



# REV. TAMARA LEBAK M. DIV, PCC

EQUITY 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, class, ability, body size, religion or religious belief.

## EDUCATION

### UNIVERSITY OF OKLAHOMA

1995 | BA French w/Teacher Certification K-12

1995 | BA Philosophy

### MEADVILLE LOMBARD THEOLOGICAL SCHOOL CHICAGO, IL

2006 | M. DIV

### PHILLIPS THEOLOGICAL SEMINARY TULSA, OK

2023 | DMIN

**Specialization:** Transformational Leadership in Intercultural Community

**Project Title:** The Heaven Within Us: Introducing Internal Family Systems in an LGBTQIA+ Inclusive Christian Context

## SKILLS

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

## RECENT CAREER HIGHLIGHTS

### **Clara Luper Teacher Institute** Process Design/Facilitator

- Designed with Dr. Karlos Hill and Clara Luper Legacy Committee
- Week long institute educating teachers about how to teach about Clara Luper and like Clara Luper regarding Black History and Civic Engagement

### **ProsperOk Restorative Justice Community Engagement Grant with Terence Crutcher Foundation** Process Design/Consultant/Facilitator

- Leading circles, Training community leaders in Restorative Justice practices
- Advocating for RJ Practices as alternatives to policing and community empowerment in Hyperpoliced zip codes in Tulsa

### **CIIS Psychedelic Assisted Therapy Training Program Participant Course in Cultural Competence for Psychedelic Assisted Therapists** Process Design/Facilitator

- Designed a 4 session course on for Guides and therapists to increase cultural competence and better understand power, privilege and positionality for white practitioners
- Designed a tool to support practitioners in relating to the positionality of the therapist, guide and client.

### **OK CENTENNIAL COMMISSION FOR THE TULSA RACE MASSACRE NATIONAL SUMMER TEACHER INSTITUTE AND NATIONAL 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.
- Designed an online version with Dr. Karlos Hill including his newest book on the Race Massacre and served 115 teachers
- National Day of Learning Championed, designed, created and organized and International Day of Learning for educators on the Tulsa Race Massacre which had over 1250 participants

## SIGNIFICANT PAST PROJECTS

### **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.
- Led to the City Council of Norman being the first in Oklahoma to apologize for being a Sundown town

### **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.
- Designed a comprehensive process for Lee Elementary 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 Elementary

### **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

# EXPERIENCE

- 2021 **Terence Crutcher Foundation**  
Resident Chaplain - CPE UNIT 4 - UCSD Hospitals
  - Pastoral care for staff and 2 target hyper-policed neighborhoods in North Tulsa
  
- 2019 **Restorative Justice Institute of Oklahoma and RJIOK Foundation (2023)**  
FOUNDER/Chief Unlearning Officer
  - RJIOK's mission is to transform the inequitable and retributive culture of Oklahoma.
  - The for-profit side of the organization focuses on an ifc-informed culturally competent leadership training, coaching, and consulting model in organizations (for-profit, non-profit, and government).
  - The Foundation is primarily engaged in deconstructing the school to prison pipeline through training, consulting and coaching.
  
- 2019 **Dick Conner Medium/Minimum Security Men's Prison - Hominy, OK**  
CHAPLAIN INTERN- CPE UNIT 3 Phillips Theological Seminary
  - 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. Dpartment of Transportation, World Bank, AFTEG Africa Energy, YMCA.

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-led 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.
- Designed and facilitated member culturally competent leadership development program
- Designed and coordinated small group ministry program including content and process training for group leaders for 20+ listening circles coordinated by zip code and facilitated leader circle.

## 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

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

- French Instructor

## PROFESIONAL TRAINING

### Internal Family Systems -

- 2021.08 9 hrs- Coaching for Self Leadership : An Introduction to Internal Family Systems- Brian Jaudon and Guthrie Sayen
- 2022.08 6 hrs Legacy Burdens Bonnie Weiss
- 2022.09 Level 1 783 Cece Sykes and Marina Hassanai 80 hours
- 2022.11 3hrs Healing Circles Chris Burris
- 2022.12.04 3 hrs Legacy Burdens- Kay Gardener
- 2023.05.08 1.5 hrs Getting Past Your Past Frank Anderson and Matthias Barker
- 2023.06.03 The Others Within us- 10 hours Robert Falconer
- IFS Level 2 IFIO #812 72 hrs (Intimacy from the Inside Out) 2023 Judi Zoldan and Janet McCurdy
- 2023.09 24 hrs Shame Camp Toni Herbine Blank, Martha Sweezy, Morgan Lindsay, Jory Agate
- PA L 1 #968. (in progress)

### Advoz Mediation and Restorative Practices

- Conflict, Communication, and Culture 2021

### California Institute of Integral Studies

- Boston Cohort 2021-2022
- Psychedelic Assisted Therapy Training Program

### Ministry Leadership Concepts - Doug Hester Fayetteville, AK and Online

- Family Systems Theory and Practice 2009-2010
- Family Systems Theory and Practice 2014-15
- Family Systems Theory and Practice 2020-2021
- Family Systems Theory and Practice 2021-2022

### Paul Ekman International Manchester, England

- Trainer Certification Emotional Skills and Competencies - Micro-expression Training 2014
- Trainer Certification Evaluating Truth and Credibility 2014

### International Coaching Federation 2012

- Professionally Certified Coaching Certification
- Masters level coaching hours completed (over 5000 hours of professional coaching)

## PROFESIONAL TRAINING

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

- Professionally Certified Coaching. 2009 Training

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

- Qualified IDI Administrator Assessor 2008
- Facilitated over 500 individual feedback sessions

### **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

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

- Organizational Development Systems Theory Certification
- Body Process Somatic Experiencing

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

- Clergy Community Organizing Training

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

- Marriage and Couples Counseling Training Certification

### **Victim Offender Reconciliation Program Chicago, IL**

- Victim Offender Reconciliation Training
- Restorative Circle Facilitation 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

**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

## 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
- Sietar International
- Unitarian Universalist Ministers Association
- National Speakers Association
- Tulsa Equity Alliance
- Victim Offender Mediation Association
- Tulsa Chamber of Commerce Mosaic Diversity Group
- National Association for Restorative Justice

## RECENT CONFERENCES

### **National Conference on Race and Ethnicity In American Higher Education 2021** 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

### **Psychedemia Conference 2022** **Columbus, OH** **New approaches for integrating psychedelics into both academia and society.** Panel

- Co-Designed and participated a panel possibilities for psychedelic support of anti-racism engagement, the need for critical conversation within the movement about whiteness and white supremacy and attempts at supporting and creating anti-racist public policy within the movement.

## PROFESSIONAL SERVICE

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

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

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

- Support UU congregations in consulting and training needs.

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

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

## LANGUAGES

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

## COMMUNITY SERVICE

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

- Leadership Tulsa Class 40 Intern
- Board Member 2010-2021
- Executive Board Member 2017-2021
- (National Federation for Just Communities Liaison 2018-2021)

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

- life reviews
- pastoral care

## AWARDS

- 2023 Widen The Circle Visiting Program Scholarship to study how Germany integrates genocide into its National Identity Through Remembrance Work.
- 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:

- Jory Agate - Lead Trainer IFS Institute
- Breea Clark-Former Mayor City of Norman
- Dr. Karlos Hill Chair African/African American Studies University of Oklahoma
- Ryan Kruger CEO KHP Financial
- Dr. Tiffany Crutcher - Terence Crutcher Foundation
- Xavier Graves - Executive Director, RJIOK