

## **Brad Fortier**

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## **Summary**

Educator, cultural anthropologist, and coach focused on equity, diversity, inclusion, leadership, communication, and collaboration. Expertise in combining coaching, training, analysis, and organizational development where the relationship-building skills of improvised theater can be applied to systems transformation. Interested in developing interdisciplinary programs that promote: community health; equity, diversity, and inclusion training & facilitate dialogue using interactive and experiential tools.

## **Teaching, Training, and Coaching**

Oregon Health Authority: Office of Equity & Inclusion, Portland, OR:  
Training & Development Specialist 2

Coordinating education strategy, Developing/Reviewing Curriculum, Creating eLearning capital, reviewing/developing policy, Instructing, and coaching for staff in state government from professionals to executive leadership.

2019: developed, tested, and launched eLessons on Health Equity using Articulate Storyline 3 and internal LMS.

2019: Planning committee member for the State of Oregon Diversity Conference; head of accessibility sub-committee.

2018-2019: iLearn (LMS) administrator for the office

2018-2019: developed, tested, and piloted day-long interactive “Unconscious Bias” training for OHA/DHS Leadership Academy

2017-2019: planning committee member on Northwest Public Employees Diversity Conference; accessibility subcommittee.

2018: contributed to training and development section of OHA Affirmative Action plan

2018: collaborated on development of new “Sexual Harassment in the Workplace” eLesson for Department of Human Services & Oregon Health Authority

2018: application policy review committee for OHA-DHS Leadership Academy to improve inclusion and diversity in the cohort

2018: followed and reviewed education-focused policies using an equity lens during legislative session

2018: completed day-long “Interrupting Racism Actionshop” with Resolutions Northwest

2018: assessment and feedback on “Institutional Racism” course for State Leadership Academy

2018: created, tested, piloted “Bystander Intervention” training for Public Health Division: Immunizations

2018: created, tested, piloted “Respectful & Inclusive Workplace” training based on EEOC best practices

2018: created, tested, piloted, and delivered interactive “Inclusive Leadership” training for OHA director and executive cabinet members

2017: collaborated on Language Access committee

2017: completed 28 PDU’s through “Reframing Racism: Learning that leads to Action” with Center for Equity & Inclusion

2017: developed ppt and one-page handout to guide employees on when to apply ACA 1557

2017: collaborated on REAL+D communications and education strategy development for staff and public

2017: updated, modified, and beta-tested Safe Zone curriculum for LGBTQ inclusion in the workplace

## Portland Community College, Portland, OR: Interim Illumination Project Coordinator

Managing staff, Coordinating events, and Instructing courses for a year-long student leadership program that uses interactive theater to teach about issues of social justice (racism, heterosexism, ableism, etc)

2016: Collaborated with Professional and Organizational Development Dept to create equity and inclusion trainings for faculty and staff utilizing both didactic and interactive modalities.

2016: Title IX certified

2015-2016: Member of PCC Sylvania Diversity Council; reviewed, drafted, and proposed policy concerning EDI for staff, students, and faculty

2015-2016: “Whiteness History Month” planning committee member

2014-2016: Curriculum development, class instruction for Illumination Project: Sociology of Systems of Oppression (SOC214A,B,C)

2014-2016: Manage 2 program assistants and a volunteer, as well as 20 student leaders

2014-2016: Maintain annual budget of \$145k; survey, assess, and report on efficacy of program to college

2014-2016: Event planning and execution

2014-2016: Collaborate with Multi-cultural, Queer Resource, Disability, and Women’s Resource Centers on programming and student development

## HIFT Consulting, Portland, OR (2009 – 2018): Co-owner/Trainer

Instruction, coaching, social media marketing, copywriting, curriculum development for arts-based training targeting adults and professionals; on-site and off-site workshops for groups from 10-200:

2016: *Innovative Health Care Leadership: Care Oregon – Network Clinical Support Leadership*

2015: *Applying Improv to Healthcare Innovation: Care Oregon – Primary Care Innovation Specialists*

2012–2014: *Improvisation for Life* – Oregon Humanities: Idea Lab

2013: *Applied Improvisation for Conflict Resolution*– University of Oregon; Beaverton Conflict Resource Center with Dr Barbara Tint

