

# ONE CIRCLE FOUNDATION

We are all connected.

## Prospective Board Member Packet



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# Letter from Board President, Nancy Roldán Johnson

Thank you for expressing interest in One Circle Foundation. We are excited about getting to know you better and talking with you about the Board's projects and needs.

One Circle Foundation (OCF) is a small but mighty nonprofit 501(C)3 organization offering training and curricula to organizations, professionals and caring adults on gender-responsive and transformational Circle models to promote healthy relationships with and for youth so that they can develop to their fullest potential and thrive. We believe in the power of relationships as the key to living authentic, engaged, empowered and purposeful lives.

OCF relies on a small number of paid staff to handle administration and finance, training, curricula, and marketing. Our current Board focuses on governance issues including visioning and strategic planning, supporting the Executive Director and staff, organizational policies, and fundraising to assure that our programs are accessible to marginalized and under-resourced communities and to assure financial stability.

We are currently seeking new board members to ensure that OCF can continue its mission and expand its reach so that every youth, family, and community can access a One Circle program.

Since 1997, we have conducted hundreds of trainings in the U.S. and Canada, trained over 18,000 facilitators, and provided \$150,000 in scholarships to make the training available to individuals and organizations who would otherwise be unable to afford it.

To increase OCF's exposure, visibility and recognition within local, regional, national and global communities, we are looking for members who can collectively contribute financially and with time, skill or expertise to build relationships and capacities in an effort to link OCF to business partners for sponsorships, in-kind resources, donations, and other opportunities to fulfill OCF's goals and vision.

One Circle Foundation is currently focusing on 3 main strategic goals: Building a robust and effective Board of Directors, Reaching New Markets, and Programmatic growth. The Board currently meets virtually bimonthly with varied email communication throughout the month as required.

Connecting with our purpose, core values, programs, and products is essential to pursuing this goal. In doing so, we enjoy great collegiality. We are team players who are passionate, trustworthy, and open-minded. We believe in the power of relationships and strive to be great listeners who are accountable, kind, and communicative. OCF as an organization is expansive, dedicated, and growing. Board members can expect a meaningful, relational and rewarding term of service.

The attached materials will tell you much more about the organization and the Board. Please contact me or any other member of the Board with questions and comments. I will be in touch with you to discuss next steps.

Again, many thanks for your interest.



Nancy Roldán Johnson  
President, Board of Directors

# Vision & Mission

One Circle Foundation prepares caring adults with excellent accredited training, user-friendly activity guides, and innovative approaches to facilitate research-based Circles for transformational youth development.

Our vision and intention is for youth to thrive worldwide through compassionate connections and healthy relationships within their communities.

One Circle Foundation describes its core values as follows. These values are practices within the organization and thread throughout all of our programs and trainings.

- We are relational.
- We honor everyone's wisdom.
- We care for others and we care for ourselves.
- We view gender, race, ethnicity, and culture as integral aspects of identity.
- We are communicative.
- We emphasize strengths.
- We're accountable.
- We recognize the power of our voices and use them intentionally.
- We are humble.
- We laugh and have fun.



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# The One Circle Foundation Story



*Girls Circle® in Burma – Adolescent Girls Violence Prevention and Girls Advisory Board*

*In the mid-1990's, as mothers with a passionate vision to foster healthy relationships and choices within their daughters and other girls, Founders Beth Hossfeld and Giovanna Taormina began facilitating Girls Circle® groups. They were additionally motivated to develop programs due to the severe national epidemics of depression, eating disorders, body image problems, intimate partner violence, teen alcohol and drug abuse, self-harming behaviors, relational aggression, bullying, gang affiliations, and rates of abuse upon girls.*

Inspired by the very positive responses to the Circles, they developed the first Girls Circle Facilitator Training® in 1997 and fiscally sponsored as a nonprofit Project of the Tides Center in 1997.

The gender-responsive model, training, and curricula were well received nationally in schools, mental health, child welfare, juvenile justice, and community-based programs. National research of the model indicated that the program is effective for girls across all ethnicities and demographics, and significantly increased positive body image, social support, and self-efficacy.

