



DR. ANDREA RAMIREZ

City of Seattle

Dr. Andrea Ramirez is a scholar and practitioner devoted to creating systemic social change and improving the lives of communities most impacted by injustice and oppression. She spent over 15 years working in the field of Higher Education where she was an advocate for communities of color and developed programs centering the experiences of communities most impacted and harmed. Andrea utilizes a multidisciplinary approach of storytelling, creatively, and research as tools to help people understand the experience of difference. Her equity and justice work is informed by her identity as a Latina, her family experience, growing up in a military family, being a first-generation college student, and through her experiences of often being the only woman of color in leadership roles within organizations. Andrea's passion as an advocate and desire to improve how the world impacts the lives of others has inspired her educational journey. Andrea obtained her Bachelor of Science in Health Education and Masters in Public Administration from Idaho State University and her Doctor of Education in Higher Education Administration from Northeastern University. Andrea approaches her work from a foundation of anti-racist and anti-racism philosophy and centers the voices of those most impacted as the driving force of her work. Andrea joined the City of Seattle's Workforce Equity Unit within the Seattle Department of Human Resources in 2017, where she provides internal Citywide consultation and support in improving equitable practices and addressing topics such as communication, implicit bias, identity, race, impacts of power, oppression, privilege, racial analysis, socialization, leadership, and accountability. Most recently, Andrea facilitated and supported the Citywide Anti-Discrimination & Anti-Harassment Interdepartmental Team (IDT) to develop recommendations on "Addressing and Preventing Workplace Harassment and Discrimination".
