

# Erika Taylor Page

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Southern California ♦ Greater Los Angeles Area ♦ [erikapage2020@gmail.com](mailto:erikapage2020@gmail.com) ♦ [LinkedIn](#) ♦ 323-328-5117

## EDUCATION

### **EdD, Education, Organizational Change and Leadership, University of Southern California (GPA 4.0)**

Dissertation - Implicit Bias: An Advancement Opportunity Limiter for African American Women in Entertainment

Dissertation theoretical framework and methodology focused on the Transformative Paradigm of Inquiry as well as Critical Race Theory as a means exploring the problem of practice.

**MBA, Business Administration, University of Southern California**

**BA, English Literature and Creative Writing, University of Southern California**

## HONORS AND AWARDS

- [DEIA Visionaries](#), The Los Angeles Times, 2022
- **Senior Fellow**, USC Marshall Brittingham Social Enterprise Lab, 2018 to present
- **Silver Spirit Award**, The Walt Disney Company, 2001, 2008

## LEARNING AND DEVELOPMENT EXPERIENCE HIGHLIGHTS

### **University of Southern California, Rossier School of Education, 2022 to Present**

- Adjunct Assistant Professor for *Accountability for Organizational Change and Equity and Inclusion in Organizational Contexts* courses for the doctorate in education program in Organizational Change and Leadership for Rossier School of Education.
  - Leverage corporate and non-profit executive leadership experience to lead discussions with students in support of their exploration of course materials including accountability as well as equity and inclusion topics.
  - Navigate complex learning topics to enhance learning for experienced leaders who are seeking to build their understanding of organizational change needs to positively benefit and improve organizational operations.
  - Provide guidance to support building and enhancing research capabilities in support of future dissertation research and exploration.
- Instructor for Strategic Thinking and Systems Change course as part of the Physician Leadership Development Program for Keck School of Medicine of USC.
- Dissertation Committee Member responsible for coaching students pursuing doctoral degrees in Education with an emphasis in Organizational Change and Leadership.

### **Partnership for Growth LA, 2023 to Present**

- Chief Operating Officer responsible for advancing curriculum development and delivery for signature programming to improve effectiveness of learning and development programming.
- Establishing professional development curricula for internal project management team members designed to expand awareness and visibility to core business practices to successfully lead business operations.
- Oversight for management and implementation of training and education efforts related to urban agriculture, workforce integration and reading literacy.

### **Nuleep, 2021 to Present**

- Chief Workforce (DEIB) Advisor responsible for developing and designing curriculum to advance business communications, business management, DEIB, and leadership capabilities.
- Working with prospective employees, entrepreneurs, companies, and organizations by developing and conducting training programs to improve internal staff functions and better understand leadership management and organizational diversity and inclusion needs.

### **University of Southern California, Marshall School of Business, 2017 to Present**

- Guest Lecturer in Master of Science Social Entrepreneurship Graduate level Social Entrepreneurship Classes
- Guest Speaker in undergraduate Business School classes
- Panel Participant for various corporate responsibility panel discussions including USC Marshall Net Impact
- Senior Fellow for USC Marshall Brittingham Social Enterprise Lab mentoring students pursuing careers addressing social issues.

## **The Walt Disney Company, International Labor Standards, 1999 to 2019**

- Led Learning and Development for creation and launch of training and education to support learning and development for global international labor standards team (Asia Pacific, Europe, Latin America and North America).
- Oversight for development and launch of online ILS training to outline ILS contractual requirements for 21,000 employees (domestic and international) responsible for managing contractual relationships with licensees.
- Developed, launched and delivered ILS Program Manual (translated into 16 languages) for use by more than 7,000 licensees and vendors globally (including initial launch and subsequent revisions).
- Worked with Corporate Legal on inclusion of ILS Program Manual as an addendum to Disney Consumer Products contractual agreements globally.
- Developed and launched targeted code of conduct training initiatives for introduction in Asia Pacific, Europe Middle East and Africa, Latin America and North America business markets.
- Coordinated with Corporate IT to develop and launch first consumer facing ILS website.
- Developed professional development series and conducted training, an eight week program focusing on teamwork, communication, leadership and conflict resolution.
- Developed and conducted policy training for regional employees in London, Paris, Hong Kong, China and Japan.
- Directed team change management efforts, meeting or exceeding aggressive project requirements and timelines.
- Facilitated training, town halls and executive presentations in North America, London, Paris, Japan and China.
- Led corporate social responsibility learning discussions and training sessions with licensees (large multi-national companies) based primarily in North America (US and Canada), Asia Pacific and Europe.

