

OBIE FORD III

Pronouns: He/Him/His
Collective Pronouns: We/Us/Our

EDUCATION

Ohio University, Athens, OH

Doctor of Philosophy, Higher Education Administration

Specializations: Multiple Identity Development, Somatic Studies, Equity/Diversity, Inclusion/Belonging

The Ohio State University, Columbus, OH

Master of Arts, Educational Policy & Leadership

Specializations: Cultural Studies, Somatic Studies, African and African American History

The Ohio State University, Columbus, OH

Bachelor of Arts, Psychology

Minor: Sociology

CERTIFICATIONS

Cornell University, Ithaca, NY

Diversity and Inclusion Certificate

Intercultural Development Inventory (IDI), LLC, Olney, MD

Qualified Administrator Certificate and License

CORE COMPETENCIES

- Strategic Equity Leadership and Planning
- Collaboration and Consensus Building
- Change Agent and Champion
- Proactive and Positive Approach
- Internal/External Networks and Partnerships
- Energizing Organization and Constituents
- Theory and Concepts Into Practice
- Equity Initiatives, Development and Implementation
- Student, Faculty, Staff Focus and Success
- Emotional Intelligence and Conflict Resolution
- Leadership Coaching
- Public Speaking and Communication
- Building Community of Equity and Love
- Continuous Expansion and Improvement

PROFESSIONAL EXPERIENCE

Washington State University Vancouver, Vancouver, WA, 2017 – Present

Associate Vice Chancellor for Equity, Diversity and Inclusion and Chief Diversity Officer

- Report to Chancellor, serve as member of Chancellor's cabinet and provide executive-level leadership, vision, strategy, influence, advisement, and championship for equity, diversity and inclusion at WSU Vancouver. Member of Vice Chancellor's Academic Leadership Council. Support equity efforts and provide strategic leadership and consultation across the WSU system of campuses, including Pullman, Everett, Global, Spokane and Tri-Cities.
- Deliver proactive, strategic and collaborative leadership to build equity-minded infrastructure and embed equity, diversity and inclusion in university policies, practices and processes. Establish strategic partnerships and collaborations with Chancellor, Vice Chancellor for Academic Affairs, Vice Chancellor for Student Affairs and Enrollment, Vice Chancellor for Finance and Operations, Chief Marketing and Communications, Chief Development Officer, Assistant Vice Chancellor for Strategic Partnerships, Director Human Resource Services, Chief Information Officer, Chief of Staff, and Campus Director of Institutional Research.
- Develop, direct and facilitate efforts to realize university strategic imperative of an intentional commitment to equity, diversity and inclusion by closing the opportunity gap, building capacity of institutional change, and creating a welcoming campus climate.
- Administer employee and student campus climate survey. Partner with Campus Director of Institutional Research to collect, analyze, monitor and disseminate institutional data to benchmark and promote university accountability for equity, diversity and inclusion.
- Develop culturally responsive initiatives and strengthen equity-minded alliances with internal and external university constituents, including students, staff, faculty, alumni and partners. Provide

consultancy and pursue external funding and partnerships to support and sustain inclusive excellence across efforts for students, faculty and staff.

