

Robert P. Brown, Ph.D.

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EDUCATION

Ph.D. in Education & Human Resource Studies, Higher Education Leadership specialization	2025
Colorado State University, Fort Collins, CO <i>Dissertation: "Beyond Rhetoric: A Case Study of Critical and Inclusive Pedagogical Practices in a Teaching and Learning Center"</i>	
Master of Arts in Student Affairs Administration	2011
Michigan State University, East Lansing, MI	
Bachelor of Science in Finance, minor in Community Service Studies	2009
DePaul University, Chicago, IL	

PROFESSIONAL EXPERIENCE

Director, Learning and Organizational Strategy	2021-present
<i>Northwestern University Medill School of Journalism & Integrated Marketing Communications, Evanston, IL</i>	
<ul style="list-style-type: none">Provide leadership for the direction, goals, and implementation of the school's strategic mission towards building and maintaining a community that is supportive of all faculty, students, and staff.Collaborate with numerous departments, offices, and affiliates to build new relationships to increase the awareness of diversity, reinforce the educational value of cultural competency, and strengthen the school's sense of community.Manage departmental budget of \$200,000, upholding accounting procedures, managing forecasting, and strategic budget planning.Contribute to faculty, staff, and student recruitment goals by developing innovative strategies to fulfill the school's goal of reflecting the broad range of backgrounds and viewpoints represented by our stakeholders.Provide guidance, leadership, goals, and strategic vision for Medill's engagement with community stakeholders, national professional associations, and student chapters.Serve as an advisor and consultant for Medill faculty members on personal, academic, and professional matters related to student learning, pedagogy, civil rights, and organizational culture.Provide direct management coaching and consultation for faculty, staff supervisors, and school leadership, offering recommendations for complex HR solutions and organizational alignment.Act as a coach and conflict mediator for complaints within the Medill community related to equity and bias-related concerns.Develop and implement a comprehensive communication and training strategy related to organizational change and cultural competency for students, faculty, and staff.Facilitate inclusive teaching practices learning community and monthly workshop series to enhance faculty development related to critical and inclusive pedagogies.	
Director, Social Justice Education	2016-2021
<i>Northwestern University, Evanston, IL</i>	
<ul style="list-style-type: none">Provided direction for social justice education, peer education, and intergroup dialogue initiatives by managing overall administrative, budgetary, supervisory, and programmatic needs.Supervised, recruited, trained, and evaluated a staff of 3 full-time professionals, two graduate assistants, and two undergraduate interns.Provided interim oversight of Campus Inclusion & Community, comprising three units, four physical locations, and 15 full-time staff.Enhanced campus climate by interacting with a variety of stakeholders, including students, faculty, staff, alumni, and community members, being attentive to their needs and concerns for diversity and inclusion on campus.Developed trainings and workshops on social justice, leadership, intersectionality, and inclusive pedagogy, engaging over 4000 faculty, staff, and student participants annually.Managed overall operations and administration of SJE through targeted projects, collaborations, assessment, and new initiatives.Managed departmental budget of \$300,000, upholding accounting procedures and strategic budget planning.Co-facilitated a men and masculinities dialogue initiative focused on engaging college men in violence prevention efforts.Developed a Black masculinities dialogue group exploring the intersection of race and gender within student experiences.Created and implemented a social justice and allyship retreat that engaged 50 students in social justice education and identity exploration.Created, implemented, and assessed restorative practices initiative, hosting staff development opportunities and facilitating restorative	

dialogues to enhance conflict mediation.

- Coordinated a 3-day intensive racial justice dialogue experience engaging 50 staff members within the division of student affairs.

