



Cynthia Rojas

Capacity Building Training Partner

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I am drawn to collective energy, the type you get when you work within a team or in partnership with others.

I believe that co-creation is the only way to create or embark on a project. As a facilitator I believe my role is audience advocate, which means my energy is focused on the experience of those in the audience. Being an audience advocate also means that the learning has to come from our peers as well. I love creating space for learning and moving forward, it is where I feel most at home.

What was your journey to this work?

My journey into this work began in the 80's. As a young professional who had aspirations of working her way up the corporate ladder, I learned very quickly how unkind the corporate environment was for women. I was baffled - I simply could not understand. I observed a lot, did some research, and learned that there are many marginalized subgroups ... it wasn't only women. I used my anger to push through these injustices, specifically in the workplace, because I did not want to be a bystander. Through the years I worked for organizations that have struggled with equity and inclusion. Organizations tend to be better at achieving the diversity part, but equity and inclusion often need more work, especially because it can challenge almost everything an organization believes. As a staff member, it is difficult to address issues related to DE&I without taking an entire systems approach; this is true even in my work as a leader within an organization. Now as a consultant I realize that DE&I is instrumental in the work associated with strategic planning, leadership development, and change management, and everything else that I do with organizations. This journey is long, I have been at it for 30 years, but it's important. We owe it to each other to create the space that allows all of us to show up in our full selves and accept each and every individual for their talents, their essence, and for who they are.

Training History

I am currently working on a PhD in Organizational Development and Strategic Leadership. My focus is on organizational change management. I also facilitate trainings in leadership development and DE&I. I have a MS in Research Methodology

What brought you to CEIO?

In my role as a consultant, I realize that organizations are looking for guidance in approaching diversity, equity, and inclusion in their work. For some organizations, this work is new and for others, they may still be trying to figure it out. I appreciate how CEIO focuses on a whole systems approach aimed at truly transforming an organization. The work is deep and wide and explores all facets of an organization. Being a part of an organization's journey of transformation is an honor and why I was drawn to the work being done by CEIO.



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