## **DIVERSITY AND INCLUSION EXPERIENCE HIGHLIGHTS**

### **Partnership for Growth LA (PFGLA), 2023 to Present**

- Developing and advancing programming including advancing urban farming and workforce initiatives aimed at addressing food insecurity, workforce development, and reading literacy impacting individuals in marginalized communities in the greater Los Angeles area.
- Working with political leaders, community leaders, and community members to advance project goals aimed at addressing diversity and inclusion priorities related to food insecurity, workforce development and reading literacy.
- Mentoring team members on diversity, equity, inclusion, and belonging issues impacting the populations served as part of PFGLA signature programming.

### **Nuleep, 2021 to Present**

- Promoting workforce and career development by providing direction to guide business leaders, entrepreneurs and employees to improve diversity and inclusion within business operations.
- Developing curriculum and instructing entrepreneurs, prospective employees and business leaders to improve understanding of business principles, including DEI, to advance business management and employment opportunities.
- Mentoring business leaders and prospective employees on diversity, equity, inclusion and belonging issues.

### **Oak Valley College, 2021 to 2022**

- Developed strategies and programs to advance educational opportunities for prospective students seeking advancement opportunities in business.
- Developed and implemented the first strategic Student Engagement Strategy aimed at identifying marginalized student populations who could benefit from the unique educational opportunity offered at Oak Valley College.
- Worked with community based organizations and school district leadership to advance educational opportunities for historically marginalized students.

## **The Walt Disney Company, International Labor Standards, 1999 to 2019**

- Experience addressing complex global diversity issues, identifying solutions, and proactively implementing practical approaches to facilitate long term change.
- Supported development and integration of diversity policies and procedures in the application of ILS requirements under the Code of Conduct for manufacturing Disney products.
- Supported development and integration of diversity and compliance policies for facilities producing Disney products.

## CONFERENCE PRESENTATIONS

- As Chief Workforce (DEIB) Advisor facilitated discussion on Leadership as part of the Collective Voice Summit at the Los Angeles Coliseum Lou Galen Club aimed at improving understanding of leadership opportunities and providing a platform for dialogue on leadership related topics.
- As an integral component of multiple roles with The Walt Disney Company participated in and delivered numerous overviews of the Disney International Labor Standards program for conference presentations as well as Licensee town halls to outline the Disney International Labor Standards (ILS) program in North America and internationally.
- Represented The Walt Disney Company as a member of SPLiCE (Society of Product Licensors Committed to Excellence) aimed at creating space for licensees to explore solutions to complex licensing issues including serving as co-chair of the Social and Environmental Committee.
- Presented Disney's ILS program during internal working sessions and company conferences to foster an understanding of Disney's commitment to International Labor Standards and to assist in training and development for castmembers, licensees, and vendors to understand and action in accordance with Disney's ILS program requirements.
- Developed conference presentation materials and led discussions with small (1 – 10 participants), medium (11 – 20 participants) and large (21 – 200+ participants) audiences including participation in training events for global brands in the US and internationally (Hong Kong, Japan, London and Paris):
  - Managed and led discussions including developing training materials, exploring the relevance of code of conduct requirements with participants, managing question and answer sessions, delivering timely feedback to participants, and providing direction on required corrective actions.
  - Conducted Code of Conduct learning sessions focused on the 12 core tenants of Disney's Code of Conduct for Manufacturers including; child labor, involuntary labor, coercion and harassment, non-discrimination, association, health and safety, compensation, subcontracting, protection of the environment, monitoring and compliance, publication, and other laws. These Code elements are in line with Disney's mission to foster safe and inclusive workplaces wherever Disney products are made inclusive of ensuring that diversity issues are properly addressed and managed within the tens of thousands of facilities manufacturing Disney branded products around the globe.

## DISSERTATION COMMITTEE

- Dissertation committee member providing doctoral research and studies direction to students in pursuit of their doctoral degrees in Organizational Change and Leadership for USC Rossier School of Education. Provide guidance on dissertation structure and content for qualitative, quantitative, and mixed methods studies to meet the standards and requirements for doctoral research.