Co-Director, Summer Academic Workshop

2016-2021

Northwestern University, Evanston, IL

- Provided direction for the summer bridge program by managing overall administrative, budgetary, supervisory, and programmatic needs.
- Collaborated with six academic colleges, coordinating timelines, academic credit, and connection to the writing program.
- Developed co-curricular workshops intentionally designed to meet the needs of low-income and/or first-generation college students.
- Supervised, recruited, trained, and evaluated a staff of one graduate assistant and six undergraduate interns along with an advisory committee.
- Recruited 50 incoming, low-income and/or first-generation college students immediately following their admission to the university.
- Developed and implemented a diverse array of quantitative and qualitative assessment strategies to assess student learning, satisfaction, and academic performance following the SAW program.

Associate Director, Multicultural Student Center

2015-2016

University of Wisconsin – Madison, Madison, WI

- Provided direction for social justice education, faculty/staff development, and community engagement initiatives by managing overall administrative, budgetary, supervisory, and programmatic needs.
- Supervised, recruited, trained, and evaluated a staff of 3 full-time professionals, five student interns, and one graduate assistant.
- Managed major social justice programming and speakers, overseeing planning, marketing, budgeting, and assessment.
- Developed workshops on social justice, leadership, intersectionality, and inclusive pedagogy for faculty, staff, and students.
- Recruited, selected, and managed speaker contracts for Social Justice Speakers series and the Race & Higher Education Symposium.
- Created and assessed a social justice leadership retreat, engaging 50 students in social justice education and identity exploration.
- Created, coordinated, and secured funding for a 3-day intensive social justice dialogue experience engaging 60 faculty/staff members.
- Developed and implemented a 4-week faculty diversity & inclusion module in collaboration with the teaching and learning institute.
- Coordinated black cultural center task force, student engagement, regional tour, and proposal submitted to the university chancellor.
- Developed structure, funding proposal, and facilitator recruitment plan for the first-year student social justice education pilot program in collaboration with first-year experience, residence life, and faculty colleagues.
- Developed a multi-stage social justice module for the incoming student-athlete summer bridge program in partnership with athletics

Assistant Director, Multicultural Student Center

2014-2015

University of Wisconsin – Madison, Madison, WI

- Provided direction for student leadership, first-year experience, and career engagement initiatives by managing overall administrative, supervisory, and programmatic needs.
- Supervised, recruited, trained, and evaluated a staff of 13 student interns, two graduate assistants, and one full-time professional.
- Created, implemented, supervised, and evaluated the MSC professional development initiative focusing on educational, capacity-building, and culturally relevant learning opportunities to enhance the career development of Students of Color.
- Managed leadership and involvement programming initiatives, overseeing planning, marketing, budgeting, and assessment.
- Developed trainings on student development, leadership development, and social justice education for student interns, student organization leaders, and campus partners.
- Developed, advised, and implemented gateway programming, building bridges to community development and new student engagement.

Residential College Director, Office of Residential Life

2011-2014

Washington University in St. Louis, St. Louis, MO

- Provided direction for student learning, academic success, and community engagement while managing the overall administrative, supervisory, and programmatic needs of a residential college housing 450 first and second-year students.
- Supervised, recruited, trained, and evaluated a staff of 14 Resident Advisors (RAs) and one Graduate Fellow (GF).
- Worked with live-in Faculty Fellow(s)/Faculty Associates to enhance student and faculty interaction in residential areas.
- Interacted with a variety of stakeholders, including students, parents, faculty, staff, administrators, and community members, being attentive to their needs and concerns and meeting them with prompt follow-up.
- Created, implemented, and evaluated the Community Engagement Model focusing on educational, social, and cultural learning outcomes to enhance the first and second year student experience.
- Participated in an on-call duty rotation for a campus of over 6,000 residential students and managed safety, security, and crisis

concerns.

- Developed training on student development, leadership development, and social justice education for 130 undergraduate RAs.
- Facilitated student conduct meetings for residents following documentation and administered educational sanctions.
- Advised the residential student council with a specific emphasis on community development and programming.
- Managed residential area budget of \$20,000 and upheld accounting procedures.
- Developed and implemented a diverse array of quantitative and qualitative assessment strategies assessing student learning, satisfaction, climate, and performance within the RA program, residential college environment, and broader campus community.

