

M. Paloma Pavel, Ph. D.

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Curriculum Vitae

I. Biographical Narrative (Overview)

Dr. Margaret Paloma Pavel is President and founder of Earth House, a multicultural media and learning center for environmental and social justice based in Oakland, California to build healthy and sustainable communities through publication and distribution of books, trainings and facilitations. Earth House works internationally, nationally, and regionally consulting to individuals, communities, and organizations on large systems change, strategic communications, building multi-cultural organizations, and leadership development. Dr. Pavel's organizational clients reflect her core values commitment in areas of health, sustainability, education, and social justice.

Since 2001, much of Dr. Pavel's work, in collaboration with the Ford Foundation has focused on issues of environmental justice, smart growth, and metropolitan regional equity. The goal of this effort has been to facilitate the sharing of information and building of a learning action community among the primary constituencies of SMCI which consists of social and environmental justice activists not normally included in public debates about smart growth and regional development. Pavel has built bridges on a national scale between these constituencies and their strategic allies including policy think tanks, environmental groups, selected business leaders, and developers. She has laid the groundwork for a national campaign to persuade key decision-makers in the field of metropolitan development to adopt principles of regional equity. As part of this national campaign, she has co-produced (with filmmaker Andrea Torrice) a PBS documentary and engagement campaign entitled *The New Metropolis: Divided We Sprawl* and a book series with MIT Press entitled *Sustainable Metropolitan Communities Books* which she co-edits with Dr. Robert Gottlieb (Occidental College).

Pavel's academic background includes graduate study at the London School of Economics and Harvard University. Her dissertation (*Organizational Culture and Career Development: Gender and Leadership*) was part of a five-year study of the workplace in America sponsored by the Carnegie Foundation, which culminated in the publication *A Good Place to Work* (1992, Carnegie Foundation).

Dr. Pavel has been a keynote presenter at national and international conferences, ranging in size from 400 to 8,000 participants, e.g. *Education and the Environment: Our Shared Future – Japan* (2004), *New Paradigms of Science - Mexico* (2002). Her on-going research focuses on the shift from mechanistic models (pyramids) to biological models (webs) for organizational development and social change.

From 1975 to 1987, she co-founded (with Dr. Rosa Lane) and directed a leadership center, designed and built by hand on the coast of Maine, offering an interdisciplinary curriculum of environmentally informed place-based courses. Currently Dr. Pavel teaches at numerous graduate institutions in the Bay Area, including the California Institute for Integral Studies, where she chaired the department of Organizational Development and Transformation (one year) and served as core faculty for six years.

Internationally, her most recent work has focused on Costa Rica its struggle to defeat the Central American free trade agreements, demilitarization and environmental restoration. Her work in South Africa includes a monograph and video on the UN Summit for Sustainable Development. In Cambodia (1998-99) she consulted with the first woman running for prime minister on a green platform and provided leadership training for her 60 candidates and their constituencies. In 1989, Dr. Pavel launched a long term training commitment in Japan and has provided environmental leadership training in a variety of private sector (Toyota's eco design team) and leadership development with diverse citizen groups (e.g. legislation which has established an NGO sector for Japan.) She speaks Japanese, French and Spanish and travels regularly to environmental hotspots (Vieques, Rokkasho, Minamata) where she teaches and creates documentaries of social and environmental activities.

As a multi-media artist Paloma produced and directed (with Emmy award winning filmmaker Rick Butler) *Voices from the Community: Smart Growth and Social Equity*, which was used as part of the 9- county planning process by the Association of Bay Area governments. As a media justice activist she served as director of the Independent Producers network at Channel 25. She founded a successful fiber arts design studio, has collaborated in award winning film and audio projects, and tours with a solo performance piece called "Border Crossings", based on her roots at *La Frontera* (border of US and Mexico) and life/work, (including circling the earth as the first North American faculty with the Peace Boat.) She is co-author of *Random Kindness and Senseless Acts of Beauty*, which catalyzed a national movement, much to her surprise.

Paloma is the editor of the newly released book *Breakthrough Communities: Sustainability and Justice in the Next American Metropolis*, published by MIT press. The book tells the stories of success strategies of community groups across the country striving for sustainability and justice.

Paloma was born in Oceanside, California, the eldest of six children of second-generation immigrant parents, and is still passionate about the water. Dr. Pavel's work as an educator, organizational consultant, and artist is inspired by a love of the wild.

