

PAJ NANDI, MPH

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SELECTED ACHIEVEMENTS

- **Curriculum Committee Member** for Health & Wellness; Leadership Tomorrow, Seattle (2018-2019)
- **President**, 2016-17; Washington State Public Health Association (WSPHA) Board of Directors (2012-2019)
- **Chair**, Advocacy and Policy Committee and Steering Committee member of the Cardiovascular Health Council of the National Association of Chronic Disease Directors (2010-11)
- **Co-author**, *“Process Evaluation of a Regional Public Health Model to Reduce Chronic Disease Through Policy and System Changes, Washington State, 2010-2014.”*—Preventing Chronic Disease (March 2015) and *“Community Health Assessments in King County, Washington.”*—Journal of Public Health Management and Practice (January-February 2009)
- **Board of Trustees member**, Western Washington University; appointed by Governor Gary Locke and confirmed by Washington State Senate Education Committee (2000-01)

TEACHING EXPERIENCE

University of Washington, Seattle, WA

Ongoing

Clinical Faculty, Master of Public Health Program

- Will be co-teaching a 3-credit online course (PHI 516: Public Health Practice) in Spring and Fall quarters of 2022. This is the culminating course of the common MPH core curriculum, designed to integrate and apply knowledge of health determinants and public health systems, analytic skills and evidence-based approaches to real world public health problem solving.
- This course will develop system thinking skills and an understanding of the interrelationships between public health infrastructure, generation and evaluation of public health evidence, public health policy, leadership, management, communication and community engagement. Students will work in teams to apply their knowledge and skills in these areas to public health practice-based challenges using a case study framework.

The Evergreen State College, Olympia, WA

Spring Quarter, 2019

Adjunct Faculty, Master of Public Administration Program

- Co-taught a 2-credit elective course to MPA students on public health policy. Specifically, teaching the context and landscape of policymaking in public health; learning and applying skills in conducting comprehensive public policy analysis ranging from organizational to legislative policy; and how to apply a health equity lens to determine the impact of public health policies on traditionally marginalized communities and the social determinants of health.

PROFESSIONAL EXPERIENCE

Nandi Consulting, LLC, Seattle WA

August 2021 – Present

Owner

- Provide consulting, technical assistance, guided learning, strategic advising, and related services to clients working to advance health equity and integrate a social justice lens within their organization

Washington State Department of Health (DOH), Seattle & Olympia, WA

December 2015 – May 2021

Director—Community Relations & Equity, Center for Public Affairs (C4PA)

- Led the state's COVID-19 equity response and directed the Community Engagement Task Force to prioritize and serve communities disproportionately impacted by COVID-19 and longstanding structural inequities, including acquiring new resources and funding to support the unprecedented effort; advocated for and secured funding to hire 10 new FTEs to build out existing team and infrastructure
- Directed, led and influenced the agency's equity initiatives with a lens of advancing racial equity/social justice, reducing health inequities, and addressing the social determinants of health; served as the designated leader-sponsor for the cross-agency Equity & Social Justice (ESJ) Collaborative; provided consultation and guidance to agency leadership and staff on equity, diversity and inclusion topics
- Served as Executive Sponsor of the Equity, Diversity & Inclusion strategy under DOH's new transformational strategic plan; integrated equity principles into policy and budget development, contracts, communication, data collection, partnerships and infrastructure activities to directly address institutional racism and structural bias
- Served as the agency leader for fostering new/innovative partnerships with business, foundation and the private sector and maintaining positive relations with key community organizations/partners and leaders; created tools and policies to support this work internally, particularly around DOH priorities like State Health Improvement Plan, Foundational Public Health Services, Tobacco 21, etc.
- Represented DOH on the Governor's Interagency Council on Health Disparities and other key statewide groups dedicated to addressing health equity, social determinants of health, and health inequities
- Championed agency-level academic partnerships and collaborations to help achieve the vision of DOH becoming an Academic Health Department; served as the key liaison to academic leaders, faculty, and researchers statewide to facilitate bidirectional collaboration
- Served as the primary agency contact for the state's racial and ethnic commissions and the Governor's Regional Outreach Representatives
- Led a team of four full-time professional staff working on various Community Relations & Equity issues
- Served as a member of the C4PA and agency leadership teams and worked in close collaboration with executive leadership, including the Secretary of Health and State Health Officer

