

Community Activism

2013 One America

Served as a team leader in Spokane and assisted in the lead planning committee responsible for direct actions regarding immigration reform.

2013-2015 Washington CAN

I resided on the steering committee and the Spokane leadership team. I was responsible for coordinating the quarterly member education meetings and served as district captain for the annual lobby day.

2016 Greater Spokane Progress Transition Board Member

While serving as a coalition member on the GSP transition board, I participated in a collective effort to transition GSP from being a part of the statewide Win/Win Network to an independent, locally focused organization. The board was responsible for creating the new strategic mission and restructuring the organization's services and roles.

2017 Mentor at Youth Undoing Institutional Racism

I organized with youth who were anti-racist community organizers working to politicize their peers. We facilitated weekly meetings with youth in South East Seattle, organized annual freedom schools, and lastly, facilitated freedom summer activities.

2018 Co-chair of CIRCC, Coalition of Immigrants, Refugees, and Communities of Color

As a co-chair at CIRCC, I was responsible for facilitating the monthly meetings and supporting and coordinating our ongoing campaigns led by the leadership board.

2019 Core Member of The Seattle People's Party

In 2019, I joined SPP as a core member to support the development of their district teams and support the strategic planning of the party. I also led the candidate endorsements and electoral support.

2020 Board Member for The Maternal Coalition

As a board member of The Maternal Coalition, I supported the newly created organization through relationship building and connecting to the network I work with.

Professional Experience

2014-2016 Public Affairs Community Organizer at Planned Parenthood GWNl

At Planned Parenthood, my responsibilities included activist recruitment, community education, mobilization, and developing activists. Other tasks included conducting lobbying efforts, electoral organizing, voter registration, event planning, and actively representing PPGWNI in coalition activities and campaigns.

While at Planned Parenthood, I successfully built a leadership team of local grassroots activists while managing three campus organizers from the four-year universities on my turf. I also oversaw our Health Center Advocacy Program, where we collected patient stories to build narratives for various campaigns. Lastly, I facilitated Reproductive Justice workshops to develop frameworks organizations can use to construct an intersectional organizing approach.

2016 Seattle Regional Field Director for the Mass Transit Now! Campaign

As the Regional Field Director, I oversaw the direct voter contact plan in the Seattle and N. King County sub-area. This included managing our stakeholder's table, the direct voter contact plan, and volunteer management.

2017 Racial Equity Program Coordinator at Fuse Washington and All In For Washington

While in this position, I facilitated the redesign of the leadership and decision-making structure of the campaign to center communities of Color. Through this work, we also led a listening session campaign to develop data on how BIPOC communities envision progressive tax reform. Through my work in this position, I developed a base of BIPOC organizations that designed the Working Families Tax Credit legislation.

2018 Organizing Director for All In For Washington

I developed and oversaw the field and organizing strategy for the progressive taxation campaign. This

included coordinating the statewide coalition's legislative efforts and managing the team of statewide organizers, as well as developing the strategy for a potential ballot initiative. During my time as the director, I supported the capacity building of BIPOC organizations to participate and reshape the campaign into an economic justice-centered campaign.

2018 Program and Outreach Director at Surge Reproductive Justice

I represented the organization in coalitions, grant writing, development, administrative compliance, and supervising the legal fellow. Through my leadership, I supported the board in developing our strategic plans as well as the outline for transitioning from an organization that was led by a working board to an organization led and directed by staff from the community.

2019 Co-Director at Surge Reproductive Justice

Currently, as the Co-Director, I am responsible for the direction and work plans of our programs, supervising staff, and grant writing. Under my tenure, the organization has expanded the team of staff, developed and implemented our organizational programming, as well as increased our funding streams and multi-year grants. Lastly, we have built processes and infrastructure to operationalize anti-racist organizing principles into our programs and internal infrastructure. supported their governance board in transitioning from a coalition to a statewide organization.

Vaughn Strategies LLC, Owner and Principal

2022 Seattle Department of Transportation

Services provided: Facilitation and project management support for the Lake Washington Boulevard Community Visioning project.

2022 Northwest Community Bail Fund

Services provided: Strategic planning and racial caucusing support to staff and board.

2022 Center for Public Affairs Washington State Department of Health

Services provided: Redesigning the WA Department of Health's Community Health Advisory Committee, responsible for directing the DOH federal block grant funding. The redesigned CHAC will focus on implementing an anti-racist strategy to support the DOH accountability and share decision-making power regarding the annual block grant funding.

2021-2022 Department of Health Office of Family Community Health Improvement

Services provided: Anti-racist strategic planning for programs across the OFCHI division. An assessment, report, and recommendations for their RFP and contract procurement process. Undoing racism workbook and implementation toolkit.

2021 Got Green

Services provided: Anti-racist strategic planning, evaluation of current programs and campaigns, recommendations for growth and sustainability.

2021 Gathering Roots Retreat And Wellness Center

Services provided: Anti-racist strategic planning and developing a decision-making tool for program development and internal operations.

2021 Tacoma Pierce County Health Department

Services provided: Meeting and training facilitation, developing tools for anti-racist decision-making processes, community engagement and outreach, RFP editing, and design.

2020 Seattle Department of Transportation

Services provided: Strategic planning, coalition operating agreements and infrastructure development, meeting facilitation, and developing decision-making tools rooted in equity.

2020 Coalition to End Gender-Based Violence

Services provided: Community outreach strategy and design, survey development, equity resources, and support.

2019 Washington Census Alliance

Services provided: Design and coordination of projects and programs, coalition facilitation, internal operations support, and development.