

ELMER DIXON – Personal Bio

FROM REVOLUTIONARY TO MULTICULTURALIST

Elmer Dixon is a long-time activist involved in social change since the “Black Power Movement” of the 1960’s. He was born in Chicago and at age 7, moved to Seattle where his father relocated the family in search of a more promising life. Elmer grew up in the turbulent times of the civil rights movement living with his family in Seattle’s Central District, in Madrona, a melting pot neighborhood. It was there that he and his siblings learned to respect people from all races and ethnic backgrounds and were taught by his parents to judge a person by their character not by the color of their skin, a philosophy emphasized by Dr. Martin Luther King. In 1965 he and his brothers, along with their parents, marched with Dr. King in a demonstration for the rights of poor and oppressed communities.

After meeting Bobby Seale co-founder of the Black Panther Party for Self Defense, in the spring of 1968 he co-founded the Seattle Chapter of the Black Panther Party (BPP). As one of the co-founders, Elmer served as the Chapter’s Deputy Field Marshall. The Seattle Chapter organized Police Alert Patrols which were intended to monitor and halt police abuse was the first, followed by the Children’s Free Breakfast Program, Free Medical Clinics and the Free Food Programs. Many other programs followed along with the initial awareness building around Sickle Cell Anemia, a blood disease primarily affecting the Black community.

He later worked as the Director of a Girls and Boys club continuing his desire to work in disenfranchised communities to bring them better services. He then moved on to a local government agency initially as a training manager and eventually serving as its EEO Officer responsible for ensuring the rights of women and minorities. This work, along with his earlier experiences in the *Party* laid the foundation for him to eventually do work in the field of diversity and inclusion.

Continuing his passion for social justice, Elmer has worked in the field of Human Rights, Multiculturalism and Inclusion for the past 30 years and now serves as President of Executive Diversity Services. He has designed and delivered diversity/inclusion, cultural competency and multi cultural training sessions for government agencies, nonprofit organizations and major US corporations. He has worked with executive teams assisting them in identifying the Business Case and Best Practices for Diversity and Inclusion. In addition, he has conducted team building sessions for multi-cultural work teams and company executives, while also serving as advisor to leaders on strategic diversity and inclusion initiatives.

As a former activist and current diversity consultant, he has served as a keynote speaker and workshop facilitator for a variety of US organizations including Illinois Police Chief’s Midwest Security Conference, SIETAR US, and SIETAR Europa, and SIETAR France. Elmer guest lectures annually at JAMK University of Applied Sciences in Jyväskylä, Finland on topics related to Strategic Diversity Management, Unconscious Bias, Intercultural Conflict, Cross Cultural Competence and Team Development and has taught regularly at Espeme, an undergraduate program of the [Edhec Business School](#) in [Lille](#) and [Nice](#) France.

Following is a chronology of some of the highlights of his work and accomplishments:

- 1976 – *Unsung Heroes Award* - While a member of the Black Panther Party and Executive Director of the Sydney Miller Community Service Center, the organization was recognized for its service to the community for its Free Breakfast, Free Medical Clinic, Free Food, Aid to seniors and other programs. He was instrumental in taking the lead in organizing the Carolyn Downs Family Medical Clinic which is still in operation today.
- 1982 – Hired as the *Executive Director of the Al Davies Boys and Girls Club* and led the agency to the forefront in delivery of innovative programs to youth in the Hill Top Neighborhood in Tacoma WA
- 1984 – *Seattle Parks Department EEO Officer* - Hired by the Seattle Parks Department as Training Manager and later appointed to be EEO Officer by then Superintendent Walter Hundley. He was responsible for developing the departments Sexual Harassment Policy and for recruiting women into the skilled trades while enforcing the anti discrimination and sexual harassment policies.
- 1989 – Appointed to head the *Citizens Service Bureau*, at the time a cabinet level position, by then Mayor Charles Royer.
- 1990 to Current - *Partner of Executive Diversity Services and Vice President* since 2000. For more than 20 years he has delivered diversity and inclusion training programs to Fortune 50 and 100 Companies all over the world. The State of Washington has been a client for over 20 years, and during that time he has delivered training programs to employees all over the state and is in high demand as the primary trainer coming from EDS. He has delivered Key note addresses, conducted team building and developed strategic plans, most recently delivering a key note to the Department of Revenue's Managers Leadership Retreat in 2008.
- 2008 – *Presenter to the SIETAR Europe, Granada, Spain* (Society for Inter-Cultural Education Training and Research) International Congress on the difference approaches to Multi-Cultural Training around the globe.
- 2010 – Delivered advanced level Cultural Competency training to the Kent Police Department.
- 2010 – *Presenter to the SIETAR France – Lille France*, Delivered a Key Note Address on Human Rights and Cultural Diversity – Where to Draw the Line.
- 2010 – 2012 - Taught annually at Espeme, an undergraduate program of the [Edhec Business School](#) in [Lille](#) and [Nice](#) on topics related to Strategic Diversity Management, Cross Cultural Competence and Team Development.
- 2010 - Became President of Executive Diversity Services.
- 2011 – Present – Guest Lecturer at JAMK University of Applied Sciences in Yvaskyla, Finland twice annually.
- 2011 - *Presenter to the SIETAR Europe, Krakow, Poland* (Society for Inter-Cultural Education Training and Research) International Congress on Intercultural Conflict and made a presentation called “The Revolution Will Not Be Televised”.
- 2010 Co-designed a training program for police departments titled “The Challenges of Policing in Diverse Communities”.

- 2010-15 Delivered Training to Police Departments
- 2016 & 17 - Presented "The Challenges of Policing in Diverse Communities".
to the Illinois Police Chiefs Midwest Security Conference.
- 2015 - *Presenter to the SIETAR Europa, Valencia Spain* (Society for Inter-Cultural Education Training and Research) International Congress on The Role of Diversity and Inclusion in Intercultural Business: - Across the Divide.
- 2017 - *Presenter to the SIETAR Europa, Dublin, Ireland* (Society for Inter-Cultural Education Training and Research) International Congress on "The Challenges of Policing in Diverse Communities".