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Lida Rafia, Ph.D., is a JONES Senior Consultant who is passionate about helping people, teams, and organizations create cultural transformation through an equity and inclusion lens. She has extensive experience leading strategic change in community college colleges in various leadership capacities that have included program and curricula design, training and facilitation, strategic planning, and organizational development.

Dr. Rafia currently serves as Dean of Student Success and Equity at Grossmont College. In this role, she works collaboratively to build consensus across constituency groups to advance student success and foster an inclusive environment to positively impact policies, practices, and culture.

Dr. Rafia earned her Master's degree in Educational Leadership and Policy from Portland State University and her Ph.D. in Education with an emphasis in community college leadership from Oregon State University.