

Dr. David E. Jones

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LEADERSHIP PROFILE

A highly skilled and accomplished diversity executive with 15 years of progressive experience with leadership roles in Diversity, Equity and Inclusion; Residence Life; Title IX and Student Conduct in higher education. Sought after consultant, thought-leader and strategist skilled in executing inclusion priorities and creating organizational culture change and equitable policies, processes, programs and procedures for faculty, students and staff. Proficient in executing promising practices, action plans and strategies to improve faculty retention, engagement and cultural competency. Track record of implementing student success, access and equity initiatives and outcomes to enhance the student experience, particularly among students of color and first-generation college students. Highly sought-after presenter with over 100+ educational sessions, workshops, trainings and keynotes at higher education institutions and conferences. Serves higher education associations via institute faculty appointments, advisory board membership and various leadership roles and committees.

AREAS OF EXPERTISE

Diversity, Equity, Inclusion, Strategic Planning, Multicultural Organizational Development, Teaching, Hiring Process, Technology/Social Media, Social Justice, Consulting, Training, External Reviews, Supervision, Leadership Development, Staff Evaluation, Fiscal Management, Faculty Development, Organizational Change, Implicit Bias, Assessment, Access and Curriculum Development and Student Development

EDUCATIONAL BACKGROUND

Doctor of Education (Ed.D.), Organizational Leadership and Communication
Northeastern University, Boston, MA

Dissertation: *The Lived Experiences of Vice Presidents for Student Affairs: A Study Exploring How Social Identity Impacts Leadership Approach*

Master of Education (Ed.M.) College Student Affairs
University of South Florida, Tampa, FL

Bachelor of Science (B.S.), Communications; Sociology Minor
Eastern Connecticut State University, Willimantic, CT

PROFESSIONAL EXPERIENCE

2020-Present

Chief Diversity Officer & Director of Talent Management, William Paterson University

A leading public University with more than 10,000 students, William Paterson is third most diverse public university in New Jersey and nearly 30 percent of students are the first in their families to attend university. The University was recently designated as a Hispanic-serving institution with over 30 percent of students claiming Hispanic heritage in fall 2018. The institution's ethos and fundamental beliefs are defined by the following core values: academic excellence, creating knowledge, student success, diversity, citizenship

- Report to the Vice President for Human Resources and serve on the executive leadership team for the Office of Employment Equity and Diversity
- Directly leads and supports the University's strategic plan and commitment to designing, developing and implementing proactive diversity, equity and inclusion strategies and initiatives that create a learning and working environment where everyone has an opportunity to succeed

- Supervise and evaluate a Senior Human Resource Generalist and Talent Acquisition Specialist
- Principal leader in overseeing the operational objectives in the areas of recruiting, selecting, hiring, training and development, engagement, institutional culture, and rewards & recognition.
- Manage the mediation, marketing and other strategies that build brand strength and support University objectives
- Advocate for a culture of diversity, equity, and inclusion by collaborating with stakeholders to identify and assess roadblocks to creating a sustainable culture of diversity, equity, inclusion, and shared vision
- Synchronize search, selection and hiring practices with Human Resources to ensure adherence to and compliance with EEO, Affirmative Action, antidiscrimination and all relevant hiring laws and University policies and best practice to ensure a diverse pool of qualified candidates
- Remain current on discrimination laws and regulations; attending related workshops and conferences that maintain currency and foster professional development
- Collaborate with University leaders to identify and deploy strategies to enhance the recruitment and retention of employees to foster a diverse workforce
- Establish and maintain an internal assessment and reporting system that effectively measures internal programs; assessing and monitoring program effectiveness
- Make recommendations to leadership on related University policies and practices and providing reports and metrics on a periodic basis to ensure that we attract, recruit, retain and engage diverse talent
- Perform needs assessments and making recommendations for training on cultural competencies for a diverse community
- Responsible for the strategic direction in the areas of talent acquisition, training and development, engagement, institutional culture, and rewards & recognition.
- Collaborate with divisions and departments to assess current and long-term organizational needs.
- Recommend changes in policies, procedures, systems and tools to support effective performance management, communication, and engagement.
- Manage the faculty and staff reward and recognition program(s).
- Serve on committees, performing other duties, projects, and special assignments as requested or assigned.

