

Donna Bivens is a diversity, inclusion and equity consultant and trainer. She does anti-racism training and consulting with Paul Marcus through Community Change and diversity and equity consulting with a number of partners.

As Co-Director of Women's Theological Center (WTC) in Boston for over 20 years, Donna consulted with scores of organizations around the country to facilitate their creation of shared ownership, leadership and benefit across divides of racism and other systemic oppressions.

Her innovative work on internalized racism has included Loves Herself Regardless programs for women of African descent, as well as training and consulting with individuals and organizations. Most recently, Donna's work at WTC focused on leadership development for working across difference—including spiritual leadership as well as the more commonly addressed problem-solving and facilitative leadership. Complementing other aspects of leadership, spiritual leadership interrupts practices that crush the human spirit and is defined as the practice of living on purpose, in spirit, and for justice. In her consulting work, Donna has integrated the spiritual leadership model into a variety of tools for working across difference, building learning communities, and creating high-performance teams.

Donna's publications include "*Flipping the Script: White Privilege and Community Building*" (co-author), "The Possibility of Transformation: 25 Years Later," in the book *Education as Liberation* "Internalized Racism: A Definition" and "Struggling Through Injury in the Work of Love" (co-author). Donna has received numerous awards and extensive recognition for her social justice and community building work, including Woman of the Year from Irish Immigration Center, Woman of Justice award from NETWORK, A National Catholic Social Justice Lobby, Drylongso from Community Change, and an honorary doctorate from Episcopal Divinity School.