence and leadership/spiritual development. A driving force for change with success in coalition building, strategically creating a common vision, and leveraging significant resistance within complex political and cultural dynamics. Professional executive dedicated to developing and retaining relationships, as well as promoting truthfulness, authenticity, and compassion across differences. Inspirational public speaker, educator and coach attentive to the ways in which navigating emotions, perception, bias and cultural differences impact effectiveness. Resilient, tenacious, and self-reflective leader committed to fostering dialogue and developing systems that promote opportunity for full and equal participation regardless of color, nationality or ethnicity, immigration status, gender identity or expression, sexual orientation, marital status, veteran status, ability, body size, religion or religious belief.

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## EDUCATION

### UNIVERSITY OF OKLAHOMA

1995| BA French  
1995| BA Philosophy

### MEADVILLE LOMBARD THEOLOGICAL SCHOOL CHICAGO, IL

2006 | M. DIV

### PHILLIPS THEOLOGICAL SEMINARY TULSA, OK

Current | DMIN  
Specialization: Transformational  
Leadership in Intercultural Community

## SKILLS

- Evidence Based DEI Approach
- Political Acumen
- Emotional Intelligence
- Community Organizing
- Change Management
- Program Development
- Coalition Building
- Compelling Speaker
- Cultural Transformation
- Strategic Alignment
- Systems/Process Focused
- Trauma Informed
- Restorative Practices
- Spiritual/Values Direction
- Embodied practice

## RECENT CAREER HIGHLIGHTS

### **OK CENTENNIAL COMMISSION FOR THE TULSA RACE MASSACRE NATIONAL SUMMER TEACHER INSTITUTE AND INTERNATIONAL DAY OF LEARNING** Process Design/Consultant/Facilitator

- Designed and co-facilitated a teacher institute on teaching the race massacre, including primary resources, engagement with surviving communities, and designing a culturally responsive classroom.
- Asked to design an online version with Dr. Karlos Hill including his newest book on the Race Massacre
- 2021 will be a National Institute.

### **OK CENTENNIAL COMMISSION FOR THE TULSA RACE MASSACRE NATIONAL INTERNATIONAL DAY OF LEARNING** Process Design/Consultant/Facilitator

- Championed, designed, created and organized and International Day of Learning for educators on the Tulsa Race Massacre which will debut June 3, 2021

### **HUMAN RIGHTS COMMISSION INCLUSIVE SUBCOMMITTEE- CITY OF NORMAN** Process Design/Consultant/Facilitator

- Designed and co-facilitated process to support committee of diverse leaders to recommend to City Council how the city can be more inclusive following the passing of the most inclusive anti-discrimination policy in the state.

### **National Conference on Race and Ethnicity In American Higher Education** Presentation

- Designed and co-facilitated *Culturally Competent Praxis: From Robert E. Lee to Council Oak* with Dr. Karlos Hill Chair of Clara Luper Department of African and African American Studies at The University of Oklahoma

## RECENT CAREER HIGHLIGHTS

### **COMMUNITY ADVISORY COUNCIL TO THE SUPERINTENDENT OF TULSA PUBLIC SCHOOLS** Process Design/Consultant/Facilitator

- Designed a comprehensive process to increase cultural competence of key community leaders in Tulsa and guide them in creating a list of considerations to offer the Board of Education and the Superintendent as they examined the 90+ school building names and their alignment to their organizational values.
- Resulted in a consensus of all 36 members despite multiple polarities.
- As a result 4 names were proposed to the Board and voted to be changed.

### **Renaming of Robert E. Lee Elementary** Process Design/Consultant/Facilitator

- Designed a comprehensive process for the school and neighborhood community to rename Robert E. Lee Elementary (named in 1918 following the largest post WWI Confederate gathering in Tulsa) in order to better align to their community values.
- Supported committee to include community input and reduce 144 potential names to 5 for further input which resulted in a consensus decision to change the name to Council Oak ELlementary

### **Oklahoma Indigent Defense System** Defense initiated Victim Outreach

- First successful Defense Initiated Victim Outreach Specialist in the state of Oklahoma
- Connected with victim's family to assist in navigating the criminal justice process to reduce further trauma
- Facilitated a healing circle with the victim's family
- Assisted in communication between the victim's family and the defense team.
- Offered pastoral care throughout the process and through sentencing.

## EXPERIENCE

2019

**Restorative Justice Institute of Oklahoma**  
FOUNDER/EXECUTIVE DIRECTOR

- RJIOK seeks to reduce trauma, recidivism, and the dehumanization of victims and offenders to transform the retributive culture of Oklahoma. RJIOK offers racial and restorative justice programs and initiatives designed with and for individuals, couples, families, schools, justice systems and communities.
- *Current Offerings: Victim Outreach/Advocacy (DIVO) Victim Impact classes/Anger Management /Restorative Circles at Diversion Hub OKC / Comprehensive Restorative Practices Facilitator Training (Current cohorts: a church cohort and a Teach For America Alumni cohort.)*

2019

**Dick Conner Medium/Minimum Security Men's Prison - Hominy, OK**  
CHAPLAIN INTERN- CPE UNIT 3

- Lead Victim Impact classes, Restorative Circles and offered pastoral care.

