



Inclusive Performance Strategies Team



Paul T. Doyle, Founder & Lead Consultant

Principal of Inclusive Performance Strategies, LLC, Paul is a nationally known organizational performance consultant and educator who is committed to facilitating systemic change to create equitable opportunity for all individuals to reach their full potential and achieve a quality of life. He provides organizations guidance in designing and implementing culture change strategies to support their essential competitive edge in a today's rapidly changing global environment. Paul was born and raised in the housing projects of Brooklyn, New York. As the youngest of five and the first to graduate from high school, Paul's drive to give back by creating opportunity for all groups to achieve a quality life is fueled by his life journey. His community leadership has been demonstrated by serving as:

- Founding Board Chair of the Grand Rapids African American Health Institute
- Past Board Chair of the Grand Rapids Community Foundation
- Past President of the Kentwood Board of Education

Paul is a recipient of the Grand Rapids Community foundation's Jack Chaille Award for Philanthropy, Kentwood Public Schools Bill Joseph Award for Diversity, United Way's Project Blue Print Diversity Leadership Award, Grand Rapids "GIANTS" Leadership Award for Community Health and the Legacy Award for Legislative Leadership. He is also Adjunct Faculty at Michigan State University's College of Human Medicine where he teaches Culture in Medicine and Health Policy & Ethics.



Danielle Veldman, Associate Consultant

Danielle's passion for community equity and inclusion from grassroots to grass-tops has fueled her work experience for the past 6 years. Her engagement within underserved African American, Hispanic, and immigrant communities has provided her the knowledge to identify and understand the root causes for existing disparities and develop program models that support systemic change through inclusion. Before joining IPS, Danielle worked in the non-profit sector. She managed all fund development needs for a \$1M budget and implemented key program evaluation and marketing strategies for her organization. Danielle understands through firsthand

experience that inclusive environments foster innovation, creativity, teamwork, ownership, and effective change. Danielle has received her bachelor's degree in International Development and Sociology, and has completed courses in results based accountability, grant writing, evaluation, program management, and racial reconciliation.



Erica Curry Van Eee, Associate Consultant

Erica Curry Van Eee has spent the past two decades improving the effectiveness of leaders, organizations, and communities through services that include executive coaching and facilitation on strategy, planning, design, stakeholder engagement, organization and program development, talent alignment, and impact evaluation. Erica facilitates group workshops on a variety of management topics including strategic doing, adaptive leadership, multigenerational differences in the workplace, and improving effectiveness. Erica holds a bachelor's degree in Psychology and Theatre from Eastern Michigan University, and graduated magna cum laude with a master's degree in Public and Nonprofit Administration from Grand Valley State University.