

Dorian Esper-Taylor

Eatonville, WA 98328 | 206-785-5159 | Dorian.l.e.taylor@gmail.com | linkedin.com/in/dorian-taylor-0438b0156

EXPERIENCE

King County

Disability Justice Specialist

remote

Seattle, WA &

09/2021 – Present

- Program Manager that is responsible for managing various Projects related to racial equity and disability justice within the county, including project management and budgeting and POETAS
- Develops, leads, and creates databases for Disability Awareness and Equity trainings within the county- subjects include more advanced subjects such as microaggressions and introduction to disability awareness
- Grant Review
- Policy Review- Reviewing legal documents through a radical lens by applying knowledge of transformative and disability justice while recognizing the legal limitations of the law
- Change Management- implementing internal change such as changing the culture of disability awareness at the county to a culture of inclusion, in the hopes of implementing external change.

Inclusion Solution

Founder & Disability Advocate

Tacoma, WA & remote

12/2016 – Present

- Constructed & organically blossomed business without advertising from a single contract (University of Washington) into a comprehensive training organization for Diversity, Equity and Inclusion (DEI) with 13 global clients since 2020
- Support businesses through integration of disability justice and advocacy into corporate policies and help them adapt to accessibility needs of employees, providing disability training not covered by ~95% of company training programs
- Survey and engage with current employees of client organizations to identify gaps in access needs and teach employers to shift company culture and mission statements to reflect a more inclusive environment
- Unlock hidden biases in job descriptions, hiring processes and workplaces and develop a strategic plan with employers to directly improve staff morale, retention and productivity by hiring previously excluded job candidates
- Lead projects with teams of 50+ on disability justice in the workplace and help develop accessible training guides to boost company accommodations and change the perception of disabilities
- Partnered with universities to add Disability Justice to the Master of Social Work program curriculum and summarized work for an academic journal to spread awareness
- Delivered presentations in conjunction with the Departments of Education and Health on disability justice, intersectionality, and trauma-informed care to students in social work, occupational therapy, and medicine
- Guided educational instructors on the dangers of labeling students as “high-functioning” in correlation to students’ growth and development, incorporating research and literature reviews into presentations & trainings

City of Seattle

Community Advocate (Contract)

Seattle, WA

10/2020 – 05/2022

- Collaborate with Seattle Public Health, the Seattle Office of Civil Rights, and fellow community advocates on a taskforce to develop transformative justice policies for people of color
- Target policy change to lower incarceration rates by boosting diversion, improving trauma education in communities of color, and raising more funding for community development projects
- Conduct research and literature reviews on developing reformative justice policies through a disability justice lens to strategize plans for achieving acceptance of new policies

Lavender Rights Project

Paralegal

Tacoma, WA

1/2019 – 3/2021

- Commandeered a previously crumbling incarcerated person support program with a 3-month backlog and rebuilt the initiative as the program manager to drive advocacy and obtain documents needed for prisoner releases
- Led diverse reintegration efforts, including name changes for transgender prisoners, to clear backlog of letters while working through the Covid-19 pandemic
- Developed a webinar and training on transformative and disability justice for 300+ corporate participants to help create a safe work environment for gender-nonconforming and transgender people
- Drafted litigation for family law, administrative law and disability policies (such as social security) and helped write

the employee handbook

- Performed client intake, contact management, calendaring, document management, and timekeeping using Clio Grow and Clio Manage software

EDUCATION

University of Washington Tacoma

Bachelor of Arts, Law and Policy | GPA 3.4

Minor: Human Rights

Honors: Earned nomination from professor for the “Husky 100” for community involvement

Tacoma, WA

06/2021

Highline College

Associate of Arts, Political Science

Tacoma, WA

06/2020

VOLUNTEERING

Disability Rights Washington Advisory Board – policy and legislative input

2017 – Present

Rainbow Center Advisory Board – community engagement and policy work

2021

Seattle Commission for People with Disabilities – accessible transportation

Free them All- policy and legislative input (transformative Justice and Abolition)

2016 – 2019

SKILLS

Technical: Microsoft Office Suite, Microsoft Teams, Zoom, Clio Manage, Clio Grow, SAW (grant reporting)