

Education

Doctor of Philosophy, Center for Higher Education <i>University of Arizona</i>	<i>Anticipated 2021</i>
Master of Legal Studies, Sandra Day O'Connor College of Law <i>Arizona State University</i>	December 2020
Master of Education, Higher Education in Student Affairs <i>Salem State University</i>	May 2015
Bachelor of Arts, American Studies; Juvenile Justice <i>Wheelock College</i>	May 2011

Professional Experience

Associate Director of Equity & Inclusion for Community Engagement 2019-Present
University of Arizona Tucson, AZ
A four-year coeducational public and state research one university that enrolls approximately 40,000 undergraduate and graduate students located in historic Tucson, AZ.

- Organize visits, tours, information sessions for prospective graduate students, faculty, local/state groups, and community counselors and faculty.
- Develop recruiting partnerships with campus offices, colleges, schools, and departments
- Conduct presentations to various populations to promote UA COE
- Coordinate and represent COE's involvement at campus recruitment events and programs
- Develop partnerships with campus partners and serve on the Campus Recruitment Committee
- Oversee and coordinate all aspects of the graduate recruiting and admissions process
- Work with the Director of Marketing to develop social media strategy and prospect commination
- Work collaboratively with all department stakeholders to coordinate recruiting and minimize impact
- Lead contact for updating and maintaining website
- Lead contact for graduate marketing in collaboration with Director of Communications
- Serve on the college Diversity Committee
- Design research programs for grants on issues of diversity, inclusion, and cultural awareness
- Design and execute training and student development efforts via presentations and workshops
- Collect data on persistence as well as organizational effectiveness
- Increase College of Education Community Impact outreach efforts
- Develop recruiting partnerships with universities and colleges with large numbers of undergraduates, HBCUs, HSIs, and Tribal Colleges
- Engage in high impact meetings with executive level stakeholders to publicize UAs graduate programs
- Train student ambassadors and oversee professional staff.

Founder/Chief Executive Officer

Visceral Change, LLC

An Organizational Development consultancy that specializes in centering diversity, equity, and inclusion at the heart of all individual and organizational change. Located in historic Tucson, AZ.

2018-Present

Tucson, AZ

- Engage organizations in a multicultural organizational development and restructuring
- Provide a series of training and development workshops and seminars on diversity and inclusion.
- Plan and implement strategic planning and audit series' for institutions and organizations.
- Created the Core Five Components to Social Justice.
- Host a Social Justice Training Institute open to individuals, for-profit and non-profit participants.
- Offer online webinars, including an online Social Justice training certification.
- Conduct research and benchmarking to evaluate and assess organizational programs and services.
- Create new social justice content for individuals and organizations.
- Collaborate with universities, corporations, departments, centers, offices, and community organizations on centering equity and inclusion into their policies and procedures.
- Developed web content around areas of social justice and inclusion.
- Created 'The Chopping Block,' a web series that partners with other regional and national diversity leaders.

Assistant Dean/ Director of Equity & Student Engagement

University of Arizona

A four-year coeducational public and state research one university that enrolls approximately 40,000 undergraduate and graduate students located in historic Tucson, AZ.