## **Completed Dissertations – Committee Member**

- *Beyond Commitments: A Qualitative Examination of the Persistent Disparities Faced by Black Women in Executive Leadership Roles Post the 2020 Crisis and Beyond*
- *Burnout Experienced by the Dual Identity of Being Black and a Public Health Department Professional*
- *Burnout In Women of Color in Human Resources Leadership Roles During COVID-19*
- *Empowering Black Women: Navigating Breast Cancer and Survivorship*
- *Leading As Outsiders Within the C-suite: A Phenomenological Study of Black Women C-suite Executives' Perspectives on White Allyship in Corporate America*

## **PROFESSIONAL AND COMMUNITY SERVICE**

Organizing Member, Trojan Sustainability Network, 2023 to present

President and Board Member, Discovery Club PSP 2021 to Present

Mentor, Career Advancement Program (CAP), University of Southern California, 2018 to Present

Senior Fellow, Marshall School of Business, 2018 to present

Guest Speaker, USC MOVE, 2021 to present

Mentor, Legacy Through Leadership Mentor Program, University of Southern California, 2020 to 2023

Board Member, Marshall Volunteer Leadership Council, 2020 to 2021

Vice President, One Light Foundation, 2019 to 2023

Co-Chair, Society of Product Licensors Committed to Excellence (SPLICE) Social and Environmental Committee, 2017 to 2019

Mentor, Enterprise Financial Service Program Mentor, The Walt Disney Company, 2017 to 2019

Volunteer, Disney Volunteers, The Walt Disney Company, 1999 to 2019

## **LANGUAGES**

**Spanish:** Novice Speaker

## EXPERIENCE

### **PARTNERSHIP FOR GROWTH LA, Los Angeles, CA**

#### **Chief Operating Officer**

**July 2023 – Present**

Responsible for strategic oversight of multi-million dollar nonprofit business operations including program redesign, implementation, and restructuring of operational priorities to establish policies and procedures to advance organization culture through strategic engagement and program development. Leverage diversity and inclusion expertise to establish policies and practices to advance integration of DEIB principles into Partnership For Growth LA programming. Oversight for operationalizing signature programming aimed at addressing food insecurity in historically marginalized communities, workforce development and integration, and reading literacy learning for program participants located in South and West Los Angeles including oversight for:

- Leading development and issuance of first organizational RFP to community based organizations to address food insecurity within marginalized communities in South and West Los Angeles
- Granting more than \$775K (first issuance) to community based organizations to extend urban farming initiatives to address food insecurity within marginalized communities
- Working with community based organizations to advance access to healthy food options within the community through development of resources aimed at addressing food insecurity and workforce development issues
- Redesigning operational priorities for Freedom Schools programming to expand program scope to increase reading literacy program offerings within underserved and under resourced communities from summer to year round programming
- Redesigning and instituting organizational priorities to advance Freedom Schools programming and set up organizational priorities to expand access to learning initiatives aimed at improving reading literacy
- Working with project team to advance retail, community engagement, and networking experiences within the community to expand access to healthy food options as well as locally grown produce within the community
- Establishing and implementing programs and practices to advance workforce development opportunities within the community through alignment of priorities and enhancements to programming
- Working with community based organizations and offices of elected officials to advance programming to address community needs and expand awareness to issue impacting community members
- Leading development of strategies and priorities for signature programs; Freedom Farms, Project Jubilee and Freedom Schools, to comply with grant guidelines and requirements
- Developing practices and procedures to align organizational operations aimed at creating practical business efficiencies during organizational growth and expansion. Increasing program awareness within stakeholder community.

Engage directly with CEO, Chief of Staff and President to expand business opportunities including grant development and identification. Work with CFO to ensure that operational guidelines adhere to regulations and requirements as required to meet fiduciary responsibilities established by governing board.

### **UNIVERSITY OF SOUTHERN CALIFORNIA, ROSSIER SCHOOL OF EDUCATION, Los Angeles, CA**

#### **Adjunct Assistant Professor**

**May 2022 – Present**

Instructor for Accountability for Organizational Change and Equity and Inclusion in Organizational Contexts courses for the doctorate degree in Education program in Organizational Change and Leadership at USC Rossier School of Education. Instructor for Strategic Thinking and Systems Change course as part of the Physician Leadership Development Program for Keck School of Medicine of USC. Use academic knowledge and corporate experience to facilitate dialogue and guide students in pursuit of doctoral degrees. Support students in the academic design and development of processes to guide identification of business modifications to improve organizational practices in operations. Provide feedback and input on course curriculum development and implementation. Work with lead instructors to review and improve syllabus, curriculum plans, communication strategies, and course materials. Leverage more than 20 years of corporate experience to enhance course modifications to meet program needs. Instruct students pursuing doctoral degrees and physicians as part of Physician Leadership Development Program. Serve as a mentor and dissertation committee member for students in the doctoral degree program. Member of the Restorative Justice Committee for Rossier School of Education aimed at advancing restorative justice principles.