2016-2020

Director, Paul Robeson Cultural Center, Rutgers University-New Brunswick

Founded over 250 years ago, Rutgers University-New Brunswick is a large public diverse research university comprised of over 50,000 students committed to preparing a diverse community of students to be globally engaged citizens.

- Reported to the Vice Chancellor for Student Affairs and serve on the Division of Student Affairs Leadership Team and the Cultural Center Collaborative Team
- Directly supervised, evaluated and trained 2 professional staff and 38 student staff
- Managed departmental budget in excess of \$300,000
- Led university wide diversity engagement and strategic initiatives, including trainings, programs, strategic planning, committee leadership, and resource allocation
- Administered 128K in scholarships to improve access for students of color
- Partnered with Academic Affairs and the Office of Diversity and Inclusion on student persistence and success initiatives
- Managed the advisement of 21 student organizations
- Directly advised the United Black Council governing board

Selected Accomplishments:

- Established a mentoring initiative to improve student persistence and engagement among students of color
- Led the establishment of the inaugural university MLK Dream Week
- Partnered with Counseling to provide wellness support for students of color, which resulted increased counseling services for students of color; over 15 weekly or scheduled student appointments with a Community Based Counselor
- Within 2 years increased by 40% the attendance of the Rites of Passage Ceremony
- Led the Paul Robeson Cultural Center to receive the 2017 MLK Staff Service Award

2014-2016
2013-2014

Director, Student Conduct and Residence Life, City University of New York
Associate Director, Residence Life, City University of New York
Central Office of Student Affairs

The City University of New York (CUNY) is the public university system of New York City and is the largest urban public university system in the United States, serving 24 colleges across the 5 boroughs of New York City with a diverse environment of 270,000 students

- Reported to the Deputy Vice Chancellor for Student Affairs
- Served as CUNY's chief student conduct and residence life administrator
- Supervised and evaluated the Student Conduct Officer and 2 Graduate Assistants
- Directly managed an \$250,000 annual budget
- Led system wide (24 colleges) assessments of student conduct and residence life
- Led system wide initiatives, trainings, policy development, assessment, resource creation, curriculum development for student conduct, Title IX and residence life
- Educated campus community about Title IX policies
- Directly supported and provided guidance and resources to 9 colleges, 18 professional staff, 3,100 residential students, and 72 resident assistants (RA)
- Managed crisis intervention and advised student conduct officers on protocol

Selected Accomplishments:

- Increased student housing by 554 students with the opening of 2 residence halls
- Played an active role in the development of CUNY's Sexual Misconduct Policy
- Implemented the inaugural afterhours counseling hotline service for students
- Developed an online sexual misconduct training database with Everfi
- Partnered with General Counsel to create sexual misconduct educational and awareness videos for students and employees
- Created a Residence Life Title IX Protocol

2011-2013

Director, Multicultural Affairs, University of Massachusetts Lowell

The University of Massachusetts Lowell is the second-largest public research institution in Massachusetts comprised of over 18,000 students.

- Reported to the Associate Dean of Students and served on the Student Engagement Team for the Division of Student Affairs
- Led diversity programming, initiatives, training, faculty, students, and staff engagement and strategic planning for the university
- Supervised 2 professional staff members and several student staff
- Managed an annual operating budget of \$250,000
- Partnered with Human Resources and Equal Opportunity to address and implement institutional diversity goals, policies and compliance strategies
- Regularly served on search committees to ensure equitable and inclusive hiring processes were achieved
- Participated on strategic planning committees and initiatives to advance institutional diversity, equity and inclusion priorities
- Advised 37 multicultural and/or spiritual student organizations

- Partnered with colleagues to participate in and provide Ally Space training to increase LGBTQ awareness
- Selected Accomplishments:
- Established and chaired the university MLK Celebration Week
 - Served on the host committee for the Student Social Justice Training Institute
 - Created a cultural immersion program for students to travel to U.S. cities
 - Established a Diversity Peer Educator student program
 - In 2 years recorded an increase of 12 new multicultural student organizations
 - Served on the University Global Engagement & Inclusive Culture Committee as part of the institutional strategic planning process
 - Chartered and advised the UMass Lowell M.A.L.E.S. (Men Achieving Leadership, Excellence and Success) student organization