2016 - 2018

Tucson, AZ

- Created brand new position from the ground up, including an office with a 13K budget, staff, center, and job description.
- Developed, coordinated, and facilitated the training of Community Directors (CDs), Resident Assistants (RAs) Residence Hall Association (RHA), and other Residence Life staff and students.
- Coordinated and identified facilitators for Residential Education "Social Justice Series On:" workshops.
- Planned and implemented staff leadership training.
- Conducted research and benchmarking to evaluate and assess programs and services' effectiveness.
- Developed innovative social justice experiences for students, staff and faculty.
- Collaborated with other University of Arizona colleges, departments, centers, offices, and community organizations on equity and inclusion education.
- Worked closely with the Vice Provost for Diversity/Senior Diversity Officer on Inclusive Excellence implementation.
- Supervised, advised, counseled and evaluated student groups such as the Peer Advisors for Equity & Student Engagement, Advocates Coming Together (ACT), Associated Students of the University of Arizona (ASUSA), and the Marginalized Students of the University of Arizona (MSUA).
- Supervised a total of 8 fulltime, part-time, and student staff in Equity & Student Engagement.
- Chaired the Equity & Engagement Committee.
- Oversaw the recruitment, admission, and accredited course for the Social Justice Wing, a Themed Community (TC).
- Served on departmental and university wide committees.
- Served as the point person for LGBTQIA+ identified students seeking housing on campus.
- Created and managed Bias Response protocol for department of Housing & Residential Life and served as a resource to Residential Education staff when addressing bias related conduct issues.
- Fostered relationships with the university's six cultural and resource centers to support social justice initiatives.
- Created and managed departmental Affinity Groups.
- Established the department's first ever Residential Pantry.
- Developed and web content around areas of social justice and inclusion.

- Partnered with the Assistant Vice President of Student Affairs & Dean of Students in developing a Divisional plan for infusing inclusive practices, goals, projects and programs related to the annual Symposium.
- Planned and executed the university's campus wide Intergroup Dialogue while serving as a facilitator for "Race."
- Served as a member of the On Call/Duty rotation.

Community Director

University of North Carolina at Chapel Hill

A four-year coeducational public and state research one university that enrolls just under 30,000 undergraduate and graduate students located in revered Chapel Hill, NC.

2015 – 2016

Chapel Hill, NC

- Worked as a Community Director with the First Year Experience in a residence hall supporting and overseeing the safety and residency of approximately 613 residential students.
- Selected, train and supervised over 25 undergraduate Residential Life staff while managing operational functions in a first year residence hall.
- Provided services directly to students such as counseling and developmental, cultural, and educational programming.
- Coordinated administrative and budgeting operations, maintained liaison relationships with other Student Affairs and Campus Life Offices and participated in the overall planning and management of the residence hall system.
- Directly supervised a residence hall student Leadership Team comprised of a Resident Advisor Mentor and a Community Manager.
- Oversaw the successes and endeavors of the building's oldest Residential Learning Program that focused on social justice and inclusion.
- Created implemented and oversaw a new framework for the Residential Learning Program's Themed Housing model as they transitioned from a Living Learning Community.
- Advised Community Government and Resident Hall Association affiliates.
- Created, implemented and advised the department's first Resident Advisor Council.
- Worked closely with the Vice Chancellor to oversee and orchestrate monthly meetings for the institution's Men of Color Gatherings while assessing initiative's best practices.

Assistant Resident Director

Salem State University

A four-year coeducational public and state University that enrolls just under 10,000 undergraduate and graduate students located in historic Salem, MA.

July 2013-May 2015

Salem, MA

- Worked as a Director in, both, First Year and Sophomore residence halls with the latter being the largest residence hall on campus which supported the sophomore and first year experience.
- Selected, trained and supervised over 30 undergraduate Residential Life staff while managing operational functions in first year and sophomore residence halls.
- Provided services directly to students such as personal and disciplinary counseling and developmental, cultural, and educational programming. Coordinated administrative and budgeting operations, maintained liaison relationships with other Student Affairs and Campus Life Offices and participate in the overall planning and management of the residence hall system.
- Worked, both, independently and in partnership with faculty in orchestrating and overseeing the successes and endeavors of the institution's Diversity Living Learning Community.
- Advised multiple groups and clubs on campus including Hall Councils and Resident Hall Association affiliates. Planned and organized monthly full staff meetings for Academic Mentors.
- Created, implemented and executed the Head Academic Mentor position, as well as, First Aid trainings and departmental talent shows for Student staff members. Created a departmental Welcome Guide for new professionals at Salem State University.