TEACHING & INSTRUCTION EXPERIENCE

The Impact of Equity: Leaders Activating Change, Faculty

2023-2024

Kellogg School of Management, Northwestern University

- Teach a seminar course within the Impact of Equity executive education course, where non-profit leaders receive an intensive exploration that provides an opportunity to look within themselves to understand diversity, equity, and inclusion better.
- Develop a curriculum with a focus on identity-conscious leadership and management practices, negotiating and mitigating power, and engaging across differences.

Immersion Quarter, Adjunct Instructor

2022-present

Medill School of Journalism & Integrated Marketing Communications, Northwestern University

- Teach a seminar course within the Immersion Quarter summer program, where graduate students explore how to build effective consultation teams to drive productivity and maximize results for their clients.
- Advise student consultation teams on team charter development, conflict management, collaboration, and project management.

Leading Equity and Inclusion in Organizations certificate (LEOIC) program, Instructor

2020-2022

School of Education & Social Policy, Northwestern University

- Teach a seminar course within the Leading Equity & Inclusion in Organizations certificate program, where working professionals explore how individual identities and institutional/structural inequities impact experiences in organizations.
- Develop an intergroup dialogue curriculum that incorporates opportunities to learn, critique, and apply social justice theoretical frameworks within the context of organizational change management.

Field Studies in Social Justice, Lecturer

2017-2019

Chicago Field Studies, Northwestern University

- Teach a three-credit course where undergraduate students explore the connection between their internship experiences and systemic inequities in the city of Chicago and our broader society.
- Coordinate guest speakers from local non-profits and social movements across multiple issues, identifying parallels and an intersectional analysis.

Issues in Social Justice, Instructor

Spring 2016

Counseling Psychology, University of Wisconsin – Madison

- Taught a 3-credit course where undergraduate students develop multi-issue literacy and social justice dialogue facilitation skills.
- Coordinated guest speakers from our social justice speaker series to explore the connection between dialogue facilitation and organizing principles.

Leadership & Civic Engagement for Social Change, Instructor

2015-2016

Civil Society & Community Studies, University of Wisconsin – Madison

- Created, implemented, developed curriculum, and assessed first-year seminar course focused on leadership, social justice, and civic engagement.
- Introduced students to available resources on campus to maximize their learning experience, social consciousness, and civic engagement.

INSTITUTIONAL LEADERSHIP EXPERIENCE

Men & Masculinities Initiative

University of Wisconsin-Madison

2014-2016

Co-Chair, Facilitator

Washington University in St. Louis

2012-2014

- Created a men & masculinities dialogue program, which focuses on the examination of societal images, expectations, and messages around masculinity to empower men to understand themselves better, promote the advancement of gender equity, and raise consciousness in their communities.
- Recruited eight campus partners to develop a new initiative at UW-Madison and secured \$20,000 in funding to support program implementation.

- Co-facilitated off-site weekend retreat and six weekly sessions on campus with 24 college men, engaging them in conversations about the impact of hegemonic masculinity, patriarchy, and intersectionality in society and our lives.
- Served on Men & Masculinity divisional committee, developing budget plan, managing speaker contracts, and proposal for pilot program.

Mosaic Project**Washington University in St. Louis****2013-2014***Co-Chair*

- Managed university-wide initiative with Vice Chancellor for Students, Vice Provost for Diversity Affairs, and student leaders working to strengthen diversity, foster inclusion, and promote social justice in all aspects of the student experience, specifically working to enhance campus assessment & benchmarking, bias response, community values, policy and procedures, and inclusion within student groups and the classroom.
- Advocated for the needs of underrepresented students from diverse academic, cultural, and socioeconomic backgrounds with the Vice Chancellor for Students, the Vice Provost for Diversity Affairs, and the Provost through weekly and monthly project update meetings.
- Serve on the Center for Diversity & Inclusion Task Force, working to gauge community needs, conduct campus culture center site visits, explore benchmarking and best practices, and pursue advice from a higher education consultant to develop an implementation plan to create a new Center for Diversity & Inclusion at Washington University.