II. Education

California School of Professional Psychology

Ph.D. Organizational and Clinical Psychology (1991)
Dissertation:

Harvard University

M. Div. (1981 *cum laude*)
Service Leadership Award
(Participation in the national disinvestment campaign in higher education that was launched at the Harvard Divinity School)

London School of Economics

Post-graduate study in International Relations (1974)
(Conflict Analysis and Peace Research)
Research: South Africa and the European Union in a Post Apartheid Era

University of Southern California

BA International Relations and Religious Studies (1973 *summa cum laude*)
Phi Beta Kappa
Phi Kappa Phi
Dean's List

Convent of the Sacred Heart

Student Body President
National Merit Scholar

Additional Study:

Extensive post-graduate training in organizational and leadership development
University of Guadalajara, 1970 (Language and culture)
Semester at Sea (South Pacific, India, Africa,) 1971. (International Relations)
Maine Wilderness Guide - Curriculum in environmental education (1976-1987)
College of the Atlantic- Research Associate in Environmental Studies (1975)
Bay Area Video Coalition - Documentary Filmmaking – certification program
Language Study: Latin, Spanish, French, and Japanese

III. Teaching Experience.

Dr. Margaret Paloma Pavel brings unusual strengths in teaching in traditional institutions of higher education as well as in action/learning settings of diverse constituencies of emerging social movements. The following examples include a range of domestic and international examples:

A. Higher Education in University Settings

1) Department Chair – Organizational Development and Transformational Learning; California Institute of Integral Studies, Organizational Development and Transformation, San Francisco, CA 1991-1992

Supervised 4 Core faculty and 5 Adjunct faculty, directed development of institution wide research manual; organized and chaired faculty council consisting of 60+ core faculty members; served as faculty representative to the Board of Trustees. Founded and chaired the institution wide Diversity Caucus.

2) Associate Professor – Organizational Development and Transformational Learning, California Institute of Integral Studies 1989, San Francisco, CA (1988-1993)

Courses: Organizational Change; Organizational Culture and Leadership Development; Women’s Leadership: Creating New Social Forms; Systems Theory; Designing Workshops and Trainings, Integration of Theory and Practice, Diversity Training, Deep Ecology, and Research Methods.
Committees: Diversity Caucus (Chair, Founder), Research and Standards (Chair), Faculty Representative to the Board of Trustees, Chair of Faculty Council (2 years), Teach- in on Iraq (Faculty and Student committee)
Outstanding Teaching Award – 1991.

3) Adjunct Professor-- California Institute of Integral Studies, Women’s Spirituality Program, San Francisco, CA (1995-1997)

Course: Women and Leadership: Creating New Social Forms.

4) Acting Director -- Graduate Programs in Organizational Psychology California School of Professional Psychology, San Francisco, CA (1991 -1992)

Directed Graduate level programs in organizational psychology (PhD) and organizational behavior (MS). Produced, wrote and edited the graduate newsletter. Designed and implemented national conference: “Creating Sustainable and Healthy Organizations for the 21st century”
Courses: Organizational Theory and Practice, Organizational Culture and Leadership

5) Research Associate - Organizational Program Development (1983-1988). California School of Professional Psychology, Berkeley, CA

Curriculum Design and Implementation graduate programs (MSOB and PhD.), engaging national leaders in the field of organizational development. Developed a student led course in socio-cultural factors of psychology as well as leading themes of political and environmental relevance. Participated in system-wide (4 campus) organizational assessment as student representative. Data collection and assessment of current curriculum, resulting in new courses and colloquium series on socio-cultural forces in the field. Designed and implemented annual conference on Feminist Theory and Practice in Psychology.

6) Teaching Assistant (1983-1988)

California School of Professional Psychology, Berkeley, CA

Courses: Organizational Theory and Practice
Organizational Culture
Theory of Group Development
Theory and Practice of Organizational Development
Cross-Cultural Theory and Research

7) Teaching Assistant (1977-1980)

Harvard University, Cambridge, MA

Courses: Counseling Psychology (HGSE)
Women and Psychology (HGSE)
Theory of Social Movements (HDS)

B. Teaching in Emerging Social Movements

The following are selected experiences, which demonstrate the range of work in a variety of geographical contexts. Other experiences include

1) Cambodia (1993)

In 1998, Dr. Pavel was invited to Cambodia by Sokhoen Duong, (female candidate for prime minister in the second democratic election following the reign of the Khmer Rouge) to consult in the creation a new green party platform focused on environmental restoration and sustainability. Dr. Pavel also designed a leadership curriculum for Duong's 60 candidates and taught principles of sustainability, environmental justice and global economics with this group of candidates, their staff, and key community leaders in the capital of Phnom Penh and each of 6 provinces (Battambang, Kampot, Siem Reap, Kandal, and Prey Veng, and Sihanoukville). Environmental justice issues focused on landmine issues, hazardous to subsistence farmers and children, especially. This curriculum was conducted (with aid of translators) in Khmer and French, as well as a graphic language version, which was utilized by green party candidates in low literacy communities.