2009-2011

Associate Director, Residence Life, University of Massachusetts Lowell

- Reported to the Director of Residence Life
 - Served as chief housing officer in director's absence
 - Managed a residential program for 3,100 students and 120 student employees
 - Directly supervised 8 full-time resident and complex directors
 - Served as a residential student conduct officer, adjudicating appeals and suspensions
 - Led the hiring and onboarding process for all residential live-in staff
- Selected Accomplishments:
- Developed the department inclusion statement and inclusive branding strategy
 - Increased racial professional staff diversity by more than 50% in 2 years
 - Retained the resident director/complex director staff by 100% over 2 years

2006-2009

Community Development Educator, Residential Edu. New York University

New York University is the largest private urban institution in the United States with an enrollment of over 50,000 students and 12,000 students living on campus.

- Reported to the Assistant Director of Residence Life
- Supervised 26 Resident Assistants and one professional staff member
- Oversaw the two residence hall, 800 upper-class and graduate students
- Managed a residence hall budget and led residential initiatives for students
- Served as first responder to residence hall crises and student concerns
- Actively participated on the university MLK Celebration Week committee

2004-2006

Resident Director, Residential Life, University of South Florida

The University of South Florida is a large public diverse four-year institution with an enrollment of nearly 50,000 students and a residential population of 5,000.

- Oversaw the opening of a first-year residence hall
- Supervised 12 Resident Assistants and managed residential operations
- Served on an on duty response team and responded to crisis incidents

INSTITUTIONAL SERVICE

2016-Present

Rutgers University-New Brunswick:

- Co-Chair, Student Affairs Diversity Council
- Violence Prevention Victim Advocacy Male Engagement Committee
- Rutgers Police Department Community Oriented Review Board
- Paul Robeson Centennial Committee
- Bias Prevention and Education Committee
- Director of New Student Orientation and Parent Programs Search Committee
- Assistant Director, Asian American Cultural Center Search Committee Chair
- Assistant Director, Paul Robeson Cultural Center Search Committee Chair

- End Sexual Violence Now Committee - Division of Student Affairs
- Inclusion Committee - Division of Student Affairs
- RU 1st Committee for First Generation/Low-Income/Students of Color
- Division of Student Affairs Assessment Committee
- Dean of Students Bias Prevention and Education Committee
- Title IX Campus Advisor
- Dr. Martin Luther King, Jr. Dream Week Planning Committee
- Chair, 27th Association for Black Culture Centers Conference Committee

2013-2016

City University of New York

- Chaired, Student Conduct Council
- Chaired, Residence Life Council
- Chaired, CUNY NASPA Undergraduate Fellows Program (NUFP)
- Communications and Community Committee
- CUNY's Student Death Protocol Workgroup
- Risk Management Coordinator Search Committee, CUNY Central Office
- Student Conduct Manager Search Committee Chair
- Served on the University Campus Climate Survey Advisory Board
- Title IX, Risk Management & Business Continuity Committee
- Student Conduct in Residence Halls Working Group
- Sexual Misconduct Policy Working Group/Committee
- Trainee Participant, Sexual Assault Training with the Brooklyn district attorney office, New York City Alliance Against Sexual Assault and Family Justice Center

2009-2013

University of Massachusetts Lowell

- Division of Student Affairs Student Engagement Committee Tri-Chair
- Residence Life Inclusion Committee Chair
- Assistant Director of Multicultural Affairs Search Committee Chair
- Faculty/Staff Cultural Competence Training Committee
- Religious Life Council Committee
- Black Alumni Outreach Committee
- Chancellor's Student Leadership Medal Selection Process Committee
- Global & Inclusive Culture: University 2020 Strategic Plan Committee
- C.A.R.E. Team Committee (students of concern)
- Served on following Search Committees for entry, mid and senior level positions: Government Relations, Human Resource/Equal Opportunity, Facilities, Residence Life, Student Activities, Career Services, Health Services, Multicultural Affairs, Public Safety
- Completed certifications such as LGBTQ Ally Space, Search Committee Hiring Process, Title IX, Clery Act/Campus Security Authority, Active Shooter, and Performance Management

PROFESSIONAL AFFILIATIONS

2020-Present College and University Professional Association – Human Resources
2010-Present Social Justice Training Institute – Alumni Network
2005-Present NASPA – Student Affairs Administrators in Higher Education
2005-Present Alpha Phi Alpha Fraternity, Inc.
2016-2018 Association for Black Culture Centers
2013-2016 Association for Student Conduct Administration
2008-2016 Association of College and University Housing Officers International
2006-2011 ACPA – College Student Educators International