Campus Diversity Collaborative**Washington University in St. Louis****2012-2014***Steering Committee Member, Convener*

- Provided training and workshops around diversity and inclusion for faculty, staff, and student groups, fostering cultural competence and community development on campus.
- Maintained a Social Justice Training Manual as a reference for those who conduct social justice trainings on campus.
- Planned and hosted forums for dialogue on issues of diversity and inclusion, such as: Developing Inclusive Recruitment and Retention & Bullying and the LGBT Community.
- Participated in strategic planning, alignment of CDC initiatives with university diversity and inclusion goals, and assisted with membership recruitment and development.

RESEARCH & PUBLICATIONS

- Beatty, C. C., Salinas, C., Ardoin, S., Acker, L. D., Bhatt, R., Brown, R., & Johnston Guerrero, M. (2026). Mentoring with purpose: A framework for equity-minded and identity-conscious practice in student affairs. *ACPA Task Force Report*.
- Bohrer, A., Sun, T., Chesniak, O., Maher, J., **Brown, R.**, Chobot Hokanson, S., & Campa, H. (under review). An adaptable synchronous learning community model to support postdoctoral scholars' professional development. *Studies in Graduate and Postdoctoral Education*
- Brown, R.**, & Munoz, S. (under review). Bending toward justice and humanity: Faculty of color resistance and praxis in critical and inclusive pedagogy. *The Journal of Higher Education*.
- Brown, R. (2025). *Beyond rhetoric: A case study of critical and inclusive pedagogical practices in a teaching and learning center*. [Doctoral dissertation, Colorado State University]. Mountain Scholar Digital Collections of Colorado.
- Sule, T., & **Brown, R.** (2023). My body is not an apology: Black critical agency as sense of belonging. *The Journal of Higher Education*, 64(1), 1-15.
- Desai, S., Elliott, C., & **Brown, R.** (2021). Identity-conscious supervision: A model for equity. *New Directions for Student Services*, 175, 53-62.
- Brown, R.**, Desai, S., Elliott, C. (Eds.) (2019). *Identity-conscious student affairs supervision: A guide to management and mentoring*. Routledge.

SELECT PRESENTATIONS

- Brown, R., & Munoz, S. (2025). *Bending Toward Justice and Humanity: Faculty of Color Resistance and Praxis in Critical and Inclusive Pedagogy*. 2025 ASHE Conference.
- Brown, R., & Desai, S., & Elliott, C. (2025). *Identity-Conscious Student Affairs Supervision: A Model for Equity*. 2024 NCORE Pre-Conference.
- Brown, R., Grim, J. & Chavis, T. (2025). *A Report on the National Study of CDOs Navigating Anti-DEI Policy*. 2025 NADOHE Conference.
- Brown, R., & Desai, S. (2024). *Identity-Conscious Student Affairs Supervision: A Model for Equity*. 2024 NCORE Pre-Conference.
- Brown, R., Hopgood, M., & Whitaker, C. (2023). *Preparing Newsrooms for the Next Generation*. 2024 Asian American Journalist Association Conference.
- Brown, R. (2023). *Identity-Conscious Student Affairs Supervision: A Model for Equity*. 2023 NCORE Pre-Conference.
- Brown, R., Greenwell, A., Hopgood, M., & Whitaker, C. (2022). *J-School Revolution: Preparing the next generation in the polarized, post-pandemic age*. 2022 National Association of Black Journalists Convention.
- Brown, R., Desai, S., Elliott, C. (2022). *Identity-Conscious Student Affairs Supervision: A Guide to Management and Mentoring*. 2022 NASPA Annual Conference.