Courses: 1) Sustainability and Environmental Justice, and 2) Global Economics

2) Japan

a) Overview of 17 years of teaching (1989-)

In 1989, Pavel was invited by Web of Life Network to teach a series of 6 residential workshops training environmental leaders on five islands of Japan from Yakushima in the South to Aomori in the North. She also offered 25 academic presentations to educational, business, advocacy communities. Since 1989 she has returned to Japan yearly for month-long periods of teaching and training conducting workshops for environmental leaders as well as presentations to Universities (Tokyo University, Waseda University) and other organizational contexts (e.g. Toyota hybrid design team, Hakuhodo corporate responsibility division). Pavel's teaching has featured site-specific teaching at

environmental justice sites such as Hiroshima, Nagasaki (atomic bomb targets), Rokkasho, Aomori (high and low level nuclear waste facilities), and Minamata (Methyl mercury poisoning of a southwest coastal region by Chisso corporation with governmental knowledge and complicity). Web of Life has sponsored study tours to these sites for over ten years. Pavel's students have included nationally recognized authors, and community leaders including the legislators who drafted the legislation, which created the NPO economic sector in Japan, significantly expanding the capacity of environmental and social justice advocates in Japan. Dr. Pavel has made a long-term educational commitment to training environmental, educational and sustainability leaders in Japan. Since 1989, workshops have addressed basic sustainability theory as well as a variety of current environmental justice issues ranging from MOX fuel reactor contamination in the Wakes region to tropical hardwood deforestation in Sarawak, Indonesia. She now supervises the training of trainers in Kobe, Kyoto and Tokyo.

Courses and workshops: 1) Environmental Leadership, 2) Environmental Justice and Sustainability

b) Global University, Tokyo - Peace Boat

In 1996, Dr. Pavel became the first North American Faculty to be invited to travel as a visiting professor aboard the Peace Boat. The Peace Boat is a project of the Global University (Tokyo, Japan) with educational partners including Tubingen University (Germany), Seisen and Waco Universities (Japan) and Ohio University (USA). The curriculum is focused on Peace Education and Sustainability. In 1996, Pavel's teaching itinerary included: Moorea (French nuclear testing area, and climate change islands); Rapanui (Easter Island longitudinal environmental research project tracing near human extinction); and Havana, Cuba (organic agriculture, green medicine, industrial re-cycling, and environmental restoration.) Dr. Pavel worked with South American Goldman prizewinner Ricardo Navarro to create the first integrative and collaborative environmental and social justice curriculum aboard the Peace Boat. This academic collaboration and alliance of all faculties enabled the ship to respond with resilience in the face of the Japanese Embassy being seized in Lima Peru and to propose negotiation between President Fujimori and the Tupak Amaru guerilla leaders.

Each year extensive research is conducted to maximize the peace and justice learning and advocacy goals of the Peace Boat. Once an itinerary is established, the Peace Boat visits an average of 15 ports and works closely with local NGO's and advocacy campaigns. Peace Boat aims to contribute to the advocacy work of local partners through the organization of joint appeals in port aimed at raising local, national and international awareness. These can take the form of participating in public advocacy actions such as street demonstrations and delegations to embassies, or by highlighting a particular issue through a study program or symposium. Media is key in this work, with the arrival of the ship itself often a newsworthy event that local partners can utilize to generate media coverage that includes their campaign issues. The ship is often used as a venue for mediation and negotiation in regional conflicts.

Courses: 1) Sustainability – Theory and Practice, 2) Environmental and Social Justice

c) NGO Global Village - World Expo, Aichi

In 2005 Earth House was selected through an international competition to be one of 30 international NGO partners to participate in the Global Village at the World Expo in Aichi, Japan (Theme: Learning for Sustainability). Dr. Pavel's scope of work included collaboration with Japanese partners to first design the pavilion and implement a month long participatory learning exhibit on "Envisioning Sustainable Metropolitan Communities" which hosted over 30,000 visitors per day. During her month long residence of on site administration and teaching (September 2005), Dr. Pavel's daily teaching responsibilities (utilizing 25 teaching assistants) included a 3 hour workshop with 400 to 500 participants each as well as teaching and training of 50 volunteer staff in areas of theory and practice of sustainability. The NGO Global Village project was part of a decade of education (2005 to 2015) for Sustainable Development coordinated with the United Nations. The overall theme focused on the past, present, and future of the Earth, and humankind and human creativity, seen as an indispensable element in the interaction between people and the environment.