PROFESSIONAL SERVICE AND LEADERSHIP

ACPA – College Student Educators International

2014 Selected Participant, Donna M. Bourassa Mid-Level Management Institute
2008 National Conference Program Reviewer

Association for Black Culture Centers

2017-2018 Conference Chair and Institutional Host, 27th Annual National Conference

Association of College and University Housing Officers International

2015-2016 Co-Chair, Professionals of Color Network
2014-2015 Chair-Elect, Professionals of Color
2011 Faculty, Regional Entry Level Institute
2008-2009 Chair, NEACUHO Regional Social Issues Committee
2008 Founder, NEACUHO Professionals of Color Retreat
2007 Selected Participant, Regional Entry Level Institute

NASPA – Student Affairs Administrators in Higher Education

2019-Present NASPA African American Summit Fundraising Committee
2019-Present NASPA Certification for Student Affairs Educators Advisory Task Force
2018-Present NASPA Region II Representative, Professional Standards Division
2018-Present Mentor, NASPA Undergraduate Fellow Program
2017-Present Co-Director and Co-Founder, NASPA Ujima Institute
2017-Present NASPA SA Speaks Coach
2011-Present Faculty, African American Male Summit
2014-Present NASPA Region II Advisory Board Member
2019 External Review Team Member, NASPA Advisory Services
2018 Program Reviewer, NASPA Annual Conference
2017-2018 Committee Member, 2017 NASPA Conference SA Speaks
2016-2018 Co-Coordinator, Strategic Initiatives, NASPA Region II Board
2015-2017 Conference Planning Committee Member, NASPA Region 2 Conference
2015-2017 Co-Chair, NASPA Region II Conference Featured Speakers
2014-2016 Regional Awards Coordinator, NASPA Region II Advisory Board
2015 NASPA Placement Exchange (TPE) Blog Contributor
2015 Reader, NASPA Undergraduate Fellows Program Dungy Leadership Institute
2015 Presenter, NASPA Region II Career in Student Affairs Conference
2015 Presenter, NASPA's Investing in our Future Webinar Series #SAInvest
2014 Faculty, NASPA Undergraduate Fellows Program Dungy Leadership Institute
2014 Presenter, NASPA Region II Graduate Student and New Professionals Institute
2013 Program Reviewer, NASPA Annual Conference

Social Justice Training Institute

2019 Selected Participant, Social Justice Training Institute 2- Certificate of Completion
2017 Faculty Intern, Social Justice Training Institute- Certificate of Completion
2010 Selected Participant, Social Justice Training Institute- Certificate of Completion

NATIONAL CONFERENCE PRESENTATIONS (full list: www.davidearljones.com)

2018 Jones, D.E. & Harris, K. *Reframing Our Approach to Leadership: Utilizing a Social Justice Lens*. Presented at the National Conference on Race and Ethnicity Annual Meeting, New Orleans, LA.