- Brown, R. (2022). *Identity-conscious mentoring: Advancing graduate student development*. Research University Alliance Conference.
- Brown, R., Desai, S., Elliott, C. (2021). *Identity-Conscious Student Affairs Supervision: A Guide to Management and Mentoring*. 2021 NASPA Annual Conference.
- Brown, R. (2020). *Between a Rock and a Hard Place: Interrupting Oppression through Dialogic Praxis*. 2020 ACPA/ASHE Presidential Symposium.
- Munoz, S. (Host). (2020, October 7). SA Today: Identity-Conscious Supervision (No. 3) [Audio podcast episode]. In *Student Affairs Now Podcast*. <https://studentaffairsnow.com/identity-conscious-supervision/>
- Boetcher, M. (Host). (2020, August 26). Identity-Conscious Supervision (No. 19) [Audio podcast episode]. In *SACSA Podcast*. Southern Association for College Student Affairs. <https://www.sacsa.org/page/podcast>
- Brown, R., & Johnson, B. (2020). *Black Men & Mental Health*. PaperClip Communications – On Demand Training.
- Stewart, D-L, Vigil, R., Brown, R., & Poon, O. (2020). *Equity in Online Teaching: A Raising the Bar Webinar*. Reinvention Collaborative & Race & Intersectional Studies in Education.
- Brown, R., Desai, S., Elliott, C. (2020). *Identity-Conscious Student Affairs Supervision: A Guide to Management and Mentoring*. 2020 ACPA ACPA2GO Virtual Workshop Series
- Brown, R., Desai, S., Elliott, C. (March 2018). *Supervision Across Racial Identities: Identity-conscious Supervision*. 2018 NASPA Annual Conference Pre-Conference, Philadelphia, PA.
- Brown, R., Brooks, D., Covarrubias, A., Javier, G., Perez, M.A., & Rollins, D. (December 2017). *Emotional Labor within a Hostile Climate: Increasing Capacity of Men of Color*. 2017 NASPA Multicultural Conference, New Orleans, LA.
- Brown, R., & Ali, N. (June 2017). Students, students, students: What about us? 2017 NCORE Conference, Fort Worth, TX.
- Brown, R., Berezowitz, C., & Nellis, M. (May 2017). *Flipping the campus cultural paradigm: Intra-institutional partnership to support students' civic development and well-being*. 2017 AAC&U The Whole Student: Intersectionality and Well-Being Conference, Chicago, IL.
- Brown, R., Desai, S., Elliott, C. (March 2017). *Supervision Across Racial Identities: Identity-conscious Supervision*. 2017 NASPA Annual Conference Pre-Conference, San Antonio, TX.
- Brown, R., Brown-Henderson, L.A., Cockrell, K., & Kellom, C. (March 2017). *(Summer) Bridging the Gaps: Enriching Summer Bridge Programs for the 21st Century*. 2017 NASPA Annual Conference, San Antonio, TX.
- Brown, R. (May 2016). *Creating inclusive and equity-minded learning environments*. 2016 Teaching & Learning Symposium, Madison, WI.
- Brown, R., & Desai, S. (March 2016). *Supervision Across Racial Identities: Identity-conscious Supervision*. 2016 NASPA Annual Conference, Indianapolis, IN.
- Brown, R., & Viager, A. (February 2016). *Men & Masculinities: Engaging College Men in Critical Gender Analysis*. UW-Madison Advising Conference, Madison, WI.
- Brown, R., & Klunder, L. (December 2015). *Interrupting Adopteeophobia: Engaging Emerging Transracial and Intercountry Adoptee Leadership in Higher Education*. 2015 NASPA Multicultural Institute, Miami, FL.
- Brown, R. (October 2015). *Interrupting Systems: Tools and Strategies for addressing -isms in the Classroom*. 2015 Madison Student Personnel Association, Madison, WI.
- Brown, R., Land, J., & Viager, A. (October 2014). *Men's Project – Developing a Cohort-Based Program for Gender Identity Exploration*. 2014 NASPA Regional Men and Masculinities Knowledge Community Conference, St. Louis, MO.
- Brown, R., Desai, S., De Shon, T. & Rosenblum, N. (November 2013). *Effective Assessment Practices in Residential Life*. Upper Midwest Region – American College and University Housing Officers 2013 Annual Conference, St. Louis, MO.
- Brown, R & Locke, L. (March 2012). *Meeting the Needs of International Students Living in Residence Halls*. 2012 ACPA Annual Conference, Louisville, KY.