While growing in depth and delivery of trainings for gender-responsive groups for girls, we also recognized the need for healthy, male-responsive development models for boys and young men. We ourselves understood that to have lasting impact on girls, we must try to make a difference for all

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youth by also creating healthy conditions and environments that provide young men a solid pathway into manhood. In an effort to challenge unhealthy myths about manhood that lead to accidental injury, violence, drop out, interpersonal violence, depression, substance abuse, illegal lifestyles, prison, or compromised futures – we wanted to encourage full access to the range of healthy human capacities for boys and young men.

In 2006 we partnered with experienced facilitators to develop The Council for Boys and Young Men®, offered three activity guides and launched trainings in 2009. The structured group model recognizes and builds upon inherent strengths and interests of boys and young men, challenges unhealthy masculinity beliefs, and engages youth as respectful leaders and connected allies in their communities. As these Circle models expanded to address the healthy development of all youth, in 2020 we expanded to provide a Unity Circle™ model for gender diverse youth -developing the PRIDE© curriculum for LGBTQ+ youth and allies, and a timely training and curriculum Mitigating Gender and Racial Bias, Intersectionality and Allyship©.

In 2020, Giovanna Taormina, Co-Founder and Executive Director of One Circle Foundation, retired after 25 years of innovation, development, growth, connection, and service. Thanks to her vision and leadership, OCF has blossomed from a small seed of an idea to the reputable organization it is today. Jana Hiraga provided leadership through mid-2023, navigating the challenges posed by the COVID-19 pandemic era, which necessitated shifts in multiple systems and the expansion of our models. Our current Executive Director is Moorea Dickason. Moorea previously served as Director of Outreach and Engagement and more recently as our Chief Operations Officer. She has been a champion of One Circle programs for more than fifteen years, beginning as a teen participant.

In December of 2023, Beth Hossfeld, our Co-Founder and past Board President, transitioned into an advisory role after 27 years of passionate leadership. Her commitment and dedication have been unparalleled. It is with deepest gratitude that we thank our Co-Founders for their visionary leadership and resolute commitment to our mission.

As more communities experience and incorporate One Circle models into their programs and services, they generate an ever-increasing interest from community members. ***Like us, communities are finding that the relationships developed in One Circle programs have a ripple effect of positive impacts and convey what we believe is an inherent and life-affirming truth:***

***We are all Connected.***

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# One Circle Foundation's Models, Training, & Curricula



*One Circle Foundation offers facilitator training and curricula to implement Girls Circle®, The Council for Boys and Young Men®, Unity Circle™ and Women's Circle®. We additionally offer a family program within the Girls Circle® model: Mother-Daughter Circle: The Heart of the Matter®. Each model is gender-specific and gender-expansive, welcoming to those who identify or relate to the program's gender-responsive environment as cisgender, transgender, nonbinary, queer and questioning people. Unity Circle™ is designed for LGBTQ+, allies, youth of color and all youth.*

The activities for youth 9-18 years of age *are engaging, promote critical thinking, and most importantly create a community of belonging* – a fundamental need which is a vital element to help youth navigate through the complexities of adolescence. Meaningful relationships that motivate girls, boys, and gender diverse youth toward pro-social, safe, and healthy behaviors are a result of youth being connected to a community of support – one that believes in their capacity to reach their highest goals and dreams that lead to a successful future.

All youth need safe and predictable relationships, empowering activities, and discussions that effectively engage them where they feel they belong, can examine everyday situations, and make wise decisions. With OCF's Circle models, youth gain true and healthy belonging and respect, strengthening one another on their journeys from adolescence to adulthood. The Circles reach youth across cultures, race and ethnicity, demographics, socioeconomics, sexual orientation and gender identity, and religion. They focus on being responsive to adolescent development from a holistic perspective and provide a strengths-based, trauma-informed lens. By establishing a safe group experience that recognizes and fosters the capacities for healthy relationships, interpersonal skills, empathy, self-expression, and the development of meaningful educational, career, and relationship goals, adolescents have a space where they can thrive.

*The models are utilized in the areas of prevention and intervention successfully.* They have the versatility to be applied to marginalized

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youth in schools, camps and after school programs, job training programs, mentoring, faith, and community settings and are additionally demonstrated as valuable and effective in programs in correctional and rehabilitative settings.

