

## PROFILE

- ▣ Experience creating, implementing, and evaluating diversity, equity, and compliance plans.
- ▣ History of developing cross divisional partnerships and leading campus-wide initiatives and teams.
- ▣ Comprehensive knowledge of applicable laws under Departments of Labor, Justice and Education.
- ▣ Significant experience supervising professional and student staff, and managing budgets.
- ▣ Extensive involvement and experience with for-profit and non-profit organizations, and community boards.

## Educational Leadership

2014-PRESENT NORTHEAST WISCONSIN TECHNICAL COLLEGE, Green Bay, WI

### Chief Officer for Diversity, Equity, and Inclusion

- Serve as the College's liaison in civil discourse and action around equity and Inclusion College and community wide. Facilitate, implement, and support multi-ethnic community events.
- Ensure college and president are kept abreast of developments and needs within the various diverse communities in the district.
- Provide leadership to diversity initiatives to ensure campus climate is addressed as well as to increase awareness that we are committed to embracing the worth of every individual, creating a place for all people and promoting the respectful environment necessary for intellectual and personal discovery.
- Engage in active recruitment of a diversified student body and workforce (faculty and non-faculty, benefit eligible and part time) by using creative and innovative strategies.
- Assist the Executive Leadership Team in using an equity lens in its decision making and budget development.
- Collaborate with the Student Services leadership team to develop programs to support the success of students of color in attaining a career with family sustaining wages.
- Collaborate with the Learning leadership team and faculty to assure multiculturalism of curriculum and academic success of diverse populations.
- Collaborate with the Human Resources leadership team to develop programs to cultivate a workplace environment of diversity, equity, and inclusion.
- Collaborate with College Advancement to promote and advance the growth of the college in areas of diversity, equity, and inclusion.
- Ensure that the (including the development of the five-year compliance plan) College's Equal Opportunity, Affirmative Action, and Title IX programs meet local, state and federal regulatory requirements. Oversee the development and submission of periodic updates as required or requested. Monitor legal developments and compliance issues.

### College Director of Diversity & Inclusion/Title IX Coordinator

- Develop and align diversity and inclusion programs and initiatives to College's mission and values by conducting institutional audits, leading and assisting in establishing a culture of equity, disaggregating data, and promoting systems thinking.
  - Established practices around culturally relevant serving, teaching, and managing.
  - Mapped student experience and audited organizational climate through equity lens.
  - 2018 American Association of Community College Finalist-Advancing Diversity Award.
  - Signatory of the CEO Action for Diversity & Inclusion Pledge.
  - 2019 INSIGHT Into Diversity-HEED Award Recipient.
- Assessed campus climate by leading College Diversity Team, managing required and optional inclusively training for all employees, implementing student and employee climate surveys, enhancing employee climate survey, and offering diversity programming to employees and students.
  - Instituted nationally recognized required diversity courses for all employees.
  - Established D&I presence and thematic approach through iRespect Campaign.
  - Instituted College's first (in-house) Student Climate Survey – response rate of 34%.
  - Collaborated to add diversity subscale and compliance questions to employee climate survey.

- Transform campus environment around Equal Opportunity by developing, implementing, and monitoring a Five-Year Affirmative Action Plan, managing audits, and aligning policies and procedures for addressing discrimination, harassment, and bias.
  - o Completed and developed two five-year Affirmative Action Plans.
  - o Led College-wide OCR Review and development of compliance plan.
  - o Certified Clery Compliance Officer through D. Stafford & Associates.
  - o Certified Title IX Coordinator and Investigator through ATIXA.
- Engage the importance of inclusion in recruiting and retaining employees by establishing strategic initiatives to recruit, interview, and hire a diverse workforce.
  - o Assisted with establishing recruitment metrics for hiring a racially diverse workforce.
  - o Broadened organization's recruitment footprint.
  - o Established educational resources for supervisors and hiring teams.
  - o Implemented targeted recruitment events geared towards populations of color.
  - o Building a student to employee pipeline – 20% of student body are of color.
- Grow College's local and national footprint by directing President's external diversity initiatives, sitting on boards, building relations with government agencies, supporting multicultural events, and leading the Center for Equity & Growth.
  - o Co-authored Wisconsin Technical College's first System-wide Equity Report.
  - o Featured speaker at national conferences such as Achieving the Dream Conference.
  - o Led diversity trainings and org development for over 20 local organizations and boards.

