



## Veronica A. K. Neal, Ed.D.

Dr. Veronica Neal is an organizational equity and cultural humility specialist with close to three decades of experience as a diversity and social justice educator, trainer, coach and consultant. She holds certifications as a diversity professional, integral coach and community conflict mediator.

Veronica brings to her teaching and consulting practice the theories of justice-based leadership, cultural humility and multicultural education from her graduate studies as well as her practical experience coaching, organizing, facilitating, and teaching. Her focus is on developing cultural humility across the lifespan and as a spiritual practice, equity change management, unconscious bias and oppression transformation, and attitudinal healing.

In addition to an active consulting schedule Veronica currently serves as the faculty advisor to the Office of Equity, Social Justice, and Multicultural Education at De Anza College, where she was the inaugural Equity Director setting the tone for equity and social justice and building the equity office approach and infrastructure. During her time as director she is credited with leading the development of the college's equity framework, lens, and rubric in addition to developing a number of original institutional approaches to deepening institutional equity. Some of the approaches she piloted have now been adopted by other institutions as well, which include the equity core team model, community conversations, and a cultural humility certificate program. Veronica currently serves as Department Chair of International Peace and Conflict Studies at De Anza College while also teaching at San Francisco State University.

Veronica continues her research and college teaching while also coaching educational leaders, students and community activists to bring out the best in themselves and their teams through equity and cultural humility initiatives. Her greatest joy and ongoing inspiration is her family, which include two beautiful children and partner whom she calls best friend.

*Veronica A. K. Neal, Ed.D., CDP, CIC, CCM*

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