2018

**Celebrating Difference, LLC**  
CEO, LEAD TRAINER

- From 2008- Present
- Lead diverse consulting and coaching team in transforming organizational culture and leading evidence based Diversity, Equity, and Inclusion work with Non-Profit, Corporate, Government, Education, Healthcare and Religious clients.
- *Example Clients Include: Cancer Treatment Centers of America, EOS Safe Driver, Impact Tulsa, Department of Human Services, OSU Health Sciences Center, University of Oklahoma Tulsa School of Community Medicine, U.S. Department of Defense, U.S. Forest Service, U.S. The National Park Service, U.S. Department of Transportation, World Bank, AFTEG Africa Energy, YMCA.*

## EXPERIENCE

2015

**ALL SOULS TULSA**  
ASSOCIATE MINISTER

- First LGBTQ+ minister to be called to serve in church's history
- From 2006-2015 One of two called ministers in a social justice driven environment (largest Unitarian Universalist church in the country) working with a multicultural team and \$2 million budget. Responsible for preaching, leadership development, worship planning, visitor experience to member integration, pastoral care, project and staff management, memorial services, spiritual direction and cultural competence.
- Successfully co-lead merger of African American Pentecostal Universalist congregation which increased racial diversity of this historically white church from 3 people of color to around 150 people of color, nearly overnight. Developed a visioning process, affinity groups, diversity council, leadership/spiritual development program, differentiated worship services and combined service and social opportunities.
- Lead ministerial/intern training and supervision process which included support in worship planning, sermon writing, memorial service training and eulogy creation, marriage ceremony planning and creation, pastoral care processes and support including end of life, understanding professional boundaries and navigating the large church system.
- Actively officiated at over 100 memorial services and supported many more members in their dying process.

## EXPERIENCE

2006 **WEST SHORE UNITARIAN UNIVERSALIST CHURCH- ROCKY RIVER, OH**  
**SABBATICAL MINISTER AND INTERN**

- Internship which included capital campaign and building redesign followed by solo leadership of 500 member congregation and staff with \$800,000 budget in the midst of a building expansion which required intergenerational services for 6 months.
- Founder of Uncle Waldo's Coffee House, an acoustic music venue for national musicians and creative shared building use.
- Created an Estate and Financial Planning for Unmarried and LGBTQ+ Couples Conference at the height of the gay marriage debate in Ohio.
- Clergy representative for Council on American-Islamic Relations Cleveland Office.

2005 **University of Chicago Medicine**  
**CHAPLAIN/CHAPLAIN INTERN CPE UNIT 2**

- On-call chaplain focused in NICU, PICU and the ER. Delivered weekly interfaith hospital services.
- Hired following internship
- Served on the Medical Ethics Committee.

2004 **STATEVILLE MAXIMUM SECURITY MEN'S PRISON- JOLIET, IL**  
**CHAPLAIN INTERN CPE UNIT 1**

- Started chaplaincy the Monday after Illinois Gov. George Ryan eliminated death row and returned those inmates to the general population, most of whom went to Stateville.
- Assisted chaplaincy department in leading strategic pastoral care plan to accommodate this new environment.

2002 **GARLAND HIGH SCHOOL -GARLAND, TX**  
**EDUCATOR/COACH/COORDINATOR**

- IB French SL HL
- Theory of Knowledge (Epistemology)
- Swim Coach
- International Grader for Theory of Knowledge in French and English,
- District curriculum development teacher trainer and coach,
- Designed travel abroad program
- Coordinator of IB Community, Action, Service Program

## EXPERIENCE

2002 **COLLIN COUNTY COMMUNITY COLLEGE- PLANO, TX**  
**ADJUNCT FACULTY**

- French Instructor

## PROFESIONAL TRAINING

**Paul Ekman International**  
**Manchester, England**

- Trainer Certification Emotional Skills and Competencies
- Trainer Certification Evaluating Truth and Credibility

**International Coaching Federation**

- Professionally Certified Coaching Certification
- Masters level coaching hours completed (over 3700)

**International Coaching Academy**  
**Melbourne, Australia**

- Professionally Certified Coaching Training

**Intercultural Development Inventory**  
**Baltimore, MD**

- Qualified IDI Administrator Assessor

**Bioenergetics Training**  
**Tulsa, OK**

- Frank Hladkey 's group in Tulsa

**Gestalt International Study Center**  
**Cape Cod, MA**

- Cape Cod Model Certification, Organizational Development

**Integral Institute of Qigong**  
**Santa Barbara, CA**

- Community Practice Leader Certification

## PROFESIONAL TRAINING

### **Gestalt Institute Cleveland (GIC) Cleveland, OH**

- Organizational Development Systems Theory Certification

### **Gamaliel Foundation Chicago, IL**

- Community Organizing Training

### **Prepare-Enrich Roseville, MN**

- Marriage and Couples Counseling Training Certification

### **Illinois Balanced And Restorative Justice Chicago, IL**

- Victim Offender Reconciliation Training

### **University of Chicago Graham School Chicago, IL**

- Non Profit Management Certification

### **State of TX Board of Education**

- French Teacher's Certification K-12

## PUBLICATIONS

### **Lebak, T. (2016). Living "Under the Collar" With Unitarian Universalism In Muir, Fredric (Ed.) Turning Point: Essays on A New Unitarian Universalism (pgs. 17-23) Boston, MA: Skinner House**