Courses: 1) Envisioning our Common Future: Sustainability and Multi-cultural Leadership in a Global Context (Public Forum) 2) Multi-cultural Leadership Training in the context of Living Systems (Global Village Staff)

3) United States

In 1975, Pavel co-founded with architect Rosa Lane (M.Arch. and Ph.D. in Sustainability UC-Berkeley 2007) a residential learning center on the coast of Maine. For twelve years, Pavel and Lane developed and implemented a curriculum based on principles of sustainability and deep ecology - hired guest faculty, taught courses, and supervised the internship program. Conducted site-specific learning on Isle au Haut, Mt. Desert Island, inland backpacking to Mt. Katahdin. Field trips included College of the Atlantic (internationally known for their pioneering work in cetacean research and environmental studies), Haystack School, Home workers Organized for More Employment (HOME – Rural economic development center working with rural Maine poor), and Scott and Helen Nearing (organic gardeners, authors, and philosophers). Pavel assisted Lane in the design and construction of energy efficient green buildings and bio – dynamic organic agriculture. In addition to environmentally rooted curriculum at Hardscrabble Hill, we participated in environmental justice and planning initiatives ranging from successful decommissioning of the nuclear reactor at Wiscasset, fishing rights of Penobscot and Passamaquoddy tribes and coastal local fisherman, and landfill (waste recycling, transport and storage) conflicts in coastal communities and islands. Participants at the rural learning center included professional and community leaders strengthening their knowledge of environmental systems and developing their own creativity and leadership. Guest faculty included Susan Griffin, Grace Paley, Joanna Macy and many others.

Partial list of Courses: 1) Theory of Living Systems, 2) Eco-psychology and Human Development, 3) People and Place – Leadership Development, 4) Women-Building: Renewable Energy, and Green Design (with Dr. Rosa Lane)

IV. Organizational Development, Strategic Planning, and Management

Dr. Pavel consults regularly with a range of organizations on issues including strategic planning, communication, team development, and change management. The following is a partial list of her clients.

A. Institutional Clients

Alameda County Medical Center
Alta Bates Health Center
Association for Humanistic Psychology
Community Institute for Health Equity
East Bay Community Foundation
East Bay Community Law Center
Earth Island Institute
Ford Foundation
John F. Kennedy University
Gamaliel Foundation
Kaiser Permanente
Kirwan Institute – Ohio State University
Kucinich Campaign
Legacy of Hope Project – Senator John Vasconcellos
Partnership for Healthcare Equity
Patagonia
Port of Oakland
Tides Foundation
Urban Habitat
Women’s Foundation
Xerox

B. Leadership and Organizational Development with Individuals

Dr. Pavel consults with key leaders of environmental, social justice, and health organizations on issues ranging from innovation strategies, reinvention of work, and life transition, to leadership development. Legal and ethical protection of confidentiality precludes listing of clients.

V. Strategic Communications, Multimedia and Publications

A. Strategic Communication for the Sustainable Metropolitan Communities Initiative, Ford Foundation.

From 2001 through 2006, Earth House developed and implemented a seven-part multiyear strategic communication plan for 40 key grantees of the Ford Foundation’s Sustainable Metropolitan Communities Initiative. This communication strategy

concentrated resources on developing the basic infrastructure of grassroots grantees; increasing the visibility of environmental justice and metropolitan equity success stories; promoted 15 spokespeople to carry the message, deliver the messages and inspire selected constituencies; invested in communications strategies for selected metro regions; and laid the ground work for national regional equity campaigns; supported development of a one hour PBS documentary; and launched the Sustainable Metropolitan Book Series to be published by MIT Press featuring the work of the Initiative. See also www.MetroEquity.net for a range of the organizations and leaders who form this network.

B. Strategic Communications for the National Alliance to Restore Opportunity to the Gulf Coast Region, Kirwan Institute at Ohio State University

Earth House worked with the Kirwan Institute (John A. Powell, Executive Director) and the Gamaliel Foundation (Rev. Cheryl Rivera, African American Alliance; Mike Kruglik, Director of Metro-Equity, and Laura Barrett, Director of Policy) to create the National Alliance to Restore Opportunity in the Gulf Coast Region following Hurricanes Rita and Katrina. We collaboratively designed and implemented the strategic communications strategy with Opportunity Agenda (Alan Jenkins, Executive Director). This national network created a series of convenings (“Season of Prayer”) and worked with national faith-based and environmental groups to hold local, state and federal agencies accountable to the equitable restoration effort in the Gulf Coast Region. The Churches Supporting Churches initiative, founded by renowned Civil Rights leader Rev. C.T. Vivien was one of the outcomes of this work. This project links each of 36 African American churches in the New Orleans area with 10 churches nationally in a support network that build the leadership of the New Orleans constituency. Monthly leadership development sessions address issues from toxic clean up to financial recovery and green building. The one-year anniversary included national simultaneous convenings in New Orleans, Biloxi, and at the Cathedral of St. John the Divine in New York sponsored by the Proctor Conference of Washington D.C. See also www.linkedfate.org, www.kirwaninstitute.org, and www.changingtheframe.org

C. Director of the Independent Producers - Channel 25 (Berkeley Community Media) (2000-2001). Launched the Independent Producers Network at Berkeley Community Media, with a goal of strengthening the strategic vision of media justice programming, linking to the national debate on media consolidation reform, and increasing the quality and quantity of available production material for the Berkeley cable channel.