*All youth deserve a voice; all youth deserve to be believed in, and all youth want to know that “they are not alone.”* One Circle Foundation’s models utilize the best of human development practices, social principles, and cross-cultural traditions meeting adolescents’ needs for connection, structure, healthy ritual, and challenge on the path toward an empowered, healthy, and successful young adulthood.

## Women’s Circle®

**Women’s Circle® is a support group for women\* to share, explore, build skills, and encourage one another to live authentically in mind, body, heart, and spirit.** The program can be utilized for women in colleges, careers, recovery programs, institutions, job training, military or volunteer service, faith-based settings, advocacy groups, local communities, and for homemakers and caregivers. Women’s Circle® offers women strength, confidence, and power to live according to their true values. Through discussions and creative arts activities, women address and build skills in the areas of relationships, self-care, clarifying purpose, goal setting, money, conflicts, skills in work, professional life, and more.

*\*By “women”, we mean adults 18+ that identify and relate to female adulthood including cisgender, transgender, nonbinary and gender-expansive people.*

## Trainings



**One Circle Foundation provides uniquely powerful, interactive, and experiential trainings that prepare adults serving youth to provide our programs in their respective settings.** Trainings provided are in-person as well as live-online\* events.

These include:

- Girls Circle Facilitator Training
- The Council for Boys and Young Men Facilitator Training
- Mother-Daughter Circle Training\* *offered online only*
- Mitigating Gender and Racial Bias: Intersectionality and Allyship, Training

These trainings provide comprehensive courses for adults from **all** youth serving sectors in the areas of prevention and intervention – including education, juvenile justice, child and foster services, behavioral, mental health, and community services.

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*Attendees of The Council for Boys and Young Men Facilitator Training in Corvallis, OR, 2016*

One Circle Foundation trainings are approved by the National Association of Social Workers, the California Board of Behavioral Sciences – CEPA, the Ohio CSWMFTB, for CE's for MFT's, LCSW's, LPCC's, LEP's, social workers and correctional staff. Please visit our website for updates on CE's: [www.onecirclefoundation.org/accreditation](http://www.onecirclefoundation.org/accreditation)

**Training Participant Testimonial:**

“I looked around the room and was grateful to be part of history. Finally, there is a program to promote our boys and raise outstanding men. Who would have thought that I, we, they could make a difference. I was truly blessed to have been at ‘The Council Facilitator Training’ that day. It was a priceless experience that I will apply in all of my groups and I can’t wait to get to the Girls Circle Training.”

*Dana Hamilton, BSHS, RAS, Adolescent Treatment Program Coordinator, Drug Abuse Alternatives Center, Santa Rosa, CA*

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## Curricula

*One Circle Foundation offers a wide and comprehensive array of curricula to be utilized by service providers across all youth serving sectors.* The curricula are user-friendly and outlines each session's topics and activities. Each individual curriculum is intended for an 8-12 session Circle experience but can be utilized as an on-going program over time.



Topics address a wide range of gender-relevant themes such as *friendships, dating safety and intimate partner relationships, conflict resolution, assertiveness, body image, competitions, substances, social media and digital citizenship, self-care, sex and the digital age, family, creativity, goals and dreams, identity, leadership, diversity, allyship and more.* The curricula are purchased by agencies, institutions, and government supported programs across the United States and internationally.

Spanish translation is available for three activity guides: *Mente cuerpo y Espiritu para Latinas* (Mind Body Spirit for Latinas), *Orgullo* (Pride), and *Hermanos como aliados* (Brothers as Allies).

Digital versions of curricula are in production for greater accessibility.