- Essay focusing on the need to understand our own cultural complexity so that we can lead with vulnerability in our diversity and inclusion work.

### **Lebak, T. (2014, March 3). Diary of A Eulogist, Tulsa Voice vol. 1(No 6) pp.6.**

- Essay on the culture of creating a eulogy.

### **Lebak, T. (2013, Aug 18). Grin and Swear It Oklahoma Eagle**

- Essay focused on positive language as a cultural intervention.

### **Lebak, T. (2012, Sep 20). Strategy vs. Intimacy International Coach Academy**

- Power Tools For Coaching International Coach Academy

## PUBLICATIONS

### **Lebak, T. (2012, Sep 20). P.O.W.E.R. Coaching Model International Coach Academy**

- Article describing my Gestalt based model of coaching.

### **Lebak, T. (2012, Sep 20). Using the Intercultural Development Inventory in Coaching International Coach Academy**

### **Lebak, T. and Lortie, B. (2008). Introduction in Lebak, T and Lortie, B (Eds.) Reverend X How Generation X Ministers Are Shaping Unitarian Universalism (pg xi-xiii) Tulsa, OK: Jenkin Lloyd Jones Press**

- Introduces the new concept of the three historical waves of Unitarian Universalism
- Trainer Certification Evaluating Truth and Credibility

### **Lebak, T and Lortie, B. (2008). My Concern: Joys And Concerns in Lebak, T and Lortie, B (Eds.) Reverend X How Generation X Ministers Are Shaping Unitarian Universalism (pg 109-118) Tulsa, OK: Jenkin Lloyd Jones Press**

- Systemic analysis of exclusive practices in public worship, examining the need and institutional intent behind the practice, the actual system result and counterexamples in healthy church systems.

## MUSICAL RELEASES

### **Lebak, T. (2014, May). Dear Oklahoma Independently Released**

- Americana Folk Album of songs written by Tamara Lebak, James Micheal Bone, and Jacob Song

### **Lebak, T. (2019, Jan). Psalms Project vol 1 Independently Released**

- Americana Folk/ Contemporary Worship album reimagining Psalms 1-25

## PROFESSIONAL AFFILIATIONS

- International Coaching Federation 2012-Present
- Sietar International 2014-Present
- Unitarian Universalist Ministers Association 2004-Present
- National Speakers Association 2014-Present
- Tulsa Equity Alliance 2018-Present
- Victim Offender Mediation Association 2005-2015
- Tulsa Chamber of Commerce Mosaic Diversity Group 2010-Present
- National Association for Restorative Justice 2018-Present

## LANGUAGES

- English: Native Language
- French: Advanced Listener, Speaker, Reading and Writing

## PROFESSIONAL SERVICE

### **Unitarian Universalist Association Southern Region Adjunct Consultant**

- Support UU congregations in consulting and training needs.

### **National Committee on Anti-Racism Anti-Oppression UUMA**

- Assisted in designing a process and rubric to make ministerial groups and committees more inclusive.

### **Tulsa Chamber of Commerce Mosaic**

- Inclusive Workplace Business Survey Creation
- Return on Inclusion Summit Planning Committee

## COMMUNITY SERVICE

### **Oklahoma Center Community & Justice**

- Leadership Tulsa Class 40 Intern
- Board Member 2010-present
- Executive Board Member 2017-Present
- (National Federation for Just Communities Liaison 2018-present)

### **Angel Hospice Dallas, TX**

- life reviews
- pastoral care

## AWARDS

- North Tulsa Development Council Class 3
- Leadership Tulsa Class 40
- Domestic Violence Intervention Services Sermon Award
- Tulsa People's 40 Under 40
- Whitney M. Young Jr. Grant Recipient-Caregiver Community Network
- Killam Fellowship Shaker Heights,OH
- Rotary International Exchange Ambassador Scholarship to Liege, Belgium

## REFERENCES

Contact information available on request:

- Dr. Deborah Gist -Superintendent Tulsa Public School
- Moises Echeverria- ED OCCj
- Dr John Schumann- MD President OU Tulsa
- Mayor Breea Clark-Mayor City of Norman
- Dr. Karlos Hill Chair African/African American Studies University of Oklahoma
- Ryan Kruger CEO KHP Financial
- AJ Bethas Branch Chief US Forest Service