2013: *Theater for Conflict Resolution* – Portland State University; co-taught in Conflict Resolution Dept with Dr Barbara Tint

2012–2013: *Enhancing Leadership through Improvisation* – Nike Women’s Leadership Forum

2009: *Ideation & Visioning Workshop* – Logitech

## Field Innovation Team, Heber, UT (NGO): Inventor “Spontaneous Village”

Designed & Piloted Improv-based Community Building program for refugees

2016: Collaborated with partners in Berlin Germany on one day intensive on methodology and approach for Syrian refugees

2015: Developed and implemented 16 hour staff training to improve sustainability of program in San Antonio, TX

2015: Collaborated with partners to develop Syrian refugee integration strategies for Lebanon (Lebanese Republic)

2014: Instructed, as well as trained volunteers and staff to implement program at shelter for Central American refugee children in San Antonio, TX

## Portland Community College, Portland, OR: Adjunct Instructor & Faculty Advisor

Instruction & Advising college level improvised theater course

2014: Curriculum development, class instruction for beginning and advanced improvisation (TA 144 & 244).

2014: Advising improv student group PANTS (People Acting Not Too Seriously)

## Happy Improv Fun Time, Portland, OR (2011-2017): Co-Owner/Instructor

Curriculum Development, Instruction, Enrollment for private adult improv theater classes

## NW Permanente, Portland, OR: Role-Play Specialist

Communications training, coaching, and conflict simulation for healthcare professionals

2016: *Communication Coaching for Primary Care*

2014: *Goals of Care: End of Life Planning*

2014: *Keeping Cool When Your Hot Button Gets Pressed*

2013: *Setting an Agenda & Building Rapport with New Patients*

## Reed College, Portland, OR (2013-2018): Improv Coach

Coach skills and techniques required to perform long-form improvisation for student improv club.

## International Improv Trainings (2007-2011): Guest Director/Instructor

2011: *Improving Performance through Ensemble Focus* – Stella Polaris Theater, Helsinki, Finland

2011: *Push the Focus: Sharpening Improvised Scene-Work* – Guest Director, Vienna International Improv Festival

2011: *Solid Foundations: Reconnecting with Basics* – Guest Director, Vienna International Improv Festival

2010: *Long Form Basics* – Instructor, Applied Improvisation Conference, Amsterdam NL

2007: *Where We Are: Mime in Improvisation* – Instructor, Amsterdam International Improv Festival

## The Brody Theater, Portland, OR (1998-2012): Education Director

Program design, assessment, curriculum development, instruction for adults seeking private training, managing student volunteers.

2005-2011: *Performance Lab*

2003-2011: *Advanced Improv: Intro to Long Form*

2001-2011: *Intermediate Improvisation: Ensemble Work; Scene-Work Intensive*

1998-2011: *Fundamentals of Improv*

## Sun Schools, Portland, OR (2008 & 2009): Theater Instructor

Curriculum development and instruction of after-school improv courses for middle school

## Portland State University, Portland, OR (2001-2007): Assistant for Mentor Development and Training

Managing, training, coaching, curriculum development and program assessment for teaching assistant trainings focused on student-centered learning models.

2005-2007: Managed group of 10 college mentors annually

2005-2007: Developed and implemented breakout session assessment surveys

2003-2007: Participated in annual hiring panels

2004: Developed interactive interview process to assess collaboration and communication styles

2002-2007: Developed and delivered train the trainer courses for teaching assistants

2001-2007: Facilitated supplemental breakout sessions for themed general education courses.

## Communications and Marketing

Run Brain Run, Portland, OR (2009 – 2014) Event Coordinator/Game Director/Game Designer

Public speaking, event planning and production, game design, copywriting, plan, and produce for corporate events and hunt games (50-300 employee participants) for Portland clients (Nike, Intel, eBay, Price Waterhouse Cooper).

## United Way of the Columbia-Willamette, Portland, OR (2011) Community Speaker

Visited funded programs, interviewed beneficiaries, transformed personal stories into motivational speeches for giving campaign, as well as edit copy for print campaigns. Trained staff on public speaking strategies and techniques using improv.

