

## Contact

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## Top Skills

Employee Learning & Development  
Employee Engagement  
Diversity Training

## Certifications

Leadership U for Humanity  
Completion

## Honors-Awards

Agility Award  
CSG Champion Award

# Dani Durante

Diversity, Equity & Inclusion Lead at CSG  
Denver, Colorado, United States

## Summary

Skilled diversity, equity, and inclusion leader anchored around accountability, results, and people-centered process. Experience implementing DEI and learning and development within national non-profits, federal government and global tech with knowledge spanning operations management, enterprise risk management, large-scale event planning, program implementation, fundraising, technology support and finance.

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## Experience

### CSG

Senior Manager, Diversity, Equity & Inclusion  
September 2021 - Present (2 years)

### The White House

Director for Leadership & Training, Presidential Personnel Office  
January 2021 - June 2021 (6 months)

### Biden-Harris Transition Team

Leadership & Training Team  
October 2020 - December 2020 (3 months)

### Federal Reserve Bank of Chicago

Senior HR Program Manager - Diversity, Equity & Inclusion  
August 2019 - December 2020 (1 year 5 months)  
Chicago, Illinois

- Serve as the OMWI (Office of Minority and Women Inclusion) Staff Director by providing insights from across the Federal Reserve System to the Chicago D&I team, ensure compliance to relevant activities of the Dodd-Frank Act, lead annual reporting efforts to the Board of Governors and Congress
- Co-lead the creation of a comprehensive learning strategy to develop DEI acumen and skills among staff and facilitate learning and dialogue spaces, such as Empower Hour and the D&I Action Series

- Lead the design and execution of the Bank's first D&I metrics strategy in close alignment with the Analytics team and the bank's Executive Committee to identify and mitigate gaps in hiring, promotion, supplier diversity, and inclusion
- Serve as project manager for initiatives set forth by national committees, such as The Conference of First Vice Presidents (CFVP), the Office of Minority and Women Inclusion (OMWI), and the Subcommittee on Human Resources (SOHR)
- Recipient of the August 2020 Agility Award

## Obama Foundation

People Programs and Diversity, Equity & Inclusion Manager

September 2018 - July 2019 (11 months)

Chicago, IL

- Led diversity, equity and inclusion efforts including drafting a vision statement alongside the senior leadership team, hosted identity-based focus groups and project manage the creation of an equity and culture strategy
- Developed and executed staff engagement initiatives, such as the experience ambassadors program, local social committees, coordinated cultural events calendar, and built criteria for annual culture survey for 175 staff in 3 offices in to promote strong culture and inclusiveness
- Organized, planned, and executed content and logistics for two annual All Staff Retreats; over 90% of participants strongly satisfied with the event experience and outcomes in 2018 and 2019
- Led the recruitment, programming, and operations for the Public Internship and Urban Alliance internship programs and created a professional development program for young leaders

## OneGoal

5 years 2 months

Senior Director of National Operations

July 2015 - August 2018 (3 years 2 months)

Chicago

- Led the design, management, and implementation of business strategies that were proportional to our size, scope and growing complexity of our infrastructure during our rapid expansion for 150+ staff in 6 regional offices and various remote office locations across the county
- Diversity, Equity, and Inclusion (DEI) Aspiration Committee member charged with supporting the creation of our organization's DEI aspiration statement;

facilitated training on DEI themes and co-led the Asian American Pacific Islander affinity group

- Piloted, monitored, and assessed ongoing effectiveness of operational, IT, and administrative processes, analyzed staff feedback through survey data and working groups to address gaps and develop tools to increase staff effectiveness
- Implemented OneGoal's first enterprise risk management strategy, assesses compliance measures with senior leadership as well as managed all relationships with business insurance and legal support team
- Hired, coached, and managed National Manager of Operations and National IT team and empowered regional Operations Managers to manage day-to-day functions of regional offices

### Operations Manager & Executive Assistant

July 2013 - June 2015 (2 years)

OneGoal is the nation's only teacher-led college persistence organization. We strive to empower low-income high school students to reach their full potential and graduate from college.

- Lead office operations for staff of 35, including vendor recruitment, facilities management, supply and equipment procurement, established scalable office policies and procedures to enhance staff productivity and codified in operations handbook
- Developed internal team events and meetings, including coordinating materials, supporting logistical components of board meetings and ensuring comprehensive communications among all key stakeholders
- Maximized the impact of the Executive Director by providing critical support to lead OneGoal's largest region; provided seamless calendar management, managed team budget, executed essential and discrete projects, and streamlined communications from Executive office to various teams and stakeholders
- Founded and directed Chicago Culture Committee to build staff engagement using targeted data from Gallup12; coordinated monthly events, organized quarterly committee meetings and recruited guest speakers

### Teach For America

Coordinator, Teacher Leadership Development

June 2012 - July 2013 (1 year 2 months)

Chicago, IL

- Executed daily administrative functions for 30 Program Directors and 5 senior leaders; instituted systems for state test prep, streamlined expense reporting and organized training and meeting resources; met goals to improve department efficiency
- Orchestrated large scale event logistics including project plan creation, staff communications and training, developed personalized schedules and materials for 400+ corps members and 100+ external partners
- Managed federal and state AmeriCorps grant, including all background checks and paperwork for 400+ corps members to ensure program grant compliance and receipt of service award
- Administered department budgets across multiple teams, processed AP/AR, and generated monthly reports that informed ongoing senior-level decisions

### Save the Children

#### Program Specialist

November 2007 - May 2011 (3 years 7 months)

Albuquerque, New Mexico

- Managed a portfolio of schools in New Mexico, Colorado, Arizona and Nevada toward achieving aggressive goals and provided differentiated supports including training and implementation of literacy, physical activity, and nutrition programs
- Traveled extensively to conduct site assessments, track student test score data, provide results-focused feedback, and develop corrective action plans with on-site staff to create strategies for improvement and overcome program barriers
- Built outreach and engagement campaigns targeting district and community leaders, school administrators, and staff to enhance program support and strengthened shared goal of student success
- Controlled multiple site budgets to ensure spending is at or below 2% variance of annual budget and ensured compliance with sub-grant terms and conditions
- Recruited and trained volunteers that exceeded fundraising efforts by 10% for Sponsor-a-Student campaign
- Maintained 1500 confidential child records in AS4000 database, processed correspondence, created and maintained accurate child enrollment files and 100% child safety compliance across all sites
- Researched, analyzed, and advised in the design of printed collateral on regional and national levels

## Education

The University of New Mexico

Bachelor of Arts, Communications; Intercultural  
Communications · (2005 - 2009)

Northwestern University - Kellogg School of Management

Executive Education Certification, Non-Profit/Public/Organizational  
Management · (2017 - 2019)

InclusionLabs

Summer 2021 Fellow · (July 2021 - September 2021)