

SUMMARY

A senior executive in the field of diversity and inclusion with over 30 years of experience working with first generation colleges students. Functional areas of expertise include:

- Senior Administration
- Diversity and Inclusion
- Disability Services
- Collective Bargaining Agreements
- Right to Know Laws
- Title VI, Title VII, Title IX, ADA, ADEA, Section 504
- Student Code of Conduct and Judicial Affairs
- Social Justice
- Community Engagement
- International Affairs
- First Generation Students
- Academic Success
- Multiculturalism
- Talent Acquisition
- Fiscal Planning and Fund Raising
- Collaboration
- Constituency Experience
- Strategic Planning
- Transformative Mediation
- Intersectionality

EDUCATION

Otto J. Snowden Community Fellow
Urban Law and Public Policy Institute 1996
Boston, MA

Juris Doctor
Northeastern University 1995
Boston, MA

Bachelor of Arts
Syracuse University 1992
Syracuse, NY

EMPLOYMENT

Chief Diversity Officer 09/2015-Present
Edinboro University of Pennsylvania Edinboro, PA

- Work with and advise the President, Provost, Deans and Vice Presidents to ensure that university leadership has an integral role in upholding diversity and inclusion goals and strategies
- Oversee the University's compliance with federal and state AA/EO laws and regulations
- Interpret PASSHE Collective Bargaining Agreements and advise accordingly
- Update and coordinate the University Affirmative Action Plan
- Recommend revisions to current policies or the development of new policies to support the university's diversity and inclusion efforts
- Consult and advise Human Resource Department on diversity outreach and recruitment strategies
- Advise and train search committees and task forces
- Assist the university in achieving its diversity goals with respect to faculty, staff and student recruitment and retention

Ombuds 09/2015-Present
Edinboro University of Pennsylvania Edinboro, PA

- Serve as the university liaison to the Pennsylvania state system office for Fraud, Waste and Abuse
- Serve as the university liaison to the Department of Defense Voluntary Education Memorandum of Understanding
- Provide counsel and advise to university employees and students
- Connect with external agencies, groups and organizations to expand the university's presence in the community

- Director of Social Equity 05/2015-Present
Edinboro University of Pennsylvania Edinboro, PA
- Receive all complaints alleging discrimination, intimidation or harassment
 - Investigate all complaints and write concise reports
 - Develop and Coordinate the implementation of university policies and procedures related to social equity and diversity
 - Collaborate with the state system legal counsel and Labor Relations staff as appropriate
 - Coordinate and oversee the President's committees and commissions
 - Work closely with the Provost, Office for Students with Disabilities and the Office of Human Resources
- Title IX Coordinator 05/2015-Present
Edinboro University of Pennsylvania Edinboro, PA
- Conduct training for all constituencies on Clery, Title IX
 - Receive and coordinate the response to all complaints
 - Train, assign and supervise investigators
 - Advise student survivor peer support group
 - Chair and facilitate all Title IX/Clery Team meetings
 - Identify trends and oversee delivery of campus climate surveys
 - Ensure compliance with all aspects of Title IX, Clery, VAWA, SaVE, statutory and regulatory obligations
- Agency Open Records Officer 05/2015-Present
Edinboro University of Pennsylvania Edinboro, PA
- Serve as the university Right to Know Law Officer
 - Receive and respond to all requests for information under Pennsylvania's Right to Know Law
 - Gather data and provide feedback to state Legal Counsel
- Managing Partner 09/2009-05/2015
Wilson & Associates, LLC Tucson, AZ
- Provide Title V, Title VI, Title VII, Title IX, ADA, ADEA, Section 504, Clery, VAWA, SaVE and FERPA training
 - Supervise associates
 - Coordinate and conduct investigations
 - Counsel and advise clients on new legislation, laws and regulations
- Guest Lecturer 08/2009-05/2015
Pima Community College Tucson, AZ
- *Rights and Responsibilities of Citizenship*, Adult Education
- Presiding Judge 03/2002-05/2014
South Tucson City Court Tucson, AZ
- Process, adjudicate and manage cases
 - Write administrative polices and court orders
 - Implement restorative justice and therapeutic justice problem-solving techniques as alternatives to incarceration
 - Prepare the budget and manage the facility
- Adjunct Professor 08/2002-05/2009
The University of Arizona Tucson, AZ
- *499-Developing Effective Mentoring Programs for Youth at Risk*, Africana Studies Department
 - *493-Effective Strategies for Mentoring At Risk Youth*, Africana Studies Department
 - *385-The Civil Rights Movement and Ethnic Relations Post Civil Rights Era*, Africana Studies Department
 - *225-African American Politics*, Africana Studies Department
 - *220-Introduction to African American Studies*, School of Sociology
 - *207-African American History (1440-1877)*, Africana Studies Department

