



201 Bleecker Street | Utica, New York 13501 | 315.738.1083 | TheCenterUtica.org

Associate Director of Social Enterprise

Shana Pughe Dean has over 20 years of experience working with immigrant and refugee populations. In her role as Associated Director of Social enterprise she oversees Tone – the translation department at The Center – as well as cultural training and consulting. Mrs. Pughe Dean started her career with The Center as an administrative assistant, quickly advancing into roles involving training, strategic initiatives, events, and public relations. From 2010 – 2014 she managed Compass Interpreters at The Center. She has been delivering Cultural Competency programs for over 15 years and presented at national conferences. Shana holds a B.A. in International Relations from Utica College with a concentration in Spanish and Human Rights, and an M.A. from the Maxwell School at Syracuse University, focusing on international organizations and foreign policy.

Career Highlights

- Presenter (Virtual) | Welcoming Interactive 2025
- Presenter, Family Defense Conference | Albany NY April 2025
- Interview | Fall 2024 <https://videopress.com/v/FB1IFRb4>
- Appearance, [Utica the Last Refuge](#) documentary film
- Presenter, American Translators Association Conference | 2016, 2018
- Presenter, Study Group on Language and the UN Symposium | 2018
- Presenter, National Refugee Health Conference | 2012, 2013

Training

- 30 Day AI Agility Course | 2025
- Mental Health First Aid (MHFA) | August 2024
- American Translators Association Conference | 2015-2018, 2021, 2022
- CNY Talent Development (CNY ATD), Train the Trainer | 2018
- Welcoming Economies Convening, Syracuse, NY | 2017
- Welcoming America, Welcoming Institute, Chicago, IL | 2013

2024 / 2025 Trainings

- UCP H1B Visa Workers – Cultural Orientation
- Family Defense Conference
- Welcoming Interactive
- Onondaga County Bar Association
- Oneida County Office of the Aging
- MVHS Residents
- MVHS DEBI Committee
- CNY Food Bank Conference
- Contact Community Services
- Utica College
- Various School Districts