D. Strategic Communications for The New Metropolis Project, Andrea Torrice Productions. *The New Metropolis: Divided we Sprawl* is a one-hour documentary for PBS produced and directed by award-winning filmmaker Andrea Torrice. This documentary is based on the report of The Brookings Institution, “One-fifth of America: A Comprehensive Guide to America’s First Suburbs”, by Robert Puentes and David Warren. Earth House together with Active Voice (Ellen Schneider, Executive Director) produced a series of focus groups in 2005 (Philadelphia) and 2007 (Philadelphia and New York) with national funders and opinion leaders. We also participated in numerous

editorial and storyboard sessions from 2004 to 2007. The Outreach Campaign (in progress) will make the PBS film available for advocacy groups in a DVD format as a learning action tool, and create a public engagement campaign and interactive web presence for the PBS launch of the film.

D. Multi-media

The following selected works demonstrate the range of Media Justice multi-media productions produced and directed by Dr. Paloma Pavel and technically rendered by the Earth House Media production team.

1) *A World Without Armies: Costa Rica Speaks Out.* (2007) This documentary features the US tour of four powerful Costa Rican leaders speaking out on environmental justice issues ranging from halting the excavation of oil preserves by multi-national oil companies in the largest Bio-Preserve in the Western Hemisphere to citizen referendum challenging the Central American Free Trade, Tratado de Libre Comercio. Subsequently, Dr. Pavel was invited to premiere this documentary as part of the International Congress for the Demilitarization of Central America.

2) *Alas de Mariposa: Women Leaders of Social Change.* (2007-) Multi-media performance project. (Work in progress) Earth House Center joins with Costa Rican feminist leaders Dr. Maria Suarez (founder of Radio Feminista) and Guadalupe Urbina (composer, singer, cultural worker) and the United Nations University for Peace documenting the first phase of a multi-year performance arts project (*Wings of the Butterfly/ Alas de Mariposa*) funded by the Global Fund for Women. The Earth House Media team has completed phase 1 of the video documentation with Maria and Guadalupe in Costa Rica and the United States. Over the next two years we will document the development and final production of this global project honoring the contribution of women through history based on Suarez' book *Women: Chaos Theory and Social Change* (pub date: 2008). Utilizing the metaphor of the Butterfly Effect from Chaos theory, which describes how small changes in one location can effect large-scale changes in society and in biological systems. Characters include Lucy (the oldest living hominid) who provides the narration through history of women leaders including: Rosa Parks (USA), Tatiana Tkachecko (Chernobyl, USSR), Wangari Matthai (Kenya), and Barbara McClintock and Mileva Maric (USA).

3) *Vieques: The Journey Continues.* (2006). This documentary revisits the Puerto Rican island which underwent forced US Military occupation and bombing practice for 62 years. Footage includes interviews with citizen leaders who continue to staff the Peace and Justice Encampment, the citizen-built radio station and to monitor the disarming of the island. Subsequent to the accidental deaths of key community leaders by "friendly fire," the discovered cover-up of nuclear "incidents", local citizens joined with international support, underwent hunger strikes and eventually succeeded in re-establishing community sovereignty on the island. Landmines, live artillery, and chemical damage of the coral reefs remain environmental justice issues on Vieques.

5) *The Earth, the City and the Hidden Narrative of Race.* (2006). Beginning with deep time and a Universe Story perspective (Tucker, Berry) this multi-media presentation features a African American historic perspective linking environmental and social justice themes through history. It provides visual depiction of the break up of Pangaea, the African slave trade, and the civil rights movement as an influence on other emerging social movements. This project is a collaborative production with Neal Rogin and Carl Anthony.

4) *Zaca Lake: Conversations with Satish Kumar and Vandana Shiva* (2006). Video documentary of intergenerational dialog on selected themes of environmental activism. Students and international environmental leaders join in a weeklong residential dialog at Zaca Lake, Santa Barbara. Issues include Bio-piracy and patenting of life forms; Bhopal and multinational corporate EJ strategies; and the pressures of economic globalization.

5) *In the Wake of the Storm: Race, Place and the Environment* (2006). This documentary (co-produced with Dr. Robert Bullard and Dr. Beverly Wright) features social and environmental, faith based, and civil rights leaders organizing to restore opportunity in the Gulf Coast Region. Features on site footage of the 9th ward, French Quarter, and other sites in New Orleans with community leaders as well as national voices of the EJ movement.