- 2018 Jones, D.E. & Cabello, C. *Navigating Racial Injustice on Today's College Campuses: Understanding How Cultural Center Professionals Maintain Resiliency and Self-Care While Caring for Others*. Presented at the National Association for Student Personnel Administrators Annual Conference, Philadelphia, PA.
- 2017 Jones, D.E. & Cabello, C. *When Racial Injustice Hits Close to Home: Understanding How Cultural Center Professionals Navigate Self-Care While Creating Space & Caring for Others*. Presented at the National Association for Student Personnel Administrators Annual Conference, San Antonio, TX.
- 2017 Mena, S., Washington, J., Jones, D.E., et. al. *Taking Care of the Activist in You*. Presented at the National Association for Student Personnel Administrators Annual Conference, San Antonio, TX.
- 2017 Jones, D.E. *#BlackLivesMatter: The Time to Create Change Is Now*. SA Speaks Session. Presented at the National Association for Student Personnel Administrators Annual Conference, San Antonio, TX.
- 2016 Jones, D.E., Marquez-Santana, Y. & Holmes-Hope, C. *Multicultural Competency: Strategies for Cross-Cultural Supervision*. Presented at the Associational of College and University Housing Officers International Annual Convention, Seattle, WA.
- 2016 Jones, D.E., Davis, R.J., & Harris, K. *Action Planning, Competency Building & Professional Development Strategies for New Professionals*. Presented at the National Association for Student Personnel Administrators Annual Conference, Indianapolis, IN.
- 2015 Jones, D.E., & Harris, K. (2015, 2014, 2013, 2012). *Individual & Personal Planning*. Presented for the African American Male Summit Pre-Conference Seminar at the National Association for Student Personnel Administrators Annual Conference, Baltimore, MD.
- 2015 Jones, D.E., Holmes-Hope, C., Sturdivant, A. *Pathway to Success: Addressing Race and its Impact on the Housing Profession and our Campuses*. Presented at the Association of College and University Housing Officers International Annual Convention, Orlando, FL.
- 2015 Jones, D.E. *NASPA SA Speaks – Who Am I? The Journey of Self-Discovery*. Presented at the National Association for Student Personnel Administrators Annual Conference, New Orleans, LA.
- 2015 Jones, D.E. & Harris, K. *The Death of Michael Brown and the Incidents in Ferguson, Missouri: Conversations with Students about Race and its' Impact on College and University Campuses*. Presented at the National Association for Student Personnel Administrators Annual Conference, New Orleans, LA.
- 2014 Bump, T., Dunkel, N.W., Jones, D.E., Nash, R., & Stark, A. *The Sponsor Effect: Pushing, Pulling & Promoting YOU*. Presented at the Association of College and University Housing Officers International Annual Convention, Washington, DC.
- 2014 Jones, D.E. *MALES Program*. Presented at the Association of College and University Housing Officers International Annual Convention, Washington, DC.

- 2013 Jones, D.E., Harris, K., & Hargrove, D. *I am Trayvon Martin: Conversations with Students about Race*. Presented at the National Association for Student Personnel Administrators Annual Conference, Orlando, FL.
- 2012 Jones, D.E., Hargrove, D., Harris, K., Exume, K., Soares, F., Williams, D. *Key Professional Competencies for New Professionals*. Presented at the National Association for Student Personnel Administrators Conference, Phoenix, AZ.
- 2011 Jones, D.E., Hargrove, D., Harris, K., Exume, K., Soares, F., Williams, D. *Purposeful Competencies: A New Professional Roundtable Discussion*. Presented at the National Association for Student Personnel Administrators Annual Conference, Philadelphia, PA.
- 2011 Jones, D.E., Kohl, J., Toomey, C. *Fostering the Integration of Inclusion within Residence Life*. Presented at the National Association for Student Personnel Administrators Annual Conference, Philadelphia, PA.
- 2011 Jones, D.E., Frier, J., & Harris, K. *Networking with a Purpose: Increasing Your Social Capital*. Presented at the National Association for Student Personnel Administrators Annual Conference, Philadelphia, PA.
- 2010 Iaccarino, G., Dey, F., Jones, D. *Leveraging the New Economy for Career Transformation in Student Affairs*. Presented at the American College Personnel Association Annual Conference, Boston, MA.
- 2010 Soares, F., Jones, D.E., Harris, K., Exume, K., Hargrove, D. *A Legacy of Hope: Fostering Excellence for Black Men in College*. Presented at the National Association for Student Personnel Administrators Annual Conf., Chicago, IL.
- 2010 Soares, F., Jones, D.E., Harris, K., Exume, K., Hargrove, D. *Living a Legacy, Building a New Generation of M.A.L.E.S.* Presented at the National Association for Student Personnel Administrators Annual Conference, Chicago, IL.
- 2009 Jones, D.E. & Davis, R.J. (2009). *Networking Strategies to Increase Social Capital in Higher Education*. Presented at the American College Personnel Association Annual Conference, Washington, DC.
- 2009 Jones, D.E., Hargrove, D., Harris, K., & Exume, K. *We've Imagined, Now Let's (Re)Act: Black Male Student Success*. Presented at the American College Personnel Association Annual Conference, Washington, DC.
- 2009 Iverson, S., Alatorre, H., Jones, D.E., Mrozek, L., & Shea, H. *Forming, Storming, Performing: Group Dynamics & Social Justice Education*. Presented at the American College Personnel Association Annual Conference, Washington, DC.
- 2008 Surratt, D., Jackson, R., Jones, D.E. *Black Male Professionals in Student Affairs: Critical Issues & Perspectives*. Presented at the American College Personnel Association Annual Conference, Atlanta, GA.
- 2007 Harris, K., Hargrove, D. & Jones, D.E. *Understanding the Importance of Student Involvement for Black College Students at Predominately White Institutions*. Presented at the National Association for Student Affairs Professionals Summit on Black Greek-Letter Organizations, Charlotte, NC.

