



STRATEGY LAB  
COLLECTIVE

# Ebony Carter

*Strategic Communications Executive · Founder, Strategy Lab Collective*

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FOUNDER · A CAREER PATH

## The long way.

Seven stops across two decades, three sectors, four languages, and 131 countries — toward the lab built once the pattern could no longer be unseen.

2007 – 08

### FIELD · WHERE IT STARTED

#### Fort Peck Reservation

Montana

A sophomore American Literature course turned out to be *Native* American Literature — and it blew my mind. I moved to Montana to live and work near Native American communities, so the media wouldn't be the one dictating the lifestyle.

2008

Fall

### PHILADELPHIA · FIRST READ

#### Emergency Response Coordinator

American Red Cross

Philadelphia, PA

Fall 2008 — my first job out east. A front-row seat into the realities of racial disparity in the city. A second role around the same time gave me the other half: how white-led nonprofits operate *in* Black and other communities of color — extracting resources and turning them into mechanisms to monetize. That stayed with me. The pattern was already visible, even before I had the language for it.

2011 – 14

Conferred Jan '14

### EDUCATION

#### MA, Eastern European Studies

La Salle University

Philadelphia, PA

The road I'd been on since age nine — *Rocky IV* the first draw. The interest stayed through the BA in 2006, through Montana, through Philadelphia — with residual fear and concerns, and no clear way in. At a career crossroad I applied to La Salle's Eastern European Studies program and got in. **Russian**, finally — then the start of **Belarusian studies**. The first read on what gets translated, and what doesn't.

2014 – 16

Aug – Sep

### FIELD · PEACE CORPS

#### Community Health Volunteer

U.S. Peace Corps

Armenia

La Salle had a handful of Armenian classmates who pointed the way. I'd wanted to live and work in a republic that had once been part of the Soviet Union. Two years designing community-based public health programs alongside local government, community leaders, and international development partners — Armenian and Russian, daily.

2018 – 23  
Jun – Mar

**PUBLIC HEALTH COMMUNICATIONS**

**Senior Communications Specialist & Writer**

Strategic Innovative Solutions / GDIT — CDC contractor  
*Atlanta, GA*

Adaptive communication strategies for a federally mandated public health transformation reaching **3.5 million Americans annually**. Partner toolkits across **35 state and local health departments**, embedding communication capacity directly into the orgs doing the work on the ground.

— *The first time the pattern was visible at scale.*

2023 – now  
Mar –

**FEDERAL POLICY COMMUNICATIONS**

**Senior Team Lead, Global Labor Affairs Engagement**

ICF — U.S. Department of Labor, ILAB  
*Remote · 131 countries*

Narrative steward across **131 countries** — sites where the question was never *whether* harm was happening, only whether it would be made legible. Editorial lead on the congressionally mandated Findings on the Worst Forms of Child Labor.

— *The pattern was identical on every continent.*

2025 —  
Present

**FOUNDER**

**Director of Communications & Founder**

Strategy Lab Collective  
*Atlanta, GA*

The lab built once the pattern could no longer be un-seen. With Black-led and under-resourced organizations — *never for them* — diagnosing the structural conditions that produce the silence and rebuilding the infrastructure underneath.

CORE COMPETENCIES

Communication Infrastructure Design · Organizational Transformation · Thought Leadership and Research · Federal Policy Communications · Cross-Cultural Stakeholder Engagement · Change Management · Narrative Architecture · Editorial Strategy and Brand Standards · Crisis Communications

EDUCATION

Master of Arts, Eastern European Studies *La Salle University*  
PHILADELPHIA, PA

JANUARY 2014

LANGUAGES

ENGLISH

Native / Bilingual

RUSSIAN

Full Professional

ARMENIAN

Professional Working

UKRAINIAN

Limited Working