



The Lenny Zakim Fund

BRIDGING COMMUNITIES

TRANSFORMATIONAL LEADERSHIP COHORT

COACH PROFILES

Amihan Jennifer Matias

Amihan is the founder of KAPWA Racial Equity Transformation. She is a racial equity and organization and leadership development coach, consultant, facilitator, and trainer. She has over 30 years of experience working with social justice and social change organizations, and over 25 years of nonprofit management experience. Amihan has overseen the creation and implementation of several cutting edge and nationally recognized executive leadership development programs. These have included a nonprofit executive coaching program for emerging Black, Indigenous, and People of Color leaders of community-based organizations, a nonprofit management training institute, and a six-month leadership forum for womxn of color leaders called "And Still We Rise." Amihan is a social justice activist, community builder, and leader who has a long history of community activism. Amihan has been trained as a co-active coach through the Coaches Training Institute (CTI), a program accredited by the International Coach Federation (ICF). She is also certified as a trained mediator in the state of MA. Amihan has a degree in social work from Salem State University and is a graduate of the Institute for Nonprofit Management and Leadership at Boston University School of Management.



Clara Angelina Diaz-Anderson

Clara is a bilingual certified executive leadership coach, business advisor, consultant, master coach trainer, international speaker, and published author. She coaches and advises emerging and established entrepreneurs on developing leadership skills that drive effectiveness in increasing their triple bottom line. Clara's work focuses on uplifting individuals and organization through DEI practices that include coaching and entrepreneurship as tools for equity and inclusion. In her private practice ClaraFying Coaching and Consulting, LLC she specializes in training and coaching high level impact organizations and leaders such as Harvard Business School, NAACP, Simmons University to increase their social impact through her coaching and communication trainings. Her mission is the upliftment of emerging leaders of color, attorneys, first time entrepreneurs and women of color around the world. She is a graduate of Lesley University with a self-designed degree in Life & Business Management and a certification in Life, Business, and Master coaching from the Wainwright International School of Coaching.

Donna Bivens

Donna Bivens is a coach and consultant with four decades of experience. She was the project director of the Union of Minority Neighborhoods' Boston Busing/Desegregation Project, which was a community-driven process created to increase awareness of Boston's busing and desegregation crisis, while uncovering truth, promoting learning, and retelling Boston's history to reflect diverse voices and experiences more fully. Donna served as Co-Director of the Women's Theological Center (WTC), where her work focused on spiritual leadership, which interrupts practices that crush the human spirit and is defined as the practice of living on purpose, in spirit, and for justice. Donna has consulted with score of organizations across the country to help facilitate their creation of diverse, inclusive, equitable, culturally competent, and high-performing organizations. Her racial equity work focuses on systemic racism, class, and internalized racism.



Elena Letona, Ph.D.

Elena was born in El Salvador and has 30 years of experience working and serving the nonprofit sector as volunteer, organizer, activist, teacher, director, and consultant. Elena has directed two community organizations in Massachusetts: Centro Presente, an immigrants' rights organization, and Neighbor to Neighbor, a membership organization of working-class low-income, people of color and immigrants. In both cases, Elena led change processes that deepened their organizing models,

transforming the organizations into ones fully in the hands of the communities. In 2005, Elena's work was recognized when she was selected to be part of the Barr Foundation's inaugural class of Fellows. Currently, Elena is the Director of Philanthropy, Learning and Evaluation at the Episcopal City Mission. Elena attended Oberlin College-Conservatory where she earned a Bachelor's degree in piano performance and music history, and the University of Massachusetts Boston where she earned a Ph.D. in public policy.

Judy Tso, MAA, PCC, CMF, CMT-P

Judy Tso has been coaching for over 20 years and has coached corporate executives, academic leaders, senior executive service level government officials, scientists, pharmaceutical researchers, sales leaders, supermarket managers and senior level consultants seeking to attain partnership status at a large consulting firm. She also coached women and executives of color as well as a variety of individuals across a spectrum of professional careers including lawyers, small business owners and people transitioning careers.





Jeff Rogers

Jeff Rogers is an Executive/Leadership Coach and Facilitator who has been training, coaching, and facilitating for over 10 years in Greater Boston. He specializes in the Solution-Focused Method, Radical Candor, and in working with "low-trust, high-heterogeneity" groups----people that are not necessarily predisposed to agree. He has worked with both local and international organizations on issues like diversity, equity and inclusion, mission alignment, strategic planning, and conflict resolution. He runs YW's LeadBoston program, GenUnity's cohort, teaches at the Harvard Extension School, coached at the Harvard Business School, Root Cause, and is one of the recommended Executive Coaches for the Barr Foundation's Fellowship. He has clients across all sectors: corporate, nonprofit, government, and higher ed.

Marianne Yoshioka, PhD, LCSW, MBA

Marianne is the current dean of the Smith College School for Social Work. She has more than 15 years of leadership experience managing complex organizations, serving on boards of directors, and leading workgroups and research teams. She is the former co-leader of the Leadership Academy of the National Association of Deans and Directors. Marianne has a deep understanding of the complexities and pressures faced by leaders navigating operational and political environments. She is a strategic thinker and has led organizations through the development of strategic plans, the creation of strategic initiatives, reaccreditation applications, administrative reorganizations, and significant cultural change. She has particular experience with the creation and implementation of an organizational racial justice commitment. As a queer woman of color, she is dedicated to supporting individuals who have experienced marginalization to step into their power and leadership. Marianne works collaboratively with those she coaches, supporting them to find and hear their own voice and create a balance of work and joy in their lives.

