

ESTEVAN DANIEL DELGADO

PROFILE

Delgado (he/him/his) is a philanthropic services and diversity professional with extensive experience in leadership and program management, specializing in driving DEI initiatives and fostering inclusive cultures. Delgado currently serves in a leadership position at a state institution and is seeking opportunities to merge his expertise in program management, philanthropy, performance improvement, and DEI into a senior-level role, advancing strategy and decision-making for an organization championing racial and social equity. Delgado is a proud Latino and first-generation college graduate from the Deep South, and the son of unionized autoworkers. His full work portfolio can be viewed at www.estevandelgado.com.

EXPERIENCE

DIRECTOR FOR JUSTICE, EQUITY, DIVERSITY & INCLUSION, THE LBJ SCHOOL OF PUBLIC AFFAIRS, THE UNIVERSITY OF TEXAS AT AUSTIN – 2022-PRESENT

Delgado currently oversees the the Office of Justice, Equity, Diversity & Inclusion at the LBJ School of Public Affairs. Appointed as the inaugural director, he also serves on the dean's leadership team. In Delgado's first year leading the graduate school's day-to-day DEI efforts, he re-established the School's Public Policy and International Affairs Program (PPIA) for undergraduate students across the United States traditionally underrepresented in public service leadership positions and public policy graduate schools.

Furthermore, Delgado formulated and executed yield events that culminated in a 10% increase in BIPOC students attending the LBJ School (30% to 40%). For these programs, the LBJ School was awarded the NASPAA Diversity award in 2022, the highest recognition of diversity & inclusion accomplishment by the accrediting body for policy schools and peer institutions.

Delgado is also responsible for key programming and initiatives, which include:

- Facilitating the school's DEI Committee, comprised of students, faculty & staff, which is developing a marketing partnership with the Congressional Hispanic Caucus Institute and reviewing course codes to better serve international students seeking work visas.
- Establishing JEDI Office Hours and anonymous reporting for student concerns.
- Work with staff to ensure DEI drives admissions, communications & programming.
- Spearheading town halls and listening sessions to assess campus climate and work with student affinity groups to strengthen belonging across the school.
- Initiate collaborations between students, faculty, and staff from diverse identities and policy background to produce engaging, relevant, and culturally competent programming for the school, such as the Barbara Jordan National Forum.
- Works with peer leadership on the university's council of diversity officers to craft strategy as the university seeks to demystify DEI for state legislators.

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PROGRAM MANAGER, HISPANIC IMPACT FUND, AUSTIN COMMUNITY FOUNDATION;
AUSTIN, TEXAS – 2019-2022

The Hispanic Impact Fund is a signature program of the Austin Community Foundation, with four strategic impact areas: early childhood education, health & wellness, job skills & entrepreneurship, and leadership development. Delgado oversaw the daily operations of the fund, which included fundraising, grantmaking design & facilitation, community engagement, and faithfully executing the vision of the fund's steering committee. During his tenure with the fund, which included three fundraising and grantmaking cycles, Delgado boosted the fund's total yearly grant awards from \$180,000 to six organizations in 2019 to \$365,000 to 28 organizations in 2022, a 102% increase as the fund awarded its one-millionth dollar in 2022.

Delgado pioneered the implementation of equitable grant practices for the fund, which included removing the letter of inquiry process for applicants, the transition from project-based to general-operating funding, the inclusion and payment of community reviewers to assist the fund's membership in the grants review and deliberation process, and the compensation of all organizations invited to interview with the grants committee. Additionally, Delgado convened strategy lab sessions with 120 fund investors, grantees, and community members to ensure the fund remained data-informed and community-led. As part of this process, Delgado convened and collaborated with community stakeholders to refine the fund's impact areas for place-based grantmaking and published a status report to disseminate those changes: *Building a Thriving Central Texas: Advancing Latino Future (2021)*.

Delgado achieved additional accomplishments and proficiencies while at Austin Community Foundation, including:

- Connected the foundation to community leaders, reinforcing the founding of The Black Fund at Austin Community Foundation.
- Reviewed and stewarded DAF grants to organizations in the community through the foundation's community grants program on a quarterly basis.
- Innovated fundraising for the Hispanic Impact Fund during the pandemic through the use of strategic social media campaigns highlighting community needs and voice.
- Submitted successful grant applications to tech and philanthropic organizations, assisting in fundraising \$8MM for the All Together ATX COVID-19 relief efforts.
- Ensured the All Together ATX COVID-19 grants selection process was inclusive to BIPOC-led and BIPOC-serving non-profits by transforming the review committee from 25% to 75% individuals that identified as BIPOC or having diverse lived experience.
- For his community engagement and service at the foundation during the pandemic, Delgado was awarded the Latino Community Leader of the Year award for 2021 by the Hispanic Advocates Business Leaders of Austin (HABLA).

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SR. & LEAD RESEARCH ASSISTANT, CENTER FOR MEDICAL ETHICS & HEALTH POLICY,
BAYLOR COLLEGE OF MEDICINE; HOUSTON, TEXAS – 2014-2017

Delgado managed the development, program implementation, data management, and dissemination of findings for a \$1.3MM Patient-Centered Outcomes Research Institute (PCORI) grant exploring the use of decision aids for LVAD patients. Delgado worked with clinical and institutional stakeholders to expand the one-site federal research study to five sites, spanning four states. Over the course of the research study, Delgado honed his use of qualitative interviewing to gather data and build research and evaluation tools. Furthermore, he worked with creative consultants to draft the patient decision aid and worked with his coworkers to produce accompanying patient and caregiver videos, which served as the study intervention. At the end of the project, Delgado was cited in 12 abstracts and journal publications.

- Decision aid materials and videos developed for the project can be viewed at the following link: www.lvaddecisionaid.com
- Delgado's peer-reviewed journal publications for this role can be viewed at the following link: www.bit.ly/Delgado_GoogleScholar

HEALTH CARE QUALITY ANALYST, DEPARTMENT OF PROCESS IMPROVEMENT, LEGACY
COMMUNITY HEALTH SERVICES; HOUSTON, TEXAS – 2013-2014

Legacy Community Health is the largest federally qualified health clinic (FQHC) in the state of Texas. During his time at Legacy, Delgado championed clinical compliance audits and site visits linked to state and federal grant partners, such as DSHS for obstetrics services and Ryan White for HIV care & case management. Furthermore, Delgado reported on key clinical quality measures to the clinic's board of directors and developed performance improvement plans with clinical departments if data indicated needs for improvement while the organization transitioned from paper charts to an electronic health record. Finally, Delgado worked with staff to perform risk management reviews of clinic facilities and developed a pathway for patients with previous onsite behavioral issues to regain access to clinical services.

EDUCATION

RICE UNIVERSITY – BA, ECOLOGY & EVOLUTIONARY BIOLOGY
THE LBJ SCHOOL OF PUBLIC AFFAIRS – MASTER OF PUBLIC AFFAIRS

FELLOWSHIPS

HISPANICS IN PHILANTHROPY LÍDERES FELLOW, COHORT 5 (2020)
LEADERSHIP AUSTIN ESSENTIALS PROGRAM, CLASS 41 (2019)

LEADERSHIP

ASHWELL SEXUAL HEALTH + WELLNESS, BOARD MEMBER
ASSOCIATION OF RICE ALUMNI, EXECUTIVE BOARD MEMBER

estevan.delgado@gmail.com / 832-794-0544 / Austin, Texas