6) *Visionary Leaders Series -- Selected* Regional Equity and Environmental Justice Leaders. Earth House has produced the most extensive video documentation of the emerging Regional Equity movement (intersecting sustainability, environmental and social justice movements) in the United States. A partial list includes the following:

- Madeline Janis Aparicio, Executive Director, Los Angeles Alliance for a New Economy, Los Angeles, CA.
- Angela Glover Blackwell, President, PolicyLink, New York, NY.
- Robert Bullard, Ph.D., Professor, Environmental Justice Resource Center, Clark Atlanta University, Atlanta, GA.
- Amy Dean, Former President, Northern California Labor Council, President, Building Partnerships, USA, Chicago, IL
- Hattie Dorsey, Executive Director, Atlanta Neighborhood Development Partnership, Atlanta, GA.
- Juliet Ellis, Executive Director, Urban Habitat Program, Oakland, CA.
- Phaedra Ellis, Executive Director, Working Partnerships, Northern California Labor Council, San Jose, CA.
- Deohn Ferris, African American Forum on Race and Regionalism, Washington, DC.
- Michael Gelobter, Executive Director, Redefining Progress, Oakland, CA.
- Parris Glendening, Former Governor, State of Maryland, Executive Director of the Smart Growth America Leadership Institute, Washington, DC.
- Bart Harvey, President, Enterprise Foundation, Washington, DC.
- Greg LeRoy, Executive Director, Good Jobs First!, Washington, DC.

- Dr. Mildred McLean, Anti-nuclear Activist, Mississippi.
- Manuel Pastor, Professor, Executive Director, Center for Justice, Tolerance and Community, UC Santa Cruz
- Mary Nelson, Executive Director, Bethel New Life, Chicago, IL
- Myron Orfield, Professor, University of Minnesota; Executive Director, Institute on Race and Poverty, Minneapolis, MN
- Manuel Pastor, Professor, UCSC: Executive Director of the Center for Justice, Tolerance and Community
- John Powell, Professor, Executive Director Kirwan Institute, for Race and Ethnicity Ohio State University
- David Rusk, Former Mayor, City of Albuquerque, Author, Innovative Housing Institute, Baltimore, MD.
- Peggy Shepard, Executive Director, West Harlem Environmental Action, Inc. (WEACT), New York, NY
- Shyaam Shabaka, President, Food First, Executive Director, Eco-Village Farm project, Oakland, CA.
- Benjamin Starrett, Executive Director, The Funders Network for Smart Growth and Livable Communities, Coral Gables, Florida.
- Beverly Wright, Ph.D., Professor of Sociology, Xavier University, Executive Director of the Deep South Center for Environmental Justice, New Orleans, Louisiana.

7) ***Ella Baker Center: Alive and Well.*** (2006). Documentary on the 10th Anniversary of the Ella Baker Center. (Van Jones, Executive Director). Interviews included: Julia Butterfly Hill, Randy Hayes, Jakada Imani, Ian Kim, and others. Themes included: Books not Bars, Silencing the Violence, and Reclaiming the Future (Green jobs cross the environmental racial divide.)

8) ***“Gulf Coast: Linked Fate”*** (2006) Produced series of five television talk show segments at the one year anniversary of Hurricane Katrina. Themes included race, class, and restoration of the Gulf Coast Region after hurricanes Rita and Katrina including the failure of the US federal government to respond. “The Harold Channer Show” Metropolitan Network News, New York. Guests: Dr. John A. Powell, Rev. Cheryl Rivera, Maya Wiley, Dr. Paloma Pavel, and Alan Jenkins, 2006 Manhattan Neighborhood Network, New York City. 2006

9) ***Sustainable Solutions: Building Assets for Empowerment and Sustainable Development*** (2006) A DVD series of documentaries on community led sustainable solutions from around the world. This DVD forms a learning module with the book by the same name, written and edited by the Environment and Development Affinity Group selected from program officers of the 14 international offices of the Ford Foundation. Individual video documentaries include:

- Signs of Progress (overview of asset-based development)
- Cairo, Egypt: Zebaleen Develop Incomes and Community from an Overlooked Urban Asset

- Karnataka, India: A Community Pools its Resources to Restore Lands and Livelihood
- Limpopo Province, South Africa: The Displaced Makulekes Recover Community Land and Wildlife Assets.
- San Juan Nuevo, Mexico: A Purepecha Community Conserves its Forests While Creating Wealth.
- Oaxaca, Mexico: Organic and Fair Trade Coffee Growers Connect to Global Markets
- British Columbia, Canada: The First Nations Reclaim a Temperate Rain Forest
- Belayan Bay, Philippines: Community Marine Sanctuaries Restore Natural Assets
- Richmond, California: Communities Armed with Buckets Take Charge of Air Quality
- Paths to the Future (global community-based collaboration)

10) *MetroEquity.net.* (2005-) The Earth House team researched, developed and implemented this web-based support for the public presence and learning community (intranet) activities of the Sustainable Metropolitan Communities Network. The website links 42 grantees and their strategic partners in a learning community, including on line publications, collaborative research and other key activities.