Significant Accomplishments

- Established Equity of Student Outcomes Council (ESOC) to assess parity and disparity across race, gender, income, accommodation needs and other student demographics. ESOC created THRIVE Bridge Program for first-year students from historically underrepresented communities. From fall 2019 to fall 2020, THRIVE student cohort achieved 85% retention rate compared to 60% of non-THRIVE general student population. Partnerships of Equity of Student Outcomes Council, Student Success Council, and Enrollment Management Council have driven more equitable outcomes over past 5 years, including parity in freshman graduation rates in 2020, and transfer graduation rates in for past 4 out of 5 years across student racial demographics.
- Supported Enrollment Management Council on intrusive admission strategies in collaboration with K-12 and community college partners. Supported Director of Student Equity and Outreach and Equity of Student Outcomes Council in pursuit of TRiO Talent Search Grant.
- Partnered with Academic Affairs and Human Resource Services to formalize racial equity in the search process for faculty and staff from hiring to retention. Results of recent searches for faculty, staff and C-suite over the past three years suggest effectiveness of efforts: Chancellor's Cabinet has increased racial diversity of executive leadership; Vice Chancellor's Cabinet of Academic Leadership has increased racial diversity of Academic Directors; and Faculty of color accounted for 50% of new faculty hires in 2019 – 2020.
- Created and appointed new position, Campus Director of Faculty Equity and Outreach charged with working collaboratively to expand equity efforts in hiring, creating a campus climate of support and belonging, and increasing visibility and recognition. Position created in partnership with Academic Affairs with support of Vice Chancellor and Academic Leadership Council.
- Launched strategic initiative - the Building a Community of Equity (BaCE) Professional Development Program for faculty and staff. Program provides enrichment tools and resources to suffuse racial equity, cultural wealth and justice throughout university policies, processes and practices. Empowers faculty and staff to become change agents from wherever they are situated in the university. Since 2018, more than 60% of faculty and staff (including academic leadership, campus police and the Chancellor's cabinet) have participated.
- Created and hired new position, Campus Director of Equity Education and Programming charged with working collaboratively to expand efforts of the BaCE program and administering of the Intercultural Development Inventory (IDI) assessment. This position also holds a teaching line. Developed position in partnership with Academic Affairs.
- Formed the Support and Empowerment for Employees of Color (SEEC) Association, an employee resource group that nurtures a deeper sense of belonging, community, empowerment, and visibility for faculty and staff of color at WSU Vancouver and opportunities for connection throughout WSU system.
- Founded Office of Equity and Diversity focused on actualizing university strategic objectives to close the opportunity gap, increase institutional capacity for equity in all aspects of campus endeavors, and build and maintain a campus climate that provides a safe, affirming and welcoming environment for all employees and students. Manage departmental budgets and provide leadership to team of direct reports, including Campus Director of Equity Education and Programming; Campus Director of Faculty Equity and Outreach; Campus Director of Native American Affairs; Chair of Accessibility Council; and Chair of Council on Equity, Diversity and Inclusion.
- Administer biennial campus climate surveys for students and employees. Conduct equity-minded inquiry throughout year and disaggregate data to develop strategies that are data-informed and rooted in cultural wealth to benchmark and promote accountability for equity, diversity and inclusion.
- Launched the Bias Response Team to ensure WSU campus community experience campus as a safe welcoming space where they will thrive not in spite of, but because of their multiple identities.
- Provided advocacy and assisted in establishing third generation student diversity center, the Center for Intercultural Learning and Affirmation to cultivate an inclusive community where historically underserved students are affirmed and have a sense of belonging at WSU Vancouver.

- Created campus-wide Heritage Months and Significant Days Series to acknowledge and appreciate cultural heritages every day and during specific heritage months. The programming series was formally integrated into the WSU Vancouver campus fabric and adopted by Student Affairs and Enrollment. Provide partnership, leadership, mentorship, and guidance to staff of Center for Intercultural Learning and Affirmation.
- Developed SPACE (Support, Partnership, Assessment, Communication, Education), a cohesive and strengths-based framework comprised of 5 action pillars that assists in strategic efforts to dismantle systemic racism and oppression, construct an antiracist foundation, promote inclusive excellence, and build a community of equity, diversity, inclusion, belonging and justice at WSU Vancouver.
- Established the Chancellor's Award for Advancing Equity in conjunction with the Vice Chancellor for Academic Affairs. This is one of the highest recognitions at WSU Vancouver for equity change agency. Founded in 2018, the third recipient of this prestigious award will be named in 2021.