One Circle Foundation offers:

- 16 Girls Circle® activity guides including the Mother-Daughter Circle Activity guide
- 8 The Council for Boys and Young Men® activity guides
- 3 Women's Circle® activity guides
- 4 Unity Circle activity guides including
  - 1 *PRIDE* activity guide for LGBTQ+ youth and allies
  - 1 *Mitigating Gender & Racial Bias: Intersectionality and Allyship* activity guide for teens and/or adults
  - 1 *Sex in the Digital Age* supplemental activity guide – for all youth circle models
  - 1 Supplemental resource guide addressing adversity for all OCF circle models, *All Together Rising*

Please visit: [www.onecirclefoundation.org/curricula](http://www.onecirclefoundation.org/curricula)

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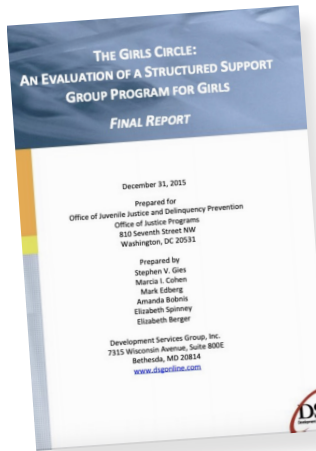
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# Evidence-Based Practices & Programs

All One Circle models are steeped in Relational Cultural theory and integrate evidence-based practices including a strengths-based approach, motivational interviewing, culturally-responsive and trauma-responsive approaches. The models are informed by adolescent brain development and provide social-emotional learning across all sectors.



**Girls Circle® is an evidence-based program, the first gender-specific program nationally to have proven to reduce recidivism for girls.** Studies have shown **significant increases** in girls' school bonding, body image, communicating to adults, and self-efficacy in life skills, as well as **significant decreases** in alcohol use and self-harming behaviors.

**The Council for Boys and Young Men® is a research-based program.** Studies have shown less adherence to rigid, harmful masculinity beliefs, significant increases in boys' school engagement, reductions in sexual violence, and high satisfaction rates among participants.

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## An Evaluation of a Strengths-Based Support Group for Young Men

Portland State University - Department of Psychology  
Mary Gray, M.S., Gino Galvez, M.S., Ashley Boal, B.A., Allison Leach, B.A., Margaret Braun, M.S.,  
Amanda Craig, B.S., Ricardo Garcia, Brianna Finney, B.A., Rhenne Miles, B.S., & Eric Mankowski, Ph.D.  
Boys Council  
Beth Hossfeld, MFT, and Giovanna Taormina

### Background

- Traditional views of masculinity have been associated with serious risk behaviors including reckless driving, violence, and suicide (Sabo, 1999).
- A large number of boys and young men encounter serious levels of adversity, in areas such as bullying, violence, crime, school drop out rates, learning disabilities, injuries from accidents, and binge drinking (Chen, Paul, Lewis, & Boline, 2005).
- In recent studies, boys have fared poorly in areas of education, mental health, access to health care, bullying, violence, and substance abuse (Hossett, Gonzalez, Brown, & Farmino, 2008).
- Boys Council emerged as a curriculum designed to offer young men a solid pathway toward healthy masculine identity development (Hossett, et al.).
- Although several programs have been established in many youth-serving organizations aimed to specifically support boys, it is unclear to what extent these programs are effective as a gender-specific model to support pre-teen to adolescent boys' development.

The purpose of this collaborative research study was to investigate the effectiveness of a strengths-based support group for boys called Boys Council.

### What is Boys Council?

- Boys' Council follows a national, gender-relevant support group curriculum for young men.
- Designed to meet in a group of 8-10 boys of similar age and development with one or two facilitators, for one and a half to two hours, each week for a series of ten weeks.

1. Structure of sessions:
1. Opening ritual
2. Theme introduction
3. Warm-up activities
4. A "council" type check-in opportunity
5. Experiential activities to address gender relevant topics
6. Reflection and group dialogue component
7. Closing ritual