11) *MOSES: Michigan's Story on Regional Transportation.* (2006) This documentary (co-produced with award winning African American Filmmaker James Maxwell) features the successful collaboration between inner city and suburban faith-based leaders to forge a regional transportation plan for Detroit and gain the support of state legislators, mayors and city council members and Governor Jennifer Granholm of Michigan.

12) *Bridging the Bay: Social and Environmental Justice Leaders Unite.* (2005) This documentary features the University/Community Collaboration by Dr. Manuel Pastor (Center for Justice, Tolerance, and Community) and Juliet Ellis (Executive Director, Urban Habitat) including the first US regional summit of social and environmental leaders with national presenters from labor, faith-based and civil rights organizations.

13) *People in Place: Environmental Justice in Action.* (1997-) This documentary series features site specific community EJ activity, including: Kazakhstan (2001), Haida Gwaii (2006), South Africa (2003), Minamata (1997), Hiroshima's 50th (1995), Costa Rica Bio-Preserve (2006), Rokkasho (1996), Rapanui, South Pacific (1996). Selected commentaries by academic and community leaders on the global environmental justice movement include: Janine Benyus; David Suzuki; Conspirando Collective, Santiago, Chile; and Archbishop Desmond Tutu.

14) *Voices from the Community: Smart Growth and Social Equity.* (2000) Documentary co-produced and co-directed with Emmy Award winning filmmaker Rick Butler. This media-justice tool was the first documentary on themes of Smart Growth and Social Equity in the U.S. It features respected leaders from communities of color speaking out for themselves on issues of land use, housing, and transportation in a fast moving and highly effective presentation. *Voices from the Community* was featured as

part of the official 9 county Sustainability planning process by the Association of Bay Area Governments. In addition to the groundbreaking use of the film in the design of the community participatory planning process, it also provided the foundation for a multi-lingual equity outreach campaign to incorporate poor communities and communities of color usually left out of the decision-making process in urban planning. It has subsequently been utilized by many other regions that have been inspired to incorporate video in their Sustainability and Social Equity urban planning work.

15) *Journey to South Africa – Highlights of WSSD (2005)* This documentary was prepared for the Ford Foundation, and hosted by Bill Moyers, New York

C. Publications

The following selected works demonstrate the range of print publications written, edited, or produced by Dr. Paloma Pavel:

1) M Paloma Pavel, Ed., ***Breakthrough: Stories and Strategies for Building Sustainable Metropolitan Communities***. Part 1 features the history of various environmental and civil rights movements building a conceptual framework for current just sustainability. Part 2 features 12 case studies of regional breakthroughs in environmental justice, sustainability, and regional equity. Each case study is told with the voice of those who are actively engaged in the campaigns, followed by strategic analysis laying out the tools for action by national policy researchers. Part 3 describes key emerging dimensions of the regional equity and environmental justice movements including media, metrics, and community-based global strategies. (Cambridge: MIT Press, publication date 2008)

2) John Powell, Marguerite Spencer, and M. Paloma Pavel. “**An Out-pouring of Spirit: Faith-based Environmental Justice Action in the Gulf Coast**”. ***Race, Place and the Environment: in the Wake of the Storm***. Ed. By Robert Bullard and Beverly Wright (Publisher, TBD, 2008)

3) M. Paloma Pavel and Robert Gottlieb, Eds. ***Sustainable Metropolitan Books Series*** MIT Press (UEPI). SMC Book Series explores, documents, and supports patterns of metropolitan development designed to alleviate the concentration of poverty and conserve natural resources. The series actively seeks authors who bring a gender, race and class analysis to regional sustainability. The first new book in this series is *Growing Smarter: Achieving Livable Communities, Environmental Justice and Regional Equity* by Robert Bullard (2007). Eight related titles are also features in the first year of the series (2007) including: *Diamond: A Struggle for Environmental Justice in Louisiana’s Chemical Corridor* by Steve Lerner, and *Environmentalism Unbound*, by Robert Gottlieb.

4) M. Paloma Pavel and Kayla Kirsch, Eds. ***Journey to South Africa: Metropolitan Community Leaders Reflect on The World Summit on Sustainable Development.*** Contributing authors include: Azibuike Akaba, Jean Carey Bond, Humberto Brown, Joe Brooks, Dianne Dillon-Ridgeley, Juliet Ellis, Michael Gelobter, Jessuina Perez Teran, Syaam M. Shabaka, James Tim Thomas, Olin Webb, and Jonathan Weiss. (Monograph funded by The Ford Foundation, New York, 2005).