Professional Internships/Practicums

Center for Diversity and Cultural Enrichment Salem State University

August 2014-May 2015
Salem, MA

- Supervised an upwards of six student staff members while managing operational functions in the diversity center.
- Facilitated intercampus relations throughout Salem State University by collaborating with Deans, Directors, and faculty on campus wide diversity initiatives.
- Worked closely with different campus offices in an effort to incorporate and spread diversity throughout the University.
- Benchmarked against competing institutions regarding LGBT institutional Preferred Name Policies.
- Coordinated, lead and facilitated events and meetings for the Brotherhood: Men of Color Initiative.
- Coordinated and orchestrated Salem State University's Hip-Hop Summit.

Training and Development Intern Texas Tech University

May 2014-August 2014
Lubbock, TX

A four-year coeducational public high research university home to over 35,000 students located in Lubbock, TX, one of the largest counties in the state of Texas.

- Created spreadsheets, competencies and rotation calendars for Student and Professional Staff Trainings.
- Formulated budgets for on and off campus dining and endeavors for Student Staff Training.
- Assisted in creating and developing the institution's first Manager of Diversity and Social Justice Position.
- Recreated and updated the departmental Welcome Guide.
- Collaborated with campus partners to organize the University Student Housing resource fair.
- Benchmarked against competing institutions regarding residential policies and procedures.
- Orchestrated the creation of the 2014 SWACUHO Drive-In Conference.

Initiatives, Creations & Developments

Visceral Change

- A Diamond is a Diamond: The Core Five Components to Social Justice
- Social Justice Training Institute
- Online Training Module
- The Chopping BLOCK (<https://www.visceralchange.org/choppingblock>)

University of Arizona

- Equity & Student Engagement Position/Office
- The Struggle Story
- Residential Life Pantry
- Critical Film Series
- Student Engagement Fair
- Affinity Groups
- Social Justice Committee
- Graduate Assistant/Coordinator for Equity and Student Engagement
- Lead/Peer Advisor Positions
- PechaKucha 20x20, Tucson

University of North Carolina at Chapel Hill

- Resident Advisor Council
- Barbershop Talk

Salem State University

- The Brotherhood (Men of Color Initiative)
- Hip Hop Summit

Committees and Affinity Groups

University of Arizona

- Provost's Institutional Accreditation Committee
- Social Justice Committee (Chair)
- Contemporary Issues Committee (Chair)
- Assistant Dean of Students Search Committee (Co-Chair)
- Community Director Recruitment Committee
- Gender Inclusive Housing Committee
- Family and Parent Programs Committee
- Diversity Task Force

University of North Carolina at Chapel Hill

- Multicultural Competence Committee
- Social Justice Advocacy Committee
- Community Director Training Committee
- Mission Statement Task Force
- People of Color Affinity Group
- Men and Masculinity Affinity Group
- NCHO Drive-In Conference Committee

Salem State University

- MLK Week of Celebration Planning Committee
- Professional Learning Community
- Bystander Intervention Committee
- Professional Staff Training and Development Committee

Texas Tech University

- Diversity and Social Justice Committee
- Student and Professional Staff Training and Development Committee
- Professional Staff Recruitment Committee

Presentations

Higher Education

Open Expression and Free Speech Complexities	<i>ACPA National Conference</i>	March 2019
114: Civil Rights vs. Civil Liberties	<i>NCORE National Conference</i>	May 2018
Diversifying Your Hiring	<i>Forum on Workplace Inclusion</i>	April 2018
A Diamond is a Diamond: Core Five	<i>American Association of University Women</i>	April 2018
Antidote to Institutional "Isms"	<i>Association of American Colleges and Universities</i>	March 2018
Navigating Free Speech and Activism on Campus	<i>Association of College Unions Region VI Conference</i>	November 2017
114: Civil Rights vs. Civil Liberties	<i>Association of College Unions Region VI Conference</i>	November 2017
Diversifying Your Hiring	<i>NASPA Region VI Drive-In Conference</i>	October 2017
Addressing Bias	<i>National Institute for Civil Discourse</i>	July 2017
Antidote to Institutional "Isms"	<i>NCORE National Conference</i>	May 2017
Navigating Your Introversion - Higher Ed.	<i>NASPA National Conference</i>	March 2017
Navigating Your Introversion - Higher Ed.	<i>NCHO Multicultural Competence Conference</i>	May 2016
Men of Color Gatherings at UNC	<i>Student Affairs Awards Recognition</i>	May 2016
Black Male Professionals in Student Affairs	<i>Salem State University Capstone</i>	May 2015
Diversity/Engagement, Texas Tech University	<i>SWACUHO Regional Conference</i>	June 2014
Panel Facilitator, Texas Tech University	<i>SWACUHO Regional Conference</i>	June 2014