Warren Wilson College, Asheville, NC, 2014 – 2017

Director of Inclusion, Diversity, and Equity and Professor of Education (unranked)

- Founded the Wilson Inclusion, Diversity and Equity (WIDE) Office. Provided vision, consistency, direction, and leadership in delivery of programming and campus-wide education, student advocacy, faculty and staff initiatives, and external community engagement.
- Created Heritage Months and Significant Days series to recognize cultural heritages throughout the year and during heritage months.
- Developed equity and diversity component of new student orientation to support and welcome the campus community at large and to support historically underrepresented populations including Black, Brown, Indigenous, and People of color communities and International students.
- Worked with Center for Gender and Relationships and Center for Spirituality to lead the campus to an all-time high ranking in the Princeton Review of #2 LGBTQ+ friendly campus.
- Expanded reach of the college into the Asheville and surrounding community through strategic external partnerships with other campuses/universities, organizations, and business and industry.
- Served as adviser to President and President's cabinet on matters of equity and diversity. Consulted with Vice President of Academic Affairs on outreach, recruitment, retention and promotion of faculty from underrepresented populations.
- Collaborated with Executive Director of Human Resources and Vice President of Academic Affairs on efforts to diversify faculty, culminating in 50% increase in faculty of color.
- Teamed up with Office of Admissions on equity strategy to outreach and recruit students from historically underrepresented communities, including students of color.
- Partnered with Institutional Research to administer campus climate surveys for students, staff, and faculty, including Diverse Learning Environments Survey.
- Worked with Vice President of Students in direction, of college-wide inclusion, diversity, and equity strategy to retain and graduate students from historically underrepresented populations, including students of color.

Professor of Education (unranked), EDU 315: Culturally Competent Educators, 4 credit hours.

- *An exploration of the system of U.S. education and the complex ways in which educators and students experience the system.*
- Developed and delivered equity-minded and culturally responsive pedagogy including syllabus, reading materials, learning outcomes, and student engagement.

University of North Carolina, Asheville, NC, 2015 – 2017

Faculty Research Fellow

- Appointed by Provost to assist in developing outreach, recruitment, and retention strategies of faculty from underrepresented communities.
- Developed strategies to infuse equity and cultural responsiveness into pedagogies and teaching practices. Collected and interpreted data into reports and proposals.

- Consulted with academic chairs and deans on creation of equity and diversity plans for academic units. Served role simultaneously with position of Director of Inclusion, Diversity and Equity at Warren Wilson College.

Columbus State Community College, Columbus, OH, 2001 – 2014

Career Facilitator and Diversity Manager, Career Services

- Led career services initiatives as Certified Global Career Development Facilitator (GCDF). Developed, managed and delivered resources and tools for underrepresented populations to assist in choosing and selecting career pathway.
- Partnered with Academic Affairs to build equitable pathways from graduation to work. Presented data on student populations utilizing career services, including historically underrepresented populations.
- Oversaw programming budget. Administered career assessments. Facilitated employer recruitment, career fairs, major fairs, career workshops and increased participation of underrepresented communities.
- Founded department newsletter. Created and managed mentorship and internship programs, including facilitation of internship orientation.

Academic Advisor and Program Coordinator, Advising Services

- Advised all academic majors, including dual enrollment programs and online advising modalities.
- Provided leadership as program coordinator of New Student Orientation. Managed advisor visitation program and annual transfer fair.
- Selected by Executive Dean to serve as departmental liaison for diversity, equity and inclusion. Developed safe space for students visiting advising center and inclusive advising strategies for advisors. Applied appreciative and intrusive advising techniques. Developed notes system which facilitated tracking of advising sessions.
- Created and led Advisor Visitation Program, College and University Admission Program, and Annual College Transfer Fair.

The Ohio State University, Columbus, OH, 2000 - 2001

Academic Counselor and Orientation Lead, Undergraduate Student Academic Services

- Advised undergraduate students across the academic majors and provided equitable support in warning, probation and dismissal.
- Taught multiple sections of required course, Social & Behavioral Sciences 101
- Served as lead advisor to New Student Orientation – developed collaborative partnerships with nexus of campus constituents, including Admissions, Alumni Relations, Academic Affairs, Student Affairs, Dining Services, Residence Life, and Student Advocacy Center.