5) M. Paloma Pavel, (Author), ***Building Bridges: Case Studies in Metropolitan Regional Equity*** (Research report, funded by Ford Foundation). (2004) This monograph was featured at the Detroit meeting of The Funders Network for Smart Growth and Livable Communities and provided the preliminary research for the subsequent work: ***Signs of Promise***, edited by Carl Anthony and Benjamin Starrett. (2005)

6) ***YES! A Journal of Positive Futures*** (co-produced special edition on Regional Equity), which was featured at the Advancing Regional Equity Summit, Philadelphia, PA (Summer, 2005). Articles we developed in collaboration with Sarah Van Gelder include:

- Just Green and Beautiful Cities, by Carl Anthony
- Cities for all, by Angela Glover Blackwell
- Resources for Just Green and Beautiful Cities, by Lisa Kundrat
- Karl Linn (1923-2005) Building a Just World, one Garden at a Time, by Diana Young
- Mapping Social Patterns, by Myron Orfield
- Community Land Trusts, by Susan Witt and Merrian Fuller
- Transit Oriented Development, by Mary Nelson
- Community Benefit Agreements, by Laura Joseph
- Two Crises, One Solution – Van Jones

7) ***The Next American City*** (co-produced featured series on Katrina with SMC Network authors: Angela Glover Blackwell, John A. Powell, Robert Bullard, Deohn Ferris and Carl Anthony. (2006)

8) ***Focus Magazine: The Joint Center for Political and Economic Studies*** This publication featured work about the SMC Network and articles by four spokespeople for Regional Equity: Angela Glover Blackwell, John Powell, Robert Bullard, Deohn Ferris and Carl Anthony, and Angela Glover Blackwell. My role involved consultation and planning. (2007)

9) Anne Herbert and Margaret Pavel, (co-authors) ***Random Kindness and Senseless Acts of Beauty***, This book was written in response to the Persian Gulf War 1 and escalating urban US violence (Rodney King incident and police racial profiling). The publication resulted in the unexpected launch of a national movement, including two episodes on Oprah, congressional action to establish National Random Kindness Day, Random Kindness columns in more than 12 cities, and more than 20 spin-off books. (Volcano Press, 2003)

10) M. Paloma Pavel, Ed. *New Leadership Series* (Organizational Development publication series of the California Institute of Integral Studies) This series featured the work of graduate faculty and students. This series was launched in the graduate course Women and Leadership: New Social Forms. Graduate students studied comparative models of leadership, design their own preferred model, researched applications of this model in the field, selected a specific organization/leader who best embodied this work. The final project consisted of a paper integrating this process. At the culmination of the class, students would invite the leaders to an awards ceremony, presenting them with a monograph in which their story was one of the chapters. Inspired by the Goldman Prize in 1990 students added a multi-media summary of the leaders' work. This action research cycle and inquiry process had a transformative impact on their own leadership development, which was also incorporated as a reflection paper for the course. Their insistence on the power of media to bring additional vitality to their research inspired my own commitments to video as a learning action tool. (California Institute of Integral Studies: 1989-1992.)

- Seeds of Change (1989)
- Breaking Waters (1990)
- Weaving Out Loud (1991)
- New Ground (1992)

F. Presentations

Dr. Pavel has participated in and presented to numerous organizations and national conferences since 1975. A selected list of her presentations related to themes of Sustainability, Social Change and Leadership include the following:

1) Organizations:

- UNICEF (Hiroshima 50th Anniversary, Hiroshima, Japan 1995)
- Ben and Jerry's - stock holder meeting (1993) and opening of One World Festival (8000 in attendance)
- Carnegie Foundation Council of Independent Colleges and Universities (Princeton, N.J., 1990)

2) Conferences:

- International Congress on Demilitarization in Central America (San Jose, Costa Rica, 2007)
- International Conference on People and Place (paper accepted for presentation, Cairo, 2006)
- Environment and Education: Japan's Future (Keynote, Tokyo University Educational Consortium, 2005)
- New Paradigms of Science Conference (Keynote, University of Mexico City, 2004)

- International Organization for Transpersonal Psychology (San Francisco, Keynote address – national meeting 2005)
- Association of Women in Psychology (Los Angeles, keynote address – national meeting 2002)
- International Congress on Human Inquiry (San Francisco, plenary 1987)
- Association of Humanistic Psychology (Toronto, plenary 1985)
- International Conference in Psychosynthesis (Florence, US delegate, plenary, 1980)

3) Higher Education

Dr. Pavel has offered presentations and/or workshops to following institutions of higher education:

Boston College

Chapman College

Columbia University (UTS)

Episcopal Divinity School

Global University, Tokyo

Gonzaga University

Graduate Theological Union, Berkeley, CA.

Harvard University - Divinity School

J.F.K. University

Sarah Lawrence College

Stanford University

Tokyo University

University of California, Berkeley (Arch 150)

University of Helsinki, Finland

University of Southern California

United Nations University for Peace, San Jose, Costa Rica

Yale University - Divinity School