



Valencia Culbreath

Chief Equity & Strategy Officer Denver Public Library

Valencia Culbreath is the Chief Equity and Strategy Officer for Denver Public Library, leading the organization's equity, diversity and inclusion, human resources, organizational strategy and development, and communications and community engagement work.

As the Chief Equity and Strategy Office for Denver Public Library, Valencia has spearheaded the expansion of inclusive and strategic practices for the broader Denver community and Denver Library employees. She empowers staff to foster organizational cohesion by aligning the Library's systems and resources with organizational action plans and strategic outcomes. Valencia oversees several critical divisions in the Library, supports teams in communication excellence, authentic community engagement, creating and implementing policies, developing strong employee relations, leading the way in organizational long-term strategic planning, and encompassing EDI philosophies and practices into everyday work.

Valencia is a certified Diversity Executive (CDE®) with over 15 years of leadership experience locally and globally. Her experiences range from creating, implementing, and governing company-wide strategies, designing inclusive learning opportunities, coaching, and monitoring the employee lifecycle identifying opportunities to create more equitable and inclusive policies, programming, and practices. She is driven to ensure growth, access, and opportunity for all identities, eliminating the predictability of who can succeed and advance in organizations.

One of Valencia's most recent accomplishments was serving as the project lead for the organization's ISO 30415:2021 certification. They were one of the first six in the world to receive this notable achievement. ISO (International Organization for Standardization) is a worldwide federation of national standards bodies and the ISO 30415:2021 Human Resource Management - Diversity and Inclusion guides the HR management life cycle, delivery of products and services, supply chain relationships, and relationships with external stakeholders to ensure equity, fairness and equality. In leading this process, the organization was evaluated in every area of business, internally and externally, for DEI practices and evidence of impact while also identifying and committing to our plans for continual improvement. The outcome helped the



organization achieve their D&I objectives, evaluate the impact on people, communities and society, and meet sustainable development goals.

Valencia has executive board member experience as the Board Chair for the Cherry Creek Schools Foundation (CCSF) and also leads the foundation's Equity Committee ensuring access and opportunity for every student. She also supports the Equity Culture Community and Engagement department in her school district as a parent member with goals to interrupt unfavorable experiences for black and brown students in education. Valencia is passionate about the development of people and the creation of inclusive leaders and spaces.

As a thought leader and an equity champion, she is called upon to speak, coach, and train on topics of bias, equity, inequality, accessibility, diversity, and belonging. As a DEI Professional, her mission is to guide the development and sustainability of accessible and inclusive experiences for all, in her career and her community.