Supervisor, College of Education – AmeriCorps for Literacy and Math, 1998 - 2000

- Provided inclusive leadership for AmeriCorps teachers at three different K-12 schools.
- Served as teacher educator, mentor and supervisor for at large program consisting of 80 AmeriCorps members.
- Supported each member in successfully achieving required minimum of at least 900 service hours within the academic year.

ADDITIONAL ACADEMIC TEACHING EXPERIENCE

Instructor, Washington State University Vancouver, Vancouver, WA, 2017 – 2019

Course: UNIV 104: First Year Success Seminar, 2 credit hours. Strategies for college success, goal setting, integrative learning, and developing community connections in order to excel in the first year. Developed leadership and equity/diversity module for course.

Adjunct Instructor, Columbus State Community College, Columbus, OH, 2005 – 2008

Course: Freshman Seminar, 2 credit hours. Provided instruction and facilitated students' ability to connect with important departments and offices on and off campus.

Guest Lecturer, Ohio University, Athens, OH, 2006

Course: EDHE 780: Dynamics of College Teaching in Student Affairs, 3 credit hours. Student Affairs and Student Development Theory class session for doctoral students in the Higher Education and Counselor Program.

Instructor, The Ohio State University, Columbus, OH, 2000 – 2001

Course: Social & Behavioral Sciences 101, 1 credit hour. Developed course content and utilized events in popular culture to engage class in critical thinking and deliberative dialogue on diversity, inclusion and equity.

Guest Lecturer, The Ohio State University, Columbus, OH, 1999

Course: EDPL/Music 757: Dalcroze Eurhythmics, 3 credit hours. Somatic methods and movement class session for graduate and doctoral students, interdisciplinary.

GRANTS, FELLOWSHIPS, & GIFTS ACTIVITY

- Principal Investigator (PI) at Washington State University Vancouver for “Building a Community of Equity in Southwest Washington.” Donors to include partnership with the Community Foundation of Vancouver Washington. In progress.
- Consultant on National Science Foundation Traineeship (NRT) Program/ National Science Foundation proposal, Data Science and AI for Sustainable Energy Ecosystem (DAISEE). Principal Investigators (PIs): Noel Schulz (Washington State University Pullman) and Assefaw Gebremedhin (Washington State University Pullman). February 2021.
- Consultant on TRiO Talent Search Grant funded by U.S. Department of Education. Principal Investigator (PI): Felix Braffith (Washington State University Vancouver). Submitted December 2020 – January 2021.
- Consultant on Gilliam Fellowship for Advanced Study, \$50,000/year for 3 years funded by Howard Hughes Medical Institute (HHMI). Principal Investigator (PI): Stephanie Porter (Washington State University Vancouver). Submitted November 2020.
- Consultant on Inclusive Excellence Program grant, “The Southwest Washington Regional Alliance for Inclusive Science Education (RAISE),” \$1M+ funded by Howard Hughes Medical Institute (HHMI). Principal Investigator: Gretchen Rollwagen-Bollens (Washington State University Vancouver). In progress – current finalist as of November 2020.
- Consultant on New Beginnings for Tribal Students grant, \$250,000, funded over 4 years by the National Institute of Food and Agriculture – USDA. Principal Investigators (PIs): Zoe Higheagle Strong (Washington State University Pullman) and Steve Fountain (Washington State University Vancouver). Submitted May 2020. Awarded October 2020.
- WSU Vancouver Office of Equity and Diversity recipient of gift from Cowlitz Indian Tribe to provide diversity and inclusion programming for campus community, including students, faculty, staff, and external partners. Awarded \$10,000 in 2019.