Special Assistant to the Pima County Attorney
Pima County Attorney's Office

09/1999-02/2002
Tucson, AZ

- Provide advice and counsel to the Pima County Attorney and Chief Deputies regarding diversity issues
- Served on committees and task forces relating to diversity issues
- Develop diversity outreach and recruitment strategies
- Serve as liaison to various community groups

Director of Community Engagement and Student Enrollment
Learning Tree of Western Massachusetts

12/1996-02/1999
Boston, MA

- Served as primary agency spokesperson in Greater Boston area
- Evaluated community outreach and continuing education programs
- Assessed fund development trends and promoted program visibility
- Recruited and retained first generation college students

Associate Director of Student Services
Learning Tree of Western Massachusetts

08/1992-12/1996
Boston, MA

- Supervised the planning and oversight of student programs and policies
- Searched for and wrote grants to support student services
- Fostered relationships with community partners
- Conducted program assessments and evaluations

Student Services Coordinator
Learning Tree of Western Massachusetts

06/1990-08/1992
Springfield, MA

- Create and present workshops for students and parents
- Assist with the administering of placement tests
- Provide academic advising and career counseling
- Assist with recruitment and retention efforts

Investigator
Hampden County Superior Court

06/1990-08/1992
Springfield, MA

- Investigated criminal and civil complaints
- Served as expert witness
- Provided testimony
- Wrote concise reports

CONFERENCE PRESENTATIONS (Invited)

2013, "Leadership and Change", Closing Plenary, Arizona Department of Economic Security Conference, Scottsdale, AZ.
2013, "Leadership Lessons Learned", Closing Plenary, Arizona Supreme Court Judicial Conference, Scottsdale, AZ.
2012, "A Call to Action", Most Worshipful Prince Hall Masons Conference of Grand Masters, Phoenix, AZ.
2012, "What is Social Justice", Most Worshipful Prince Masons of Arizona Conference, Tucson, AZ.
2012, "The Business of Immigration", Sunshine Ministries Racial Reconciliation Conference, Tucson, AZ.
2010, "Social Justice Redux", National Association of African Catholics in the United States Conference, Tucson, AZ.
2010, "A View from the Bench", United Way of Tucson and Southern Arizona Inclusion Conference, Tucson, AZ.
2009, "Rallying the Village", Pima Community College Community Conference, Tucson, AZ.
2008, "Upward Bound", United Parents and Youth League Annual Black Youth Recognition Conference, Phoenix, AZ.
2008, "Educational Outcomes for Youth at Risk", Arizona Superior Court in Maricopa County Summit, Phoenix, AZ.
2007, "Educational Outcomes for Youth at Risk", Arizona Superior Court in Yavapai County Summit, Prescott, AZ.
2007, "School to Prison Pipeline", Annie Casey Family Programs State Conference, Phoenix, AZ.
2007, "Educational Outcomes for Youth at Risk", Arizona Superior Court in Pima County Summit, Tucson, AZ.

ORAL PRESENTATIONS and TRAININGS (Invited)

2013, "Mentor Leadership". Higher Ground Banquet, Tucson, AZ.
2012, "Preparing for Success", A Place to Call Home Annual Foster Parent Training, Tucson, AZ.