- 2005 Davis, R.J., & Jones, D.E. *Discover the Possibilities: Incorporating African American Men in Residence Life*. Association of College University and Housing Officers International Annual Conference, Milwaukee, WI.

NOTABLE AWARDS AND HONORS

- 2018 Association for Black Culture Centers Conference Chair Recognition Award
2017 NASPA Region II Mid-Level Professional Award
2017 NASPA Doris Ching Excellence as a Student Affairs Professional Award
2016 NASPA African American Knowledge Community Mid-Level Award
2010 NASPA Region I Network for Educational Equity & Ethnic Diversity Award
2010 ACPA Commission for Social Justice Educators Social Justice Educator Award
2010 ACPA Commission for Multicultural Affairs New Professional Award
2008 NASPA Region II New Professional Award
2007 New York University Residential Education Dept. Diversity Hallmark Award
2005 University of South Florida Resident Director of the Year Award

RESEARCH AND TEACHING INTERESTS

Diversity, Equity and Inclusion in Higher Education
Organizational Culture
Student Persistence and Success
Identity, Intersectionality and Leadership
Privilege, Oppression and Power
Race and Racism in Historical and Contemporary Contexts

PUBLICATIONS

- in press Jones, D.E. *Foreword*. In Editor Susan Goldman Rubin, Sing and Shout: Paul Robeson. Honesdale, PA. Calkins Creek for Boyds Mill Press Publisher.
- 2019 Batista, A., Jones, D.E, Sewell, S., & Tambascia, T.P. *Creating Pathways for New Professionals*. NASPA Leadership Exchange. Vol. 17, Issue 1, Spring 2019, pgs. 18-22.
- 2018 Jones, D.E. *Before Kaepernick, this Jersey Legend Gave Up Fame, Fortune for Social Activism*. NJ.com, September 15.
- 2011 Harper, S. R., Davis, R. J., Jones, D. E., McGowan, B. L., Ingram, T., & Platt, S. *Race and Racism in the Experiences of Black Male Resident Assistants at Predominately White Universities*. Journal of College Student Development, 52(2), 180-200.

TEACHING EXPERIENCE

- 2018-Present University of Southern California, Race and Equity Center
Equity Institute Teaching Faculty (*online*)
REC 725 – Messaging Commitment to Racial Equity and Inclusion
REC 730 – Identifying, Understanding, and Confronting Implicit Bias
- 2018 Rutgers University-New Brunswick
Graduate School of Education
College of Student Affairs Master of Education
College Student Affairs Culminating Project Review Panel Member

- 2017 Rutgers University-New Brunswick – Department of Africana Studies
Undergraduate Students
▪ Black Male Identity in the United States
- 2010 University of Massachusetts Lowell
Undergraduate Students
▪ First-Year Seminar
- 2005 University of South Florida
Undergraduate Students
▪ First-Year Seminar: College Experience for African American Men

DISSERTATION/THESIS COMMITTEE

- in progress Rutgers University-New Brunswick, Graduate School of Education
Wenylla Reid. Black Students' Perceptions of Career Services. EdD., Education, Culture and Society.