- Principal Investigator (PI) at Warren Wilson College in Office of Wilson Inclusion, Diversity, and Equity (WIDE) for “Curating WIDE Heritage Month Programming Annually” \$10,000 funded by Z Smith Reynolds Foundation. Awarded January 2015 – 2017.

SCHOLARLY WORKS & PUBLICATIONS

- Ford III, O. (2020). The Time is Always Ripe: Realizing Racial Equity and Justice at WSU Vancouver. Northwest Crimson and Gray Magazine. <https://www.vancouver.wsu.edu/northwest-crimson-gray/the-time-is-always-ripe>
- Ford III, O. (2020). The Virtual Gallery of Affirmations in These Uncertain Times. Amplified Journal and Newsletter. <https://www.vancouver.wsu.edu/equity-diversity/amplified-journal-newsletter>
- Ford III, O. (2019). We Rise by Lifting Others. November 2019, Amplified Journal and Newsletter.
- Ford III, O. (2017). Speaking your names because. November 2017, Amplified Journal and Newsletter. <https://admin.vancouver.wsu.edu/diversity/amplified-journal-and-newsletter-fall-2017>
- Ford III, O. (2015). *From navigation to negotiation: An examination of the lived experiences of Black gay male alumni of Historically Black Colleges and Universities*, 62(3), pp. 353 – 373, Journal of Homosexuality.
- Ford III, O. (2014). The Lucite Series: an exploration of masculinity in men of color through photography. July, 2014, www.united-academics.org, United Academics Magazine.
- Ford III, O. (2014). The love movement: Marriage does not belong to one community. February 2014, <http://outlookcolumbus.com/2014/02/the-love-movement-marriage-doesnt-belong-to-one-community/>, Outlook Ohio Magazine.
- Ford III, O. (2011). *An essay on coming out*. In J. King, I.T. Asanti, A. Kamau (Eds.), *Tapestries of Faith: Black SGLBT stories of triumph, family, love, and healing*, pp. 95 – 98. Glover Lane Press, Sherman Oaks, CA.

SELECTED KEYNOTES, PRESENTATIONS AND WORKSHOPS

- Ford III, O. (2021). Infusing Equity-Mindedness Into Marketing and Communications at Washington State University, Part II. System-wide workshop with marketers and communicators across WSU system of campuses – Vancouver, Pullman, Everett, Global, Spokane, Tri-Cities.
- Rakha, S. and Ford III, O. (2021). BaCE Action Luncheons. Workshop for BaCE participants to strategize and apply tools from the BaCE program into actionable equity strategies across policies, processes, practices, and pedagogies.
- Gordillo, L.M., Braffith, F., Ford III, O. (2021). Being Faculty of Color: Leveraging Resources and Strengths. Washington State University Vancouver, Vancouver, WA.
- Ford III, O. (2021). MLK 2021: Refocusing Equity and Realizing the Beloved Community at WSU. Presented to all 6 campuses of WSU system – Vancouver, Pullman, Everett, Global, Spokane, and Tri-Cities.
- Ford III, O. (2020). Equity-Minded Marketers and Communicators Across the WSU System. Presented to all marketers and communicators of the WSU system across all 6 campuses – Vancouver, Pullman, Everett, Global, Spokane, and Tri-Cities.
- Ford III, O., Rakha, S. (2020). Equity-Mindedness 101: What is my role in this work? BaCE Program workshop. Washington State University Vancouver, Vancouver, WA.