- 2012, "Broken Windows", Pima County Reentry Coalition Monthly Meeting, Tucson AZ.
- 2012, "Cultural Competency in the Criminal Justice System", Diverse Voices in Prevention Parent Training, Tucson, AZ.
- 2012, "Mentoring Alternatives", Southern Arizona Mentoring Coalition Luncheon, Tucson, AZ.
- 2012, "Gender Equity in Athletics", Tucson Unified School District Athletic Directors Training, Tucson, AZ.
- 2012, "Disciples of Diversity", Tucson Ministerial Alliance Ministers Monthly Meeting, Tucson, AZ.
- 2012, "Diversity Binds Us", Southern Arizona AIDS Foundation National HIV Awareness Day Luncheon, Tucson, AZ.
- 2011, "The Mentoring Movement", MentorKids USA Tucson Luncheon, Sahuarita, AZ.
- 2011, "Motivational Interviewing Primer", A Place to Call Home Annual Foster Parent Training, Tucson, AZ.
- 2011, "Restorative Justice", Juneteenth Committee Annual Juneteenth Festival, Tucson, AZ.
- 2011, "Addressing the Need for Diverse Mentors", MentorKids USA Tucson Luncheon, Oro Valley, AZ.
- 2011, "Corrections to College Pipeline", Arizona Department of Corrections Parole Officer Training, Tucson, AZ.
- 2011, "Mentor Leadership", Phi Theta Kappa Honor Society Pima Community College Induction Ceremony, Tucson, AZ.
- 2011, "Opening our Hearts and Minds", Kiwanis Club Student of the Year Breakfast, South Tucson, AZ.
- 2011, "Reinventing Diversity", United Way of Southern Arizona Diversity Leadership Graduation, Tucson, AZ.
- 2010, "Broken Windows", Pima County Superior Court Courts Are Us Graduation, Tucson, AZ.
- 2010, "Developing an Effective Board of Directors", MentorKids USA Tucson Board of Directors Meeting, Tucson, AZ.
- 2009, "Transracial Adoption", A Place to Call Home Foster Parent Training, Tucson, AZ.
- 2009, "Breaking the Cycle of Poverty", Interfaith Coalition for the Homeless Luncheon, Tucson, AZ.
- 2009, "Developing Effective Public Private Partnerships", MentorKids USA Tucson Luncheon, Tucson, AZ.
- 2009, "Our Youth, Our Future, Our Responsibility", MentorKids USA Tucson Luncheon, Tucson, AZ.
- 2009, "Character Counts", Pima Foundation for Youth Luncheon, Tucson, AZ.
- 2009, "Together for the Community", United Way of Southern Arizona Young Professionals Training, Tucson, AZ.
- 2009, "Title IX Updates", University of Arizona, Center for Student Involvement and Leadership Training, Tucson, AZ.
- 2007, "Making a Way Out of No Way", University of Arizona, MLK Jr. Institute Luncheon, Tucson, AZ.
- 2005, "How Does A Man of Peace Fight", United States Army Fort Huachuca MLK Jr. Breakfast, Sierra Vista, AZ.

RESEARCH

Public Health

Performed research in the area of public health law and the use of community mobilization and collaboration to achieve changes in public health policy. Identified effective strategies that could be used by community leaders to convey legal information to the public. Conducted community surveys of school breakfast and after school programs. Investigated consumer protection laws on junk food marketing and tobacco marketing to kids. Researched emerging legal issues around child obesity, health insurance, and access to healthcare for the poor. Researched legal strategies to support physical fitness and nutrition education requirements in public schools. Collected information in support of diabetes education, stroke, prostate cancer, high blood pressure and heart disease education in minority communities and distributed information to local community centers. Mapped liquor stores to assess the availability of alcohol in impoverished communities.

Urban Problems

Explored the nature of urban problems and violence, seeking to identify causes and solutions. Examined the causes of violence in urban areas and the effects they have on communities, schools, businesses and families. Explored the various solutions for alleviating crime, poverty, unemployment, and homelessness focusing on those amenable to the community. Researched community-oriented approaches to workforce development, job training, school dropout prevention, home ownership, crime reduction, and financial literacy. Investigated the role public schools, faith based institutions, small businesses, and community organizations play in solving urban problems and urban violence.

PUBLIC SERVICE

- 2013-Present Board of Directors, Pima Prevention Partnership
- 2013-2015 Advisory Board, Devereux
- 2012-2014 Chair, Southern Arizona Mentoring Coalition
- 2011-2015 Board Member, University of Arizona Greek Life Oracle Board
- 2011-2015 Board of Directors, Boys to Men Mentoring
- 2010-2015 Board of Directors, Pan-African Education
- 2010-2015 Treasurer and Secretary, Diocese of Tucson, Office of the Black Catholic Ministry
- 2009-2015 Co-Chair, Col. Charles Denton Young, Arizona Buffalo Soldier Monument Committee

2008-2008 Facilitator, Arizona Commission on African American Affairs Town Hall
2007-2008 U.S. Citizenship Instructor, Pima Community College Adult Education
2007-2007 Invited Participant, Tucson Regional Town Hall
2005-2007 Board of Directors, Arizona Children's Association
2004-2005 Admissions Appeal Committee, University of Arizona
2002-2012 Mentor, Big Brothers and Big Sisters of America

PRESIDENTIAL COMMISSION APPOINTMENTS (EDINBORO UNIVERSITY)

Emergency Response Team
Frederick Douglass Institute
Commission on the Status of Faculty and Staff of Color
Commission on the Status of LGBTQIA
Commission on the Status of Women
University Diversity Council
University Senate