INVITED SPEAKING ENGAGEMENTS

- 2019 Moderator, City University of New York Black Male Initiative Conference
Panel Member, Swarthmore College, Black Cultural Center
Keynote Speaker, New York Institute of Technology, Student Life Retreat
Podcast, NASPA – Student Affairs Voices from the Field
Webinar, NASPA Latinx Knowledge Community, Consejos y Consuelos Series
Keynote Speaker, Drew University, MLK Celebration Awards Luncheon
- 2018 Keynote Speaker, NASPA Region III Summer Symposium, Regional Conference
Featured Speaker, NASPA Region II Conf. Microaggressions in the Workplace
Keynote Speaker, Rutgers University Lead-Up Academy Banquet
Featured Speaker, National Orientation Directors Association Region 8 Conf.
Webinar Presenter, NASPA African American Knowledge Community Webinar
Keynote Speaker, New Jersey Women Lawyers Association Diversity Seminar
Lecturer, Rhode Island College Dialogue on Diversity 2018 Spring Lecture
Keynote Speaker, Watkinson School Dr. Martin Luther King, Jr. Day of Service
Panel Member, The Jackie Robinson Foundation Black College Student Success
- 2017 Keynote Speaker, St. Joseph College Women Empowerment Org. Summit
Keynote Speaker, Pace University Student Leadership Conf. (Pleasantville)
Invited Speaker, Rhode Island College, President Commission on Inclusion
Panel Member, NYU Staff of Color Network- Pathway to Chief Housing Officer
Panel Member, Metuchen, NJ Public Library, 13th Documentary Screening
Keynote Speaker, Essex Rising Social Justice Coalition Seminar, Orange, NJ
Invited Guest, Student Affairs Live, Higher Ed Live Network
Keynote Speaker, John Jay College, Peer Mentor Leadership Conference
Keynote Speaker, Ramapo College of New Jersey, Black History Month Banquet
Keynote Speaker, Hobart William Smith Colleges, Prof. Development Day
Keynote Speaker, Alfred Univ., Division of Student Affairs Prof. Development
- 2016 Guest Lecturer, Montclair State University, Resident Assistant Class
Panel Member, The New School, The Birth of a Nation Pre-Screening Discussion
Keynote Speaker, Rowan College at Gloucester County, Faculty/Staff Retreat
Keynote Speaker, Mid-Atlantic ACUHOI Inclusion Summit
Invited Speaker, Quinnipiac University Faculty and Staff Diversity Speaker Series

Panelist, Guttman Community College, Hypersexualization of Women in Media
Keynote Speaker, Rutgers University-New Brunswick, Residence Life Training
Webinar, ACUHOI (housing - student affairs) Professionals of Color Network
Keynote Speaker, New Settlement High School Career Program
Keynote Speaker, Watkinson School All School Assembly

- 2015 Featured Speaker, CSP Assoc. of NY State Urban Campus Institute
Panel Member, LaGuardia Community College, Career Links: Education Panel
Panel Member, Brooklyn College Career Center Graduate Student Panel
Guest Lecturer, College Prep for Kappa Alpha Psi Fraternity, Brooklyn, NY
- 2014 Invited Guest, Student Affairs Live, Higher Ed Live Network
Guest Lecturer, College of Staten Island, SEEK & College Discovery
- 2013 Guest Speaker, Univ. of New Haven Society Human Resource Management
- 2011 Featured Speaker, Northeast Regional National Assoc. of Campus Activities
Keynote Speaker, Massachusetts College of Art and Design Annual Ed. Forum
Keynote Speaker, G.R.A.D. Mentoring Program Seminar
- 2010 Keynote Speaker, Univ. of Massachusetts Lowell Student Org. Women's Program
Keynote Speaker, N.E.A.C.U.H.O. Professionals of Color & Allies Retreat
- 2008 Keynote Speaker, M.A.L.E.S. Student Org. Annual Banquet, ECSU

INVITED DIVERSITY TRAINING ENGAGEMENTS

- 2019 Kent State University
USC Race and Equity Center Equity Institute's Implicit Bias Module
- 2019 Mt. San Jacinto College
USC Race and Equity Center Equity Institute's Implicit Bias Module
- 2019 Long Beach City College
USC Race and Equity Center Equity Institute's Implicit Bias Module
- 2019 North Central College
Diversity Task Force
Division of Student Affairs
Inclusive Organizational Culture Training
- 2019 Purdue University
USC Race and Equity Center Equity Institute's Implicit Bias Module
- 2019 North Central College
President Cabinet and Council
Trainer, Prioritizing Racial Equity and Identity Conscious Leadership
- 2018 University of Virginia
USC Race and Equity Center Equity Institute's Implicit Bias Module