- Ford III, O. (2020). The Time is Always Ripe: Realizing Racial Equity and Justice. Virtual workshop presented to all campuses of the Washington State University system. Sponsored by Human Resource Services, Washington State University, Pullman, WA.
- Ford III, O. (2020). Virtual Campus Gathering for Black Lives. Curated in partnership with Academic Affairs Student Affairs and Enrollment to bring the campus community together to speak names of Black Lives taken by violence and to commit change agency for racial equity, inclusion, diversity, belonging and justice. Washington State University Vancouver, Vancouver, WA.
- Ford III, O. (2020). Keynote speaker at Car Rally for Black Lives. Sponsored by NAACP Vancouver and Clark County YWCA, the gathering brought 1,500 cars and more than 3,000 people together while physically distant to speak names of George Floyd, Breonna Taylor, and Black people killed due to racism and police brutality. Vancouver, WA.
- Ford III, O. (2020). Centering Racial Equity, Dismantling Systemic Racism: Leading and Transforming With a Racial Equity Lens. A Virtual equity workshop and critical discussion with Vancouver City Council, Vancouver WA.
- Ford III, O. (2020). Expanding Equity and Inclusion across Practices and Processes of Student Media Board. Washington State University Vancouver, Vancouver WA.
- Ford III, O. (2019). Establishing an Equity and Inclusion Legacy at WSU Vancouver. Presentation to the Washington State University Board of Regents. Washington State University Vancouver, Vancouver, WA.
- Ford III, O. (2019). Event Emcee and Speaker for YWCA Clark County Empower Luncheon. Hilton Vancouver, Vancouver, WA.
- Ford III, O. (2019). Indigenous People's Day: Reading of Washington State University Proclamation. Washington State University Vancouver, Vancouver, WA.
- Ford III, O. (2019). We Are Them: A Campus Gathering to Honor Lives of Fellow Human Beings Targeted by Violence. Washington State University Vancouver, Vancouver WA.
- Ford III, O., Christopher, R. (2019). Equity in the Search for Faculty and Staff. BaCE Program workshop. Washington State University Vancouver, Vancouver, WA.
- Ford III, O., Christopher, R. (2018). Creating an equity and diversity infrastructure proactively, not reactively. American Association of State Colleges and Universities Academic Affairs Meeting, Bellevue, WA.
- Ford III, O. (2018). There's nothing micro about it! Challenging microaggressions and creating equitable spaces of belonging. YWCA Clark County Professional Development Seminar. Vancouver, WA.
- Ford III, O. (2018). There is more required of you: Embedding equity into your leadership. Keynote speaker, Leadership Clark County Graduation, Vancouver, WA.
- Ford III, O. (2018). Getting unstuck: Equity and diversity strategies to move your search process and Company culture forward. Keynote speaker, SW Society for Human Resources Management Conference, Kelso, WA.
- Ford III, O. (2018). Moderator for Messages of Hope with WA state attorney general, Bob Ferguson, Sponsored by the League of United Latin American Citizens Council 47013. Vancouver, WA.
- Ford III, O. (2018). Showing up and holding space: Cultural equity in IPD facilitation and community agreements. National Conference of Initiative for Public Deliberation, Vancouver, WA.

Ford III, O., Goodwin, G., Davis, C., Ewing, K.T. (2017). Reality, resistance, and revolution: Black faculty and staff experiences at predominantly White institutions. National Conference of the Association for the Study of African American Life and History (ASALH), Cincinnati, OH.

Ford III, O. (2017). Applying an equity lens to healthcare disparities. Crucial Conversation with WSU Elson Floyd Medical School Inaugural Class, Vancouver, WA.

Ford III, O. (2016). #HaikuForJustice. #HaikuForLove. Original social justice campaign and professional development workshop presented at Soul of The Activist Symposium with Activist in Residence, Mandy Carter, Warren Wilson College, Asheville, NC.

Ford III, O. (2015). *Creating welcoming spaces for students of color on our campuses*. Presented to residence life staffs at Mars Hill University and Warren Wilson College, Asheville, NC.