CONSULTATION & TRAINING

- “*Educator Leadership*” (2025) – Consultant – Evanston School District 65 – leadership development series for teachers.
- “*Strategic Communication and Perspective Taking*” (2025) – Consultant – Chicago Botanic Garden – management coaching and team development.
- “*Identity-Conscious Student Affairs Supervision*” (2025) – Keynote Speaker – New York University – residential life team development.
- “*Identity-Conscious Student Affairs Supervision*” (2025) – Keynote Speaker – John Carroll University – Campus Leadership Institute.
- “*Teaching & Reaching All Students*” (2024) – Consultant – The Children’s School – administrator and teacher workshop series and coaching.
- “*Child and Family Development Faculty Development*” (2024) – Consultant – San Diego State University – departmental training and coaching.
- “*Identity-Conscious Student Affairs Supervision*” (2024) – Keynote Speaker – Colorado State University – division of student affairs in service.
- “*Active Bystander Intervention*” (2023) – Facilitator – Loyola University Chicago – School of Pharmacy faculty development conference.
- “*Identity-Conscious Student Affairs Supervision*” (2023) – Keynote Speaker – Clover Technical College – mid-level manager training.
- “*Identity-Conscious Student Affairs Supervision*” (2024) – Keynote Speaker – Butler Community College – division of student affairs in service.
- “*Teaching & Reaching All Students*” (2022-2023) – Consultant – Gurnee School District – administrator and teacher workshop series.
- “*Identity-Conscious Student Affairs Supervision*” (2022) – Keynote Speaker – Florida State University – division of student affairs in service.