## **NULEEP, Los Angeles, CA**

### **Chief Workforce (DEIB) Advisor**

**January 2021 – Present**

Orchestrated workforce and career development priorities through curriculum and program development. Developing, designing and delivering instructional and training program curriculum to broaden organizational understanding of DEIB needs and support leadership and business development. Provide guidance to prospective employees, entrepreneurs, company leadership within corporate, education and non-profit settings on business management, leadership, strategic engagement, staffing, mentoring, and DEIB strategies. Develop training programs and facilitate workforce development sessions with prospective employees as well as company leaders to explore opportunities to improve internal staff functions, advance organizational operations, and better understand and incorporate organizational diversity and inclusion needs. Facilitate company growth opportunities in coordination with Chief Executive Officer through development of strategic goals and ongoing review of multi-year planning processes. Strategize with company leadership to support internal development opportunities for companies and organizations interested in expanding and improving workforce operations. Mentor students and employees through career change.

## **OAK VALLEY COLLEGE, Rialto, CA**

### **Vice President of Enrollment**

**September 2021 – August 2022**

Developed and implemented Oak Valley College strategic student engagement and enrollment plan. Directed recruitment activities and maintained oversight for student enrollment initiatives aimed at increasing academic opportunity for students within marginalized communities. Collaborated with community leaders as well as Board of Trustees, faculty, staff and administration to promote student success and retention. Established DEI strategies to advance educational opportunities for students from marginalized communities. Led team of Admissions Counselors and Recruiters to support ongoing development of programming aimed at increasing awareness to educational program opportunity. Advanced the student enrollment function for Oak Valley College including development of strategies to advance institutional operations and lay the foundation for organizational growth beyond one campus. Served as principal steward for Oak Valley College enrollment initiatives. Supported finalization of college accreditation process.

## **THE WALT DISNEY COMPANY, Burbank, CA**

### **Director, International Labor Standards (ILS); Global Product and Labor Standards**

**October 2011 – January 2019**

Led both North America and Asia Pacific regional management ILS operations for Disney's multi-billion dollar licensing and sourcing business. Managed team of professional staff working with thousands of licensees and vendors and more than 50 Disney divisions. Responsible for ILS business integration, program implementation and execution of ILS strategic priorities for the North America and Asia Pacific regions. Worked closely with senior leadership during business planning to ensure understanding of ILS requirements. Developed programs and strategies to advance operational excellence and sustainable organizational operations including:

- Worked with Corporate Legal and the legal teams for Marvel and Lucasfilm to develop process for integrating International Labor Standards guidelines, processes, and procedures into contractual requirements for new company acquisitions.
- Created and developed of ILS program manual to outline ILS program guidelines and requirements for licensees producing Disney themed products globally. The ILS Program Manual is an exhibit to every Disney Consumer Products license agreement globally and is translated into 16 languages
- Created regional process alignment process to align ILS program implementation practices globally to support advancement of business operations for the Company
- Developed internal ILS programming and resources to support ILS team understanding of business operations in an effort to expand team knowledge and understanding beyond integration of ILS requirements and advance business knowledge and capacity to support achieving Company business priorities
- Worked directly with business unit leadership on new business programs to promote understanding of potential industry issues, specifically related to new lines of business and production areas, that could impact effective business operations

### **Senior Manager, Corporate Citizenship**

**February 2005 – September 2011**

Led a dynamic, multi-faceted team responsible for driving labor compliance policies within Disney's multi-billion dollar licensing and sourcing business. Managed team working with more than 700 licensees and vendors and 50 Disney divisions. Responsible for policy / program development and execution of strategic initiatives. Successfully delivered ILS program requirements to North America based licensees and vendors using factories in more than 100 countries. Responsible for Facility and Merchandise Authorization process for all Company business operations based in North America including licensing, direct purchase and promotional manufacturing. Achieved objectives through effective planning, resource management, targeted communication and specialized training programs.