Visceral Change

Equality, Diversity, & Inclusion Conference	<i>A Diamond is a Diamond</i>	July 2019
NCORE National Conference	<i>Exhibit 14:B</i>	May 2019
NCORE National Conference	<i>Inclusive Excellence Incubator</i>	May 2019
Southern Arizona Museums	<i>A Diamond is a Diamond</i>	May 2019
Maricopa County Public Schools	<i>Addressing Bias</i>	May 2019
Mohave County Court Team	<i>Addressing Bias</i>	April 2019
White Privilege Conference	<i>Exhibit 14:B</i>	March 2019
White Privilege Conference	<i>Diversifying Your Hiring</i>	March 2019
NASPA National Conference	<i>University of Wakanda</i>	March 2019
NASPA National Conference	<i>Navigating Your Introversion</i>	March 2019
Effective Radicals: From Baldwin to Davis	<i>Hawaii International Conference on Education</i>	January 2019
Banner Medical School	<i>Bias, Hiring, Allyship</i>	July 2018 – October 2018
Southwest Human Development	<i>Addressing Bias</i>	July 2018
Paulo Freire Freedom School	<i>A Diamond is a Diamond</i>	November 2018
Southwest Human Development	<i>Addressing Bias/Workplace Microaggressions</i>	December 2018

Racial Justice Work

o Forum on Black Affairs	<i>Organizer/ Board Member</i>	September 2018
o Series On: Systemic Whiteness	<i>Organizer</i>	February - April 2018
o Dismantling White Supremacy	<i>Panelist</i>	September 2017
o Intergroup Dialogue on Race	<i>Facilitator</i>	February-March 2017
o Black Bodies & Law Enforcement	<i>Facilitator/Lead Speaker</i>	July 2016
o Men of Color Success Initiative	<i>Organizer/Facilitator</i>	September 2014-June 2015

Conferences

Equality, Diversity, Inclusion Conference	<i>University of Amsterdam, NL.</i>	July 2019
NCORE National Conference	<i>Convention Center; Portland, OR.</i>	May 2019
White Privilege Conference	<i>Convention Center, Cedar Rapids, IA.</i>	March 2019
NASPA National Conference	<i>Convention Center; Los Angeles, CA.</i>	March 2019
ACPA National Conference	<i>Hynes Convention Center, Boston, MA.</i>	March 2019
Hawaii International Conference on Education	<i>Hilton Hawaiian Village, Honolulu, HI.</i>	January 2019
Constitutional Issues in Higher Education	<i>University of Arizona; Tucson, AZ.</i>	June 2018
NCORE National Conference	<i>Hilton New Orleans Riverside; New Orleans, LA.</i>	May 2018
Forum on Workplace Inclusion	<i>Convention Center; Minneapolis, MN.</i>	April 2018
United Way Family Support System Conference	<i>JW Marriott Starr Pass Resort and Spa; Tucson, AZ.</i>	April 2018
Association of American Colleges and Universities	<i>Westin Gaslamp; San Diego, CA.</i>	March 2018
Association of College Unions Region VI	<i>University of Arizona; Tucson, AZ.</i>	November 2017
NASPA Region VI Drive-In Conference	<i>Arizona State University; Tempe, AZ.</i>	October 2017
NCORE National Conference	<i>Fort Worth Convention Center; Fort Worth, TX.</i>	May 2017
NASPA National Conference	<i>Gonzalez Convention Center; San Antonio, TX.</i>	March 2017
NCHO Multicultural Competence Conference	<i>University of North Carolina; Chapel Hill, NC.</i>	May 2016
ACPA National Conference	<i>Palais des congrès de Montréal, Montreal, QC.</i>	March 2016
NASPA National Conference	<i>Morial Convention Center; New Orleans, LA.</i>	March 2015
ASCA Regional Conference	<i>Bentley University, Waltham; MA.</i>	August 2014
SWACUHO Regional Conference	<i>Texas Tech University; Lubbock, TX.</i>	June 2014