- “*Identity-Conscious Student Affairs Supervision*” (2022) – Keynote Speaker – University of Wisconsin – Madison – division of student affairs in service.
- “*Identity-Conscious Student Affairs Supervision*” (2022) – Keynote Speaker – Duke University – division of student affairs in service.
- “*Identity-Conscious Student Affairs Supervision*” (2022) – Keynote Speaker – University of Maryland – division of student affairs training series.
- “*Strategic Planning*” (2021) – Consultant – Jackson Hole Community Foundation – philanthropic board advisement.
- “*Black Staff Virtual Gathering*” (2021) – Consultant – Duke University – staff affinity-based dialogue.
- “*Mitigating Bias*” (2021) – Consultant – Federal Reserve Bank of Chicago – staff workshop series.
- “*Understanding Bias & Identity*” (2021) – Consultant – Sickle Cell Disease Foundation – provider and clinician workshop series.
- “*Identity-Conscious Student Affairs Supervision*” (2021) – Keynote Speaker – University of Denver – division of student affairs in service.
- “*Identity-Conscious Student Affairs Supervision*” (2021) – Keynote Speaker – Western Washington University – division of student affairs in service.
- “*Identity-Conscious Student Affairs Supervision*” (2021) – Keynote Speaker – Case Western Reserve University – division of student affairs in service.
- “*Identity-Conscious Student Affairs Supervision*” (2021) – Keynote Speaker – Johns Hopkins University – division of student affairs in service.
- “*Identity-Conscious Student Affairs Supervision*” (2021) – Keynote Speaker – American River College – division of student affairs in service.
- “*Building Solidarity and Collective Power to Create Change*” (2021) – Keynote Speaker – Michigan State University – fraternity & sorority life.
- “*Unconscious Barriers to Equitable Decision-making*” (2020) – Consultant – Skidmore College – admissions professional staff training.
- “*Understanding Bias & Identity*” (2020) – Consultant – Brainjolt Media – digital publishing staff workshop.
- “*Social Identity & Difficult Conversations*” (2020) – Consultant – ACLU Louisiana – Justice Lab project lawyers workshop.
- “*Courageous Conversations in the Workplace*” (2020) – Panelist – Big Brothers, Big Sisters – Leadership Board.
- “*Facilitation: Developing a Multipartial Approach*” (2020) – Consultant – Nova Collective – train-the-trainer workshop.
- “*Identity-Conscious Student Affairs Supervision*” (2020) – Consultant – Marquette University – division keynote and student staff training.
- “*Identity-Conscious Student Affairs Supervision*” (2020) – Consultant – Tulane University – residential life professional staff training.
- “*Exploring Identity & Socialization*” (2020) – Consultant – NBC Universal/Brooklyn Nine-Nine – writer’s room workshop series.
- “*The Impact of Microaggressions on Building Inclusive Team*” (2020) – Consultant – NBC New York Live – media team workshop.
- “*Open Enrollment: Social Identity & Bystander Intervention*” (2020) – Consultant – Nova Collective – across industry workshop.
- “*Addressing Racial Inequality: Parsons and Beyond*” (2020) – Consultant – Parsons Corporation – dialogue facilitated between staff & CEO.
- “*DEI Facilitation*” (2019) – Consultant – Postdoc Academy – workshop series for postdoc trainers on NSF-funded grant.
- “*Teaching & Reaching All Students*” (2019-2020) – Consultant – Gurnee School District 56 – workshop series for teachers and administrators.
- “*Social Justice and Nonviolent Conflict Mediation*” (2019) – Consultant – University of Michigan – residential life professional staff training.
- “*Building Solidarity and Collective Power to Create Change*” (2019) – Consultant – Colby College – student leader workshop.
- “*Identity-Conscious Student Affairs Supervision*” (2019) – Consultant – Colorado State University – graduate assistant supervisor training.
- “*Finding your Why*” (2019) – Keynote Speaker – Arrupe College – new student orientation.
- “*Critical Hope and the Power of Your Position to Create Change*” (2019) – Consultant – North Park University – student leader workshop.
- “*Restorative Practices and Nonviolent Conflict Mediation*” (2019) – Consultant – DePaul University – counseling center staff training.
- “*Gender Dialogue: Building relationships and understanding across gender*” (2019) – Consultant – Piper Jaffray Law Firm – staff training.
- “*Diversity, Equity, & Inclusion Roadmap*” (2019) – Consultant – Population Action International – NGO staff social identity workshop.
- “*Building relationships and understanding across gender & sexuality*” (2019) – PHD Media – global communications staff workshop.
- “*Practicing Self-Care and Racial Literacy as People of Color in the Workplace*” (2019) – Consultant – University of Wisconsin–Madison – division of student affairs staff affinity workshop.
- “*Black Masculinities & Mental Health*” (2019) – Keynote Speaker – Case Western Reserve University – Black History Month event.
- “*Between a Rock and a Hard Place: Interrupting Systems of Oppression in Higher Education*” (2019) – Keynote Speaker – Loyola University Chicago – division of student affairs in service.
- “*Critical Hope and the Power of Your Position to Create Change*” (2018) – Consultant – Cornell University – multicultural affairs staff retreat.
- “*Our Wisconsin Train the Trainer*” (2018) – Consultant – University of Wisconsin–Madison – student, faculty, & staff facilitator training.
- “*Between a Rock and a Hard Place: Interrupting Systems of Oppression in Higher Education*” (2018) – Keynote Speaker – Michigan State University Higher, Adult, and Lifelong Education – Raines Colloquium Speaker.
- “*Deconstructing masculinities: bros, dudes, and men on campus*” (2018) – Invited Speaker – University of Miami – Student of Color Symposium workshop.
- “*The Impact of Microaggressions on Building Inclusive Environments*” (2018) – Consultant – University of Pittsburgh, College of Engineering – faculty development workshop.
- “*Navigating Difficult Conversations: Tools for Increasing our Capacity*” (2018) – Consultant – One Goal – Staff Development Training
- “*Inclusive Pedagogy*” (2017) – Consultant – Boston University – faculty development & postdoctoral affairs training.