AWARDS & RECOGNITION

- 2021: Recipient, WSU System Dr. Martin Luther King Jr. Community, Equity, and Social Justice Award
- 2020: Recipient, Identity Clark County, Live Here Learn Here Award
- 2020: Recipient, Dr. Martin Luther King Jr. Distinguished Service Award for the BaCE Program at WSU Vancouver, awarded by Washington State University, Pullman, WA
- 2019: Recipient, WSU Vancouver recognized with *Higher Education Excellence in Diversity (HEED) Award,* Insight Into Diversity Magazine, St. Louis, MO
- 2019: Nominee, Martin Luther King Jr. Distinguished Service Award, Washington State University, Pullman, WA
- 2019: Peace Pole gifted to WSU Vancouver by Rotary Club of Clark County, Vancouver, WA
- 2016: Nominee, Faculty Teaching Excellence Award, Warren Wilson College, Asheville, NC
- 2013: Award for Leadership Excellence, Columbus State Community College, Columbus, OH
- 2013: Nominee, Man of the Year, Man Initiative, Columbus State Community College, Columbus, OH
- 2012: President's Leadership Institute, Columbus State Community College, Columbus, OH

SELECTED WASHINGTON STATE MEMBERSHIPS AND SERVICE

- 2021 – Present: Interstate Replacement Bridge Equity Advisory Board, Southwest Washington/Oregon
- 2020 – Present: Vancouver Chamber of Commerce, Board Member. Vancouver, WA
- 2020 – Present: Washington Student Achievement Council, Equity Advisory Board Member, Olympia, WA
- 2019 – Present: Chair, Equity of Student Outcomes Council, WSU Vancouver
- 2018 - Present: Name Reader, WSU Vancouver Commencement Ceremony
- 2017 – Present: Chair, Building a Community of Equity Committee, WSU Vancouver
- 2017 – Present: Co-Chair, Support and Empowerment for Employees of Color Association, WSU Vancouver
- 2017 – Present: Chair, Equity and Diversity Advisory Board, WSU Vancouver
- 2017 – 2020: Chair, Recruitment of Faculty and Staff of Color Committee, WSU Pullman
- 2017 – 2020: Co-Chair, Drive to 25 Faculty and Staff of Color Committee, WSU Pullman
- 2017 – 2019: Student Success Council, WSU Vancouver
- 2017 – 2019: Enrollment Management Council, WSU Vancouver
- 2019 – 20: Member of Search Advisory Committee for Washington State University Provost and Executive Vice President appointed by the President. WSU, Pullman, WA.
- 2019: Member of Search Advisory Committee for WSU Vancouver Chief of Staff appointed by the Chancellor. WSU Vancouver, Vancouver, WA
- 2019: WSU Vancouver Downtown Space Committee appointed by the Chancellor
- 2019: WSU Vancouver Strategic Plan Committee appointed by the Chancellor

- 2018 – 19: Co-Chair, Search Advisory Committee for WSU Vancouver Vice Chancellor for Student Affairs and Enrollment appointed by the Chancellor

SELECTED NATIONAL AND EXTERNAL SERVICE

- 2017 – Present: National Association of Diversity Officers in Higher Education (NADOHE)
- 2017 – Present: Association for the Study of African American Life and History (ASALH)
- 2018 – Present: Advisory Board Member, WorldOregon (World Affairs Council of Oregon), Portland, OR
- 2019 – Present: Complete Count Committee, U.S. Census, appointed by the Mayor of Vancouver, WA
- 2019 – Present: Board Member, Equity Advisory Board, Clark College, Vancouver, WA.
- 2017 – Present: Awards Committee, National Association of Diversity Officers in Higher Education (NADOHE)
- 2014 – 17: Enrollment & Marketing Advisory Council, Warren Wilson College, Asheville, NC
- 2014 – 17: Diversity Council, Warren Wilson College, Asheville, NC
- 2014 – 17: Advisor, Student Heritage & Identity Groups, Warren Wilson College, Asheville, NC
- 2014 – 17: Board Member, Dr. Martin Luther King Jr. Association of Asheville, NC
- 2014 – 17: Board Member, Dr. Martin Luther King Jr. Association of Swannanoa Valley, NC