- 2018 University of North Carolina Greensboro
Division of Student Affairs
Inclusion Workshops for Professional Staff
- 2018 Columbia University
School of Professional Studies
Identity and Workplace Seminar for Graduate Students
- 2018 Tufts University
Office of Greek Life
Implicit Bias Workshop for Student Staff
- 2018 Bay Path University
Office of New Student Orientation
Diversity Workshop for First-Year Students
- 2018 Rhode Island College
President Cabinet and President Extended Cabinet
Inclusion Plan Development
- 2017 Eastern Connecticut State University
Division of Student Affairs
Diversity Training for Orientation Student Leaders and Professional Staff
- 2017 PFK O'Connor Davis Accounting Firm
Diversity Council
Diversity Training for Accounting Firm Staff
- 2017 Eastern Connecticut State University
Division of Student Affairs
Diversity Training for L.E.A.P. Student Leadership Program [2013-2017]
- 2017 New Jersey Institute of Technology
Office of Residence Life
Diversity Training for Resident Assistant Staff
- 2017 University of Iowa
Division of Student Affairs
Diversity Training for Professional and Student Staff
- 2016 University of Massachusetts Dartmouth
Division of Student Affairs
Diversity Training for Residence Life Student and Professional Staff
- 2016 Eastern Connecticut State University
Division of Student Affairs
Diversity Training for First-Year Student Orientation [2015-2016]
- 2016 Quinnipiac University
Diversity Training for Faculty and Staff

- 2015 Southern Illinois University-Carbondale
Division of Student Affairs
Social Justice Training for Student Leaders
- 2015 Quinnipiac University
Division of Student Affairs
Diversity Training for Professional Staff
- 2015 Manchester Community College GEAR UP Alliance
Diversity Training for Higher Education Administrators [2014-2015]
- 2014 Eastern Connecticut State University
Division of Student Affairs
Diversity Training for Multicultural Student Organizations
- 2014 United Negro College Fund, Gates Scholars Leadership Academy
Diversity and Inclusion Workshop for Gates Scholars
- 2014 Kent State University
Diversity Webinar for Faculty and Staff
- 2013 Allegheny College
Diversity Workshop for New Student Orientation
- 2013 Allegheny College
Diversity Workshops for Faculty, Staff and Student Leaders
- 2013 University of New Haven
Diversity Training for Student Leaders
- 2013 Eastern Connecticut State University
Division of Student Affairs
Diversity Training for Resident Assistant Student Staff [2011-2013]
- 2012 Eastern Connecticut State University
Division of Student Affairs
Diversity Training for Resident Director Staff [2010-2012]
- 2012 Keene State College
University-Wide Diversity Training for Student Leaders
- 2012 Mount St. Mary University
University-Wide Diversity Workshop for Student Leaders
- 2012 Eastern Connecticut State University
Student Leadership Conference
Diversity Workshop for Student Leadership Conference Attendees
- 2011 University of Massachusetts Lowell
Office of Admissions
Cultural Competency Training [co-facilitated with Dr. Kathy Obear]

2010 Eastern Connecticut State University
Division of Student Affairs
Diversity Training for Resident Assistant In-Service

2010 Mount Ida College
Identity Development Workshop for Undergraduate Students of Color

INVITED CURRICULUM & PROGRAM REVIEWER

2019 Florida State University
External Review Team Member, NASPA Advisory Services
External Review – Division of Student Affairs Diversity and Inclusion

2018 University of Southern California, Race and Equity Center
Equity Institute Curriculum Development Team Member

- REC 725 – Messaging Commitment to Racial Equity and Inclusion
- REC 730 – Identifying, Understanding, and Confronting Implicit Bias

2017 Hobart and William Smith Colleges
External Review - Intercultural Center

2007 Laboratory Institute of Merchandising
External Review - Department of Residence Life Diversity Plan and Goals

COMMUNITY ENGAGEMENT

2019-Present Commissioner, West Orange Human Relations Commission

2019-Present Membership Chair, Parent Teacher Association - St. Cloud Elementary School
2019-2021 Executive Board Member

2018-Present Teaching Assistant, The Unitarian Universalist Congregation at Montclair
9th Grade Coming of Age Class

2005-Present Alpha Phi Alpha Fraternity
Past Mentor, Alpha G.E.N.T.S. Kappa Xi Lambda Mentoring Program
Past Executive Board Member

- Gamma Zeta Lambda Chapter (Secretary)
- Kappa Xi Lambda Chapter (Secretary)

2017-2018 Provocative Discussion Guest Speaker (May 2017) and Member
Essex Rising Social Justice Coalition
Essex County (New Jersey)