- “*Fostering Equitable & Inclusive Teams*” (2017) – Consultant - Center for the Integration of Research, Teaching and Learning, INCLUDES Project – faculty workshop.

COMMITTEE WORK & SERVICE

▪ Mediation & Conflict Resolution Initiative, Mediator	2023-Present
▪ Inclusive Teaching Principles External Review, Board Member	2023-2024
▪ Manager Foundations, Mentor	2022-2023
▪ Educational Council for an Inclusive Northwestern	2020-2023
▪ Inclusive Teaching Practicum working group, Subject Matter Expert	2021-2022
▪ Diversity, Equity, & Inclusion Advisory Board, Curriculum Development Specialist	2019-2021
▪ Student Lifecycle Initiative, Committee Member	2018-2019
▪ Sexual Harassment Working Group, Committee Member	2017-2020
▪ Accessibility & Equity, Committee Member	2017-2020
▪ Division of Student Affairs Diversity & Inclusion Institute, Committee Member	2016-2019
▪ Teaching Academy Summer Institute, Keynote Speaker	2016
▪ Coordinated Leadership Initiative, Framework Implementation Team Member	2014-2016
▪ Diversity & Inclusion Forum for Faculty & Staff, Member	2011-2014
▪ Association of Black Students Feed My Sheep Program, Mentor	2011-2014
▪ IMPACT Greek Leadership Retreat, Chapter Facilitator	2010 & 2013
▪ Gephardt Institute for Public Service, Intergroup Dialogue Facilitator	2011-2013
▪ Dr. Martin Luther King Commemoration Committee, Secretary	2011-2012
▪ HALE: Higher, Adult, and Lifelong Education Faculty Search, Committee Member	2010-2011

PROFESSIONAL INVOLVEMENT & HONORS

▪ Project One Ten, Board Member	2025-Present
▪ ACPA Presidential Mentorship Task Force, Committee Member	2025-Present
▪ Difficult Dialogues National Resource Center, Board Member	2024-Present
▪ Chicago Urban League IMPACT Leadership Development Program, Fellow	2024-2025
▪ Outstanding Student Organization Advisor Award, Northwestern Division of Student Affairs	2022
▪ NASPA Faculty Council Graduate Student Spotlight	2021
▪ DePaul University Distinguished Alumni Award	2020
▪ Social Justice Award, Northwestern Division of Student Affairs	2019
▪ ASHE Council for Ethnic Participation, Mentor-Protégé Program, Mentee	2018-2019
▪ ACPA External Affairs Advisory Board, Member	2017-2019
▪ ACPA Equity & Inclusion Committee, Programming Chair	2017-2019
▪ LeaderShape, Co-Lead Facilitator	2016-2021
▪ NASPA Undergraduate Student Conference, Marketing Chair	2016-2017
▪ Social Justice Training Institute, Intern	2015
▪ Student Social Justice Training Institute, Faculty	2015
▪ ACPA Institute on Social Justice, Dialogue Group Facilitator	2014
▪ Global Diversity Overseas Seminar Program, Participant	2013
▪ ACPA Commission for Global Dimensions of Student Development, Convention Chair	2012-2014
▪ Louis C. Stamatakos Award for Outstanding Second Year Student in Student Affairs Administration	2011
▪ Restorative Justice Certification, International Institution for Restorative Practices	2010
▪ Max Raines Award for Outstanding First Year Student in Student Affairs Administration	2010