### Methodology

#### Survey

- **Design:**
  - Pre- and Post-Group assessment
- **Participants:**
  - 93 boys, ages 11-22 years (M = 15.22, SD = 1.94) participated in one of six separate Boys Council programs from across the US
  - **Ethnicity:** White (48%), African American (25%), Latino (16%), Other (9%), Native American (1%)
  - **Primary Guardian:** Mother (43%), Both Mother and Father (23%), Group Home (17%), Other (9%), Other family member (6%), Father (5%)
- **Community Contexts:**
  - Boys Council groups were evaluated in five different states: Arkansas, California, Connecticut, Nevada, and Oregon.
  - Boys Council groups were facilitated in diverse settings including after school programs in public schools, youth service facilities and residential facilities.
- **Procedure:**
  - Boys completed the survey before the first group and after the completion of the tenth and final group.
- **Survey Measures**
  - **Demographic characteristics**
    - School Engagement (3 adapted items taken from: Quantifying School Engagement: Research Report, 2008)
    - Positive self image and social engagement
    - Adolescent Masculine Identity in Relationships Scale (4 items from: MBRI; Chu, Proctor & Yehsen, 2008)
    - Drug and alcohol use (3 adapted items from: Youth Tobacco Survey developed by the Centers for Disease Control and Prevention, 2006)
    - Sub-survey of Modified Aggression Scale (8 items from: MMS; Borenstein & Scraggs, 1992)
    - Ethnic Identity-Teen Conflict (Ei-TC; Bosworth & Espelage, 1999)
    - Self-Efficacy Scale (SES; Prothrow-Stech, Deklin, Spier, Brewer-Wilson, Vince-Whitman, et al., 1987)
    - Satisfaction with Boys Council

#### Focus Group

- Two focus groups completed with boys
  - Group 1 (8 boys), Group 2 (10 boys)
  - Middle school boys in rural Oregon

### Focus Group Findings

**Theme 1: Community building. Boys Council as a safe space – Relatedness to group members**

*"What I learned was we could all come together even though we don't really like each other, we can learn about each other and all come back in together and be friends, it helped."* [Group 2]

*"Well, I did get to get away from class, but that's not really it cause I like the class that I'm in right now. Um, it was for cause I could say mostly what I was thinking about, and like I wouldn't get judged or anything. Cause mostly it feels like, just a normal school day, and I said what I thought, I'd probably get in trouble or something."* [Group 1]

*"I liked it. It was like cool because like I don't have to worry about anyone telling anything that I said in the group. I could just say like whatever, like, to get something off my chest or something. Yeah it's pretty cool."* [Group 1]

*"It's like whatever you talk about in the group, stays in the group."* [Group 1]

**Theme 2: Boys Council helped boys improve their attitudes and avoid judging other boys**

*"[Boys Council] helped me a lot with my attitude and that's why I think and my ways with other people. That's why I'm saying that they should get people that hate each other and bring them in Boys group and see if they help each other and be friends afterwards and that's what I think well I think that's a good chance for Boys group to do it."* [Group 1]

*"That kinda helped me in like in real life too like in public with everything. Like not to judge people so much, like right I have been not like mad all the time, I've been more happier and just hanging out, just being myself."* [Group 1]

*"It is like okay to express your feelings, even though you're a guy, just like don't bottle them up. Cause I think guys who do that, they get in fights and stuff."* [Group 2]

### Survey Findings

Group	Pre	Post	Change	Significant
Sub-Survey of Modified Aggression Scale	1.14	1.07	0.07	0.001
Self-Efficacy Scale	1.14	1.17	0.03	0.001
School Engagement	1.14	1.17	0.03	0.001
Positive self image and social engagement	1.14	1.17	0.03	0.001
Adolescent Masculine Identity in Relationships Scale	1.14	1.17	0.03	0.001
Drug and alcohol use	1.14	1.17	0.03	0.001
Ethnic Identity-Teen Conflict	1.14	1.17	0.03	0.001
Satisfaction with Boys Council	1.14	1.17	0.03	0.001

### Conclusions

- Boys increased their level of school engagement as a result of their participation in Boys Council.
- Other pre- to post-group survey changes were not significant.
- Boys generally reported positive experiences and satisfaction with their participation in Boys Council.
- Based on our review of the literature, this is the first evaluation of a community-based, strengths focused program for adolescent boys.

# Organizational Affiliations

*One Circle Foundation has provided trainings to hundreds of community-serving organizations in each state, including Puerto Rico, as well as the Dominican Republic and several provinces throughout Canada.* Additionally, organizations have participated from countries internationally including England, Mexico, Peru, Japan, Myanmar, Australia, and several countries in Africa. Please visit our website for a list of participating organizations.



