

Education

Ph.D. Sociology, University of Colorado at Boulder

Graduate Certificate in Women's Studies, University of Colorado at Boulder

B.A. Business Marketing, Colorado State University

Years at ECO: 2

Years of Experience: 14

Areas of Expertise

Systemic Inequities and Opportunity Gaps

Data and Research Equity Methodologies

Incorporating Lived Experience in Community Engagement

Integrating Equity in Policy, Programs and Services

Cultural Competency

Organizational Culture for Diversity, Equity and Inclusion

Jade Aguilar, Ph.D., Director of Research Equity

Dr. Jade Aguilar, a member of the Board of ECONorthwest, is a practitioner-scholar with a deep understanding of institutional and systemic factors that create and promote social inequities. She has worked with a variety of private and public organizations to offer consultation on community-engaged research, institutional and systemic changes related to equity and inclusion, or providing an equity lens in project-based work. Her research focuses on examining these inequities, and the effectiveness of strategies that try to close these gaps. Jade specializes in research methodologies that promote equity and center community engagement instead of traditional methods that may exacerbate or perpetuate existing inequities. She has a deep understanding of equity and civil rights laws and compliance measures. Jade has extensive public speaking experience, including teaching for 15 years at the college level, eight years leading professional development workshops/training on topics related to equity and diversity, and numerous invited and academic presentations. She has been the recipient of national awards and grants for academic and administrative research, teaching, and diversity advancement initiatives.

SELECTED RESEARCH AND PUBLICATIONS

- **Washington State Equity Impact Statement Tools and Procedures (2021-Ongoing).** ECONorthwest was hired by the Washington State Office of Financial Management to create a process and a tool that the State legislature can use to better assess equity into legislative proposals. A thorough legislative equity assessment will help legislators evaluate where a proposed policy can work towards equity, and where there are risks for potential harm. ECONW is providing a comprehensive plan to assist legislators in making informed decisions and to ensure that impacts to marginalized communities have been considered in the legislative process.

- **Homeownership Disparities Study and Housing Equity Recommendations—Tacoma, WA (2021).** As a part of an interdisciplinary team, ECONorthwest assisted the City of Tacoma by analyzing systemic disparities associated with homeownership. ECONorthwest analyzed current homeownership housing programs to identify strategies to address the impacts of discrimination and racism on homeownership opportunities in Tacoma. The overarching goal for this work was to provide policy recommendations to increase Black homeownership in the City and to evaluate potential actions by the City to eliminate inequities.
- **WA Commerce Homeownership Disparities Meeting Facilitation—WA, Statewide (2021–Ongoing).** For the Washington State Department of Commerce, ECONorthwest analyzed the historic and ongoing systemic barriers to housing access and economic mobility—specifically within BIPOC communities—to help facilitate its new Homeownership Disparities Committee toward real, implementable solutions to help reduce these disparities. We provided solid data and analysis (both quantitative and qualitative) to support recommendations that span the many facets underpinning these housing disparities: legal and policy changes, changes to the housing development sector, and changes to the lending and financing industries. Our final deliverable is a coherent, actionable, and comprehensive report outlining the most promising solutions that can be made across the state. The project includes the facilitation of five Working Group meetings, a literature review on the barriers and recommendations to increase BIPOC homeownership, an assessment of state funded affordable homeownership programs, and a review of best practices. The project will result in a comprehensive recommendations report from the Working Group to the Washington State Legislature in advance of the 2023 legislative session.
- **City of Beaverton Downtown Equity Strategy- Beaverton, OR (2021-Ongoing).** The City of Beaverton is seeking recommendations for community development strategies that will guide future investment and redevelopment in the downtown area. ECONorthwest is providing strategic planning recommendations to avoid the displacement of businesses and residents in the project area. ECONorthwest is also making recommendations on strategies to promote a multicultural downtown business core that serves to attract and retain new BIPOC-owned businesses to the area. This project relies on a deep understanding of the historical and structural inequalities that have gutted downtowns and displaced residents. In an effort to counter those effects, new strategies and approaches are required.

- **USFS Central Oregon Trails Partner—Deschutes County, OR (2020-21).** The United States Forest Service, in partnership with the Deschutes Trail Coalition (DTC), sought a comprehensive understanding of the economic and social contributions of trails in Central Oregon. ECONorthwest identified these economic and social benefits for the purpose of communicating benefits to local communities of trail investment for use in the DTC’s \$1-for-Trails Program.
- **Oregon Health Authority (OHA), Alcohol Harms Study—Portland, OR (2021).** The Oregon Health Authority sought to better understand the cost of heavy drinking for the state. ECONorthwest is identifying costs across several categories: healthcare, education & social welfare, labor productivity, & criminal justice. OHA was also seeking support in developing an alcohol tax/pricing strategy that is both effective and equitable for communities across the state. ECONorthwest investigated how pricing may impact demand differentially among groups and offer recommendations for how to use increased taxes for harm-reduction programs.
- **Oregon Agricultural Trust Trainings—Salem, OR (2021).** ECONorthwest developed an equity lens for Oregon Agricultural Trust that would help them incorporate Diversity, Equity, and Inclusion (DEI) goals into their future internal and external programs and decision-making. In the process, ECONorthwest provided two trainings on the foundations of DEI and its place in Oregon’s agricultural history and led a workshop with OAT’s staff and board to apply DEI values to their mission and strategic plan. Through interviews with staff and selected board members, ECONorthwest also conducted an internal equity assessment and developed specific recommendations to improve equity in OAT’s existing internal and external programs.
- **Slalom Consulting—Portland, OR (2018-2020).** Slalom, a management consulting firm, was seeking assistance in creating a Diversity and Equity Assessment tool that they could use with their clients. Dr. Aguilar assisted them in creating the tool and identifying recommendations based on the assessment.

SELECTED PRESENTATIONS

Facilitated diversity, equity, and inclusion workshops/conversations 20+ times to public audiences across the state of Oregon as part of the Oregon Humanities’ project on public discourse. Audiences included:

- Portland General Electric
- Women’s Center for Leadership
- Tonkin Torp Law
- Oregon Food Bank
- and many other organizations.