2011- 2014 QUINNIPIAC UNIVERSITY, Hamden, CT

Director for Multicultural Education

- Reduced bias incidents on-campus by establishing the University's Safe Space Program, Anti-bias Education Committee and a religion and cultural competence workshop series. Increased student retention by developing and facilitating peer education programs.
- Strengthened leadership capacity of students of color, first generation and international students through training and mentoring in leadership development.
- Enhanced diversity and inclusion in University departments by consulting, training and mentoring in areas of hiring practices, programming initiatives and strategic plan development.
- Expanded multicultural programs and engagement on campus by developing and facilitating inter-group dialogue sessions, coordinating multicultural speakers and events and supporting research and scholarship.
- Provided administrative leadership and increase efficiency of the Office of Multicultural and Global education by developing strategic learning objectives and tools to assess student learning.

2010-2011 UNIVERSITY OF WISCONSIN-OSHKOSH, Oshkosh, WI

Advisor for Diversity & Inclusion Programs

- Created and lead the first Office of Diversity and Inclusion Programs.
- Enhanced office visibility by creating an inclusive student governing body, serving on University department's diversity committees, developing and facilitating student programs around transformational leadership and inclusive leadership; and built an Institutional wide RESPECT campaign.

2006-2009 LAWRENCE UNIVERSITY, Appleton, WI

Acting Assistant Dean of Students for Multicultural Affairs (2008-2009)

- Furthered Institution's multicultural vision by managing the Office of Multicultural Affairs and the Diversity Center, creating the marketing materials and supervised the student staff.
- Expanded the vision for multiculturalism by serving on the President's Multicultural Committee, oversaw multicultural programming and served as a resource for newly hired employees of color employees.

Assistant Director of Admissions/Coordinator of Multicultural Recruitment (2006-2008)

- Developed the University's first multicultural recruitment strategic plan.
- Increased enrollment of students of color by collaborating with Admissions Counselors to generate best practices for recruiting students of color.
- Recruited targeted populations by representing the Institution nationally at high schools and specialized organizations and networking with prominent business associates, alumni and secondary counselors.
- Supported the Institution's vision for multiculturalism by sitting on the President's Multicultural Committee and chairing the department's Staff Development Committee.

## Corporate Leadership

2002-2014 BEY COMMUNITY CONSULTING, Northeast/Midwest Region

### Founder & Inspirational Guide

- Worked in partnership with individuals and organizations to identify and help them leverage their own potential. Areas of expertise include: leadership development, individual coaching, multicultural insight, inspirational speaking and group facilitation.

2004-2010 KELLY LEADERSHIP GROUP, LANDMARK, MANPOWER AND ADECCO

### Organizational Consultant

- Consulted the president for the Kelly Leadership Group on developing a strategic plan, and then identifying territories and responsibilities for each position.
- Supported the Kohler Company's Kohler Experiential Learning Center through Manpower by designing and maintaining their intranet site, providing administrative support to the staff and becoming a Certified Kohler Company Facilitator.
- Interacted with associates and clients to determine training needs and facilitated experiential opportunities at the Kohler Experiential Learning Center.
- Aided in the development and implementation of company branding by writing and designing marketing materials for C.R. Meyer through Landmark Staffing.

## EDUCATION

MARIAN UNIVERSITY, Fond du Lac, WI

- MASTER OF SCIENCE, Organizational Leadership and Quality
- BACHELOR OF ARTS, Communication: Organizational and Public Relations emphasis

## COMMUNITY/PROFESSIONAL INVOLVEMENT

2019-PRESENT **THE PRIVILEGE INSTITUTE**, Brown County, WI  
Board Member

2019-PRESENT **GREATER GREEN BAY YMCA**, Brown County, WI  
Board Member

2017-PRESENT **DIVERSITY & INCLUSIVENESS TASKFORCE**, Brown County, WI  
Member (Co-Chair 2018-2019)

2016-PRESENT **ACHIEVE BROWN COUNTY**, Brown County, WI  
Executive Board Member

2015-PRESENT **UW-GREEN BAY'S SOCIAL WORK ADVISORY COMMITTEE**, Green Bay, WI  
Committee Member

2014-PRESENT **BROWN COUNTY MLK COMMITTEE**, Brown County, WI  
Chair

2013-PRESENT **NATIONAL CONFERENCE ON RACE AND ETHNICITY**, Norman, OK  
National Advisory Council, Chair of Chief Diversity Officers & Executive Leadership Committee