MEDIA APPEARANCES

- December 2020: Learn Here Project honors 31 education staff and volunteers: [Learn Here Project honors 31 education staff and volunteers | Vancouver Business Journal \(vbjusa.com\)](#)
- Fall 2020: The Time is Always Ripe: Realizing Racial Equity and Justice: <https://www.youtube.com/watch?v=5tpu6FPGR6g>
- Summer 2020: The Stance for Equality: How WSU Vancouver Faculty and Alumni Support Black Lives Matter. <http://thevancougar.com/the-stance-for-equality-how-wsu-vancouver-faculty-and-alumni-support-black-lives-matter/>
- Summer 2020: About 1500 Cars Line In Vancouver Streets for ‘Car Rally for Black Lives.’ <https://www.columbian.com/news/2020/jun/06/more-than-1500-cars-line-vancouver-streets-for-car-rally-for-black-lives/>
- Summer 2020: 1500 Cars Line In Vancouver for Car Rally for BLM Protest. <https://speedlux.com/1500-cars-line-in-vancouver-for-car-rally-for-blm-protest/>
- Spring 2020: COVID-19 CAMPUS CONVERSATION: Updates on fall semester, new student orientation and more. <http://thevancougar.com/4116-2/>
- Spring 2020: Small Institutions Develop Expansive DEI Efforts. <https://www.insightintodiversity.com/small-institutions-develop-expansive-dei-efforts/>
- Spring 2020: WSU Vancouver COVID-19 Campus Conversation. <https://wsu.hosted.panopto.com/Panopto/Pages/Viewer.aspx?id=7acdd80c-1e6e-46a7-aa7f-abad016a2bbb>
- Fall 2019: The 2019 HEED Awards: Innovation in Diversity, Equity, and Inclusion Continues. <https://www.insightintodiversity.com/2019-heed-awards-campus-climate/>
- Fall 2019: WSU Vancouver receives Insight Into Diversity 2019 HEED Award. <https://www.vancouver.wsu.edu/news/wsu-vancouver-receives-insight-diversity-2019-heed-award>

- Fall 2019: YWCA Empower Luncheon raises audience awareness on racism, domestic violence. <https://ywcaclarkcounty.org/blog/2019/09/20/empower-luncheon-raises-audience-awareness-on-racism-domestic-violence/>
- Spring 2019: WSU plans systemwide approach to cultural competency training. <https://news.wsu.edu/2019/04/05/wsu-plans-system-wide-approach-cultural-competency-training/>
- Fall 2018: Building a Community of Equity: A New Cultural Competency Professional Development Program is unveiled for WSU Vancouver. *Northwest Crimson and Gray*, pgs. 20 – 21.
- March 2018: Strengths Lies in Differences. <https://swshrm.org/meetinginfo.php?id=2&ts=1526579794>
- February 2018: Outlook optimistic for WSU Vancouver in chancellor's State of the Campus Address. <https://www.clarkcountytoday.com/news/outlook-optimistic-for-wsu-vancouver-in-chancellors-state-of-the-campus-address/#.W2J-MihKg2w>
- February 2018: The Fight for Dreamers: Messages of Hope in Vancouver. *The VanCougar*, pgs. 6 – 7. <https://issuu.com/thevancougar/docs/issue11nocrops/6>
- Fall 2017: New Faces on Campus. *Northwest Crimson and Gray Magazine*, pg. 6. https://admin.vancouver.wsu.edu/sites/admin.vancouver.wsu.edu/files/WSUVancouver_NWCG_Fall2017_WEB.pdf
- January 2016: MLK Breakfast is just part of what organizers do. <http://www.blackmountainnews.com/story/news/local/2016/01/20/mlk-breakfast-just-part-organizers/79065512/>
- January 2016: Warren Wilson's MLK events run Jan 19 - 29. <http://www.citizen-times.com/story/news/local/2016/01/15/warren-wilson-colleges-mlk-events-run-jan-19-29/78852140/>