

Benita Rodriguez Horn
Benita R. Horn & Associates

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Benita R. Horn & Associates is an organizational development consulting firm specializing in social justice and building capacity in organizations and communities. Ms. Horn has been an advocate and activist for social change for more than three decades both personally and professionally.

She co-developed a cultural competency assessment process for community-based organizations serving youth placed at risk and worked with 14 agencies in King County to assist them in assessing their agencies and embedding and sustaining policies of equity and fairness to guide delivery of services.

In 2015 she served for six months as the interim Race and Social Justice Initiative Manager in the City of Seattle Office for Civil Rights.

For almost two years, Ms. Horn served as interim director of the Anti-Racism Training Institute Northwest (ARTINW). This non-profit institute was one of four national sites created to provide training and technical support in their respective communities to assist in undoing institutional racism.

Ms. Horn's background includes management positions in a large corporation where she was responsible for the professional development and work outcomes of her direct reports in various functional areas including operations (budget, results and personnel), installation of network equipment, customer service and internal consultants who were appointed jointly by labor and management.

She serves as a member of the board Human Resources committee for the Greater Seattle YMCA and the board Equity and Inclusion Committee for Sound Generations (formerly Senior Services). In 2000, Ms. Horn became a founding member of the Vision and Planning Team for annual Cultural Reconnection Delegations. These are two-week intensives in Africa designed to build relationships among women with a shared ancestry and homeland.

Ms. Horn has a B.A. in Organizational Design and Improvement from Reed College and City University. Her consultant certifications include consulting skills, strategic planning, designing experiential training, LIFO (Life Orientations) Communications Style, Dialogic (Dialogue), and facilitation skills.