## Portland Walking Tours, Portland, OR (2008-2014) Event Ninja

Researched, wrote, and gave historic and food tours of Portland. Partnered with Travel Portland/Oregon on Public Relations work for visiting dignitaries and journalists. Updated facebook, twitter, and posted regularly to a blog for social-media based marketing plan. Attended conferences and conventions to increase visibility and network for the business.

## Board Experience

### OHSU Family Medicine at Richmond, Portland, OR: Board Chair, Vice-Chair, patient member

Oregon Health Sciences University's Teaching Clinic is a nationally renowned innovative FQHC whose focus is developing best practices and unique approaches to patient-centered primary care through integration of physical and behavioral health services under one roof.

2017-Present: Collaborate with Executive Director on steering; develop, review, and hold votes on clinic policy; review and uphold agreement with HRSA; recruit and onboard new board members; convene and facilitate executive committee; participate in development of biannual strategy; encourage and support ongoing advocacy efforts; monthly board equity and inclusion education

2013-2017: Facilitate meetings, participate in Patient Advisory Council, collaborate with quality committee to improve patient care experience, and participate in finance committee to closely review clinic financials

2011-2013: Attend board meeting, vote on policy, review finances, attend board trainings through Northwest Primary Care Association

## Education

2008 *Portland State University*

M.A. Interdisciplinary Studies (Anthropology & Theater Arts)

Thesis: "Long Format Improvisational Theatre – Creating Spontaneous Communities Through Collaborative Comedic Performance"

2005 *Portland State University*

B.S. Anthropology

Areas of Concentration: Archaeology & Socio-Cultural

## Presentations

Association for Training & Development Conference 2018 – Portland, OR

*Applying Improvisation – Playing to Learn*

This workshop led participants through the process of using interactive and experiential games, exercises, and tools for training. Drawn from improvised theater, this toolkit can be applied to training topics from leadership development to communication to equity and inclusion and more.

Portland Community College *Whiteness History Month* 2016 – Portland, OR

*It's not my Fault: Lurching towards Courageous Imperfection*

An interactive workshop exploring the concept of 'white fragility' and how it impacts conversations about race. It was also focused on understanding how our feelings about the conversation help us identify where we are in an evolution towards improving our engagement to the conversation.

Rotary Youth Leadership Academy 2015-2019 - Portland, OR

*Leading with 'Yes, And' & Status and Power: Understanding Presence in Leadership*

Bouncing between talk, interactive exercises, facilitated dialogue, and roleplay, this dynamic presentation builds an understanding of our 'perceptions of' and 'relationships to' power; as well as the behavior that influences and impacts ourselves and those around us.

Portland Community College – Portland, OR

### *Developing an Interactive Classroom*

A two-hour workshop focused on developing a theory, vocabulary, and toolkit for using and building interactive teaching tools. Participants applied concepts and exercises from improvised theater to create innovative and transformative approaches to their own subjects and classrooms.

## Applied Improvisation Network Annual Conference 2010 – Amsterdam NL

### *The Anthropology of Improvisation*

A summary talk on how the evolution of the human species has uniquely predisposed us to the ethos and use of improvisation for maintaining healthy social groups, as well as how it aided our survival as a species.

## Ignite Portland 10 – Portland, OR

### *The Human Brain on Improvised Theatre*

An explanation of the neurobiology behind the experience of “Group Mind” in improvisation, as well as the implications of spiritual states emerging from play activities.

## Publications

### Books

- *Long-Form Improvisation: Collaboration, Comedy, and Communion*, Lambert Academic Publishing, 2010
- *A Culture of Play: Essays on the Origins, Applications, and Effects of Improvised Theatre*, Lulu Publishing, 2013
- “Chapter 5 - Creating a Spontaneous Village: Community from Play”, *Applied Improvisation: Leading Collaborating, and Creating Beyond the Theatre*, eds. Dudeck, Theresa R & McClure, Caitlin, Bloomsbury London, 2018

## Skills

Microsoft Office Suite 2013, Pinnacle Studio 3, Articulate Storyline 3, Adobe Captivate 9, Adobe Premiere Pro, Research & Development, Interviewing, Videography, Facilitation, Professional Coaching