Creative Works & Presentations

The Reality of Fantasy	Panelist (https://youtu.be/P7cLHqSxr2I)	October 2018
Caring for the Nerd Mind	Panelist, Comic Con – San Diego	July 2018
Women of Color Leadership Panel	Video Director/Editor - UofA	March 2018
Under the Page	TEDx UofA (https://youtu.be/zjXspIZ5bwI)	February 2018

National/Regional Committees:

White Privilege Conference	<i>Host Committee</i>	2019-2022
Civic Learning and Democratic Engagement	<i>Arizona Representative</i>	2017-2019
Men and Masculinities Knowledge Community	<i>Program Review Committee</i>	2017

Publications:

“Call Me Cat”	<i>Salem State University Sextant</i>	Fall 2014
---------------	---------------------------------------	-----------

Awards

Inclusive Excellence Center of the Year	<i>University of Arizona</i>	2016-2017
Inclusive Excellence Staff of the Year	<i>University of Arizona</i>	2016-2017
Rookie of the Year	<i>University of North Carolina</i>	2015-2016
Excellence in Scholarship	<i>Salem State University</i>	May 2015
NEACURH Of The Month	<i>Salem State University</i>	Spring 2015
NEACURH Of The Month	<i>Salem State University</i>	Fall 2014
First Year Advocate	<i>Salem State University</i>	Spring 2014

Leadership

The Historic Dunbar Center	<i>Collaborative Director</i>	2018 – Present
First Amendment (Speech and Expression)	<i>Facilitator/Trainer</i>	2017- Present
Nat’l Inclusive Excellence Leadership Academy	<i>Team Lead</i>	July 2018 – August 2018
United Way Family Support System Conference	<i>Keynote Speaker</i>	April 2018
Multicultural Organizational Development	<i>Organizer</i>	January 2018
Intergroup Dialogue	<i>Facilitator</i>	January 2017
Men of Color Gathering	<i>Coordinator</i>	July 2015 – July 2016
NCHO Multicultural Competence Conference	<i>Planning Team</i>	May 2016
North Carolina Association of Residence Halls	<i>Keynote Speaker</i>	February 2016
Graduate School Commencement Ceremonies	<i>Commencement Speaker</i>	May 2015
Women’s Dinner	<i>Keynote Speaker</i>	March 2015
The Brotherhood	<i>Coordinator</i>	August 2014-May 2015
Hip-Hop Summit	<i>Coordinator</i>	February 2014- February 2015
MLK Week of Celebration	<i>Site Leader</i>	January 2013 – April 2015
SWACUHO Regional Conference	<i>Panel Moderator.</i>	June 2014

Memberships

American Association of Colleges and Universities
American College Personnel Association
Forum on Workplace Inclusion
National Association of Student Personnel Administrators
National Conference on Race and Ethnicity
National Residence Hall Honorary
Pi Lambda Theta
Rho Alpha Sigma

Volunteer

First Amendment Monitoring	<i>Observing</i>	Fall 2016 - Present
Plummer Home for Boys	<i>Postering</i>	Spring 2015
Pine Street Inn	<i>Food Preparation</i>	Winter 2014
Pine Street Inn	<i>Food/ Amenities Donations</i>	Spring 2013

Skills

Advocate, Assessment, Budgeting, Career Development, Conduct Coordinator, Conflict Mediation, Critical Discourse, Customer Service, Event Planning, First Aid, Management, Managing Emotions, Maxient, Microsoft Office, People Soft, Premiere Pro CC, Public Speaking, Social Networking, Student Conduct, Supervision