

## **Cecilia “Cecy” Ramirez Bio**

(She/her/hers)

Cecilia Ramirez is a race equity executive coach and diversity and Inclusion consultant at OS Consulting. She provides individualized coaching for leaders of companies, nonprofits, and institutions seeking to confront and dismantle the ways that antiblackness and structural racism permeate organizational culture in order to truly create an antiracist and culturally responsive environment.

Cecy also currently serves as the Chief of Staff of Equal Justice USA, a national organization seeking to transform the justice system from one that harms to one that heals. In this capacity, Cecy leads all hiring, change management, organizational growth strategy, staff development, race equity strategy, and transitional climate setting.

Previously, Cecy ran a small business that specialized in business development strategy, multicultural marketing, fundraising, and event production. She worked with Grammy Award-winning artists, produced a televised Awards Show, and consulted dozens of non-profit organizations and small businesses. In 2015, she was honored by the Philadelphia Eagles with a Hispanic Leadership Award.

Cecy received her Master's degree from the University of Pennsylvania's School for Social Policy & Practice where she also completed coursework at the Wharton School of Business with the Entrepreneurship Certificate program. While at Penn, she was a Goldring Fellowship recipient and co-taught a graduate level course at the Graduate School of Education about racial perspectives on identity development. Cecilia also received her B.A. in Sociology and Urban Studies from the University of Pennsylvania.

Cecy is a published author and an accomplished speaker. Her writing has been featured in *White Women's Work: A* She has served as a keynote and guest speaker at numerous events including the University of Pennsylvania's Penn Spectrum Conference, the Mott Hall School, the Race Institute, La Casa Latina: Center for Hispanic Excellence, and the National Latinx Leads Student Leadership National Conference.