SPECIALIZED TRAINING

Title IX Investigation D. Stafford & Associates	2015 Pittsburgh, PA
Transformative Mediation Center for Community Dialogue	2014 Tucson, AZ
National Response Framework Federal Emergency Management Agency	2010 Tucson, AZ
Emergency Response Teams Federal Emergency Management Agency	2008 Phoenix, AZ
Incident Command Systems Federal Emergency Management Agency	2008 Phoenix, AZ
Leadership & Influence Federal Emergency Management Agency	2007 Tucson, AZ
Civil Rights Investigator Law Offices of Attorney Elda S. James	1995 Boston, MA
NLRB Investigator Ferguson, Stein, Chambers, Gresham & Sumter, P.A.	1995 Charlotte, NC
Civil Rights Investigator Coalition for Basic Human Needs	1995 Cambridge, MA
Civil Rights Investigator Massachusetts Department of Corrections	1994 Walpole, MA
Civil Rights Investigator Greater Boston Legal Services	1994 Boston, MA
Judicial Law Clerk Boston Municipal Court, Roxbury Division	1993 Boston, MA

MEMBERSHIPS

American Bar Association
American Judges Association
Association for Conflict Resolution
Association of Title IX Coordinators
Brothers of the Academy
FBI Citizens Academy Alumni Association
League of United American Citizens
National African American Drug Policy Coalition
National Association for the Advancement of Colored People
National Association of African Americans in Higher Education
National Association of College and University Attorneys
National Association of Diversity Officers in Higher Education
National Organization of Black Law Enforcement Executives
Omega Psi Phi Fraternity
Sigma Pi Phi Fraternity

AWARDS AND HONORS

2012 Community Service Award. Most Worshipful Prince Hall Grand Lodge, Jurisdiction of Arizona
2012 Community Service Award. Living Waters Ministry, Tucson.
2011 25 Most Influential African Americans in Southern Arizona. Vanguard Newspaper, Tucson.
2009 25 Most Influential African Americans in Southern Arizona. Vanguard Newspaper, Tucson.
2009 Henry Ryan Community Service Award. University of Arizona Black Alumni Association, Tucson.
2009 Community Service Award. Southern Arizona Interdenominational Ministerial Alliance, Tucson.
2009 Ida B. Wells Passion for Social Justice Award. Asa Philip Randolph Institute, Tucson.
2008 Community Service Award. Racial Reconciliation Community Outreach Network, Tucson.
2008 Martin Luther King Jr. Drum Major Award. Southern Arizona Black Chamber of Commerce, Tucson.
2008 Community Service Award. League of United Latin American Citizens, Tucson.
2006 Community Service Award. League of United Latin American Citizens, Tucson.
2006 40 under 40 Man of the Year. Tucson Citizen Newspaper - Tucson Business Edge, Tucson.
2006 Rosa Parks Living History Makers Award. NAACP, Tucson.
2006 Delegate, Judicial Delegation to Israel, American-Israeli Friendship League & Blacks in Jews in Conversation
2005 Certificate of Appreciation. United States Army 11th Signal Brigade, Sierra Vista.

COLLABORATORS

- Arizona Department of Education
- Amistades
- Amachi
- Big Brothers Big Sisters of America
- Boys and Girls Club of America
- Casey Family Programs
- Center for Community Dialogue
- City of Tucson
- City of Phoenix
- Community Renewal
- Community Partnership for Southern Arizona
- Desert Men's Council
- Diverse Voices in Prevention
- Fred G. Acosta Job Corp
- Goodwill Industries
- Gospel Rescue Mission
- Green For All
- Institute for Social Justice
- Our Family Services
- Oasis Family Life Center
- Pima Community College
- Pima County
- Pima County Schools Superintendent's Office
- Pima County Reentry Coalition
- Primavera Foundation
- Salvation Army
- State of Arizona
- Sunnyside Unified School District
- Teen Challenge
- Tucson Business Edge
- Tucson Ministerial Alliance
- Tucson Southern Arizona Black Chamber of Commerce
- Tucson Unified School District
- Tucson Urban League
- United States Department of Defense
- United States Department of Education

- Interdenominational Ministerial Alliance
- Kiwanis
- League of United Latin American Citizens
- Marana Unified School District
- Mentorkids USA
- NAACP
- United States Department of Homeland Security
- United States Department of Justice
- United States Department of Veteran Affairs
- United Way of Phoenix
- United Way of Tucson
- University of Arizona