

Ariana Flores
Senior DEI Consultant

Originally from South Texas and a proud Chicana feminist, Ariana has dedicated her career to various endeavors seeking to further racial equity. Ariana has worked as an attorney, legal advisor, and community organizer, focusing on issues including wage theft, immigrants' rights on the job, sexual harassment, health care access, intimate partner violence, and LGBTQ rights.

Most recently, Ariana served as the National Network Director for the Government Alliance on Race & Equity, a project of Race Forward, the largest racial justice organization in the country. There, she helped strengthen the national movement of local government leaders across the country who are working to improve local government's responsiveness and accountability to all their residents, especially communities of color. In her role as Network Director, Ariana was instrumental in expanding programming to help local governments grapple with new challenges and foster innovative approaches to address inequities. Ariana has presented workshops and webinars for thousands of participants, on subjects ranging from the application of a racial equity analysis; how to talk about race in the workplace; and how to overcome obstacles to equity efforts.

In addition to advising government employees on practical ways to operationalize equity, Ariana worked in the public sector herself. At the San Francisco Human Rights Commission, Ariana played dual roles: first, as an investigator and mediator of discrimination claims for city residents; and second, as one of the department's Racial Equity Leads, a role in which she provided coaching and training to employees from various departments to help them improve their delivery of services for low-income people and residents of color.

Ariana has also worked in the education sector. At the Oakland Unified School District, she coordinated legal and social-emotional support services for young asylum seekers enrolled in Oakland schools. Through legislative advocacy and persistence, Ariana helped secure over \$2 million in aid for Oakland's unaccompanied minors, undocumented children fleeing violence in Central America.

In 2012, Ariana was awarded the Ruth Chance Law Fellowship at Equal Rights Advocates in San Francisco, an impact litigation firm that focused on issues of gender-based employment and education discrimination. There, she coordinated a national legal advice hotline for people experiencing sexual harassment and other forms of gender-based discrimination and provided callers with support and legal counseling.

Ariana completed her legal education at the University of Washington School of Law in Seattle, WA, where she was a William H. Gates Public Service Law Scholar. She earned her undergraduate degree in political science from Tufts University in Medford, MA.