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# Board Member Job Description & Duties

## The One Circle Foundation Board of Directors will:

- Align our mission, purpose, projects and planning
- Support our Executive Director to achieve goals; provide evaluation
- Ensure adequate financial resources to grow the business and meet financial goals
- Help build relationships as well as link OCF to business partners for sponsorships, in-kind resources, and other opportunities to fulfill OCF's goals and vision
- Increase OCF's exposure, visibility and recognition within local, regional, national and global communities
- Monitor activities and strengthen services for greatest impact
- Provide ethical, legal, and financial oversight, including with annual budget and resource allocation, to ensure integrity in all levels of functioning

## Individual Board Member Responsibilities:

- Communicate with your network about our mission, trainings, curricula, track record, and how our services can increase healthy connections and lives of youth in their care
- Connect with the OCF purpose, people, programs, and products and help grow and connect our circle with other like-minded and complimentary individuals, networks and communities
- Participate in fundraising projects to collectively achieve financial goals
- Contribute as able on an annual basis financially and with time, skill, or expertise
- Keep up to date on developments in the field
- Follow conflict-of-interest and confidentiality policies
- Actively engage in building healthy working relationships with the Board
- Chair, Co-Chair or participate in at least one Board Committee
- Participate in board member buddy system

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## Time Requirement

Attend board meetings every other month via tele-conference or in-person, when possible. Serve on a committee or project. Make a commitment to 6-8 hours per month on average. Attend the annual board retreat in person (2-3 days) at OCF expense.

## Preferred Qualities of Board Members

Passionate, relational, genuine, networker, fundraiser, expertise in nonprofit or business development, trustworthy, listener, open, team player, skilled and/or willing to learn new skills, integrity, accountable, kind, communicative, contributor (financial and/or resources to increase sustainability).

**Please submit resume and LOI to Nancy Roldán Johnson,  
President at: [nancy@onecirclefoundation.org](mailto:nancy@onecirclefoundation.org)**

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# Board of Directors

## History

*From 1997 to 2012, One Circle Foundation (formerly named Girls Circle Association) was under the fiscal sponsorship of The Tides Center in San Francisco, CA. The Tides Center served as our board of directors, acting as a silent board, and during that time the organization utilized a small Advisory Board that met on an ad-hoc basis.*

In 2012, OCF spun off from The Tides Foundation and became its own non-profit. We currently have six board members and are seeking an additional three new board members to grow the mission and vision of the foundation.

## Current Board of Directors



**Nancy Roldán Johnson,  
President**  
*Co-Founder – Together  
For Latinas, Inc.*  
New York, NY



**Vilma Caban-Vazquez,  
Ed.D., Vice President**  
*Humanitarian  
Researcher, Program  
Evaluator and Educator*  
Westchester County, NY



**Harsh Jadhav, CPA,  
Treasurer**  
*Chief Audit Executive –  
ACERA, Professor – UC  
Berkeley*  
San Francisco Bay Area,  
CA



**Elise Turcios, Member  
at Large**  
*Behavior Specialist, Life  
Works- Community  
Action Partnership  
Sonoma*  
San Francisco, CA



**Jacquelyn Smith-  
Edwards, LCSW,  
Member at Large**  
*Prevention Program  
Manager, DEI*  
Henrico, VA



**Priscilla Martinez,  
LCSW, Member at  
Large**  
*Clinical Care Manager  
Carelon Behavioral  
Health, Child & Family  
Rocky Hill, CT*

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## Staff

- Moorea Dickason, Executive Director
- Lauren M. Perry, ACSW, Senior Director of Development and Communications
- Victoria Mahand, MSW, Director of Training, Master Trainer
- Shayla Benson, Director of Curricula
- Vanessa Caveney, Director of Brand and Design Strategy
- Patricia Greenwell, Office Manager
- Danielle Sutherland, MFT, Manager of Outreach and Engagement, Trainer
- Doreen Thompson, Business Support Coordinator, Trainer
- Jazlyn Surell, MEd, Administrative and Technology Coordinator

*and*

- Edna Nakamoto, The HR Manager Inc.
- Daniel Bland, LPC, Lead Trainer
- Elizabeth Morris, MS, Lead Trainer
- Valerie Ekue, Ed.D., Trainer
- Christopher Emanuel, Trainer
- Michelangelo Lobato, MA, Trainer

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