The Polyclinic, Seattle, WA

September 2014 – November 2015

Director—Chronic Disease Management

- Strategized and collaborated with executive/medical leadership to align quality improvement and population health efforts, including the enterprise-level Primary Care Transformation initiative
- Directed, designed and implemented system-wide comprehensive chronic disease programs and services, with emphasis on improving patient outcomes with diabetes, hypertension and related comorbidities
- Partnered with commercial health plans and large employers to coordinate, implement and evaluate culturally relevant chronic care interventions aimed at improving patient engagement and adherence
- Provided consultation and guidance to managers, supervisors and clinical staff in support of the organizational vision, mission, values and goals
- Oversaw and coordinated continuing educational opportunities for physicians, clinicians, educators and staff on patient and family-centered and culturally appropriate care
- Directed and provided oversight for strategic initiatives like shared medical appointments, weight management program, standard work flow and patient engagement for effective disease management

Washington State Department of Health, Olympia, WA

January 2009 – September 2014

Section Manager—Community Based Prevention (*promotion opportunity*)

- Provided strategic leadership and managed a section of nearly 30 professional staff; directly supervised seven staff in management, administrative and fiscal positions

- Managed and was accountable for approximately \$28 million biennial budget across multiple state-level chronic disease programs and federal grants to implement policy, systems and environmental changes
- Led DOH implementation and oversight of Washington’s landmark and historic Initiative 502 (recreational marijuana legalization) in partnership with key state agencies, academic institutions, and policymakers
- Built and sustained key relationships with internal and external stakeholders to augment program and policy priorities, in alignment with agency direction, national and state strategies for chronic disease prevention and health care reform, with a targeted goal of reducing health disparities and advancing health equity
- Influenced and informed state and local policy initiatives with emphasis on addressing the social determinants of health and reducing health disparities in rural, racially diverse and LGBTQ populations
- Served as the designated expert/specialist on point to brief state policy leaders, DOH executive leadership, the Governor’s office and the general public on community-based prevention topics
- Administered, wrote and approved high-profile, competitive grants (including serving as Principal Investigator), contracts, decision packages and legislative or other policy agendas to secure funding
- Coached, mentored and provided conflict resolution to managers and staff as needed to sustain a cohesive, motivated and high-performing team

Program Manager—Heart Disease and Stroke Prevention (HDSP) Program

- Managed and led the HDSP program and supervised five staff to strengthen cardiac and stroke systems of care, improve quality of care at healthcare settings and advance system and policy change strategies to prevent and manage cardiovascular disease and associated risk factors, with a specific focus on eliminating health disparities
- Developed and successfully sustained two U.S. Centers for Disease Control and Prevention (CDC) grants totaling \$5 million biennially; adhered to CDC grant priorities and budget guidelines
- Managed statewide and regional contracts and fostered key implementation partnerships with the American Heart and Stroke Association, emergency medical services providers, clinicians, hospital administrators, local health jurisdictions and community-based organizations serving diverse populations
- Championed key stakeholders and staff to support comprehensive emergency cardiac and stroke care legislation enacted into Washington State law: RCW 70.168 (2010)
- Served as the designated expert/specialist on point to brief state policy leaders, DOH senior leadership, the Governor’s office and the general public about cardiovascular disease prevention and health equity

Washington Mutual (now JPMorgan Chase), Seattle, WA

September 2006 – January 2009

Health and Wellness Advisor—Employee Benefits Department

- Coordinated and implemented enterprise-wide health promotion, chronic disease management and employee wellness projects for 50,000 employees across US; conducted population-focused needs assessment to increase enrollment in and use of health and wellness benefits
- Managed and tracked various programs such as employee health risk assessment, incentive-based rewards program and related wellness initiatives by building key internal and external partnerships
- Wrote and disseminated targeted communication/messaging on key cost drivers like cardiovascular disease, cancer, diabetes and other chronic conditions with a focus on the return on investment
- Effectively administered onsite wellness programs, in coordination with key vendor partners, including multi-site health benefit fairs, onsite fitness classes, nutrition seminars, workplace lactation support and related events; crafted health promotion/worksites wellness policies for employees on limited income

Washington State Department of Health, Olympia, WA

August 2003 – September 2006

Program Coordinator and Consultant—Adolescent Health

- Managed Washington’s Teen Pregnancy Prevention program with a \$4 million biennial budget

- Successfully engaged multiple stakeholders to write and disseminate the original state Guidelines for Sexual Health Information and Disease Prevention (2005) to provide a framework for evidence-based and medically accurate comprehensive sexuality education (now Washington State law: RCW 28A.300.475)
- Administered federally (HRSA-MCHB and ACF) funded teen pregnancy prevention projects, statewide public awareness/media campaigns and youth focused media literacy projects for youth in vulnerable and marginalized communities
- Managed community-based contracts, while regulating budget, contract guidelines and compliance issues; provided ongoing technical assistance and consultation on adolescent health issues, including addressing disparities in adolescent health access and care
- Analyzed controversial bills and responded to issue briefs and state legislation on youth and reproductive health policy
- Represented DOH as the primary spokesperson on adolescent reproductive health issues to the media, state legislature and national and local stakeholders, in collaboration with agency leadership

Fremont Public Association (now Solid Ground), Seattle, WA

January 2003 – August 2003

Nutrition Educator—Operation Frontline Program

- Taught culturally appropriate nutrition and basic food safety courses to low-income and WIC clients
- Provided culturally and linguistically relevant resources to clients with difficulty obtaining nutritious food
- Developed a model framework aimed to improve dietary intake and reduce hunger in collaboration with community partners

EDUCATION AND TRAINING

Scholar, Northwest Public Health Leadership Institute, University of Washington, Seattle, WA (2011-12)

Master of Public Health in Global Health Promotion & Policy: George Washington University, Washington, D.C. (2003)

Bachelor of Science in Community Health, *Cum Laude*: Western Washington University, Bellingham, WA (2001)

ACCOMPLISHMENTS, COMMUNITY SERVICE AND INTERNSHIPS

- Received official commendation at DOH (2009-12 and 2005-06) and Washington Mutual (2007) for outstanding achievement and leadership
- Selected presenter: 2011 NACDD-SOPHE Joint Academy in Albuquerque, NM; 2009 CDC HDSP annual grantee meeting in Atlanta, GA; WSPHA Annual Conference in Yakima (2005), Wenatchee (2014, 2016, 2017, & 2018); and APHA Annual Conference in Washington DC (2004) and San Diego (2018)
- Achieved editorial recognition in the Bellingham Herald (2000) for outstanding leadership role
- YMCA Volunteer—Powerful Schools Program (2015-2017)
- Trikone Northwest Volunteer—Serving GLBTQ South Asians in the Puget Sound region (2009-2015)
- Court Appointed Special Advocate for the Washington State foster care system (2007-08)
- **Food Safety** intern—National Food Processors Association, Washington, D.C. (2002)
- **Injury Prevention** intern—St. Joseph Hospital in Bellingham, WA (2001)
- **Tuberculosis Prevention** intern—DOTS Program, World Health Organization in Thailand (2000)
- Service volunteer and educator—Mother Theresa’s Missionaries of Charity in Kolkata, India (1999)

SKILLS AND ATTRIBUTES

- Systems-oriented strategic thinker with high emotional intelligence and conscious leadership values

- Proven leadership, management and supervisory skills
- Excellent communicator—impactful and persuasive in communicating complex topics
- Proficient in grant writing, program development/evaluation and project/budget management
- Highly adept in using Microsoft Office (Excel, Outlook, PowerPoint, Publisher, SharePoint and Word) and social media platforms; experience using Prezi
- Demonstrated English proficiency in verbal, written and interpersonal communication; also fluent in Hindi and Bengali; limited fluency in Gujarati, Thai and French
- Certified in adult and by-stander CPR, AED and First-aid